Appointment of Teachers in Catholic Schools – Bishops’ Memorandum

The preservation and development of the quality and distinctive nature of Catholic schools depends on the faith, practice and commitment of the teachers in the schools, working with their Governing Body. The Catholic Church understands the vocation of a teacher as a form of ministry within the Church. All teachers in Catholic schools are employed to participate in the Church’s teaching office, exercising this ministry in accordance with the Church’s teachings. This requires teachers to be witnesses in word and deed to the Divine Teacher, Jesus Christ.

To find Catholic teachers who combine personal conviction and practice of the faith with the required professional qualifications and experience, especially in specialist subjects, is always a high priority.

The recognition of the role that Catholic teachers play stands alongside the value we place on teachers of other Christian denominations, other Faiths and other teachers who contribute to and support the Catholic ethos in our schools. We recognise the great contribution they make in helping to ensure that our pupils are equipped to communicate with and participate in contemporary society.

Salford Diocese Definition of Practising Catholic.

“Christ at the Centre” is the adopted Salford Diocesan guidance which sets out our understanding of what it means to be a “practising Catholic” in relation to Catholic schools. The document can be accessed at:

[www.catholiceducation.org.uk/images/Christ\_at\_the\_Centre\_1.pdf](http://www.catholiceducation.org.uk/images/Christ_at_the_Centre_1.pdf)

Whilst it is only the posts of Headteacher, Deputy Headteacher and Head/ coordinator of Religious education that **must** be filled by baptised and practising Catholics, the document above states that ‘…All teachers must respect and support the aims and objectives of a Catholic school….’ (page 35 Appendix A)