

Centred on Christ

APRIL 2020



Dear Colleague,

Catholic schools have a long and proud tradition of outreach to people in need in our local communities and around the world, raising significant sums for many charities. It is appropriate that our schools are communities which not only teach the faith but also provide regular opportunities for children and young people to put their faith into action.

Works of charity in a Catholic school are underpinned by *'the unbreakable bond between love of God and love of neighbour'* as Pope Benedict XVI stated. Critically, Pope Benedict went on to explain that *'love of neighbour is a path that leads to encounter with God, and that closing our eyes to our neighbour also blinds us to God.'*

Saint Teresa of Calcutta reinforces this central truth: *'Faith in action is love, and love in action is service. By transforming that faith into living acts of love, we put ourselves in contact with God himself, with Jesus our Lord.'*

Our support for partner agencies, therefore, is about much more than fund-raising, important as that is. In addition, they provide high quality resources and visiting speakers which:

- provide a real and relevant context for learning which engages the interest of learners;
- enhance pupils' experience not only in Religious Education but also across other areas of the curriculum such as Social Studies;
- develop skills for life, work and learning;
- deepen their faith and enrich their life of prayer;
- and form their characters as *'men and women for others'* in the tradition of Ignatian spirituality, which seeks to integrate faith and justice.

This newsletter provides a summary of what five partner agencies can provide to enhance the experience of students: Aid to the Church in Need (ACN), Missio Scotland, SCIAF, SPUC and SSVP. I would ask you to make staff aware of these resources and encourage them to make use of them when planning the learning. You may also wish to consider developing *'Faith in Action'* opportunities as part of your School Improvement Plan.

Please do not hesitate to contact Anne Marie, Stephen or me if we can be of further assistance to you.

Best wishes

Neil Roarty

Neil Roarty
Director of Schools



*Our Lady of Paisley;
pray for us*

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Putting Faith into Action in our Schools – Working in Partnership with Church Agencies

Aid to the Church in Need (ACN)

Aid to the Church in Need is a Catholic charity and a Pontifical Foundation of the Catholic Church. With offices in 20 countries throughout the world, ACN supports Christians where they are persecuted, oppressed or in pastoral need. Every year ACN offers financial support to over 5,500 projects in 140 countries. At the present moment we are working closely with Syria, Iraq and Lebanon as well as many others.

We have developed a number of **Primary and Secondary School resources** which enable your students to engage with the work of ACN, learning more about the persecuted Church and through this their own faith. As global citizens, learning about persecution, religious freedom and human rights issues will be an invaluable and necessary challenge for young Christians in Scotland. The topics raised through engagement with our resources cover subjects such as Modern Studies, Religious Education, History, Politics and Geography.

We also offer a programme of workshops and assemblies which we would be happy to deliver. We don't mind speaking to a full group assembly style or a small group, no group is too small for us to visit! The initiatives we have running will **equip your students** with key skills such as: **communication, research, teamwork and presentation skills.**

Rosary for Peace (11-15 May 2020)
Schools are invited to say one decade of the Rosary each day for one week. Pledge your decades on our ACN interactive map and receive 100 Rosaries for your school.
Maisie Milk
A fun and educational tool to fundraise for Christian refugees and displaced families around the world. An assembly can be facilitated to launch the programme.
Fundraising Workshops (Primary and Secondary)
Participants research countries and case studies relating to Christian persecution whilst gaining communication, presentation, team working and fundraising skills.
Caritas Assemblies and Workshops (June-December 2020)
Caritas students can become ACN Youth Ambassadors in their parish and school community.
Red Wednesday (25 November 2020)
Stand in solidarity with persecuted Christians and all those who suffer for their peacefully held beliefs. Light your school red, hold prayer services or wear red ACN wrist bands.



Aid to the
Church in Need

ACN UNITED KINGDOM

It might be hard for us to believe but there are more martyrs today than in the first centuries. They are persecuted because they speak the truth and proclaim Jesus Christ to this society.

Pope Francis

At present, Christians are the religious group which suffers most from persecution on account of its faith, (citing Christian communities suffering from violence and intolerance particularly in Asia, Africa, the Middle East and the Holy Land.)

