



ST BEDE'S COLLEGE BOARD OF TRUSTEES – POLICIES

HR2 - APPOINTMENT OF THE RECTOR

RATIONALE

The appointment of the Rector is the most important decision the Board of Trustees is likely to make. Trustees, in conjunction with the Board of Proprietors, are responsible for establishing an appointment process when the Rector's position becomes vacant.

The Board of Proprietors is a party to the appointment process as the Integration Agreement they have with the Crown requires that the person appointed "accepts and recognises a responsibility to maintain and preserve the Special Character of the school". This implies that the Board must also be satisfied that the person selected both accepts this responsibility for Special Character and recognises what this responsibility entails.

PRINCIPLES AND PROCEDURES – APPOINTING THE RECTOR

1. To make the appointment, the Board will establish an Appointments Committee consisting of the Board Chairman and three Trustees who will normally be Parent Representatives. This committee will also include two representatives from the Board of Proprietors. While the Appointments committee will have full responsibility for managing the appointment process, it is expected that there would also be some full board involvement.
2. The Appointments committee will engage the services of a professional with experience in the education sector to assist it in making the appointment.
3. The Appointments committee will establish a Job Description for the position reflecting the requirements of both Boards.
4. The Appointments committee will follow the guidelines for appointing a Rector in a catholic school as outlined in the 'Handbook for Boards of Trustees in Catholic Integrated Schools'.
5. In making the appointment the Appointments committee will:
 - a. Take into consideration the objectives of the current Strategic Plan, particularly those regarding the special character of St Bede's.
 - b. Emphasise the importance of raising and maintaining student achievement.
 - c. Will consider the extent to which the College is meeting the Board's expectations as enunciated in the College mission statement.
 - d. Will acknowledge the role of the rector plays in managing the business assets of the College, including the management of the Boarding school.
 - e. Consider the place of the College in the wider community.
6. The exiting Rector should have no input into the appointment of the new Rector

DATE APPROVED	24 September 2013	RESPONSIBILITY:	BOT
REVIEW PERIOD	3 yearly	DATE LAST REVIEWED	September 2013