

## Grievance Submitted by Group of Teachers to Governing Body Whitehill Primary School July 2010

Please note I have no personal independent verification of the allegations detailed below

	Incident and date	Staff member	Witnessed by
Public humiliation	BBBB (a teacher) asked AAAA (a teaching Assistant) to take a cd of the recorder music and give it to Jane Porter (the Headteacher) in assembly as XXXX was unable to go to assembly herself. Jane Porter was sitting at the front of the hall in front of the whole school. As AAAA approached her to pass her the cd the Headteacher thrust her open hand in front of AAAA's face and gestured to her to go away. It was clear from her facial expression that the Headteacher was angry and this was witnessed by all the children and staff present. AAAA felt humiliated by this experience.	AAAA	Whole school
	Jane Porter decided one day that CCCC's classroom should be tidied. She did not discuss this with CCCC. While her lesson was in progress Jane Porter entered the room and started removing CCCC's personal possessions and put them out in the corridor while the children were in the classroom. No explanation was given as to why this was necessary and the incident upset and humiliated the teacher.	CCCC	CCCC's class Whole staff
	During lunch on a staff training day DDDD, a teacher, observed that the bin was over-flowing. DDDD said that she couldn't bear that bin anymore and asked if she should empty it. Jane Porter replied, in a condescending manner, saying not to ask her as she was "strategic" and that she employed people to do jobs like that which is why she employed us. The staff felt humiliated and demeaned both by the comment and the tone.	DDDD	DDDD, GGGG, EEEE,
	EEEE, a teacher, was walking past the Main office and Jane Porter, who was in her Office with the door open, shouted out asking EEEE to come into her office to congratulate FFFF (a teaching Assistant) 'because he's got a willy.' When EEEE asked what she meant Jane said FFFF had been accepted on his course but it was only because he had a willy. EEEE was embarrassed and concerned that children may have heard. She was unable to reply and walked away.	FFFF	EEEE
	At lunch time in the staff room. Jane Porter was talking to FFFF about action men and which ones he had as a boy. When Jane realized that the one version FFFF had was a modern version and how young he was, she said that she would be 'getting done for child abuse for the things she was thinking' (referring to her thoughts about FFFF). It was extremely embarrassing to the members of staff who heard the comment.	FFFF	JJJJ
	Jane Porter made lewd remarks about HHHH (a teaching Assistant) suggesting that she was deliberately gyrating herself in front REDACTED at the School disco. The comments were made both during the disco and after the disco the following day.	HHHH	KKKK, EEEE

	<p>There had been a racist incident involving children using racist language in the school. CCCC, who had witnessed the incident, went to see Jane Porter and explained what had happened. CCCC felt that action should be taken and that the incident should be reported. Jane Porter disagreed and said no action should be taken saying the boys who had used the racist language had been provoked. Jane Porter argued with CCCC and yelled at her asking CCCC what she wanted Jane to do about it. Afterwards, LLLL had to go into the main office (where 2222 and 3333 were present). Jane Porter was in there and told LLLL to shut the door. Jane referred to CCCC as a witch commented "That fucking witch and her Christian values." In the end no action was taken about the boys and the racist language and no official report was made as required by school policy.</p>	CCCC	LLLL, 2222, 3333
	<p>JJJJ asked Jane what she should do with the Gifted and Talented folders. Jane said that she should give them to MMMM. JJJJ asked where MMMM was supposed to put them as she doesn't have a room. Jane replied (in front of 3333) 'If she wants to be considered for Threshold she can fucking find somewhere to put her folders.' JJJJ was shocked to hear a member of staff spoken about in this aggressive way.</p>	MMMM	JJJJ , 3333
	<p>EEEE asked, in the staffroom, if REDACTED knew the way to Westcourt from the A2 without going past Whitehill. Jane Porter said in an angry tone "That's how his last marriage broke down because of an affair." She said that REDACTED was "obviously going to HHHH' house" and seemed to be suggesting that they were having a relationship. Someone said that he was probably dropping off books to help with her degree and Jane laughed.</p>	HHHH REDACTED	EEEE
	<p>KKKK , REDACTED and Jane Porter were in the Infant office. Jane said to KKKK 'Do you fancy REDACTED?' KKKK felt embarrassed to be asked this especially in front of REDACTED. KKKK felt very uncomfortable as it had been brought to her attention by other work colleagues that Jane Porter had previously made comments that KKKK fancied REDACTED.</p>	KKKK	KKKK, REDACTED
	<p>26/2/10 Jane Porter was talking negatively about NNNN and the topic of the new Nursery lunch hour and making comments about her work and her sick record. These comments were made in the staffroom during lunchtime when many staff members were present and able to hear the negative comments.</p>	NNNN	GGGG