This situation is intolerable, since it represents an insult to God and to human dignity as well as a threat to security and peace.

Pope Benedict XVI

For more information please contact:

Clair Sweeney, Schools and Events Coordinator in Scotland

Email: clairsweeney@acnuk.org

Telephone: 01698 337 472

Aid to the Church in Need Resources: <https://acnuk.org/resources-landing/>

Putting Faith into Action in our Schools – Working in Partnership with Church Agencies

Missio

Missio have various resources that can be used mostly for Primary teachers but we are increasing the number of resources available for Secondary colleagues:

- The Missionary Saints resources can be used to expand knowledge of the lives of the saints and are particularly useful for Confirmation preparation.
- There are Mission Rosary lessons available on the website that can be used during May or October (Mariology units will be added to this section).
- We have Advent resources available for Primary Schools and also our annual Christmas artwork competition where young people submit their artwork some of which will be chosen as one of Missio's Christmas cards.
- There are Lenten resources available as well as Religious Education lessons on St Therese of Lisieux and whole school assemblies on the Little Flower.
- There are S1-S3 Religious Education units available free of charge on the website: The Mission of the Church, Missio & Social Justice, The Church at Work in our World.
- Martin Mann and Gerard Gough are both available to come to schools to provide either class or whole school assemblies. At primary level they are also assisted by our volunteer retired Primary Head Teachers and university students or current Senior Phase students who have been to the missions with Missio. They also provide assemblies and workshops for secondary schools.
- Missio offers a full day retreat programme on the concept of Mission Leadership for Caritas nominees. They are assisted with this by representatives from various Religious Congregations. (In 2019, eight schools took five places each and the programme took place at the Conforti Centre in Coatbridge with the help of the Xaverian missionaries, the Sisters of St Peter Claver and The Spiritans).
- We have a partnership with the Glasgow Catholic Primary Schools Football Association who this year initiated the Pope's Charity Cup. This was a massive success - if there is a Catholic Primary Schools' Football League in Paisley Diocese it would be good to extend this and then the winners from each Diocese could play off for a National winner.



I thank Missio, (Pontifical Mission Societies), the primary instruments for cooperation in the universal Church's mission in the world. Through their action, the proclamation of the Gospel bears witness to Christ and is lived out in service of our neighbour through justice for the poorest, education in isolated villages, medical care in remote areas, freedom from poverty, the reintegration of the marginalised, support for the development of peoples, the breaking down of ethnic divisions and respect for life in all its stages.

Pope Benedict XVI

The Church is missionary by nature and her principal task is evangelisation, which aims to proclaim and to witness to Christ and to promote his Gospel of peace and love in every environment and culture.

Pope Benedict XVI

Contact:

Martin Mann Education & Fundraising Coordinator -
martin@missioscotland.com

Gerard Gough Communications Officer (who also works with primary schools): gerard@missioscotland.com

Putting Faith into Action in our Schools – Working in Partnership with Church Agencies

Society for the Protection of Unborn Children

SPUC's Education Department's aim is to enhance the students' educational experience with high impact presentations and workshops, all the while decreasing the teacher's workload.

We are extremely flexible to fit even the busiest school's timetable. We can take class groups and year groups of different sizes. Why not book a trial class input and see what we offer? The range of Life Issues we cover has expanded to include:

Topic	Summary	Target Group
Tiny Feet	An innocent look at your life before birth. Caritas students can run it.	P6, P7 and S1
Overpopulation	An interdisciplinary look at whether the world is overpopulated or not.	All Year Groups
Human Experience	Good role models who cover racism, discrimination, slavery, homelessness, anti-Semitism and abortion.	All Year Groups
Euthanasia/ Assisted Suicide	An international look at this exacting topic.	S3 – S6
New Life and Abortion	Human life from conception and the reasons for and against abortion. No graphic imagery.	S3 – S6
Reproductive Relationships	Why 93% of world religions teach sex and marriage? What is real authentic love? What is sex? What is marriage and what is a good relationship?	S3 – S6
Sexual Health Mind and Body	A scientific look at how topics like pornography, typical use and effective rates of contraception and STIs affect our lives.	S3 – S6
Embryo Care	All the issues surrounding embryology in the UK: IVF, Stem cells, Chimeras etc.	S5 – S6

168 presentations across 40 Scottish Schools last year.

