# ANNEX 3

# Church Membership Criteria

**CHURCH OF ENGLAND VOLUNTARY CONTROLLED SCHOOLS**

**Reserved’ teachers**

Voluntary Controlled schools are required to deliver the Local Authority’s Agreed Syllabus of Religious Education, but if a parent requests ‘denominational’ RE then the school is obliged to provide this and one-fifth of the teachers may be appointed as ‘reserved teachers’ to provide that distinctive RE.

**Following the Education and Inspections Act 2006, the Headteacher of a Voluntary Controlled school may be a ‘reserved’ teacher then a genuine occupational requirement applies and this provides for them to be appointed on the basis of his/her faith**.

**IF YOUR GOVERNING BODY DECIDES THAT THE HEADTEACHER ISTO BE A ‘RESERVED’ TEACHER, THIS MUST BE INCLUDED IN THE JOB DESCRIPTION AND THE FOLLOWING REQUIREMENT CAN BE APPLIED:**

The requirement may now be for a ‘full and active member of a Church in membership of Churches Together in England or which at a local level work closely with an Anglican church in this Diocese’. This can be shown as an ‘Essential’ requirement in the Person Specification.

‘ Full and active’ means a regular churchgoer who attends more than once a month, is known to the parish priest / minister and is involved in church activities.

The list of Churches Together in England and its associated bodies can be found on its website: [www.ctbi.org.uk](http://www.ctbi.org.uk) Applications will be checked against the current list.

**Guidance for Candidates:**

You must give a faith referee, in addition to those required on the application form. The referee should be your present parish priest / minister who is able to verify your own personal commitment to the Christian faith outside of work, and the worship life of your church. If you do not use him/her, you must give an explanation on the application form or in your letter of application.

You are asked to include in your letter of application to describe how your previous experience and achievements have helped to prepare you for a post in a Church school. You should give a clear statement of:

* Your personal involvement in the life of your church
* Your educational philosophy, its implementation in practice and your commitment to developing the Christian character of the school.

You should address the areas shown in the person specification and job description.

Please include any other information you feel would be helpful. Your letter must be clear and concise with well organised views, addressing the specific post in the specific school.

## Letter requesting faith reference (for a post that includes the role of ‘Reserved’ Teacher)

Dear

**Name of applicant:**

**Post applied for:**

I should be grateful if you would let me have, in strict confidence, your views on this applicant’s suitability in terms of faith commitment for the above post. These views will help the governing body to decide which applicant most closely matches their agreed selection criteria. Confidential references are being sought on all applicants who are to be interviewed.

The governing body would appreciate an indication of your judgement and experience of the applicant on the following matters.

1. Does the applicant attend your Church? With what degree of frequency?

2. What is your assessment of the applicant’s commitment?

3. What is the applicant’s current involvement in and commitment to Church and community life?

4. What is your assessment of the quality of the applicant’s relationship(s) within the parish?

5. From your knowledge of the applicant’s faith and character, does the applicant have the necessary leadership qualities to promote the Christian ethos required of this post?

The governing body meets to interview the candidate on:

I should be grateful for an early reply.

The governing body very much appreciates your help.

Yours sincerely