	4444 was agreeing to sort out an out of school incident in school. Jane Porter reprimanded her in front of other members of staff in a demeaning way causing embarrassment for 4444.	4444	AAAA
	Jane Porter was in the staffroom. Several members of staff were present. Jane said she had been interviewing at Westcourt for a new deputy. GGGG asked whether one had been selected. Jane said 'Yes and she's a REDACTED. Well she looks like a REDACTED anyway but we've employed her so REDACTED does not get jealous.' GGGG was embarrassed to have to hear offensive and personal comments made about a member of staff at another school.		GGGG
	May 2010 Jane Porter was talking negatively about the Reception teacher at Westcourt. She referred to her as 'REDACTED' because (in her opinion) 'she dressed like one'. GGGG felt extremely uncomfortable about having offensive comments made about other members of staff.		GGGG
Offensive jokes, offensive language, gossip, slander and verbal abuse	OOOO's name has been slandered in school and amongst EAL specialist support workers. OOOO has been undermined by Jane Porter amongst the EAL specialist support workers. OOOO was labelled by Jane Porter as a "mere" TA in front of colleagues. By stressing the word "mere" OOOO felt demeaned and humiliated by Jane Porter.	OOOO	OOOO
	It was openly discussed in school by Jane Porter that OOOO had been seen taking paper home. At a staff meeting staff were told not to take paper home, even if it was to replace paper they had bought, as it was tantamount to stealing. Staff who had heard Jane commenting about taking paper home were left with the clear impression that Jane believed that OOOO was stealing. OOOO feels that she has been branded a thief by Jane Porter in front of colleagues.	OOOO	Staff present at Staff Meeting
	26/2/10 During a Senior Leadership Team meeting Jane Porter suddenly stood up at 3:04 pm and said 'What's SHE doing going home now?' GGGG asked 'Who?' and Jane replied 'OO bloody OO.' GGGG said 'OOOO finishes at 3 o'clock.' Jane said 'No she does not, she works 32 and a half hours.' Jane telephoned the office and said 'give me OOOO's hours. The response came back as 27 and a half hours. Jane sat for the rest of the meeting calculating OOOO's hours and did not contribute to the meeting.	OOOO	GGGG, REDACTED REDACTED

	Jane Porter spoke to GGGG about REDACTED and HHHH. She said she had seen them the previous evening talking on a wall. Jane was very bothered by this and angry and said 'What does he think he is playing at?' She mentioned that there was no need for him to be driving home that way. She spoke in a nasty way about HHHH. GGGG felt very uncomfortable hearing a colleagues being spoken about in such an unprofessional way.	HHHH REDACTED	GGGG
	KKKK (Office Manager) said Jane Porter had passed OOOO's resignation letter to her. KKKK said it was a shame OOOO was leaving. Jane said it was not, it was fantastic as OOOO was a trouble maker. KKKK was very upset to hear a longstanding member of the school spoken about in this way.	OOOO	KKKK
	13/7/10 In the staffroom, several members of staff were having a cup of tea after school hours. Jane Porter entered and was asked whether the governors were being invited to lollies on the field on the last day of term as they had been in previous years. Jane Porter said 'Those bastards! After the grief they've given me-no way!' Staff were told not to invite them and a note was added to the timetable in the Staff room saying "No Governors" next to the event on the diary. Staff were surprised and embarrassed by her outburst		All staff
	During a Senior Leadership Team meeting Jane Porter said 'Right we need a new teacher because the one we've got in year 6 will be dead by next year' She was referring to LLLL. Staff were shocked by the cruelty of this comment about a colleague.	LLLL	GGGG, REDACTED
	When asked by EEEE why new teachers were being taken on Jane said about LLLL "She won't last the year in year 6". EEEE was appalled by the callousness of this remark about a colleague.	LLLL	EEEE
	10/08/2010 At school Jane Porter spoke to REDACTED (Nursery Teacher) and REDACTED (Nursery Teacher and SENCO) accusing OOOO of instigating the Joint Letter of Complaint.	OOOO	REDACTED REDACTED
Isolation, non co-operation, withholding information and exclusion	The Headteacher has failed to speak directly to the Office manager or to inform her of management decisions and school policies over the last 18 months the working relationship has steadily deteriorated. Agreements at Staff Meetings are not relayed to KKKK or the Midday Supervisors. This causes confusion and undermines the morale of those members of staff directly affected.	KKKK	School Staff

