

Ректорський контроль

Read the article, render and analyze it.

School bullies (teachers, that is)

CONGRATULATIONS to the deputy head on winning his case for compensation because he was being bullied (Anger at payout to teacher, July 17). I've been teaching for 18 years and I'm leaving my latest post in a primary school after just two terms because I'm not happy with the way the head teacher has been treating me. I'm no shrinking violet, but I'm no longer prepared to enter into daily trench warfare with someone who sees every question as a threat to her authority.

In my last school the deputy head was ritually humiliated on an almost daily basis by a head teacher with a grudge going back to an incident seven years before.

My union has advised me that I have a case for constructive dismissal, but that if I pursued I would probably never teach again as I would have a reputation as "trouble". Even now, if I get a reasonable reference from my head, this can be leavened in the inevitable private phone conversation between a potential new head and my old one.

Most primary schools are small workplaces where it is relatively easy for one head to control the workforce. I acknowledge pressures on heads have increased but that is no excuse for bullying. The increased pressures on staff as a whole means they are more isolated, with less time for mutual moral support through such simple things as having the time to sit down at lunch and have an unhurried chat over a cup of tea.

Anthony Ratcliffe's case is by no means an isolated incident. It seems to me the parents quoted really have no idea what can go on between adults in schools, especially primary schools, where the atmosphere can sometimes become incredibly petty.

Name and address supplied.

THE hundreds of teachers who have recently been bullied into early retirement will recognize the scenario in the Ratcliffe case. Two or more decades of underfunding of schools, denigration of the teaching profession and the relentless imposition of additional burdens in the name of raising standards have taken their toll.

Tensions which nourish the bully now exist in many schools. Ofsted inspections often trigger panic action to eradicate a perceived problem. Immature, poorly trained headteachers and others adopt bullying tactics and target an individual teacher. There may then begin a relentless vendetta in which grievance, competency and disciplinary procedures are often abused. In most cases, the previously capable teacher fights on, until illness cuts in. Once the teacher receives medical support, the bullying intensifies. The illness is now used to justify some of the earlier bad treatment and the pressure is maintained until the victim finally breaks.

School-based management will often be aided and abetted by government education officers who are themselves free of the hot-house conditions in the

school, and who are given a sanitized version of events by the very staff who have done the bullying.

Many of those being bullied are in their late 40s and should have given 10 to 15 years more service to education. While there will be short-term savings to the benefit of the schools' staffing budgets, the costs of early retirement are picked up by the Teachers' Pensions Agency, the Benefits Agency and teacher training budgets. The personal loss by the bullied teachers could be calculated at several hundred thousand pounds. If bullying were eradicated throughout education, the cash and educational benefit to each school could be many times greater than the settlement in this case.

As far as I am aware, there has been no research into the link between adult bullying in schools and the extent of bullying between children. However, there is substantial circumstantial evidence that teachers who bully their colleagues also bully children in their charge. The green light is thereby given to child bullies to continue the persecution in the playground.

Will Messenger.

Moreton in Marsh, Gloucs.

UNTIL recently I taught at a school where the head teacher systematically bullied many of the staff, and would say such cruel things to teachers that it was common to find women crying in the staff toilets. At least 10 staff were deeply miserable and, in two cases, suicidal.

I was a patient in a psychiatric hospital for most of last year, with a major depressive illness directly consequent on my experiences in the school. When I told my psychiatrist that I felt lucky to have been granted medical retirement, he gazed at me in disbelief. I clearly hadn't taken in the significance of my permanent disorder, my loss of earnings, and my dependency on benefit. But for the present, having a major illness is preferable to being in my former working environment and, I'm sad to say, some teachers envy me. *Name and address supplied.*

The Guardian, October 27, 2008

Vocabulary exercises

Exercise 1. *Study the active vocabulary of the article. Look up for the Ukrainian equivalents.*

The deputy head; a payout; to be not happy with the way of treating; to be no shrinking violet; to enter into daily trench warfare with someone; to see every question as a threat to one's authority; to be ritually humiliated on an almost daily basis; a grudge; a case for constructive dismissal; to have a reputation as "trouble"; to have an unhurried chat; incredibly petty; to be bullied into early retirement; a scenario; to nourish; a relentless vendetta.

Exercise 2. *Make up and act out dialogues using the words and expressions given in Exercise 1.*

Exercise 3. *Underline words and phrases in the text which show that the following sentences are true.*

1. The deputy head was lucky to win his case for constructive dismissal.

2. Though the author of the first letter is not a weak person, he is reluctant to deal with his ambitious authorities.
3. Anthony Ratcliffe is not the only person who has suffered school pressures.
4. School bullies between the staff are closely connected with children bullying.
5. Victims of school bullies are really unhappy and they demonstrated it explicitly.
6. Instructors prefer to be granted medical retirement rather than go on teaching because of the flaws of their working environment.

Translation exercises

Exercise 1. *Translate into English.*

Розвиток подій; мати скандальну репутацію; неминуча помста; бути примушеним вийти на пенсію достроково; заохочувати; бачити у кожному запитанні загрозу власному авторитету; заступник директора; не бути парниковою рослиною; виплата; щодня вступати у позиційну війну з кимось; підтримувати; неймовірно дріб'язковий; справа щодо конструктивного звільнення; спілкуватися, не поспішаючи; бути регулярно приниженим; бути незадоволеним відношенням до себе.

Exercise 2. *Translate the given sentences into English paying attention to the active vocabulary. Comment on the ways of translation used.*

1. У школі, в якій я працюю вже десять років, заступник директора переслідує вчителів.
2. Я незадоволений тим, як до мене ставиться директор, адже я відчуваю, що мене просто примушують достроково вийти на пенсію.
3. Я не парникова рослина, але я не готовий щоденно вступати в позиційну війну з людиною, яка у будь-якому запитанні вбачає загрозу власному авторитету.
4. У профсоюзі мені пояснили, що я можу звернутися до суду, оскільки я маю справу з конструктивним звільненням, проте, якщо я це зроблю, можливо, я не викладатиму у подальшому.
5. Є дуже вагомі, хоча і непрямі факти, які доводять, що викладачі, що переслідують своїх колег, у свою чергу, переслідують і студентів.

Exercise 3. *Translate into Ukrainian.*

1. I'm no shrinking violet, but I'm no longer prepared to enter into daily trench warfare with someone who sees every question as a threat to her authority.
2. My union has advised me that I have a case for constructive dismissal, but that if I pursued I would probably never teach again as I would have a reputation as "trouble".
3. School-based management will often be aided and abetted by government education officers who are themselves free of the hot-house conditions in the school, and who are given a sanitized version of events by the very staff who have done the bullying.

4. Two or more decades of underfunding of schools, denigration of the teaching profession and the relentless imposition of additional burdens in the name of raising standards have taken their toll.
5. If bullying were eradicated throughout education, the cash and educational benefit to each school could be many times greater than the settlement in this case.