Rationale
This is a statement concerning the Catholic education employers’ expectations about standards as they apply to
the professional and witness responsibilities of any staff member.

Catholic education is called to provide a climate where the dignity of the human person is valued and affirmed and
where community is developed with a profound relationship between the Gospel and culture.

The principles have been derived from a reflection on the documents of the Church namely:

1965 Declaration on Christian Education
1977 The Catholic School
1982 Lay Catholics in Schools: Witnesses to Faith
1988 The Religious Dimension of Education in a Catholic School
1998 The Catholic School on the Threshold of the Third Millennium

Inspiration and direction for all staff members is derived from the following points taken from an address by John
Paul II given to Catholic Educators, September 12, 1984:

The Church looks upon you as co-workers with an important measure of shared responsibility. To
you it is given to create the future and give it direction by offering students a set of values with
which to assess their newly discovered knowledge. The changing times demand that educators be
open to new cultural influences and interpret them for your pupils in the light of Christian faith.
You are called to bring professional competence and a high standard of excellence to your work.
Your responsibilities make demands on you that go far beyond the need for professional skills and
competence. Through you, as through a clear window on a sunny day, students must come to see
and know the richness and the joy of a life lived in accordance with Christ’s teaching, in response
to His challenging demands. To teach means not only to impart what we know, but also to reveal
whom we are by living what we believe.

We are called to meet the challenge in paragraph 19 of The Catholic School on the Threshold of the Third
Millennium:

We must remember that teachers and educators fulfil a specific Christian vocation and share an
equally specific participation in the mission of the Church, to the extent that ‘it depends chiefly on
them whether the Catholic school achieves its purpose’.

Contractual Principles
Each staff member has an indispensable role to play in contributing to Catholic education. It is required of all staff
members employed in Catholic education that they:

- recognise and accept that the Catholic school is more than an educative institution as it is a key part
  of the Church, an integral element of the Church’s mission;
- be qualified for the position and meet all registration, accreditation and other requirements of the State
  and Church;
- be committed to participation in regular on-going professional development;
- accept and support the Catholic educational philosophy, policy and practices of the school;
- develop and maintain an adequate understanding of those aspects of Catholic teaching that touch
  upon their areas of responsibility;
- strive by their service, performance of duties and personal example to inculcate in students an
  appreciation and acceptance of Christian teaching and values;
- avoid, whether by word, action or known lifestyle, any influence upon students that is contrary to the
  teaching and values of the Catholic school community in whose name they act.

BEFORE EMPLOYMENT THE APPLICANT MUST READ, UNDERSTAND AND ACCEPT,
AS AN EXPLICIT TERM OF CONTRACT, THE REQUIREMENTS OF
THE STATEMENT OF PRINCIPLES FOR EMPLOYMENT IN CATHOLIC SCHOOLS