



Deputy Headteacher

**Within the Blessed
Edward Bamber Catholic
Multi Academy Trust
Primary School**

**St. Cuthbert's Catholic
Academy**



or

**Christ the King Catholic
Academy**



Information to Candidates

Blessed Edward Bamber Catholic Multi-Academy Trust BEBCMAT

Christ the King Catholic Academy

Rodwell Walk, Blackpool FY3 7NJ

01253 395985

www.ckacademy.co.uk



St. Cuthbert's Catholic Academy

Lightwood Ave, Blackpool FY4 2AU

01253 403232

www.stcuthbertsacademy.co.uk



Deputy Headteacher : L10-14

Required for September 2019 – appointment at either site

Christ the King Catholic Academy and St Cuthbert's Catholic Academy are popular, improving and caring schools with happy, friendly children. Both schools enjoy strong links with their local communities and enjoy the benefit of on-site nursery provisions. They also enjoy active collaboration within the wider cluster of the Blackpool Catholic Schools.

- We believe that this position provides a great opportunity for a talented and enthusiastic proven middle leader to join our forward-looking leadership team and play an active part of our proven and sustained improvement journey.
- Directors are seeking to appoint a practising Catholic to share the leadership of one of the Catholic primary schools within the trust. The successful candidate will join the existing cross trust leadership team but would be based on one of the primary school sites: either St Cuthbert's or Christ the King.
- Our trust is proud of the three "good" schools within its family and enjoys a happy and well-motivated staff team, ambitious to move forward and take on new ideas.

St Cuthbert's

- "..... values the work their teachers do and feel very much part of a school family." (Ofsted Inspection 2017)
- "The dedication and drive of the Executive Headteacher, staff and Directors leads to continuous improvement with secure and improving outcomes for all pupils." (Diocesan Inspection October 2018)

Christ the King:

- "..... pupils feel happy and safe and love coming to school." (Ofsted Inspection 2017)
 - "Christ is at the centre of the school community and gospel values permeate everything that the school strives to achieve (Diocesan Inspection July 2014)
- We would be delighted to receive an expression of interest from you. You would be very welcome to visit one or both of our primary schools to gain a sense of what our schools, pupils and staff have to offer you!

For further information about this post and an application form please contact Mrs Vikki Cullen (PA to Mrs Sarah Smith) or visit www.bebcmat.co.uk. The post is subject to DBS (formally CRB), Asylum and Immigration and Medical Clearance.

Closing date for applications is: Monday 18th March 12 noon



Executive Director: Mr Stephen Tierney BSc (Hons), BPhil
Company No: 9111449
Registered Office: St. Walburga's Road, Blackpool FY3 7EQ
Telephone: 01253 396286
Website: www.bebcmat.co.uk
Registered in England & Wales

28th February 2019

Dear Colleague,

Thank you very much for your interest in the post of Deputy Headteacher. We hope you find this pack informative and that it will encourage you to apply for the position.

We formed as a Catholic Multi Academy Trust in September 2014. The Trust's Academies are Christ the King and St. Cuthbert's Catholic Academy, both one form entry primary schools, and St. Mary's Catholic Academy which is an 11-18 school. Christ the King and St. Mary's Catholic Academies are co-located on the same site, in new or newly refurbished buildings, following a large capital programme. The parish church of Christ the King is also on the same site. St. Cuthbert's Catholic Academy is just under three miles away across the town. It has also benefitted from significant capital investment.

The Trust has been deliberately set up with one Board of Directors to help maximise the opportunities for the three academies to work closely together. There is an increasing amount of co-ordinated work between the two primary academies and transition work with St. Mary's. This builds on the work undertaken with the family of Catholic Schools across Blackpool. We aim to ensure that all children's learning journeys are supported and challenging. The Trust seeks to minimise the administrative burden on senior leaders so they may focus all their time and efforts on the learning, personal and faith development of our young people.

Our schools all benefit from the work in the Blackpool Opportunity Area; the funding and opportunities to network with other local schools is augmented by work we are also engaged with at a regional and national level. With St. Mary's recent designation as a Research School and CPD Centre of Excellence, we are excited about the opportunities to develop further the staff and young people, who work in our academies, as we seek to provide an outstanding education for those we are called to serve.

