

NOTES ON RELIGIOUS PRACTICE AND MARITAL STATUS

Taking up a reserved post in a Catholic school means sharing in the ministry of the Bishop, who is the first teacher in the Diocese. This is a ministry which is lived out in public and witnesses to the teachings of the Church. There is, therefore, an expectation that all who hold such posts are not merely baptised Catholics but practising Catholics in full sacramental communion with the Church.

Applicants are advised that the 'Memorandum on Appointment of Staff To Catholic Schools' provides that 'the posts of Headteacher or Principal, Deputy Headteacher or Deputy Principal, Head or Coordinator of Religious Education and Chaplain are to be filled by practising Catholics'. The Memorandum may be viewed by visiting the CES's website at:

<http://www.catholiceducation.org.uk/employment-documents/bishops-memorandum/item/1000049-memorandum-on-appointment-of-teachers-to-catholic-schools>

Applicants called to interview will be asked to confirm that they have read and understood the requirements and that they are able to comply with them.

A Catholic in full communion with the Church:

- has received the sacraments of Baptism, Confirmation and the Eucharist validly.
- participates in the celebration of Mass on Sundays and holy days of obligation, in accordance with paragraph 2180 of the Catechism of the Catholic Church.
- receives Holy Communion at least once a year, as obliged (CCC 1389).
- is fully in the communion of the Catholic Church through the bonds of the profession of faith, the sacraments, and ecclesial governance (Canon 205).

Moreover:

- teachers must be outstanding in correct doctrine and integrity of life (Canons 803 and 804) in accordance with the objective moral teaching of the Catholic Church.
- must carry out with great diligence their responsibilities towards both the universal and the particular Church to which they belong; to be registered with one particular parish as a normal place of worship; to be, as circumstances permit, visibly a member of the parish and actively involved in its life;
- those who are married, in accordance with Canon 1108, are bound by a special duty to work through marriage and the family to build up the people of God (Canon 226).

Concerning marital status:

- The marriage of a Catholic person is governed not only by Divine law but also by Church law. Consequently, a Catholic who is free to marry must observe the Canonical Form of Marriage (a marriage in a Catholic church before a priest or deacon and two witnesses) or have been lawfully dispensed from that obligation by a competent authority. Where this has not been observed, it is often possible to remedy the situation.
- To contract a valid marriage, both parties to the marriage must be free from any impediments and irregularities listed by the Catholic Church.
- Those who attempt marriage with a person still judged by the Church to be bound by a previous bond do so invalidly and bar themselves from sacramental communion. So do those who live in relationships judged to be 'irregular' by the Church.

- The Diocesan Tribunal (based at the address given above) is tasked with examining marriages that have broken down and those considering second marriages.

Potential applicants for senior management posts in diocesan schools who wish to have advice on whether they satisfy the Bishops' requirement on Catholic practice are encouraged to consult the Chancellor of the Diocese at The St Philip Howard Centre, 4 Southgate Drive, Crawley, West Sussex RH10 6RP.