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91238



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## Level 2 Health, 2017

### 91238 Analyse an interpersonal issue(s) that places personal safety at risk

2.00 p.m. Friday 10 November 2017  
Credits: Four

Achievement	Achievement with Merit	Achievement with Excellence
Analyse an interpersonal issue(s) that places personal safety at risk.	Analyse in depth, an interpersonal issue(s) that places personal safety at risk.	Analyse comprehensively, an interpersonal issue(s) that places personal safety at risk.

Check that the National Student Number (NSN) on your admission slip is the same as the number at the top of this page.

**You should attempt ALL parts of the question in this booklet.**

Pull out Resource Booklet 91238R from the centre of this booklet.

If you need more room for any answer, use the extra space provided at the back of this booklet.

Check that this booklet has pages 2–10 in the correct order and that none of these pages is blank.

**YOU MUST HAND THIS BOOKLET TO THE SUPERVISOR AT THE END OF THE EXAMINATION.**

High  
Excellence

TOTAL

8

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## INSTRUCTIONS

In this examination, you are required to analyse the issue of **workplace bullying and harassment**.

Read **Resource Booklet 91238R** before answering the question in this booklet. Refer to the resource material and the information given in the scenario, as well as your own knowledge, to support your analysis when answering (a) to (c).

Space for planning your answers is provided on page 3.

Begin your answers on page 4.

### Padraig's Scenario

Padraig recently immigrated to New Zealand from Ireland with his family. He is a qualified builder and has moved to Christchurch to help with the rebuild after the earthquake. He was recruited by a building company that sponsored his working visa to get him out to New Zealand.

He works under the supervision of an experienced builder, Jake, and alongside a 17-year-old apprentice, Aiden. The boss of the company works in an office and visits the building site only every so often to check on the builders' progress.

In his leadership role, Jake delegates the jobs to Padraig and Aiden, checks their workmanship, and advises them on changes they need to make to ensure the work is consistently of a high quality. At first, Padraig found Jake and Aiden welcoming, and enjoyed working alongside them. Over the last month, however, Padraig has begun to feel uncomfortable at work. Jake is constantly copying or making fun of Padraig's accent. He regularly tells jokes about Irishmen and frequently mispronounces Padraig's name. Padraig has tried a number of times to correct Jake, and is either ignored, or mocked.

Jake has also begun to give Padraig tasks to complete that are unachievable and cannot be completed in the time frame given. Padraig is an experienced builder and feels he is being set up to fail. Jake then gets angry with him, and belittles him by calling him lazy, and then saying that's just what he expects from an Irishman. Padraig feels hurt and humiliated, as he takes a lot of pride in his work, and his culture.

Aiden is always present and will laugh at Jake's jokes, but does not join in ridiculing Padraig. He can see Padraig is uncomfortable and embarrassed, but does not do anything to discourage Jake's behaviour.

Padraig is unsure what to do, as he does not enjoy going to work anymore, and finds it hard to concentrate on his job. Padraig does not find the boss of the company approachable, and fears he may not get any support if he went to see him. He is also under the impression that because the company sponsors his work visa, he is in no position to raise his concerns about the way Jake is treating him.

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Personal, interpersonal, and societal influences contributing to the bullying and harassment:

Short-term and long-term consequences for the well-being of Padraig, others directly affected by the bullying and harassment in the scenario, and for the workplace:

Personal, interpersonal, and societal strategies to manage the situation of bullying and harassment in the scenario, and to promote well-being in the workplace:

## QUESTION

- (a) Explain how **personal, interpersonal, and societal influences** might **contribute** to the bullying and harassment in the scenario.

There are many ways that personal, interpersonal and societal influences might contribute to the bullying and harassment in the scenario. One personal influence could be the attitudes, values and beliefs of the people involved in the situation. Jake may have believe that bullying and harassment is acceptable behaviour. This belief may contribute to the bullying and harassment as he may think there will be no consequences for his actions. ~~Andrew~~ Padraig may also believe that while this behaviour is hurtful, he may think it is acceptable in New Zealand. This could be a contributing factor because he is not being assertive or standing up for himself which would encourage Jake to continue. Another possible personal influence is history. Jake may have been in a situation of bullying or harassment in the past (he could have been the victim or the perpetrator) where nothing was done to put a stop to it. This may reinforce his beliefs that the behaviour is acceptable which would encourage him to continue. An interpersonal influence that could be contributing is Jake's ~~to~~ upbringing. ~~As~~ Growing up, he may have been taught that bullying and harassment is acceptable or he may not have been reprimanded as a child if ~~she~~ he showed this behaviour. ~~Again~~ His parents/caregivers may have also demonstrated this behaviour towards the Irish in the past, which would encourage him and make him think his behaviour was okay. This could be contributing to his behaviour towards



Padraig as his parents or role models may have caused him to think it is okay to treat someone this way. Another possible interpersonal factor is the power imbalance. Power imbalances occur when one person is made to feel powerful due to their title, number, age, strength etc. Jake is Padraig's ~~his~~ supervisor which ~~has~~ is a clear power imbalance because he has a higher position than him, which may cause him to think that he can treat Padraig however he wants. There is also a power imbalance due to the number. For example, Padraig is outnumbered by Jake and Aiden which is making him feel weak. This could be a contributing factor because it may make Jake think that Padraig is an "easy target" and will not attempt to stop him from behaving this way. There are also some societal //

- (b) Explain the **short-term and long-term consequences** for the **well-being of Padraig, others directly affected by the bullying and harassment** in the scenario, and for the **workplace**.