For more information contact:

emmet@spucscotland.org or call 07833286370.



The Catholic community must offer support to those women who may find it difficult to accept a child, above all when they are isolated from their family and friends.

Pope Benedict XVI

The fundamental human right, the presupposition of every other right, is the right to life itself. This is true of life from the moment of conception until its natural end. Abortion, consequently, cannot be a human right – it is the very opposite. It is a 'deep wound in society'.

Pope Benedict XVI

Every child who, rather than being born, is condemned unjustly to being aborted, bears the face of Jesus Christ, bears the face of the Lord, who even before he was born, and then just after birth, experienced the world's rejection. And every elderly person ... even if he is ill or at the end of his days, bears the face of Christ. They cannot be discarded, as the 'culture of waste' suggests!

Pope Francis

Putting Faith into Action in our Schools – Working in Partnership with Church Agencies

St Vincent de Paul

The Society of St Vincent de Paul (SSVP) has productive links with schools at national, diocesan and parish levels. They support activities which enable young people to develop as caring individuals by reaching out to others while also developing their own skills for life, work and learning. Very often these activities are already happening in schools but SSVP provides a structure which enhances them and makes explicit the Christian values underpinning them, raising their endeavours from simply fund-raising.

In Primary Schools, SSVP can help schools to set up **Mini-Vinnies**. Pupils from P4-P7 can join the group and, while there will be a lead teacher, the pupils themselves take responsibility for organising the meetings and their activities. These can include Shoebox appeals, providing toiletries and hats, scarves and gloves for the homeless, and gathering food parcels for disadvantaged families. SSVP will provide a Starter Pack with helpful notes for the lead teacher and pupils, together with complimentary badges and pencils.

In Secondary Schools, **Youth Conferences** for pupils from S4-S6 are supported by SSVP. The young people become full members of the Society. In addition to supporting charities of their choice, Youth Conferences currently operating in some of our High Schools are working with Our Lady of the Wayside soup kitchen for the homeless, and the Rosalie Rendue club for adults with additional needs. Unlike some charitable work, Youth Conferences provide concrete links with local parishes and enable them to continue to serve as SSVP members after they have left school.

Mini-Vinnies and Youth Conferences provide a wealth of opportunities for pupils working towards the **Pope Francis Faith Award** and the **Caritas Award**.



*Lord Jesus Christ,
Help me show compassion,
so that there can be no one in
need whom I meet without
helping.*

**Adapted from
St Vincent de Paul**

*Jesus tells us what the
'protocol' is, on which we will
be judged. It is the one we
read in chapter 25 of
Matthew's Gospel: I was
hungry, I was thirsty, I was in
prison, I was sick, I was naked
and you helped me, clothed
me, visited me, took care of
me. Whenever we do this to
one of our brothers, we do this
to Jesus. Caring for our
neighbour, for those who are
poor, who suffer in body and
soul, for those who are in
need: this is our touchstone.*

Pope Francis

*In the poorest of the poor we
see Jesus in distressed guise.*

Saint Teresa of Calcutta

*Give your hands to serve and
your hearts to love.*

Saint Teresa of Calcutta

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Diocese of Paisley President – Joe Hendry

Email: joseph.hendry@yahoo.co.uk

Telephone: 07548 750536

Putting Faith into Action in our Schools – Working in Partnership with Church Agencies

SCIAF

The Scottish Catholic International Aid Fund is the international development agency of the Bishops' Conference. We work to help the poorest free themselves from poverty and injustice.

We are committed to our mandate from the Bishops' Conference that we should educate young people in Scotland about global justice and international development. We provide development education resources linked to *Curriculum for Excellence* and *This Is Our Faith* which encourage pupils to put their faith into action.

In 2018, we made 235 school visits across Scotland providing workshops/lessons, assemblies and *Pope Francis Faith Award* and *Caritas* related inputs. We continue to produce resources that teachers can access (mostly online now) that are written inspired by Scripture, Catholic Social Teaching and Church Teaching.

