DIOCESAN MODEL STATEMENT ON EQUAL OPPORTUNITIES IN EMPLOYMENT OF THE HEADTEACHERS AND DEPUTY HEADTEACHERS IN CATHOLIC SCHOOLS

The Diocesan Education Service for the Roman Catholic Diocese of Hexham and Newcastle has agreed the following model statement on equal opportunities in employment, for recommendation to governing bodies

"The Directors of the Carmel Education Trust are committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner. Directors believe that the principle of equal opportunity in selection is consistent with social justice and good personnel practice. This is in keeping with our Catholic aim to recognise the dignity and worth of all who work or apply to work in our organisations.

Our selection processes aim to select the best applicant assessed against the criteria for the post. We are subject to the law of the land and acknowledge our commitment to conducting our affairs in accordance with the law. The Directors do not discriminate on grounds of age, sex, race, colour, nationality, ethnic origin or disability.

The Roman Catholic community maintains schools which have, as part of their character, a duty to provide Religious Education and a requirement that those schools be conducted in accordance with the rites, practices and traditions of the Roman Catholic faith. It would therefore be clear that where applicants are equal in qualifications and experience in the context of selection criteria for a post that a Roman Catholic applicant would have an advantage over an applicant not of the Roman Catholic faith in being able to contribute to the mission of the Church in Catholic education. The posts of Headteacher, Head of School, and Deputy Head of School are reserved for practising Catholics.

In fulfilling the objectives of Catholic schools, Directors have regard to matters which are particularly significant in the light of the sacramental teachings of the Church. Catholic teachers by their example and practice are witnesses to the Gospels and to the Church's teachings. The Directors would therefore, in line with its responsibilities, reserve the right to take account of circumstances which were genuinely within a person's control and which might include marital status, avowed personal conviction, belief or conduct."