

FROM THE HEAD MASTER  
 GEELONG GRAMMAR SCHOOL  
 CORIO, VICTORIA, 3214  
 052 - 73 9200

Friday 22nd March  
 1991

Dear Andrew,

I write with regret to say that I must terminate your service with the school at the end of 1991 (effective 31/12/91). In lieu of notice payment of a lump-sum equivalent to your salary for three months will be paid to you at the time of severance.

In late 1990 I drew to your attention in person & by letter that your dealings with a boy & his family were such as to be unwelcome & distressing. I pointed out that this was (to my knowledge) the third such relationship which had required some intervention from the school administration because of concern expressed by pupils & family. It was emphasised that the relationships in question were interpreted as being homosexual, that they undermined your own reputation, & that they exposed the school to criticism & loss of both reputation &, potentially, of pupils. In

conclusion I indicated that one of two alternatives had to be taken: resignation at your post or a recognition that a problem existed over which you needed help & counselling.

In September of this year I was required once again & in almost identical circumstances to say that you must cease to be what was perceived to be a nuisance to a boy & his family after the mother of the boy in question had failed to secure her desired end by writing to you direct (6th August). When my own letter of 3rd September which contained a simple instruction about writing a letter of apology & complaint to the mother was not straightforwardly carried out, I was forced to say to you that I saw no sensible alternative but to end your employment with the school. In a letter of 10th September you asked me to reconsider, on the basis that you were taking positive action & would seek medical or psychological assistance. On 20th September I reminded you in a conversation (documented) that the alternatives were dismissed or a genuine attempt to seek help. We agreed upon a course of action: namely, that, via the offices of Dr McKellar whom you saw on 30th September, ~~that~~ you would see a psychologist whom he recommended.

It is clear that the situation has not changed & that you are not capable of changing it. Your relationship with the boy in question is such as to undermine your standing with pupils, provoke comment & criticism amongst parents, & lead the remainder of the staff to no reluctant but clear conclusion that your attachment to the House is no longer sensible or welcome. It has also become apparent that you have not taken positive action as agreed. In attempting to make brief contact with the psychologist when you were due to be seeing (on attempt to clarify whether I might seek your permission to talk to her) I discovered that you had never in fact seen <sup>to</sup> her at all.

It is with regret, but with a clear view that I have no alternative, that I am taking no action set out in the opening paragraph of this letter.

Yours sincerely,

S. Dr.