There are many consequences that could occur for the people involved in the situation and the workplace as a result of the bullying and harassment in the scenario. Padraig would experience some short term consequences such as feeling humiliated or excluded. This could affect his spiritual wellbeing as it may decrease his feelings of self worth and make him feel as if he doesn't belong. This may also affect his social wellbeing ~~as a long term consequence~~ <sup>in the long term</sup> because it may cause him to have difficulty making friends or building trust with others. Furthermore his mental/emotional wellbeing will be affected may feel ~~anger~~ extreme hatred or anger //

Part (b) continues on the next page

towards himself, Jake or Aiden. This could be short term or long term. As stated in Resource A, when bullying occurs mistakes and accidents in the workplace may happen more frequently. Padraig would be affected by this because he may feel rushed by Jake which could ~~and~~ cause him to make a mistake (short term consequence) or cause an accident.

~~the~~ This could result in Padraig or others physical wellbeing being affected long term or short term as they may develop an injury. A consequence for Aiden (bystander) could be that he feels guilty for what he did. He realises that what he ~~is doing~~ and Jake are doing is affecting Padraig so this may cause him to feel guilty. This guilt could potentially be long term or short term. This may affect his spiritual wellbeing as he may feel like a bad person, decreasing his self-worth. Jake could also be affected by this guilt later on in life as he may regret the decisions he made. This would also negatively affect his spiritual wellbeing as it may make him have low self-esteem or self-worth in long term. However, one short term consequence for Jake could be that he feels powerful. As a result of belittling and treating Padraig ~~the~~ disrespectfully, Jake may feel powerful. This could ~~the~~ enhance his spiritual wellbeing as it may give him more self-confidence. Another <sup>long term</sup> consequence for Jake is that he could lose his job. If the boss found out he may get fired which could affect his ~~knows~~ <sup>reputation</sup> in many ways. It may affect his spiritual wellbeing as he may ~~have~~ have low self-esteem or self-worth. His social wellbeing may also be affected as he may have less interaction with others due to them not wanting to be associated with him. He may also //



- (c) Explain **personal, interpersonal, and societal strategies** that could be put in place to **manage the bullying and harassment** in the scenario, and to **promote well-being** in the workplace.

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Within your answer, consider the **influences and consequences** you have explained in (a) and (b).

There are many personal, interpersonal, and societal strategies that could be put in place. One possible personal strategy that could be put in place is that Padraig could be assertive. If Padraig stood up for himself by demonstrating assertiveness (e.g. using 'I' statements) he could potentially put a stop to the bullying and harassment. This might make Jake realise that what he is doing is wrong, and really affecting Padraig, which may make him stop. This strategy promotes wellbeing in the workplace because Padraig will feel safe and happier at work, which will enhance his mental/emotional wellbeing. He would no longer feel excluded or humiliated which would affect his spiritual wellbeing as it would increase his self-confidence and self worth. Jake would also probably not get fired from his job which would increase his overall wellbeing as he can feel secure ~~and~~ in his job. Furthermore, Jake's<sup>and Aiden's</sup> mental/emotional wellbeing would be enhanced because they would have learnt a valuable lesson from the situation. This strategy would also promote wellbeing for the entire workplace as ~~there~~ there would be less accidents or mistakes, increased performance, good company reputation and good customer service. This strategy would also eliminate any negative long term consequences described in b such as low self-worth, exclusion and humiliation.

Part (c) continues on the next page

~~Another interpersonal strategy~~ This strategy also secures social justice as it is fair, inclusive and non-discriminatory. It is fair because everyone is treated equally and with respect. It is also inclusive because it has a positive effect on everyone in the workplace. Lastly, it is non-discriminatory because no one is being treated less favourably due to race, ethnicity, sex, gender, religion or sexual orientation. One interpersonal strategy that could be put in place is that the boss or a some impartial person ~~all~~ could hold a mediated meeting with both parties. This is a constructive strategy as they will be able to discuss the situation and come up with a solution together. It will increase the wellbeing of Padraig because not only will he have reduced/eliminated the long term consequences for him (as shown in b), but he will also increase his spiritual wellbeing. H



Extra space if required.  
Write the part number(s) if applicable.