	There was a lunchtime incident where a stone had hit a child. The child told a Midday Supervisor but the Midday Supervisor did not realise the severity of the incident. The parent came into school to discuss the incident. Jane Porter left KKKK (Office Manager) to sort out the incident with the parent which is not her role.	KKKK	KKKK
	16/3/10 GGGG asked Jane's permission to hold a meeting with KKKK and PPPP to ensure they were aware of the school behaviour policy and sanctions in order to improve the poor behaviour at lunch time. GGGG e mailed Jane and suggested taking some of the boys to play games at lunchtimes. Jane agreed that the SLT would have a meeting on the first Monday back to discuss the poor behaviour after the half term break. The meeting did not take place leaving staff feeling that they were not being supported by the Headteacher. Midday supervisors have complained to GGGG that because Jane Porter does not speak to KKKK, they do not get any information passed to them from staff meetings as KKKK is not informed.	GGGG KKKK PPPP	GGGG KKKK
	Despite several requests from GGGG the problems with the children's behaviour at lunchtime were not addressed by Jane Porter and no Senior Leadership Team Meetings were held in term 5 and 6 when such items would have been discussed.		GGGG REDACTED
	OOOO was in the staff room asked to have a meeting with Jane Porter after school and Jane said No and repeatedly said No. OOOO felt undermined and embarrassed by Jane's behaviour.	OOOO	GGGG Other members of staff
	3/3/10 There had been a fight at school during which racist language had been used by some children. In the staffroom, Jane Porter said to GGGG, REDACTED and REDACTED, that one of them would have to telephone the child's parents (the child who had been fighting) as she was not going to. She said the parents were racist themselves. She asked who was feeling brave. This is another example of the Headteacher avoiding difficult situations and speaking unprofessionally about the parents of children in the school.	GGGG REDACTED REDACTED	GGGG REDACTED REDACTED
	OOOO is not spoken to directly by Jane Porter or informed of EAL pupils newly arriving in school and has been unable to carry out her job properly. She is forbidden to carry out her work tasks. This has resulted in; meetings not being held; assessments not being carried out ; targets not being set and ultimately impacts negatively on children' learning..	OOOO	REDACTED GGGG EEEE

	<p>OOOO was given two tasks to carry out simultaneously with Jane Porter's knowledge. OOOO was disciplined for non-completion of one of the tasks by QQQQ (teaching Assistant) who had been instructed to do so by Jane Porter in front of entire support staff and a few teaching staff OOOO felt that she had been set up to fail by Jane Porter and felt humiliated at being disciplined by a colleague in front of other staff.</p>	OOOO	OOOO, LLLL SSSS KS1 & KS2 Support Staff
<p>Spying, stalking and intrusion by pestering</p>	<p>QQQQ (Teaching Assistant) disclosed to OOOO that Jane Porter had asked QQQQ to spy on OOOO report back to Jane. This covert policy is undermining Staff morale and is very divisive.</p>	OOOO	OOOO, QQQQ
<p>Intimidating behaviour, and systematic undermining of confidence</p>	<p>GGGG (Maths Coordinator) spoke to Jane Porter about EAL children and tracking progress. At the present time, EAL children were mostly being recorded as 'W' (ie Working towards level 1) on the Pupil Progress Grids. Jane said we did not need anything as we had a maths entry assessment. She was very abrupt and told GGGG to stop fussing and leave it alone. Jane then went to the Infant school telling a member of staff that she was fed up with GGGG being such a perfectionist. She went to another member of staff and said 'we do not use p levels with EAL do we?' GGGG also sought advice from REDACTED (primary maths specialist) regarding assessment of EAL children in maths. REDACTED had lots of advice and documents to give to GGGG however, she said she had spoken to Jane Porter about it and was not allowed to offer her support as the school was fine and had it sorted. In the following staff meeting, REDACTED and REDACTED said that they did not want EAL children recorded as 'w' on the PPGs anymore. GGGG felt that her position as Maths Coordinator was undermined by Jane. At a subject leader course, REDACTED was still keen to support GGGG and said she felt bad she had been unable to help. She gave GGGG a folder but warned her not to 'tell Jane' as REDACTED was afraid of upsetting her.</p>	GGGG	EEEE REDACTED DDDD
	<p>Jane Porter was asked (in writing) by EEEE and GGGG, in their roles as Literacy Coordinator and Maths Coordinator respectively, not to observe a member of staff as they were both concerned about the effect these lesson observations were having on the member of staff concerned. The following day Jane arranged for a lesson observation to be carried out by REDACTED and disregarded the concerns about the health of the person being observed.</p>	<p>We do not wish to name then member of staff at this time</p>	EEEE GGGG

