

Submission 38

In [REDACTED] I was working as an [REDACTED] teacher at [REDACTED]. A new Principal, [REDACTED] was appointed [REDACTED] that year. It soon became obvious that the atmosphere in the school was changing.

In [REDACTED] I wrote to [REDACTED] about the misgivings other members of Staff and I had regarding the Principal's behaviour. The issues I raised with the Department's Officers were:

- Lewd and sexist remarks made to young female teachers. Staff members were told whether they were liked or not; who were "favourites"; remarks were made about body shapes -bottoms, breasts.
- At staff meetings comments were made to women teachers such as "I can't concentrate on what's going on. I'm looking at your beautiful eyes" when there was an issue with an interactive whiteboard for example.
- A female member of the Office Staff was, at times, seen sitting cross-legged on the Principal's desk in his Office.
- The Principal often spent time loitering outside one young teacher's classroom.
- Discriminatory practices by the Principal became rife.
- Specific members of Staff had had flexible arrangements re picking-up their children. These were arbitrary, discontinued for some and not for others.
- Staff frightened that the Principal would not support Visa applications
- Staff frightened the Principal would not allow their programs to continue.
- The Principal's birthday was celebrated with a cake served to a select few in an office. Previously Staff birthdays had always been a celebration for all in the Staff Room.
- Discriminatory remarks and bullying behaviours towards older members of Staff. [REDACTED] retired earlier than she has intended because she felt her position had become untenable. She was subjected to shouting and abusive language from the Principal, often in front of parents, children and other teachers. [REDACTED]. She was replaced by a young woman who seemed unable to do the work, and other staff were brought in to provide ongoing mentoring.
- Parents and staff were shouted and sworn at in public. This included yelling about one parent, "I'm not talking to "that f..ing bitch".
- Special privileges were given to selected teachers. Such as days off for birthdays, claimed as sick leave.
- What I observed was that bullying and harassing remarks were made almost exclusively to women staff.

While I was not subjected to sexualised comments or even bullying remarks I became very conscious of the effect they were having on the Staff. There was a highly sexualised atmosphere in the school. There was constant discussion about the Principal's behaviour, mistrust among members of Staff about existing privileges, a divided Staff and discriminatory practices.

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

[REDACTED]

I was then told my position at the school was to be advertised and that I would have to be re-

interviewed to continue the next year. The Principal, of course, was to be the interviewer. I left the school at the end of that year.
Later, I was contacted by one of the witnesses to make a statement for a Departmental inquiry into the management of the School. The Principal was subsequently removed from the School.

[Redacted]

[Redacted]

Thank You.

[Redacted]