

SECTION 3 : STAFF

3.1 RECRUITMENT AND EMPLOYMENT OF STAFF

RATIONALE

In any school, members of staff have a profound influence on the personal growth of individual students. The values that characterise the lives of members of staff are crucial in enabling a Catholic school such as Daramalan to fulfil its purpose. The staffing policy of Daramalan College is based on such gospel values as faith, compassion, service, respect for the individual, and the search for truth.

POLICY

In the recruitment and employment of staff at Daramalan College, attention will be given amongst other things to:

1. qualifications,
2. the individual's willingness to support the MSC ethos and to engage in formation in this ethos,
3. demonstrating respect for Catholic teaching and practice,
4. maintaining Catholicity, gender balance, and financial viability.
5. meeting legislative requirements.

APPLICATION

1. Staff must be people who will mirror to students the values of the College. This implies a willingness to understand and live out the MSC ethos in relationship to students, parents, and other members of staff as well as the Staff Code of Conduct.
2. Staff must have suitable qualifications for the position to which they are appointed.
3. Attention will be paid to the proportion of the teaching staff who are committed members of the Catholic faith.
4. The lifestyle of staff members should be such that they are role models for students of a Christian way of life.
5. There should be a reasonable balance of male and female in the teaching staff and in promotion positions.
6. The level of staffing will not be markedly different from that in schools of similar type.
7. Vacancies for major positions of responsibility within the school will normally be advertised externally and notified internally.
8. Promotion positions are open to all suitably qualified staff members at Daramalan and other suitably qualified applicants.

9. Staff are expected to have the ability to work in a team and be loyal to the Daramalan community.
10. Staff should have an interest in and the ability to relate well with young people, as well as a willingness to challenge and inspire students to achieve their God-given potential.
11. Teaching staff are expected to use a wide range of teaching strategies and to participate in regular professional activities.
12. Teaching staff are expected to be involved in some form of co-curricular activity with students.
13. Membership of the Lay MSC Association is encouraged.

Revised and re-approved June 16, 2015