	<p>8/7/10 A netball match was taking place and a parent asked Jane Porter whether parents were invited to the Big Dance. Jane said to GGGG 'you were supposed to invite the parents to the Big Dance'. GGGG felt undermined and humiliated by being unfairly reprimanded in front of a parent. Teachers were only told to invite parents to the open afternoon on 13/7/10. Jane said 'whose cock up is this, oh I know, someone who is not here.' Jane Porter was clearly trying to blame another member of staff for her error.</p> <p>9/7/10 As a result of the conversation the previous day GGGG thought she was being helpful by making two simple posters advertising the Big Dance inviting parents to attend. GGGG placed one poster on a wall in the Juniors and one in the Infants. Jane Porter came to GGGG's classroom and said she did not want the posters and that they looked awful. She said she had them taken down. She was very rude in her manner. Jane also went to other members of staff complaining about what GGGG had done. This lack of consistency in formulating policy undermines the confidence of the staff.</p>	GGGG	GGGG SSSS
	GGGG (as a senior member of staff on lunchtime duty) asked whether children were meant to be using the library areas at lunchtimes as several groups of children had been gathering in the libraries without the intention of looking at books and GGGG was concerned that groups of children in school unsupervised could lead to problems. Jane Porter was rude in her response referring to the fact that GGGG was fussy and stopping the children enjoying themselves. This is another example of Jane Porter refusing to discuss the poor behaviour of children in the school.	GGGG	GGGG
	Jane Porter literally growled at OOOO as she asked for a chat about a work related matter.	OOOO	UUUU
Sexual harassment	Jane Porter had booked GGGG (Class Teacher) and RRRR (Class Teacher) on a swimming course. Jane initially asked GGGG and Carl if they were ok to go on the course together. Jane made remarks daily about GGGG and REDACTED seeing one another in swimwear and asked what GGGG would be wearing in the pool. Jane also asked other staff about the two of them going in the pool together. When GGGG returned from the swimming course, Jane phoned GGGG at home that evening to ask whether she had got into the swimming pool and whether RRRR had too. Jane said 'well done'. GGGG felt that Jane's interest was crude and she felt embarrassed at Jane's interest in the situation.	GGGG, RRRR	GGGG, RRRR
	Jane asked other staff members if they thought that GGGG and RRRR would have an affair now they were working together. Both members of staff who heard the comment found the suggestion offensive.	GGGG RRRR	EEEE BBBB

Harassment	The SATs test had just been carried out. Ten children were taken onto the field. OOOO, VVVV (class Teacher) and GGGG were supervising the children. They were talking to one another and watching the children at the same time. Jane Porter was in the staffroom as it was break time. Jane constantly asked members of staff what they thought the three were talking about and what they were up to. Jane approached GGGG twice afterwards and said 'I want to know what you were talking about, the three of you out there.' Staff felt pressured by Jane into repeating private conversations.	GGGG, OOOO, VVVV	SSSS, GGGG
	The reading SATs paper had been completed. GGGG was in the staffroom at lunch time. Jane Porter came in and said 'I can't believe "child's name" did not even finish her reading test and has only got a level 3" GGGG responded that the child was in her group and had run out of time. Jane said 'well you should have stopped the clock' GGGG said 'But I didn't think I could stop the clock' Jane said 'Of course you can stop the clock it says it in the guidelines, well it's too late now.' Staff felt anxious as they believed that they had carried out the test as described in the booklet.	GGGG	GGGG DDDD
	July 2010 LLLL and CCCC (class teachers) were told to take the year 6 children to the hall to practice the Leavers' Assembly. Jane Porter screamed at the year 6 children and threatened them that they would not get ice lollies on the last day if they cried at the Leavers' Assembly in front of their parents. Several children cried afterwards and some parents reported that their children had their final days in school ruined by Mrs Porter's behaviour.	Year 6 children	CCCC, LLLL TTTT
	EEEE asked why a group of low ability children had made exceptional progress in their reading in the final term when compared with other children in year 6. Jane replied that it was the other children who had not done well and the discrepancy in results was because some teachers didn't do the tests properly and should have done as they were told and as a result those children's results were too low. She added that LLLL was ill and hadn't taught the children properly. This culture of blame focusing on particular staff members, regardless of the facts, make professional discussions about the school almost impossible.	GGGG VVVV LLLL	EEEE
	When explaining the new staffing structure to EEEE, Jane Porter said that she had put AAAA (teaching Assistant) into the Juniors and WWWW (teaching Assistant) into the Infants then said in a spiteful way "That will serve them both right".	AAAA WWWW	EEEE