We look forward to receiving your completed application.

Yours sincerely,

Stephen Tierney
Executive Director
On behalf of the Board of Directors

Christ the King Catholic Academy

Rodwell Walk, Blackpool FY3 7NJ

01253 395985

www.ctkacademy.co.uk



St. Cuthbert's Catholic Academy

Lightwood Ave, Blackpool FY4 2AU

01253 403232

www.stcuthbertsacademy.co.uk



1st March 2019

Dear Colleague,

Thank you for your enquiry about the post of Deputy Headteacher within our Trust. This position offers an exciting opportunity for existing senior or experienced middle leaders to join our team of dedicated staff. The role would be based within one of the Blessed Edward Bamber Multi Academy Trust (BEBCMAT) primary schools - St Cuthbert's Catholic Academy (currently 237 pupils on roll) or Christ the King Catholic Academy (currently 242 pupils on roll)

The position involves making a significant contribution to the continued success of our rapidly improving schools, whilst working in collaboration with other senior leaders and staff across the trust's other primary school.

Trust Directors are looking to appoint an enthusiastic, skilled leader who will support the schools' aspirations for improving the life chances of the children and families we serve.

The position would have a responsibility for an area of teaching and learning, involve the day to day leadership and management of the school as well as a small teaching commitment. The post is permanent and the successful candidate would take up position from 1st September 2019.

As part of the Cross Trust Senior Leadership Team the successful applicant will be responsible for delivering strong academic standards in the classroom (with a responsibility for a key stage) and high quality pastoral care. This role would have up to a 50% teaching commitment. The leadership time would focus upon working with colleagues on curriculum design from EYFS to Key Stage 2. This may be RE/PHSE related or may involve exploration of topic-based learning.

Both schools are unique and individual in their own right but are now working together well, to share good practice for the benefit of all. But I now share with you a flavour of each site.

Our goal at **St Cuthbert's** is to create, with our pupils, a loving Catholic learning community in which they are able to thrive and reach their potential, growing into confident, thoughtful and happy young people. This is the heart of our Catholic identity and is the basis of our children's spiritual and moral education. We encourage pupils to "choose life" in all that they do, to work hard, make the best of their talents and develop their appreciation of the gifts of others.

The academy's capacity for sustained improvement in all areas is outstanding because of rigorous assessment and monitoring processes leading to clear, challenging targets and appropriate priorities. (*Diocesan Inspection October 2018*)

"Pupils are well behaved around school and in lessons. They value the work their teachers do and feel very much part of a school family." (*Ofsted Inspection July 2017*)

Our motto at **Christ the King** is: "Believe, Belong, Become" and embraces the vision for our pupils and school. We work hard to engage our pupils to believe in themselves, belong to our community in faith and strive to become the best that they can be. Pupils and staff at the school are lucky to enjoy the benefits of a brand-new building offering high quality resources and outdoor space for our children to play and learn in. A unique addition to our site is our new parish church which is adjacent to our building but can be accessed from within school.

"Central to improving the lives of pupils is the care and support (school) provide(s) to children and their families. It is evidence that all school leaders and staff share this ambition." (*Ofsted Inspection June 2017*)

"The Catholic life of the school is good. Opportunities for prayer and liturgy are a strength of the school. Christ is at the centre of the school community and gospel values permeate everything that the school strives to achieve" (*Diocesan Inspection July 2014*)

Our close links with our feeder high school allow us to work with colleagues from a range of backgrounds and specialisms for the benefit of our primary pupils. The current leadership structure enjoys the benefit of skills from an Acting Executive Deputy Head and currently three Assistant Headteachers. These leaders continue to work on the development of the English and Mathematics curriculum, lead on SEND as well as manage their respective key stage teams. The Directors and I are eager to appoint a Deputy Headteacher to further support this leadership structure, to help guide us in the next chapter of our development.