We are grateful for schools' continued fundraising that allows us to help millions of people every year in a sustainable, dignified manner. We would like to make sure that schools are aware that, whatever their fundraising capacity, we are here to provide quality resources and workshops that engage pupils in the area of development education/global citizenship education.

During Lent we produce the 'WEE BOX' resource and while this is a time for fundraising in many schools for SCIAF we also provide classroom activities, prayer resources and assembly plans.

Contact: Mark Booker | Senior Development Education Officer
Telephone: 0141 354 5511 | Email: mbooker@sciaf.org.uk



Around the world, we see the results of exploitation which destroys much without taking future generations into account. Protecting the world's forests; stemming desertification and erosion; avoiding the spread of toxic substances harmful to man, animals and plants; protecting the atmosphere; all these can be accomplished only through active and wise cooperation, without borders or political power plays.

Pope John Paul II

You pray for the hungry. Then you feed them. That's how prayer works.

Pope Francis

When a poor person dies of hunger it has not happened because God did not take care of him or her. It has happened because neither you nor I wanted to give that person what he or she needed.

Saint Teresa of Calcutta

Primary Resources

- **Emergency Response resource** - The lesson plan will help you explore SCIAF's emergency work, the impact of natural disasters on people and planet, and how we're called to care for creation. This includes a giant interactive board game that SCIAF bring out to the school.
- **Water is Life** - A Primary 5 resource which focuses on the impact of the global water crisis and the sacredness of water through Scripture. We will be updating this resource in 2020.
- **This is our Faith in Action** - Resources which have been developed to help teachers engage young people in global citizenship through promoting faith in action
- **Talented Fundraisers** - A fundraising enterprise project for schools, inspired by Scripture, which encourages pupils to put their faith into action
- We have a fairly new resource in the form of a big book and prop bag for early years called **This is our World – Cambodia**. This is requested and we come and deliver this session for you.
- We also provide **Pope Francis Faith Award** workshops that fulfil various Faith Actions.

Secondary Resources

- We have been part of **retreats** providing prayer and reflection.
- **Emergency Response resource** - The first lesson focuses on Church Teachings on poverty, and how they inform SCIAF's response to an international crisis. The second lesson then encourages pupils to discuss and evaluate the effectiveness of SCIAF's emergency response
- **S5 Catholic Vision of Human Dignity** - Three lesson plans with supporting material looks at how Scripture and Church Teaching guides how we respond to the needs of others and explains how pupils can advocate on behalf of those not heard through other means.
- **Talented Fundraisers** - A fundraising enterprise project for schools, inspired by Scripture, which encourages pupils to put their faith into action
- **This Is Our Faith in Action (5 years old now but still very useful)** – Four themes covering a variety of global issues linking CfE and TIOF core learning
- We are committed to helping **Caritas** pupils and offering engaging activities that help pupils live out their faith. We meet with Caritas pupils and train them to deliver workshops in primary schools and in parishes. We have had a number of pupils undertake work experience in our office.

Serving the Common Good – Reflection for Teachers

Head Teachers may wish to use this short reflection as an introduction to a meeting where you consider the *Developing in Faith* theme of '*Serving the Common Good*'.

**In the Name of the Father and of the Son
and of the Holy Spirit. Amen.**

Introductory Prayer

Holy Spirit, be with us this day. Be our counsel, light and guide as we reflect on our work as a community of faith.

Help us to discern how we bring your values of love, justice and peace to our school. May our pupils always experience those values in our classrooms.

Help us as a community to enable the children and young people in our care to grow in faith, hope and love, committed to serving Christ in others.

May our work lead us and our pupils to encounter God through love of our neighbour.

A Reading from the Gospel according to

Saint Matthew 25: 31-40 (or 31-46)

'When the Son of man comes in his glory, escorted by all the angels, then he will take his seat on his throne of glory. All nations will be assembled before him and he will separate people one from another as the shepherd separates sheep from goats. He will place the sheep on his right hand and the goats on his left. Then the King will say to those on his right hand, "Come, you whom my Father has blessed, take as your heritage the kingdom prepared for you since the foundation of the world. For I was hungry and you gave me food, I was thirsty and you gave me drink, I was a stranger and you made me welcome, lacking clothes and you clothed me, sick and you visited me, in prison and you came to see me."