	Jane Porter entered GGGG's classroom and said 'Who is good at forging signatures?' GGGG and SSSS (teaching Assistant) said they would not. Jane responded 'A lot of bloody good you are' and she forged REDACTED (Chair of Governors) signature herself. This put both members of staff in a difficult position and felt that they were victimised for refusing.	GGGG, SSSS	GGGG, SSSS
	CCCC was told by Jane Porter to alter RRRR's final student report to reflect Jane's views rather than CCCC's. CCCC had to make his grading higher than CCCC believed was warranted. The effect was to undermine CCCC professionally and is another example of the headteacher forcing staff to alter documents.	CCCC	CCCC
	A member of staff and a student on placement were asked to forge documents implying that someone had taught a lesson and had not. Both individuals felt pressurised and unable to refuse to do what the headteacher asked.	The person in question informed GGGG, EEEE as they were so concerned but do not wish to be named in this document.	
	Non School uniform day A note was put on the whiteboard in the staff room telling staff that any child that did not bring £1 for non-uniform day would have to change into school uniform. Some staff put in their own money so children were not humiliated by having to change and others lied about not knowing which children had given £1. Most staff felt the policy to be unfair. After a parent complained Jane Porter insisted that the staff had agreed the policy at a staff meeting and that it was a whole school decision that the teaching staff agreed with. It was not agreed at a staff meeting.		All staff
	Staff have been pressured into carrying out unsuitable work without training (e.g. painting, lifting, demolishing play equipment, removal work) this has resulted in injuries and illness. Staff did not feel able to refuse nor did they feel able to discuss health and Safety worries with the headteacher.	YYYY OOOO ZZZZ QQQQ among others	YYYY OOOO
	LLLL commented to GGGG that Jane Porter said that she wanted CCCC out of teaching which was why she was making her do reading recovery. Jane Porter also asked for GGGG's opinion of CCCC and whether GGGG thought she was a good teacher. It appeared from the conversation that Jane had made her mind up anyway as talked negatively about CCCC. Jane Porter spoke to EEEE before she was due to observe CCCC's lesson saying that it would be rubbish.	CCCC	EEEE GGGG LLLL
Unprofessional behaviour	Jane Porter constantly shows favouritism in JJJJ's class and tells the children she has come to talk to REDACTED and tells the other children off or		JJJJ

	dismisses them with 'the hand' if they try to go and talk to her.		
	On several occasions Jane is found in the infant office saying that she is "hiding" from parents, leaving teaching and office staff to deal with parents.		EEEE KKKK
	MMMM had asked Jane for a letter to confirm her salary as she was applying for a mortgage. Jane said "She's got a cheek she should have asked me before she decided to move house when she's on Maternity Leave".	MMMM	EEEE
	Jane frequently discusses how much people are paid in relation to each other in front of colleagues.		EEEE
	Staff members have asked their line managers not to reveal medical or personal information to Jane as they are afraid that she will tell other staff.		EEEE
	Discussing medical information about staff in the staff room in front of other people breaching confidentiality.		EEEE
	21st July Jane approached members of staff painting in infant playground and openly criticised XXXX. This was felt by all the members of staff present to be very unprofessional and made everyone feel uncomfortable and not the sort of behaviour expected from the headteacher.	XXXX	4444, ZZZZ, YYYY, 1111 and a visiting member of staff from Westcourt School
	On Thursdays, on several occasions, Jane Porter has been either working from home or out. However, she did not inform other members of the Senior Leadership Team that she was going to be out. As GGGG had responsibility of the school in Jane Porter's absence, she did not feel she was well supported or informed.	GGGG	GGGG REDACTED

**Note:** Where quotations are recorded these are the nearest recollection of the exchange as remembered by individual witnesses.

The names witness column refers only to the members of staff we can recall. Other people may have witnessed the incidents referred to.