



## REQUIREMENT FOR A PRACTISING CATHOLIC

### **Statutory provision for schools with a religious character to maintain their relevant religious ethos**

Statutory legislation in England and Wales makes provision for schools with a religious character to maintain their relevant religious ethos.

Academies that have converted from Voluntary Aided Schools are treated for this purpose as independent schools.

Section 124A of the School Standards and Framework Act 1998 makes the following provision:

124A Employment of teachers at independent schools having a religious character

(1) This section applies to an independent school which has a religious character.

(2) Preference may be given, in connection with the appointment, promotion or remuneration of teachers at the school, to persons—

(a) whose religious opinions are in accordance with the tenets of the religion or the religious denomination specified in relation to the school under section 124B(2),

or

(b) who attend religious worship in accordance with those tenets, or

(c) who give, or are willing to give, religious education at the school in accordance with those tenets.

(3) Regard may be had, in connection with the termination of the employment or engagement of any teacher at the school, to any conduct on his part which is incompatible with the precepts, or with the upholding of the tenets, of the religion or religious denomination so specified.

A similar legislation for Voluntary Aided schools can be found at section 60 of this Act.

### **N.B**

The equality act 2010 in Schedule 22 specifically states that:

4 A person does not contravene this Act only by doing anything which is permitted for the purposes of—

(a) section 58(6) or (7) of the School Standards and Framework Act 1998 (dismissal of teachers because of failure to give religious education efficiently);

(b) section 60(4) and (5) of that Act (religious considerations relating to certain appointments);

(c) section 124A of that Act (preference for certain teachers at independent schools of a religious character).