Then the upright will say to him in reply, "Lord, when did we see you hungry and feed you, or thirsty and give you drink? When did we see you a stranger and make you welcome, lacking clothes and clothe you? When did we find you sick or in prison and go to see you?" And the King will answer, "In truth I tell you, in so far as you did this to one of the least of these brothers of mine, you did it to me."

Responsorial Psalm (Psalm 111(112):4-9)

R/ The good man is a light in the darkness for the upright.

He is a light in the darkness for the upright:
he is generous, merciful and just.
The good man takes pity and lends,
he conducts his affairs with honour.

The just man will never waver:
he will be remembered for ever.
He has no fear of evil news;
with a firm heart he trusts in the Lord.

With a steadfast heart he will not fear;
open-handed, he gives to the poor;
his justice stands firm for ever.
His head will be raised in glory.

Prayer for Justice

Father, you have given all peoples one common origin.
It is your will that they be gathered together as one family in yourself.

Fill the hearts of mankind with the fire of your love
and with the desire to ensure justice for all.

By sharing the good things you give us,
may we secure an equality for all
our brothers and sisters throughout the world.

May there be an end to division, strife and war.

May there be a dawning of a truly human society
built on love and peace.

We ask this in the name of Jesus, our Lord. Amen.

Alternative Reading: Isaiah (58: 7-10)

Developing in Faith



CATHOLIC SCHOOL
EVALUATION and PLANNING



Some Challenge Questions relating to Partnership Working and Faith in Action Programmes

These challenge questions should be read in conjunction with the Features of Highly-Effective Practice set out in the section *'The Common Good—Our school shows a commitment to communicate Catholic Social Teaching and thereby promote social justice and opportunity for all.'* (DiF Appendices, October 2019) The questions printed in *italics* are additional to those appendices and are intended to help focus professional discussion.

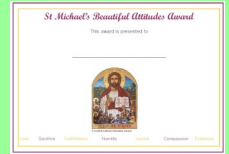
	Quality Indicator
How effective is our wider curriculum, for example topics in Social Studies and interdisciplinary learning projects, at deepening children and young people's understanding and appreciation of the social teaching of the Church?	2.2
How effective are our links with appropriate Church agencies in enriching the learning and spiritual formation of our children and young people?	2.6
How well do our charitable events sit within a coherent framework of 'faith in action' rather than simply fundraising? <i>How far are they based on 'the unbreakable bond between love of God and love of neighbour'?</i>	2.2
How far do we provide opportunities for pupil leadership, including in the religious life of the school? <i>How far do pupils lead 'faith in action' groups, events and programmes?</i>	1.2 and 3.3
How well do we support learners to demonstrate and apply their creativity in international contexts?	3.3
How do we know that that the wide range of 'extra-curricular' activities and award schemes have improved outcomes for pupils (<i>including enabling them to deepen their faith and encounter God in serving their neighbour?</i>)	2.4
How well do we recognise and value the personal achievements of all learners, (<i>including their achievements in the life of faith of the school, parish and the wider community? Do we celebrate their achievements in putting their faith into action?</i>)	3.2

Gospel Values in Practice – A Case Study

Beautiful Attitudes Award

St Michael's Primary School, Port Glasgow

Contact: Colette Wallace - INStMichaels@glowscotland.onmicrosoft.com



One of our areas for development this year was centred around the theme of “Promoting Gospel Values” from *Developing in Faith*.

Last session we revisited our school values with our whole school community and whilst most of our children were able to articulate these and demonstrate them well (most of the time!) in their daily interactions within the school building, we found that transferring them to the playground could still be a bit of a challenge.

We decided therefore that we needed to do more to support the children in their understanding of the Gospel values and what they looked like in action when they were socialising and playing.

