

**INQUIRY INTO TEACHER SHORTAGES IN NEW SOUTH
WALES**

Name: Name suppressed

Date Received: 27 July 2022

Partially
Confidential

To all Members at the Committee of the Parliamentary Inquiry into Education/Teaching,

1. I believe my submission addresses the following points of your Terms of Reference; (a), (b), (e), (o), (p), (q), (r), however, would like to speak directly to Point (r).

I am a Teacher of 6 years who is currently unemployed due to unfair dismissal from a Permanent Teaching position at a Catholic High School in South Western Sydney (Diocese of Wollongong), for standing up to the relentless systematic bullying on the inside often covered up by the Powers that Be.

I now cannot work due to psychological injury & have not worked for the past 3 years. I am also awaiting the finalisation of a complex Workers compensation claim to be approved as the workplace has accepted liability however, they are dragging their feet. This causes financial suffering & great distress as many Teachers have lost what once was a great quality of life, mental health, properties, finances, it has destroyed families, relationships, and many have lost their lives to suicide. These are just a few of the harsh realities of what the system is doing to GREAT TEACHERS.

I have looked forward to the day I could have a voice on this subject because what I went through as a teacher, no one should need to experience in any profession, especially where it concerns shaping young minds. So, Thank you for allowing me to do so for the purpose of changing the landscape of future workplaces. I personally became a teacher to instil my passion & impart knowledge to help

Here are the main factors Teachers are leaving the profession in droves:

- Bullying of Teachers who do not "conform" to toxic school culture but instead choose to teach students to think critically
- Sexual harassment by students towards Teachers & other staff towards Teachers with a failure by management to act with support to victims, only blame
- Lack of support by management towards Teachers
- Burnout from day to day pressures and intensity
- Zero Integrity maintained by school Principals
- Expectations by management for Teachers to attend ALL RELIGIOUS programs, liturgies, services outside school hours even if Teacher does not adhere to those religious practices
- Undertones & nuances of racism, sexism & all other forms of gross discrimination
- Mobbing/toxicity
- Too much emphasis & valuing of Teachers Aides/ Student Learning & support officers (SLSO) & not the Teachers. They are used as spies and often cause many issues & friction between Teacher/student relationships
- Nepotism

- If you blow the whistle on wrong practices, you experience harsh retribution
- Lazy, aggressive, misogynistic Principals who bully female Teachers & attempt to force their hands in changing documents which will ultimately get back to head office
- No support by HR department towards Teachers
- Extreme Student behavioural issues & general lack of respect for Teachers
- Lack of great Leadership skills of Principals
- Unions represent Teachers & their Principals. Therefore, if there is a conflict between the two, the Union rep will ALWAYS BLAME the Teacher
- Useless unions
- Low pay (fruit picking & pouring beers pays more)
- Large class sizes
- Lack of support of management & adequate mentoring
- Lack of resources
- Take home work, after school, late nights, weekends, working overtime for no extra pay
- Payment of yearly Teacher registration and useless accreditation
- Endless meaningless meetings
- Endless meaningless Paperwork and pointless administration or compliance that takes away from energy being focused into meaningful teaching & learning
- Casualisation of Teachers & no permanent jobs. This has made Teachers unvalued and increased toxic workplace cultures and unhealthy competition
- Coordinators who have less than 2 years' experience as a classroom teacher
- Toxic masculinity & boys club mentality
- No government support, including support of the Fair Work Commission
- Current Laws for Teachers are such that if a Principal or staff member that is in cahoots with management simply does not like you or has an axe to grind, they can sack you within a term with their "Performance Management program". Even though this "Performance Management Program" is a universally understood to be a sneaky sacking tool. The Teacher then has no way out and the Principal or other coordinator will get their "buddies" to observe you or you will not be observed at all.

2. Committee, you may think this is far-fetched, however, it is a harsh reality you really need to be aware of to make changes. It is my hope that laws are changed for the better to protect, nurture and support classroom Teachers in the future, for the sake of the profession and sake of future education of our youth.

Thank you & Kind Regards,