

LNCT Agreement

Devolved Category: Appointment Procedures

Appointment of Teachers to Catholic Schools



North Ayrshire Council
Comhairle Siorrachd Àir a Tuath

LNCT-03A

Effective From: 14 December 2022

1. INTRODUCTION

- 1.1 The Education (Scotland) Act 1980 provides that education authorities have the sole power of regulating the curriculum and appointing teachers.
- 1.2 Section 21 (2A) of the Act provides that a teacher appointed to any post on the staff of a Catholic school shall be required to be approved as regards their religious belief and character by representatives of the Church in whose interest the school is conducted.
- 1.3 The legislation does not therefore require teachers applying for posts within Catholic schools to be Catholic, applications are accepted from all teachers regardless of their religion or religious beliefs.
- 1.4 The process of seeking and securing approval is determined solely by the Roman Catholic Church. The Council will provide information to assist candidates to access the approval process but otherwise has no role in the process itself.
- 1.5 Roman Catholic Church approval is a condition of employment for employees appointed to posts in Catholic schools.

2. SCOPE

- 2.1 This Agreement applies to all the appointment of all teachers to posts within Catholic schools.
- 2.2 This Agreement does not apply to Music Instructors, Psychologists, Education Support Officers, Quality Improvement Officers, or Quality Improvement Managers.

3. RECRUITMENT AND SELECTION PROCESS

- 3.1 Head Teachers/recruiting managers will adhere to the Council's recruitment and selection policy and processes when appointing to teaching posts within Catholic schools. There will be no reference to the requirement for church approval during either the shortlisting or interview process, the recruitment panel will determine the preferred candidate based on the criteria detailed within the role profile.
- 3.2 There is no legal requirement for a representative of the Catholic Church to be involved in the recruitment and selection process, however a representative from the school's local church should be invited to be a member of the interview panel for Head Teachers and Depute Head Teacher appointments in accordance with the Council's recruitment and selection policy and processes.

4. APPROVAL TO TEACH IN A CATHOLIC SCHOOL

- 4.1 All teaching posts advertised for Catholic schools will advise applicants that Catholic Church approval is required. A link will also be provided to the Scottish Catholic Education Service (SCES) website, which provides information and details the process to apply for approval.
- 4.2 Teachers must make an application for approval in respect of any teaching post they are appointed to. This includes teachers applying for promoted posts even where this is within their existing school.

- 4.3 Teachers must provide a personal statement as to their religious belief and character, having regard to the distinctive features of a Catholic school as outlined in *A Charter for Catholic Schools in Scotland*, available on the SCES website.
- 4.4 Teachers must provide the name of a suitable referee who can testify as to their religious belief and character. In the case of teachers who are Catholic the name submitted as a referee should be that of their parish priest.
- 4.5 Teachers must send the appropriate form to their designated referee asking them to provide a statement on their religious belief and character to the Diocesan contact.
- 4.6 Teachers will receive a decision in writing from the Diocese.
- 4.7 Where the decision is not to grant approval then reasons will be given and information on the right of appeal to the Diocese will be provided in a written communication from the Bishop.
- 4.8 Where applying for multiple posts, approval must be sought for each individual post applied for in a Catholic school.
- 4.9 Head Teachers/recruiting managers are responsible for ensuring preferred candidates have church approval prior to confirming the start date for employment. Approval will be provided in the form of a letter from the Catholic Church representative issued to the teacher and their Head Teacher.
- 4.10 If the preferred candidate is not granted church approval, advice should be sought from the HR Adviser in respect of withdrawal of the conditional offer of employment.

5. ACTING-UP APPOINTMENTS

- 5.1 Where “acting-up” to promoted post appointments have not been advertised through the recruitment portal, Head Teachers/recruiting managers are responsible for ensuring that preferred candidates seek and are granted church approval prior to confirming a start date.
- 5.2 In circumstances where an “acting-up” arrangement is required on an immediate basis (such as unplanned absence of a Head Teacher), the recruiting manager should discuss this with the Church Representative and arrangements made for the preferred candidate to seek approval as soon as possible.

6. SUPPLY TEACHER ENGAGEMENTS

- 6.1 Supply Teachers engagements are for a maximum of 12 weeks. There is no requirement for supply teachers carrying out engagements in Catholic schools of up to 12 weeks to have church approval.
- 6.2 As soon as it becomes clear there is a requirement for a post to be filled for a period of longer than 12 weeks, this should be advertised through the normal Recruitment and Selection procedure and church approval sought for the preferred candidate.

7. PROBATIONER TEACHERS

- 7.1 Probationer teachers being placed in a Catholic school will be required to seek church approval prior to commencing their placement.

7.2 Probationer teachers who have indicated that they are of the Catholic faith will be placed in Catholic schools where vacancies exist.

8. CATHOLIC TEACHER’S CERTIFICATE IN RELIGIOUS EDUCATION/AWARD IN RELIGIOUS UNDERSTANDING

8.1 There is no statutory requirement for teachers in Catholic schools to hold either the Catholic Teacher’s Certificate in Religious Education or the Award in Religious Understanding.

8.2 Head Teachers are encouraged to support teachers who wish to teach Religious Education in Catholic primary schools or as a Teacher of Religious Education in Catholic secondary schools to obtain the Catholic Teacher’s Certificate in Religious Education.

9. REVIEW

9.1 Review of this Agreement can be initiated by the employer or trade union side of the LNCT at any time.

Version Control

Date of Change	Summary of Changes
14.12.22	New LNCT agreement.