The leadership team are responsible for leading teams of primary colleagues in the development and refinement of our schemes of learning. Their efforts over the last few years have transformed the teaching and learning across these subjects. We look to the successful candidate to learn from the experiences of these senior leaders and develop the next curriculum area in a similar way. The potential and desire for innovation and curriculum development is genuinely evident across both schools. Directors will look for particular areas of strength and subject specialism in your letter of application.

The work we undertake here in Blackpool will always be challenging, but the co-operative and tireless approach of our two schools, growing together over the last few years, has been fundamental to our success. Both schools secured "good" gradings last academic year, within a month of each other. Both schools were some of the highest performing schools across the town, for their Key Stage Two results in 2018. We are quite rightly very proud of the work our directors, staff and pupils have done to achieve this, but are now eager to look to the next chapter in the life of the two schools. There is, as always, much to do as we continue to be ambitious for all children to experience the very best teaching and achieving well.

Our mission across both schools is to strive towards providing a place that is filled with fun, laughter, enjoyment and discovery. We aim to remove as many barriers to learning as possible, to ensure our pupils achieve their full potential. We are rightly very proud of these recent achievements but are now focused on our journey beyond these grades.

Yours sincerely,



Sarah Smith
Executive Headteacher

Key Dates

Closing date - Monday 18th March at 12:00 pm.

Shortlisting - Wednesday 20th March 2019

Interviews - Monday 25th March 2019

St Cuthbert's Catholic Academy or Christ the King Catholic Academy

Job description:	Deputy Headteacher	Responsible to:	Executive Headteacher
Salary Scale:	L10-14	Contact Ratio:	0.50 Full Time Equivalent

The school has been designated by the Secretary of State as a school with a religious character. Its Instrument of Government states that it is part of the Catholic Church and is to be conducted as a Catholic school in accordance with Canon Law, the teachings of the Roman Catholic Church and the Trust Deed of the Diocese of Lancaster. At all times the school is to serve as a witness to the Catholic Faith in Our Lord Jesus Christ. The post therefore requires a practising Catholic who can show by example and from experience that he or she will ensure that the school is distinctively Catholic in all its aspects.

This appointment is with the directors of the school under the terms of the Catholic Education Service contract signed with the directors as employers. It is subject to the current conditions of service for deputy headteachers contained in the current School Teachers' Pay and Conditions document and other current education and employment legislation including that of the Department for Education.

The directors and the Diocese are committed to safeguarding and promoting the welfare of children and young persons and the Executive Headteacher, Executive Deputy and Deputy Headteacher must ensure that the highest priority is given to following the guidance and regulations to safeguard children and young people. The successful candidate will be required to undergo an Enhanced Disclosure from the Disclosure and Barring Service (DBS) and obtain any other statutorily required clearance.

MAIN PURPOSE:

The Deputy Headteacher will:

- Undertake the normal responsibilities of the class teacher
- Be a member of the senior leadership team
- Assist the Executive Headteacher in managing the school
- Support and represent the Executive Headteacher at meetings as and when required
- Undertake the professional duties of the Executive Headteacher during his/her absence
- Undertake such duties as are delegated by the Executive Headteacher
- Play a major role under the overall direction of the Executive Headteacher in formulating and reviewing the Mission Statement, School Development Plan, aims and objectives of the school by:
 - Establishing the policies through which they shall be achieved
 - Managing staff and resources to that end
 - Monitoring progress towards their achievement.

MAIN TASKS:

The specific nature and balance of these responsibilities will vary according to the needs of the school and may, in larger schools with more than one deputy, be shared. It will be necessary to specify the management, curriculum and co-ordination responsibilities/teaching commitment to be undertaken by the postholder once agreed.

1. Teaching Responsibilities

- 1.1 To carry out the duties of a school teacher as set out in the current School Teachers' Pay and Conditions Document.
- 1.2 To carry out the duties of a general class teacher as detailed in the school's class teacher job description, including the provision of cover for absent teachers and delivery of Planning Preparation and Assessment time (PPA).
- 1.3 To be responsible for a specific class, classes or age group of children to be decided on appointment.

