

From: Cathy Lovell
Sent: Thursday, 9 January 2014 2:44 PM
To: Clare Morrissey
Subject: FW: REDACTED

Hi There,

Will you please call Martin with Amanda (use Kate's office) to guide him through the 16A process.

Ta
Cath

From: AIS Filter
Sent: Thursday, 9 January 2014 1:15 PM
To: Cathy Lovell
Subject: FW: REDACTED

From: Gooding, Martin [<mailto:goodingm@knox.nsw.edu.au>]
Sent: Thursday, 9 January 2014 1:13 PM
To: Cathy Lovell
Subject: RE: REDACTED

Dear Cathy

Many thank for this – I have rung and left a message- and will call again to discuss this.

In brief

- I prefer option 1. I believe we stipulate as strict conditions as possible
- It might be that we can move towards option 2 after review, possibly linking the timing of the review to significant change in Family Orders- when boy is 14.
- If father does not agree, then probably best if school does not proceed, given the risks inherent in the situation for the boys of the school, the boy, and indeed the school
- Yes- agree re Chapter 16A. need assistance in this. As you say, vital to use official/independent information as basis of any action
- Agree- RA involves Knox students, the boys, and the school; we definitely do not want this becoming public at all.

I also-

- we are just sending out our first fee run, which would normally involve this boy; both mother and father share fee costs, so both would get account. Do I withhold ?
- given the time it will take to get Police information, and the fact that school starts in 3 weeks, should we call the mother and father to let them know that we are seeking official information/advice [the father knows that the mother has given the school the Family Court Orders] and that we will meet with them to discuss the situation?

Speak soon

Cheers

Martin



Martin Gooding

Head of Enrolments | **Knox Grammar School**

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www.knox.nsw.edu.au

From: Cathy Lovell [<mailto:CLovell@aisnsw.edu.au>]

Sent: Wednesday, 8 January 2014 5:29 PM

To: Gooding, Martin

Cc: Clare Morrissey

Subject: FW: REDACTED

Importance: High

Dear Martin,

Clare and I have gone through the court orders and remain of the view that it is very high risk to allow Mr REDACTE to be physically present at the school or at any school functions that occur away from Knox Grammar. He is a registered sex offender and it will be too difficult to ensure that he is completely supervised on all occasions. Should he offend against a student of Knox Grammar School you would be in a very difficult position having allowed him to be present at the school or at a function associated with the school.

On that basis we recommend that you include the following clause in your enrolment contract for the REDACTE child. You can simply refer to the Attachment in your enrolment information.

Attachment 1 Conditions of Enrolment

XXXXX's enrolment at Knox Grammar School is conditional upon Mr REDACTED (Mr REDACTE agreeing to the following conditions:

1. Mr REDACTE cannot come on to school grounds at any time during school hours or otherwise.
2. Mr REDACTE cannot participate in school functions and activities including but not limited to:
 - a. School excursions
 - b. Speech night/awards presentations
 - c. Sporting events involving Knox Grammar School
 - d. Parent teacher evenings
 - e. School productions
 - f. School community events
 - g. [insert anything further]
3. Mr REDACTE cannot attend Knox Grammar School sporting events or other events even if those events are not on Knox

Grammar School grounds.

4. Mr [REDACTED] will be entitled to have telephone and written contact with the school, including XXXXX class teachers. Mr [REDACTED] will receive information relating to XXXXX's progress at school via school reports and other ad hoc communication.

If you feel this is too restrictive, then option 2 might be to put in place a strict supervision regime, such as:

Attachment 1 Conditions of Enrolment

XXXXX's enrolment at Knox Grammar School is conditional upon Mr [REDACTED] (Mr [REDACTED] agreeing to the following conditions:

1. Mr [REDACTED] cannot come on to school grounds at any time during school hours or otherwise unless he is accompanied by [nominated staff member]. [nominated staff member] will remain in very close proximity of Mr [REDACTED] at all times without exception. *Note: the nominated staff member must be fully aware of the issues and trained to manage the situation. It would be appropriate for one or two staff members to be nominated due to privacy considerations.*
3. Mr [REDACTED] cannot participate in school functions and activities including but not limited to:
 - a. School excursions
 - b. Speech night/awards presentations
 - c. Sporting events involving Knox Grammar School
 - d. Parent teacher evenings
 - e. School productions
 - f. School community events
 - g. [insert anything further]

Unless accompanied by [nominated staff member] as outlined in clause 1. That staff member will be in close proximity to Mr [REDACTED] to ensure continual supervision for the duration of the activity or function, without exception.

3. Mr [REDACTED] cannot attend Knox Grammar School sporting events or other events even if those events are not on Knox Grammar School grounds unless accompanied by [nominated staff member] as outlined in clause 1.
4. Mr [REDACTED] will be entitled to have telephone and written contact with the school, including XXXXX class teachers. Mr [REDACTED] will receive information relating to XXXXX's progress at school via school reports and other ad hoc communication.
5. Any arrangement in line with the above must be made directly with XXXXX at Knox Grammar School and any request for participation from Mr [REDACTED] must be made at least one week in advance of the event or activity. The school will make a decision on a case by case basis as to the appropriateness of the request for Mr [REDACTED] to be participating in a school event or activity (subject to supervision) and reserves the right to decline any requests made by Mr [REDACTED]

For example, it is not recommended that Mr [REDACTED] attend overnight excursions. It may be that the school only allows Mr [REDACTED] to attend a limited number of activities such as parent teacher nights twice per year and an awards ceremony. Permission can be granted at the discretion of the school and dependent on the capacity of the school to provide the very close supervision.

In the event that the enrolment is not accepted on this basis and the Mother enrolls the child without Mr REDACTE's permission the school may rely on the Closed Lands Act to exclude Mr REDACTE from the school grounds. The conditions above should still be part of the enrolment contract even if Mum enrolls the child without Mr REDAC's consent. However, it will be harder to enforce his exclusion from events that occur away from the school grounds. However, you should write to him and advise him that he is not to attend any functions at school or otherwise so that you have a record of having made your best attempt to prevent him from attending school events at other venues. You can and should use Chapter 16A to obtain information from the Police about the offence and any restrictions that apply to Mr REDACTE. Obtaining such information from police is advisable generally, but is absolutely crucial if you chose to go with the second option above. It may be the case that Mr REDACTE is prevented from being within so many meters of schools grounds etc as part of him being on the sex offenders register. If this were to be the case, the second option would be not be possible and you would only be able to put to Mr REDACTE the first option. It is critical that the school bases its decision making on information from independent parties such as Police and the Family Law Order as opposed to information provided by the family. For example, you should not rely on Mr REDACTE's account of the level of access he was allowed at his son's previous school. Considerations around Mr REDACTE's access to his own children are separate to your consideration of your duty of care to other children with whom he comes into contact with as a Knox Grammar School parent.

You may also wish to give some consideration as to how the school will respond if it is leaked to the school community that Mr REDACTE is a registered sex offender regardless of the option that you choose to offer.

Please phone me if you wish to discuss this email.

Regards
Cathy



Cathy Lovell

Director: Workplace Management

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