During the initial planning stages, time was taken to reflect on two key documents from SCES: *Developing in Faith* and *Values for Life*. “Gospel Values for Catholic Schools: A Practical Guide for Today” by Raymond Friel supported me as a school leader in developing my own understanding of a Gospel inspired school.

Developing in Faith provided us with the guidance that was needed when deciding which Gospel values we should be focusing on. The explicit links between the values of love, sacrifice, faithfulness, humility, justice, compassion, and tolerance with The Beatitudes, gave us the perfect foundation for developing our “Beautiful Attitudes Awards.” These would become weekly awards presented to children, identified by support staff, in recognition of these Gospel values being shown in the playground.



These new awards were introduced through special assemblies in school. Time was taken to listen to The Beatitudes and explore what they were really saying to us. Each of the seven values that we were seeking to develop was explored in turn, thinking about what it might look like in a playground. The presentations used were shared with class teachers so that they could revisit the themes with their children to deepen their understanding.



Our children take great delight in receiving one of these awards and as a Head Teacher it is a great privilege to present them. The children receive a special certificate and we share their photograph on Twitter using the hashtags #BeautifulAttitudes #GospelValues. Their photograph is also added to a special Beautiful Attitudes Awards display which everyone stops and takes note of.

We very much encourage our children to ask themselves the question “What would Jesus do?” when faced with challenging situations or during times of uncertainty. Making the right choice isn’t always easy; and we tell the children this. However, if they follow the answer they get when they ask themselves that one powerful question, they cannot possibly go wrong. By doing this they live the Gospel values. They live with Beautiful Attitudes.

Christian Meditation – A Case Study

Saint Vincent's Primary, East Kilbride

Contact: Mrs Eileen Tomkins, Head Teacher (01355 241 649)

'Silence is God's first language.'

The words of St John of the Cross quoted by Pope Francis gave us a context for the purpose and value of offering Christian meditation in schools using three steps: Silence, Stillness and the repetition of a mantra (prayer word) which in our school is Ma-ra-na-tha (Come, Lord Jesus). We offer children the opportunity to enjoy and experience God's presence in the silence. Teaching children to meditate we believe gives them a spiritual gift and a life-skill for the modern world that will stay with them for the rest of their lives.

It is over seven years since we introduced Christian Meditation in St Vincent's Primary. Crucially, we began our journey by giving staff a full day's training and we have continued to support staff with regular inputs over the past seven years.

It is now very much part of the culture of our school and a regular and consistent practice in all classes. Christian Meditation extends beyond the classroom to assemblies where the whole school meditates together. Staff meditate together before staff meetings and we also use Christian Meditation with our parish community when we all enjoy a short period of silence led by Father Ivan after Holy Communion. We also share the practice of Christian Meditation with our parents.

As most schools are now very diverse, Christian Meditation offers children of all faiths the opportunity to pray together using their own prayer word. Meditating together leads to a settled, cooperative atmosphere in the class and equips children with a tool to self-regulate. Many children report they use Christian meditation on their own at home. We are also pleased that it is a practice which is continued in the High School.

Further details of the purpose, practice and value of Christian Meditation are available on the WCCM website (World Community for Christian Meditation). We have recently contributed to a video which will be available as a teaching tool. We are always very happy to welcome you to Saint Vincent's if you wish to find out more.



**The World
Community for
Christian
Meditation**

Your Questions Answered

RHSP Website

Head Teachers in one of our local authorities attended a meeting at which an Education Scotland representative indicated that Catholic schools could use the RHSP website. This is misleading.

SCES has **not** endorsed this website but has said that some of the materials may be used e.g. lessons on friendship. However, it will contain resources which would undermine Church teaching on relationships and sexuality. SCES has stated *“teachers in Catholic schools should not use any part of the website if it does not help them fulfil their planned learning for Relationships and Moral Education within the wider context of Church teaching”*.

The Paisley Diocesan Education Department urges schools to exercise extreme caution if staff are going to explore this website with a view to using resources in the classroom. We would also ask that senior leaders verify at the planning stage that they are suitable for Catholic schools.