2. The internal organisation, management and control of the school

- 2.1 To have specific responsibilities (eg for aspects of school management or the curriculum) to be agreed upon appointment.
- 2.2 To contribute to:
- Fulfilling the school's Mission Statement
 - Maintaining and developing the Catholic ethos, values and overall purposes of the school
 - Formulating the aims and objectives of the school and policies for their implementation
 - A school development plan which will translate school aims and policies into actions
 - Monitoring and evaluating the performance of the school and its achievements as a Catholic school
 - Implementing the governing body's policies on equal opportunity issues for all staff and pupils in relation to sex, gender, race, disability and special needs
 - The efficient organisation, management and supervision of school routines

3. Curriculum Development

- 3.1 To contribute to:
- The development, organisation and implementation of the school's curriculum
 - School policies on curriculum, teaching and learning styles, assessment, recording and reporting
 - Ensuring that the learning and teaching provided by different departments and teaching teams form a co-ordinated, coherent curriculum entitlement for individuals, including these with special educational needs
 - Ensuring that the Diocesan policy on Religious Education is fulfilled
 - Ensuring arrangements for the daily act of collective worship and the spiritual life of the school
 - Providing a curriculum for the spiritual, moral, social and cultural development of all pupils in line with the distinctive Catholic nature, purpose and aims of the school
 - Providing high quality personal, social, health education and citizenship in accordance with the teachings and doctrines of the Catholic Church
 - Ensuring that information on pupil progress is used to improve teaching and learning to inform and motivate pupils, to inform parents, to provide necessary references for other educational institutions and employers, and to aid governors in their future management of the school
 - Ensuring that the individual pupil's continuity of learning and effective progression of achievement are provided
 - The promotion of extra-curricular activities in accordance with the educational aims and Catholic ethos of the school.

4. Pupil care

- 4.1 To contribute to:
- The development, organisation and implementation of the school's policy for the personal and social development of pupils including pastoral care and guidance in accordance with the teachings and doctrines of the Catholic Church
 - The effective induction of pupils
 - The determination of appropriate pupil groupings
 - The promotion among pupils of standards of conduct/discipline and a proper regard for authority, the encouragement of good behaviour and commitment to the common good
 - The development among pupils of self-discipline
 - The handling of individual disciplinary cases

5. The management of staff

- 5.1 To participate in the selection and deployment of teaching and non-teaching staff of the school
- 5.2 To contribute to good management practice by ensuring positive staff participation, effective communication and procedures

- 5.3 To participate in arrangements made in accordance with the regulations for the appraisal of the performance of teachers in school
- 5.4 To contribute to staff development policies appropriate to the Catholic nature of the school in relation to:
- The induction of new and newly qualified teachers and other staff
 - The provision of professional advice and support and the identification of training needs
 - Students under training/work experience
- 5.5 To demonstrate effective leadership, representation and liaison both within the school and other interested or involved persons or bodies.
- 5.6 To maintain good relationships with individuals, groups and staff unions and associations.

6 The management of resources

- 6.1 To contribute to the formulation of the school's policies and procedures concerning resource management in accordance with the school's Mission Statement.
- 6.2 To allocate, control and account for those financial and material resources of the school which are delegated by the Executive Headteacher.
- 6.3 To promote an attractive environment which stimulates learning and enhances the appearance of the school and expresses its Catholic identity.
- 6.4 To contribute to arrangements for the security and effective supervision of the school buildings, their contents and grounds, including aspects of health and safety.
- 6.5 To maintain effective working relationships with external agencies and services contracted to the school and the Authority.

7 Relationships

- 7.1 To advise and assist the directors as required in the exercising of its functions including attending meetings and making reports on request.
- 7.2 To assist liaison and co-operation with Diocesan and Authority officers and support services.
- 7.3 To help in maintaining and developing effective communications and links with parents, as the prime educators, and to provide positive responses to concerns and problems regarding their children's education.
- 7.4 To assist liaison with other educational establishments, especially other Catholic institutions, in order to promote the continuity of learning, progression of achievement and curriculum development.
- 7.5 To assist liaison with other professional bodies, agencies and services.
- 7.6 To develop and maintain positive links and relationships with the parish community, local organisations and employers:
- To promote a positive image of the school
 - To ensure that the school plays a constructive role in the life of the parish and community and that its curriculum draws on the nature and resources of that community.

