3.05B

MERCY EDUCATION PROCEDURE 3.05B
APPOINTMENT OF DEPUTY PRINCIPALS

Key Steps in the Appointment of Deputy Principals in Mercy Schools

B01 A Deputy Principal vacancy will arise when a Principal notifies the Board of Mercy Education via the Executive Officer of a Deputy Principal vacancy or a formal proposal is presented to the Board to request an additional Deputy Principal position or a senior leadership re-structure.

B02 At the time of notification or upon Board approval of an additional Deputy Principal, a nominee of the Board is requested for membership of the selection panel.

B03 The selection process is managed by the College concerned.

B04 The position is advertised both within the College and externally in newspapers and other media options as deemed appropriate. The advertisement should contain:
- The College name and location
- the title of the position
- a brief description of the position
- selection criteria
- salary or reference to the relevant award
- conditions of employment or reference to the relevant Award;
- closing date of applications.

B05 Selection criteria developed by the College should list the main qualifications, qualities, attributes, skills and expectations which would be required to perform the duties of the position to the satisfaction of the employer. The selection criteria must be consistent with State and Federal legislation.

B06 All applications should be acknowledged and a register of applicants prepared.

B07 A selection panel is formed by the Principal. It should include the Principal, the nominee of Mercy Education, a representative of the College Advisory Council and other experienced educators as required or deemed necessary. In selecting the panel, attention should be paid to gender balance. The panel agrees on a timeline for the process, including a date for interviews to take place.

B08 Following closure of applications, the members of the selection panel receive copies of applications electronically or in hard copy.
Panel members meet in person or by teleconference to consider applications and to form a short list of candidates who they believe could meet the criteria for interview. Selection criteria are used to help to screen applications to determine who is to be interviewed.

The Principal forwards the shortlist, including a brief profile of each shortlisted candidate, to the Executive Officer of Mercy Education. The Executive Officer distributes the list to Board Directors for approval. The Board considers approval at a scheduled Board meeting or by teleconference or email.

The Executive Officer notifies the Principal of Board approval of the shortlist. The Principal contacts approved candidates and arranges interviews. Applicants who do not meet the criteria are advised in writing that they have not been successful.

Interviews of the shortlisted candidates are conducted by the selection panel. The use of selection criteria during the interview facilitates an objective approach within the selection process, ensuring fairness and justice to each and every applicant.

The selection panel must establish, without invading the privacy of the applicant, whether the applicant is prepared in his/her teaching and personal example to strive to help students to understand, accept and appreciate Catholic teaching and values. Is he or she willing to avoid, whether by word, action and public lifestyle, influence on students that is contrary to the teaching and values of the Church community, in whose name the applicant will act if employed within the school. Through questioning, the panel can ascertain whether the applicant understands and accepts the Church’s teaching and values the Church’s teachings and values.

Prima facie discrimination on the grounds of religion or marital status is unlawful. Although questions about religion and marital status may be asked, such information may not be acted upon in a discriminatory way. A practice of employment that is discriminatory will only be lawful if it conforms with the doctrine of the Catholic religion or is necessary to avoid injury to the religious susceptibilities of the people of the religion.

Under exceptional circumstances, if the panel is unable to distinguish between candidates, a second interview may be necessary. Second interviews are conducted by the full Selection Panel.

Prior to a recommendation being made by the panel, referees will be contacted. The Principal of the applicant’s current school (or where he/she was last employed) will be contacted and the applicant advised that this is the policy of the Board of Mercy Education. The referees should be questioned along an agreed line and the selection criteria should form the basis of the conversation.
B17 If the calibre of applicants is not considered to be sufficiently high, the position may be readvertised.

B18 Following interviews and at the recommendation of the Selection Panel, the Principal advises the Executive Officer of Mercy Education of the preferred candidate. The Executive Officer seeks the approval of the Board and the ratification of the Institute Leadership Team.

B19 The Principal is notified by the Executive Officer of the outcome of the approval and ratification process.

B20 Once this notification is received, the position is offered by the Principal to the preferred candidate.

B21 A verbal offer is confirmed in writing and a copy of the letter sent to the Executive Officer. It is a general requirement of the Catholic Schools and Catholic Education Offices Multi Employer Agreements that all employees be given a letter of appointment. This letter must contain:
- the offer of employment in the position of Deputy Principal
- the conditions of employment - these include that while the appointment to the staff is permanent, the initial appointment as Deputy Principal is for five years with the option of two further terms of five and three years respectively, subject to satisfactory appraisals; after these three terms, the position will be advertised internally and externally with the incumbent being free to apply
- the salary
- any other benefits, including motor vehicle if provided
- a copy of ‘A Statement of Principles of Catholic Education’ (for Victorian Colleges)
- a description of the duties, with the proviso that duties may be varied from time to time
- the commencement date of employment
- a space for the applicant to sign acceptance of the offer of employment

B22 Once the successful applicant has accepted the position, others interviewed are notified that their application was not successful.

B23 The appointment is announced publicly by the Principal to the College staff and community. It may be necessary to coordinate the timing of the announcement with the Principal of the school of the successful candidate.

B24 All documents relevant to the application process, including documents related to unsuccessful applications, should be retained on file for at least one year. Under the Privacy Act 1988 (Cwlth), job applicants are not covered by the employee records exemption and therefore schools must ensure that they comply with the principles relating to storage and use of personal records.