

# DIOCESAN MODEL STATEMENT ON EQUAL OPPORTUNITIES IN EMPLOYMENT IN CATHOLIC SCHOOLS AND TRUSTS

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

The panel is committed to ensuring that matters concerning appointments, including promotions, are dealt with in a fair and just manner. The panel 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 panel do not discriminate on grounds of age, disability, gender reassignment, marriage and civil partnership, pregnancy and maternity, race, religion and belief, sex, or sexual orientation

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 Catholic Education Trust chief executive officer and deputy chief executive officer, executive headteacher, headteacher, deputy headteacher, head of religious education and chaplain are reserved for practising Catholics.

In fulfilling the objectives of Catholic schools, the panel 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 panel 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.