The applicant will be required to safeguard and promote the welfare of children and young people.

This job description forms part of the contract of employment of the person appointed to the post. It reflects the position at the present time only and may be reviewed in negotiation with the employee in the future. The appointment is subject to the current conditions of employment in the School Teachers' Pay and Conditions Document as they relate to deputy headteachers. The person appointed will be expected to sign the Catholic Education Service model contract of employment.

APPOINTMENT OF DEPUTY HEADTEACHER

PERSON SPECIFICATION/SELECTION CRITERIA

[A]

THE PERSON APPOINTED WILL BE A PRACTISING CATHOLIC
THE PERSON APPOINTED WILL HAVE QUALIFIED TEACHER STATUS

[B] **QUALIFICATIONS, TRAINING AND EXPERIENCE**

	Essential	Desirable
Catholic Certificate of Religious Studies or commitment to obtaining the CCRS if appointed	✓	
Degree	✓	
Post-entry curriculum or management qualification		✓
Evidence of appropriate professional development for the role of deputy headteacher	✓	

[C] **PROFESSIONAL KNOWLEDGE AND UNDERSTANDING IN A CATHOLIC ACADEMY**

Applicants should be able to demonstrate a good knowledge and understanding of the following areas relevant to the phase and their implications for a Catholic Academy:

	Essential	Desirable
The distinctive nature of a Catholic Academy	✓	
Effective leadership of an enriching curriculum	✓	
Effective leadership of high quality teaching and learning	✓	
An overall philosophy for Catholic Education	✓	
Leadership role in spiritual and educational development of pupils and staff	✓	
The Academy's role in the wider community	✓	
Leading school worship	✓	
Ways of developing religious education and worship	✓	
How relationships should be fostered and developed between the school, parish, its community and the diocese.	✓	
Has completed the Catholic Leadership Programme or has a commitment to do so	✓	

[D] **LEADERSHIP AND MANAGEMENT**

Applicants should be able to demonstrate from their experience an ability to:

	Essential	Desirable
Lead and manage others within the context and beliefs of Christian values	✓	
Secure commitment to a clear vision for an effective Catholic Academy	✓	
Initiate and manage change and improvement in pursuit of strategic objectives	✓	
Prioritise, plan and organise	✓	
Direct, support and co-ordinate the work of others	✓	
Lead, support and work as part of a high-performing team	✓	
Delegate tasks; monitor and evaluate outcomes	✓	
Motivate and inspire pupils, staff, parents, directors and the wider Academy community	✓	
Act as a role model for pupils and staff by setting high personal and professional stands	✓	
Deal sensitively with people and resolve conflicts	✓	
Use appropriate leadership styles in different situations and understand their likely effects	✓	
Minimum of two years' substantive experience as a TLR post holder or on a leadership scale	✓	

[E] EXPERIENCE AND KNOWLEDGE OF TEACHING

	Essential	Desirable
Significant teaching experience within the primary phase	✓	
To be able effectively to use assessment data and use data to raise standards	✓	

[F] PROFESSIONAL ATTRIBUTES

	Essential	Desirable
Excellent written and verbal communication skills	✓	
Ability to demonstrate, promote and encourage outstanding classroom practice	✓	
Fully ICT competent	✓	
Knowledge of the National Standards of Excellence for Headteachers (2015) and a willingness to work towards the achievement of these standards. (Qualities and Knowledge Pupils and Staff, Systems and Processes, The Self-Improving School System	✓	

[G] APPLICATIONS, CONFIDENTIAL REFERENCES AND REPORTS

	Essential	Desirable
Written reference(s) only	✓	
Letters should address the criteria identified in the person specification	✓	
Application forms should be completed in full	✓	
Letters should be clear and concise and no longer than two sides of A4	✓	
Confirming professional & personal knowledge, skills & abilities referred to above.	✓	
Positive and supportive faith reference from a Catholic priest where applicant regularly worships	✓	
Positive recommendation from current employer.	✓	
Excellent health and attendance record.	✓	

The CESEW application form must be fully completed and legible. The supporting statement should be clear, concise and related to the specific post, paying particular attention to Section F above.



