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**St Richard Gwyn Catholic High School**

**STATEMENT ON EQUALITY AND EQUAL OPPORTUNITIES IN EMPLOYMENT**

The principle of equality of opportunity for all, is consistent with social justice and with the Christian ideal that sees 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 civil law and do not discriminate on grounds of age, gender, race, nationality, sexual orientation, ethnic origin or disability. Governors are then asked to be vigilant so to avoid any bias or unfair practice. **This includes any attempt privately to seek applications from individuals or to influence their decision to apply**.

We recognise and value the important contribution to our schools of staff who, whilst not sharing the Catholic faith, make a strong and sincere commitment to the school’s Christian mission and values.

Some teaching posts include a specific responsibility and a **genuine occupational requirement to** provide leadership and direction in the religious life and the Catholic identity of the school.

In other appointments, where two or more candidates for teaching posts are equally strong in meeting 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 and all staff must be seen to respect, support and uphold the school’s values. We therefore reserve the right as employers to take into consideration any personal behaviour or circumstances which are outside the recognised norms of the Church and which are genuinely within an individual’s control. In doing so, we will seek always to give witness to the Christian pastoral principles of love, respect and reconciliation.

