

Reference Employer

This is part of a risk assessment to assist the Risk Assessor to determine if the applicant is suitable for child related employment

Name of Applicant: ARH

Name of Referee: MARK M. CROSSIN

Position: DEPUTY PRINCIPAL

Organisation: KINCORPALL - ROSE BAY

Contact Number: REDACTED Date of Reference: 27 JUNE 2014

Relationship of referee to applicant: PROFESSIONAL

<p>1. How do you know the applicant, and for how long?</p>	<p style="font-size: 1.2em;">20 plus years</p>
<p>2. Describe the applicant's relevant record¹ and its circumstances. See below for explanation of relevant record.</p>	<p>When I was a Head of Year (Yearmaster) at Knox Grammar School there was, I believe, an investigation into alleged grooming behaviour of a student in my Year group. The matter was dealt with at the time by the Headmaster, Peter Crowley.</p>
<p>3. Describe any factors that may have contributed to this behaviour that have since changed.</p>	<p>I was not privy to the outcome of the investigation but I know ARH moved to another position, a promotional position at School 2</p>
<p>4. What is your view of the applicant's experience of working with children, and on what do you base your views?</p>	<p>ARH is a dedicated and passionate teacher. He does get close to his students which obviously has led to alleged 'grooming' allegations which implies something manipulative behind his actions and in his motivations. I am of the opinion the motives are not manipulative or sinister but he certainly needs to be aware of perceptions of others and ensure he adheres to boundaries.</p>

¹A **relevant record** includes any of the matters specified in Schedule 1 of the *Child Protection (Working with Children Act) 2012* as well as a finding of misconduct, notifications by the Ombudsman and identified pattern of behaviour

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<p>5. Employers: what type of work related contact has the applicant had with children? Describe the quality of that contact, and how you know about it.</p>	<p>Since leaving Knox Grammar School, he has worked at School 2 and School 1. I have not worked with him at these schools so they are the best to comment on the contact with children in these schools.</p>
<p>6. Employers: give examples of the applicant's responses to direction and supervision.</p>	<p>Once again, best answered by employer at: School 2 and School 1</p>
<p>7. Has the applicant undertaken any relevant training? If so, what training?</p>	<p>I believe he has undertaken training in Child Protection.</p>
<p>8. To your knowledge, has the applicant ever demonstrated inappropriate behaviour or abuse towards children?</p>	<p>I have not witnessed any abuse at all. I have, however, witnessed care and concern for his students which has given rise to 'grooming' perceptions and where appropriate boundaries may have been better followed so not to give grounds for the perceptions of some.</p>
<p>9. Is there anything else you would like to add in relation to the applicant?</p>	<p></p>

Signature of Referee: Shel McNamee

Authorised by Agency to provide reference: Yes No (Tick as appropriate)

N.B. Please be advised that all referees will be contacted by a Risk Assessment Officer to verify the information provided. Please return completed reference to:

- Andrew Mills
- The Office of the Children's Guardian
Level 13, 418A Elizabeth Street
SURRY HILLS NSW 2010, Fax (02) 9286 7290
- Email: WWCCAssessment@kidsguardian.nsw.gov.au

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