Diocese of Lancaster Education Service

Euntes in mundum

SLT Applicant Declaration

I,,
confirm that I have been provided with sample copies of the Diocese of Lancaster Education Service Guidance on the Definition of a Practising Catholic and the model Catholic Education Service (CES) contract of employment particular to the post at the school/academy for which I am applying.

I confirm that:

- I have read the Diocesan Guidance on the Definition of a Practising Catholic;
- I have read the sample CES contract of employment;
- I have been afforded an opportunity to ask questions about the terms of the CES contract and the Diocesan guidance;
- Where relevant my questions have been answered to my satisfaction.
- I am a practising Catholic and I am not the subject of any canonical censure or penalty; my appointment places a statutory duty upon me to ensure that the religious character of the school is preserved and developed and that the school is conducted in accordance with the provisions of the Instrument of Governance; my appointment requires me to comply with the provisions of Canon Law, the teachings of the Catholic Church and such determinations made by the Bishop and his Trustees and their agent, the Diocese of Lancaster Education Service, in respect of the school or other schools situated in the Diocese of Lancaster.

Signed:.....

Print name:.....

Dated:.....



Diocese of Lancaster Education Service

Euntes in mundum

Guidance on the Definition of a Practising Catholic

The Diocese of Lancaster Education Service uses the following document as the basis for determining whether a potential applicant for a teaching or senior leadership post would be classified as “a practising Catholic”: --

‘Catholic Schools and the Definition of a ‘Practising Catholic’ by Rev Fr Marcus Stock, published in 2009 by the Diocesan Schools Commission of the Archdiocese of Birmingham.

The full document can be downloaded from:

http://www.bdes.org.uk/uploads/4/2/9/6/42966327/catholic_schools_and_the_definition_of_a_practising_catholic_revised_07.04.09.pdf

The key points that relate to school appointments are that a “practising Catholic” is defined as someone who has been sacramentally initiated into the Catholic Church and who adheres to those substantive life choices which do not impair them from receiving the sacraments of the Church and which will not be in any way detrimental or prejudicial to the religious ethos and character of the school.

Inspired by the Gospel and sustained by God’s grace, a ‘practising Catholic’ will give sincere external expression to their interior faith through specific religious, moral and ethical behaviour which is in accordance with the teaching of Christ and the Catholic Church.

This definition does not mean that a ‘practising Catholic’ has to be perfect, indeed in terms of the Church’s general obligations, almost all Catholics fail to live their faith fully and do not give an authentic witness to their beliefs in all aspects or at all moments of their lives. A ‘practising Catholic’ will almost certainly not be a ‘perfect Catholic’.

The Church clearly lays out the ‘way of life’ for the faithful in the substantive choices that they make in life: Consequently, it is clear that a ‘practising Catholic’ will be someone who, despite weaknesses and personal sinfulness, decides to make only those substantive life choices which follow the “*Way, the Truth and the Life*”. This way of life is not vague or unknown but is manifest fully and most clearly in the person of Jesus Christ and unfolded in the teachings of His Church.

There are substantive life choices which are incompatible with the teaching of the Church and objectively impair our communion with the Church for as long as we adhere to them; they are objectively grave in nature and are objectively incompatible with God’s law.

There are actions and behaviours which would be considered not only incompatible with the teaching of the Catholic Church specifically but also incompatible with the professional life and career of any employee within any school. Some examples of these would be:

- serious dishonesty or fraudulent activity;
- being unfit for duty due to alcohol or drug related abuse;
- inappropriate use of school property;

- gross negligence in the performance of professional duties;
- violent or inappropriate behaviour;
- any action which endangers the welfare or safety of pupils;
- any action which would bring the school into disrepute, etc.

