

Working and Teaching in a Catholic School

There are 90 Catholic Primary Schools and 20 Catholic Secondary schools across five Local Authority areas within the Archdiocese of Glasgow. Each day over 10,000 young people, from thousands of families of all faiths and none, choose to attend these schools because of their mission, aims, values and ethos and their distinctive approach to education. The teachers within each of these schools have a role in safeguarding and developing this distinctive mission.

The joy of communicating the Catholic Faith is at the centre of the Catholic School's mission. The [Charter for Catholic schools](#) outlines 10 characteristics present in every Catholic school in Scotland which all staff are expected to promote and support. Despite the challenge during the past eighteen months, not least when access to churches has been limited, there are countless examples of imaginative and fruitful interactions between schools, parishes and the Archdiocese; allowing young people to continue to be nourished, supported and formed in their faith lives.

Professional Development and CLPL

The ongoing professional and vocational development of teachers for Catholic schools is a priority for the Archdiocese and Education Services. Both recognise the need to support teachers who wish to enter, continue or return to the denominational sector. In order to support staff in schools, as they look to develop their understanding and witness to the characteristics of the Charter and evangelise the young people in their care, the Archdiocese has created a tailored suite of CLPL to meet these needs.

The RE Department in the Archdiocese offers a series of all-day, twilight (and more recently, remote) CLPL for teachers. You don't have to be teaching in a Catholic school to participate in this professional learning. This CLPL can be tailored or adjusted to meet the needs of specific groups. Participating in these programmes can assist when you are considering your statement for an application for approval. If you would like to find out more information then contact Sharon McGeever, QIO sharon.mcgeevers@glasgow.gov.uk or Joanna Sweeney, Archdiocese of Glasgow re@rcag.org.uk

<p>An Introduction to Working in a Catholic School</p>	<p>This CLPL is particularly suitable for teachers who are not Catholic and who work in Catholic schools and Catholic teachers returning to, or on temporary placement in, the Catholic sector. During this session participants will explore the Charter for Catholic Schools, be directed towards a variety of useful resources for further personal and professional development and have an opportunity for dialogue with their Adviser and other colleagues.</p>
<p>What do I need to believe as a Catholic?</p>	<p>As we are presented by issues, questions and debate concerning our belief as Catholics, it can be disconcerting if we are not sure of what our belief actually is. As Catholics we</p>

	<p>profess the Creed, we say 'I believe' but we might not actually be too sure what that entails. This input is meant as a basic refresher in Catholic belief concerning Jesus, Our Lady, the Church and the Sacraments. It will deal with common misconceptions and contentious points. It is offered to help all to be comfortable with sharing the Church's teaching on these important foundations.</p>
NQT: Vocation to Teach (full day)	<p>This day course explores the unique vocation of the Catholic teacher, the implementation of TIOF across the curriculum as well as suggested resources for classroom practice, opportunities for further personal/professional development, and the chance to dialogue with colleagues.</p>
Exploring Holy Mass and Planning School Liturgy	<p>This CLPL aims to deepen your appreciation of Holy Mass at a professional and personal level. It will include advice on planning a school Mass.</p> <p>It is open to all members of staff and may be particularly beneficial to those responsible for sacramental preparation and/or preparation of School Masses.</p>
The Catholic School Identity	<p>This session will explore the challenges and opportunities of encouraging and maintaining a strong Catholic Ethos within diverse communities.</p> <p>This CLPL is suitable for all teachers including those who are not Catholic and work in Catholic schools and Catholic teachers returning to, or on temporary placement in, the Catholic sector.</p>

In addition to these courses, the Archdiocese offers a six-part course for teachers who wish to deepen their Faith entitled 'Catechesis and the Classroom'. This will help participants to deepen their own knowledge and make them more confident in communicating the Faith with young people.

Teaching Religious Education in a Catholic School

For Catholic teachers, whose teaching posts impact on the teaching of Religious Education, teachers will be expected to provide evidence of having obtained an appropriate [teaching qualification](#) in Catholic Religious Education and that they meet the requirements of the [instrument for approval](#).

Education Services and the Archdiocese are committed to offering support and opportunities to gain the Catholic Teacher Certificate from the University of Glasgow to all eligible teachers. Please contact paul.sweeney@glasgow.gov.uk for more information.

Transfer opportunities and process in Glasgow City Council

Should you wish to consider moving to the denominational sector to teach then you can apply for vacancies as they are advertised in My Job Scotland alternatively, you can contact Maureen Foley (maureen.foley@glasgow.gov.uk) if you are interested in a job in the primary sector and Alison Allan (alison.allan@glasgow.gov.uk) if you are interested in the secondary sector. The opportunity to transfer will depend on available vacancies and will need to take into account our agreement with the teachers' trade unions for transfers.

Approval to teach in a Catholic School

In order to be appointed to a teaching post within a Catholic school the [law](#) requires that the teacher is approved by the denominational body in whose interest the school has been conducted. For Glasgow City Council teachers, the denominational body is the Archdiocese of Glasgow.

When applying for approval to teach within a Catholic school, the teacher is asked to demonstrate how their "religious belief and character" enables them to undertake the duties of the particular post within the context of the Catholic school. For those returning to the denominational sector, or who have had no experience of working in a Catholic school, the [Scottish Catholic Education Service](#) website will be invaluable for understanding the process for approval.

There can sometimes be a misunderstanding that in order to teach in a Catholic school the teacher must be a baptised Catholic. This is not the case. As noted above, all teachers are expected to promote and support the mission, aims, values and ethos of the school, as illustrated in the Charter for Catholic schools and this can, and is, done by teachers of differing faith backgrounds. However, where a teacher does not feel that they are able to support the characteristics of the Charter, they may make the professional decision not to teach in the denominational sector.

All Catholic applicants should approach their current parish priest for their reference for approval. As approval is a legal requirement, like a professional reference, the parish priest is unable to give a reference to anyone that he does not know. It is therefore encouraged that all Catholic teachers make contact with their parish priest in advance of any application for approval. For most it will be straightforward to speak to the parish priest while at Sunday Mass, an obligation for all Catholics. However, for others this may be challenging at this time, but with health restrictions easing and the flexibility of on-line communication, it should be possible for all candidates to contact and introduce (re-introduce) themselves to their parish priest. For those who have recently moved parish or have been away from the Church for some time, the application process to teach within a Catholic school can be an opportunity to re-connect with your local parish and be supported by your parish priest to refresh your faith life and develop your vocation to teach.