

Gone Fishing: Securing the future Of Catholic RE

Andy Lewis



Jesus and Peter fishing by
Olga Bakhtina - 2017

Gone Fishing: Securing the future of Catholic RE

An overview of the challenges, opportunities and potential solutions for securing the future of Catholic RE. Andy will reflect on the principles of Catholic leadership and explore what our call is within Catholic schools. The session will also cover supporting non-specialists, as well as "RE and on SLT".

ATCRE Constitution

4. Statement of Intent

- Article 3:

"ATCRE will promote the vocation of the teacher of Catholic religious education"



Current Challenges

Data provided by
www.CatholicRecruitment.co.uk

CES Census 2022

- 57% teachers in primary are Catholic
- 21% have CCRS
- 3% are specialist RE trained
 - 695 teachers
 - 1695 schools

*The reality is that we don't know.
Some schools have stopped
advertising - they have given up...*

Estimated upscaled (from number of schools using Catholic Recruitment to total number of Catholic schools in England)



1st August 2022 to 30th January 2023

- Approx 480 RE teacher jobs advertised
- Approx 78 RE + TLR (ie 2 i/c) jobs advertised
- Approx 90 Head of RE jobs advertised

January 2020 to July 2022

- Approx 1098 RE jobs advertised
- Approx 84 RE +TLR (ie 2 i/c) jobs advertised
- Approx 264 Head of RE jobs advertised

- In 2022/23, 59% of the overall secondary PGITT target was achieved (12,356 new entrants).
- 341 RE entrants of the 450 target were recruited (76% of target) - this is down on 2021/22 which was 442.
- The RE bursary was removed in 2021/22 (was £9,000).
- ***These are recruits into RE teaching nationally not just for Catholic schools.***

Opportunities & Solutions

Luke 5:1-11

Don't be afraid;
from now on
**you will fish
for people**



7 Principles of Catholic Leadership

How does this help
us sort out a new
RE teacher?

- **Mission-driven:** a Christ-centered education that integrates faith and learning.
- **Servant leadership:** a culture of service, humility, and respect.
- **Collaborative:** community and teamwork
- **Visionary:** ambitious goals and work tirelessly to achieve them.
- **Inclusive:** everyone feels valued and supported
- **Stewardship:** resources are used efficiently and effectively
- **Catholic identity:** a culture of faith and to provide opportunities for students to deepen their relationship with God



John Joven -
Jesus Calms the Storm

Retreat & Reflect




The Calling of Saints Peter and Andrew - Caravaggio - 1606

- *The call to teach*
- *The call to teach RE in a Catholic school*
- *The call to lead RE in a Catholic school*

- God knew from all eternity who among us have certain skills, talents and passions for educating young people.
- Vocation comes from the Latin *vocare*, which means to 'draw out' - teaching draws out of **you** the skills and talents that God wants you to use.
- Teachers are missionaries in the lives of young peoples lives at a very formative time in their life journey.
- You have good news for your students about who they are, where they're from and where they're heading.

But what if you also have the ability to 'draw out' of the others the skill to teach?



WHERE DO MORALS
COME FROM?



CAMPAIGNS // TEACHER RECRUITMENT

Becoming an RE teacher

Are you interested in helping the next generation learn how to think?

Do you want a challenging and rewarding career helping young people engage with the big questions in life?

Religious education is a subject that places students at the heart of the complex and dynamic nature of our multi religious, multi secular world. It has never been more important, recognised by wider society as vital for preparing students for life in global Britain. Students often describe it as the one time in school where they can think independently about the people, events and beliefs in the world around them. We are looking for ambitious graduates from a range of subjects including sociology, psychology, criminology, theology, philosophy and other humanities who can deliver an academic and rigorous curriculum aimed at getting young people to think critically about their own beliefs and those of others.

If you are interested in learning more about how a career as a teacher of RE can work for you – a career that's beyond the ordinary – join our **free webinar** on **Monday 27th March 7-8pm** to find out more from current RE teachers. Salaries start at £30k with a range of

<https://www.cstg.org.uk/campaigns/teacher-recruitment/becoming-a-teacher/>

What makes us a
better place to teach
than anywhere else?

A photograph of a sunset over a body of water, with the sun low on the horizon and its light reflecting on the water. The sky is filled with dark, dramatic clouds. The text is overlaid on the bottom left of the image.

*But seek first His kingdom and his righteousness,
and all these things will be given to you as well.
Matthew 6:33*

Catholic RE departments must be
incredibly desirable places to work.

They must be places of:

- Hope
- Peace
- Joy
- Love

They need to be academic but also
catechetical - while remembering
they are a key part of the **being** the
Church.

Recruiting RE teachers: Where do we go fishing?

“Put out into the
deep...”



The miraculous catch of fish - Jan Toorop - 1912

- Your A Level class / Your local secondary
- Your parish - especially if they are teachers in non-Catholic schools...
- Your school - cover supervisors, LSAs
- Your diocese youth service
- Your alumni network



You are the light of the world. A
city on a hill cannot be hidden.