There are also substantive life choices which are incompatible with the teaching of the Catholic Church and which may be detrimental or prejudicial to the religious ethos and character of a Catholic school. Some examples of these would be:

- formal apostasy from the Catholic Church;
- maintaining membership of, or giving direct support to, any organization whose fundamental aims and objects are contrary to Gospel values and the teaching of the Catholic Church;
- maintaining the publication or distribution, or by any other means of social communication or technology, of material content which is contrary to Gospel values and the teaching of the Catholic Church;
- a Catholic contracting a marriage in a non-Catholic church, registry office or any other place without dispensation from canonical form; or contracting a marriage where one or both of the parties have been previously married (and whose former spouse[s] is[are] living) without the former marriage(s) being annulled or declared invalid by the Church;
- maintaining a partnership of intimacy with another person, outside of a form of marriage approved by the Church and which would, at least in the public forum, carry the presumption from their public behaviour of this being a non-chaste relationship; and, where such a presumption in the public forum is not repudiated by the parties within the relationship.

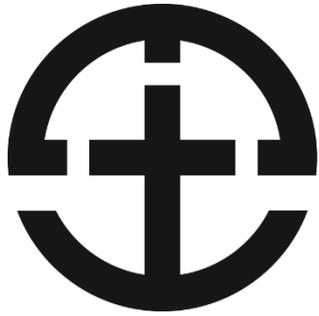
Catholics, whose choices have resulted in them being unable to receive the sacraments but who otherwise may have been a potential applicant for a key post will, on occasion, sincerely present themselves for consideration. In these circumstances, there is sometimes much pressure on clergy and governors to overlook these particular substantive life choices. This may spring from a genuine charitable and pastoral concern not to offend or hurt the individuals involved, or because it is considered that their professional skills and abilities in leadership are needed in the school and override all other considerations.

In these situations clergy and governors should work in partnership with, and follow the advice from, the appropriate officers of the Education Service. For the good of the school and of the wider Church, the requirement stated here must be upheld in terms of appointing only 'practising Catholics', as defined in this document to the key posts within Catholic Schools. This will also ensure that schools follow the guidance contained within the "Memorandum on Appointment of Teachers in Catholic Schools" published by the Catholic Bishops' Conference of England and Wales:

"As a minimum requirement, the Bishops expect that the posts of Head Teacher or Principal, Deputy Head Teacher or Deputy Principal and Head or Co-ordinator of Religious Education are to be filled by practising Catholics."

The full document can be downloaded from the CES website

<http://www.catholiceducation.org.uk/employment-documents/recruitment-process/item/100049-memorandum-on-appointment-of-teachers-to-catholic-schools>



Diocese of Lancaster **Education Service**

Euntes in mundum

North West Diocesan Statement on Equal Opportunities in Employment

The principle of equal opportunity for all is consistent with social justice and with the Christian ideal of recognising the dignity and worth of all who work or wish to work in our schools. The governing body is therefore committed to employment procedures which comply with discrimination legislation and do not discriminate on grounds of age, gender, race, colour, nationality, religion, sexual orientation, ethnic origin, marital status or disability.

We recognise and value the current and future contribution to our school of staff who while not sharing our Catholic faith make a strong and sincere commitment to the school's Christian values and Mission Statement.

The preservation and development of the quality and distinctive nature of Catholic schools depends on the faith, practice and commitment of the teachers in the schools, working with their Governing Bodies. Some teaching posts include specific responsibility for providing leadership and direction in the religious life and Catholic identity of the school and in these cases there will be a requirement that the successful candidate is a baptised and practicing Catholic. In other appointments, where two or more candidates for teaching posts are equally strong in the context of the criteria for appointment, preference may be given to a candidate who is Catholic.

In addition, the governing body recognises that the school and our Catholic teachers are called to be witnesses to Christ's teachings. We therefore reserve the right as employers to take into consideration any personal behaviour or circumstances which are genuinely within an individual's control and are incompatible with the precepts of or with the upholding of tenets of the Catholic Church or likely to be prejudicial to the Catholic character of the school. In doing so, we will seek always to give witness to the Christian pastoral principles of love, respect and reconciliation.