ASSESSOR'S  
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QUESTION  
PART

a) influences that could be contributing. One possible one is the media. Things such as social media, the news, music and TV/movies could be creating false stereotypes about the Irish. Or they may encourage (directly or indirectly) the behaviour by showing others demonstrating it or just stating that bullying and harassment is acceptable. This could be contributing to the bullying and harassment in the scenario because it may cause Jake, Aiden and Padraig to think that the behaviour is acceptable as they may have seen (as stated in Resource B) ~~others~~ others in the media mimick the way a person speaks, make jokes about 'people of certain race or ethnicity or intentionally mispronounce someones name. Another possible societal influence ~~was~~ is the policies around workplace harassment. The building company may not have policies around this sort of behaviour that have been well-implemented which may contribute as workers may be unaware of what they're doing or what the consequences of their actions may be. This also may make Padraig unaware of where he can go to for help. The ~~Employment~~ Employment Relations Act promotes good faith relationships amongst employees, employers and unions, but it is clear that this building company has not implemented and reminded it's workers of the importance of this. Therefore there are many influencing factors that could be contributing to the behaviour in the scenario.



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Write the part number(s) if applicable.

QUESTION  
PART

b) blame or resent Padraig or his boss for what happened. The workplace and the boss would also be affected by this behaviour. As stated in Resource A, 'Bullying is bad for business. Its effects can reduce productivity and disrupt workplaces.' Some possible effects (as stated in resource A) on the workplace include: impaired performance, increased absence, low morale, mistakes and accidents, loss of company reputation, resignations and difficulty in recruiting, poor customer service. These effects would have a detrimental effect on the company and could result in the company shutting down which would affect all of the workers long-term as they'd all have to get new jobs. //

c) as he will have increased self-worth and a positive outlook on life. It will also ~~not~~ enhance his social wellbeing because he may be more trusting of others and as a result can make more friendships at work. This also would increase his mental/emotional wellbeing as he would have gained knowledge around bullying, harassment and workplace policies. Jake and Aiden's wellbeing will also be enhanced because they will have learnt what the workplace policy is around bullying and harassment. ~~increasing their mental/emotional wellbeing~~ Their spiritual wellbeing would also be enhanced because they wouldn't feel guilty for their actions in the long-term which will increase their feelings of self worth. The rest of the workplace will also have an enhanced overall wellbeing because they will have //

reduced the risk of mistakes and accidents in the workplace. This would enhance their physical wellbeing as they would be able to feel fit and healthy. Their mental/emotional and spiritual wellbeings would also be enhanced because they would feel happy and proud to work at a company that is free of bullying and harassment. Their Social wellbeing would also be enhanced because the relationships between co-workers at the company would be strengthened. ~~This strategy also promotes the values of social justice and equity.~~ The power imbalance between Jake and Padraig would be diminished through ~~an~~ conducting this meeting as Padraig will not feel belittled and ~~the~~ Jake will no longer feel as if he has all the power. Furthermore, it may persuade/change his attitude towards bullying and harassment if he gets to hear how Padraig feels. One societal strategy that could be put in place is the reinforcement of workplace policies. The boss could hold an assembly for all workers to attend to remind them of the workplace policies surrounding bullying and harassment. This would remind workers of what is and isn't acceptable and how the behaviour should be handled. They could also put up posters in the work place or send home a sheet that informs people of these policies. This would help manage the current situation as it may change Jake's and Aiden's beliefs and attitudes about bullying and harassment, therefore diminishing the power imbalance between them. This would enhance the wellbeing of all the workers at this company as they could all feel as though they're in a safe environment which would enhance their mental and emotional wellbeing as well as spiritual because they would feel general happiness from working in a positive work environment and increased self-confidence which would make



it easier for them to achieve their goals and aspirations.

This strategy would also prevent future situations as people will become aware of the consequences of the behaviour. Therefore, these three strategies would effectively manage the current bullying and harassment situations, prevent future ones, increase overall wellbeing for workers and secure social justice.







## Annotated Exemplar

### Excellence exemplar 2017

<b>Subject:</b>	<b>Health</b>	<b>Standard:</b>	<b>91238</b>	<b>Total score:</b>	<b>08</b>
<b>Q</b>	<b>Annotation</b>				
<b>a</b>	<p>The candidate provides a comprehensive understanding of how personal, interpersonal, and societal influences might contribute to the bullying and harassment in the scenario.</p> <p>The candidate explains descriptive links between the personal, interpersonal, and societal influences and how these can impact everyone in the workplace</p> <p>All of the influences have been related to well-being and demonstrate a wider understanding of the underlying concepts.</p>				
<b>b</b>	<p>The candidate provides a comprehensive analysis of the connections between the short-term and long-term consequences for the well-being of Padraig and other people in the workplace affected by the bullying and harassment.</p>				
<b>c</b>	<p>The candidate shows extensive understanding of many strategies that promote well-being and social justice for everyone involved in the bullying and harassment scenario.</p> <p>All strategies are inclusive and detail a wide range of positive ideas that Padraig, his workplace, and wider society could use to address the bullying and harassment in the scenario.</p>				
<b>Overall</b>	<p><b>The candidate provides complex descriptions and clear links between the influences, consequences, and health-enhancing strategies for all those involved in the bullying and harassment in the scenario, resulting in an E8.</b></p>				