- Matthew 5:14 -

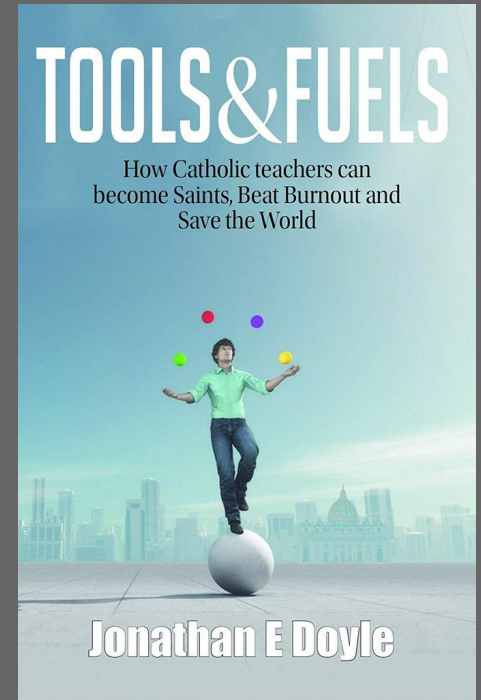
Be a **CITY ON A
HILL**:

*Work life balance,
family-friendly,
respect for the
dignity of the
worker, living wage
employer...*

Retention

How do we give the 'tools and fuels' to keep our RE teachers?

*Mission-driven, Servant leadership,
Collaborative, Visionary, Inclusive,
Stewardship, Catholic identity*



*"You cannot do a
supernatural task with
only natural resources"*

Compromise?

Who does Jesus pick to do his work?

It wasn't always the obvious choice.

What is the support that a 'person of goodwill' needs to contribute to RE in your school? They certainly don't always need to be a Catholic...



Benjamin Hummel - 2016



The Last Supper - Leonardo da Vinci - late-1490s



St Mary's
University
Twickenham
London

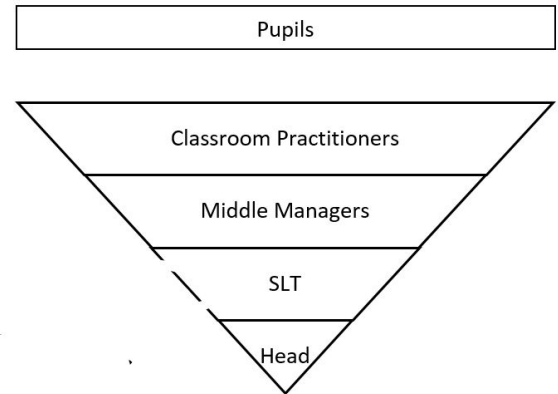
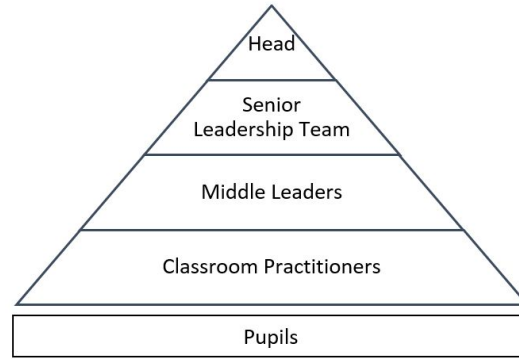
RE & SLT

- If you are a leader of RE, you may well end up on SLT...
- If you are a member of SLT, you are likely to end up teaching RE...

Number 1 priority of RE leader and SLT?

To be 'out fishing'.

Remember St Peter - *"Master, we've worked hard all night and haven't caught anything. But because you say so, I will let down the nets."* When they had done so, they caught such a large number of fish that their nets began to break. (Luke 5)



How do we spread the Good News of our schools and of our jobs?

God has created me to do Him some definite service;
*He has committed some work to me which He has not committed to another...
I am necessary for His purposes...
I have a part in this great work...*

Saint John Henry Newman



We cannot do everything and there is a sense of liberation in realizing that. This enables us to do something and to do it well.

*It may be incomplete, but it is a beginning, a step along the way, an opportunity for the Lord's grace to enter and do the rest. We may never see the end results, but **that is the difference between the master builder and the worker.***

Bishop Ken Untener of Saginaw - but aka The Romero Prayer



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Source to Summit

A course supporting the new Key Stage 3
 Religious Education Curriculum Directory for Catholic schools

Branch 1: Creation and Covenant
 "We are His workmanship"

Branch 2: Prophecy and Promise
 "God speaks to our fathers by the prophets, but He never speaks to His people in any other way"

Branch 3: From Galilee to Jerusalem
 "The Word became flesh and dwelt among us"

Branch 4: From Desert to Garden
 "Christ died for our sins... he was crucified for the world"

Branch 5: To the Ends of the Earth
 "Go therefore and make disciples"

Branch 6: Dialogue and Encounter
 "Come now, let us reason together"

kerboodle

OXFORD

If not us, then who? If not now, then when?