

Annexure A

Relationship between Knox and the Uniting Church in Australia and other entities

1. The legal status of Knox including its trading names and legal names.
2. The relationships between the following roles and entities, including (but not limited to): the legal relationship, insurance arrangements, the financial relationship, governance, pastoral care, development and implementation of policy and recruitment of staff between 1971 and 2014:
 - a. Knox;
 - b. The Headmaster of Knox;
 - c. The Knox Council;
 - d. The Chair of the Knox Council;
 - e. The Uniting Church of Australia (NSW Synod);
 - f. The Board of Education of the Uniting Church in Australia;
 - g. the Director of Schools Ministry of the Uniting Church in Australia;
 - h. The Uniting Church in Australia Property Trust (NSW) (ARBN: 134 487 095);
 - i. The Uniting Church in Australia Property Trust (NSW) – The Knox (ABN: 43 709 615 471);
 - j. Knox Foundation Ltd; and
 - k. The Uniting Church (NSW) Trust Association Ltd.
3. The relationship between Knox and the Association of Independent Schools of NSW (AISNSW), in particular:
 - a. guidance provided to the Knox on child protection and Knox's implementation of any of the AISNSW's recommendations; and
 - b. any requirement on Knox to notify the AISNSW of allegations of child sexual abuse and information on specific instances when this occurred.
4. The approach to the provision of information by Knox to the Board of Studies, Teaching and Education Standards NSW – specifically, how allegations of child sexual abuse were/are reported by Knox to the Board, and how such allegations are relevant to Knox's accreditation requirements.
5. Notifications by Knox to the NSW Ombudsman regarding allegations of child sexual abuse, and Knox's implementation of any recommendations made to it by the NSW Ombudsman as a result of any specific investigations.
6. The approach generally that Knox takes when notified of an allegation of child sexual abuse – in particular, in deciding whether and when to report the abuse to the New South Wales Police.

Knox's policies, practices and procedures

7. Knox's policies, practices and procedures in place between 1971 – 2014 in respect of child protection, including;
 - a. the prevention of child sexual abuse;
 - b. reporting and response to allegations of child sexual abuse;
 - c. staff misconduct, disciplinary procedures and working with children;
 - d. staff training on matters concerning child safety; and
 - e. the involvement of the police in matters concerning child sexual abuse and child safety.
8. The manner in which Knox currently develops and implements policies, practices and procedures concerning child protection.

Response to allegations

9. When, and the circumstances in which, Knox became aware of allegations of child sexual abuse perpetrated on the following students at Knox:
 - a. Guy Lamond;
 - b. Matthew O'Neal; and
 - c. David Rentoul.
10. The policies, practices and procedures followed by Knox in its response to allegations of child sexual abuse against the abovementioned persons.
11. Knox's response to the abovementioned persons' specific allegations including details of any:
 - a. correspondence;
 - b. meetings;
 - c. discussions;
 - d. board meetings;
 - e. headmaster's reports; and
 - f. investigations.
12. The information provided to Knox Council and its involvement in determining Knox's response to the allegations.
13. The information provided to the Uniting Church in Australia and the Uniting Church's involvement, if any, in determining Knox's response to the allegations.
14. The information provided to Knox's insurer and the insurer's involvement, if any, in determining Knox's response to the allegations.

Criminal proceedings

15. Any reports and other assistance given by Knox to the New South Wales Police Force regarding allegations of child sexual abuse during Strike Force Arika and the subsequent criminal proceedings against the following perpetrators from 2009:

- a. Barrie Stewart;
- b. Craig Treloar;
- c. Adrian Nisbett;
- d. Roger James; and
- e. Damien Vance.

Redress and civil claims

16. The extent of any redress (compensation, counselling, apology or other support) offered to victims of child sexual abuse at Knox and their families. If so, please detail the offers made and the circumstances and timing of those offers with respect to each victim.