God’s Loving Plan and *Called to Love* remain the only authorised programmes on Relationships and Moral Education in Catholic schools which the Scottish Government accepts:

“It is recognised that religious authorities with a role in denominational education provide guidance on RHSP education for their denominational schools and that right will continue as present.” (Scottish Government statement).

This should be clear, therefore, to Local Authority officers and Education Scotland representatives.

Recruitment and Selection

At several Cluster meetings which we attended, Head Teachers spoke of the difficulties of always being able to appoint teachers who are able to teach Religious Education in Catholic schools. In the last edition of *Centred on Christ*, we included an article where the position of the Bishops was set out: only practising Catholics with the Catholic Teacher’s Certificate or equivalent is able to teach RE in our schools.

On the next page, we set out how Head Teachers can contribute to the efficient operation of the Approval process.

How can Head Teachers help in the process of appointing candidates who can teach the full curriculum, including RERC? When advertising, selecting and interviewing, please give serious consideration to the following advice.

Recruitment Packs

When setting up recruitment ‘packs’ on My Job Scotland, Head Teachers should include information on the Catholic life of the school e.g. the Vision, Values and Aims of the school.

Person Specification

For posts in Primary Schools, include as essential that the successful candidate should have the Catholic Teacher’s Certificate. For Secondary School posts, include as desirable that they should have the Catholic Teacher’s Certificate or equivalent – unless it is a post for an RE teacher where it would be essential.

(Completing CREDL and *Setting out on the Road* gives participants the CTC.)

Invitations to Interview

When inviting candidates for interview, include in the letter a reminder that they should already have applied for approval and refer them to the appropriate section of the SCES website. (See the article on Approval). Similarly, if they come for a visit prior to interview, emphasise the importance of them being able to contribute to the Catholic life of the school and perhaps issue them with Approval Forms A and B.

Interview Questions

Include a question on how they would plan the RE programme (across the four contexts for learning) for their stage and/or how they would contribute to the Catholic ethos of the school.

Your Questions Answered

Approval

The Diocese is committed to speedily processing applications for Church Approval so that Head Teachers and successful candidates do not experience delays or other problems in completing the appointments process. At present, the average time taken for the Diocese to grant approval is within five working days of receiving the applicant's statement and signed references.

However, problems arise when candidates do not apply for Approval **at the same time as they apply for the post.**

Clear guidance is given on the SCES website in the section on Approval:

At the time when you apply for a post in a Catholic school, you should complete Form A and forward it promptly to the Diocese where the post is vacant. Please ensure that, when posting your application, you use the correct postage rate, as your application may not be delivered if the correct postage rate has not been paid.

As you know, all applications for posts in the three local authorities within our diocese should be returned to:

Rev Michael McMahon
Diocesan Centre, Cathedral Precincts
Incle Street, Paisley PA1 1HR

E: education@rcdop.org.uk

Where applicants do not follow this advice, it has led on numerous occasions to Head Teachers being unable to complete the appointment process timeously.

We would ask for your help in removing such delays by including in your letter inviting candidates to interview a reminder that they should already have submitted their application and ensured that their referees have returned their references. It may also be advisable either to include the link to the Approval section on the SCES website and to whom the forms should be returned or enclose Forms A and B with your letter. If your letters of invitation are processed externally and do not allow you to customise your letter, perhaps you could send a separate letter outlining the Approval process.

It would also be helpful if you would remind your own teachers who are applying for posts in other schools of this advice. Father Michael works closely with our three Church Representatives in East Renfrewshire, Inverclyde and Renfrewshire to ensure applications are processed efficiently. Your help in making the process smooth and seamless will be greatly appreciated.

Calendar of Events : 2019-20

Month	Date	Day	Time	Event	Location	For
MAY	11 Mon to 15 Fri			ACN Maisie Milk Rosary for Peace	School-based	P1-P7
MAY	31	Sun	2-6pm	Primary Pentecost Day	St Fergus', Paisley	P4-P7
JUN	8	Mon	4.30pm	Thanksgiving Mass	St Mirin's Cathedral	Primary and Secondary NQTs and their Mentors and Head Teachers
JUN	9	Fri	9.45-3pm	Teaching in Catholic Schools: A Positive Career Choice	Cathedral Halls	S6

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