Leschenault Catholic Primary School

POLICIES

Topic: **EMPLOYMENT OF A PRINCIPAL'S NEAR RELATIVE**

Policy No: **2-C3**

Policy Area: **Stewardship**

Updated: **2017**   Date of Review: **2019**

Rationale

The appointment or promotion of a near relative by a principal can give rise to particular difficulties. The principle that staff appointment processes be free from bias may be perceived as being compromised. Additionally, difficulties can arise in staff relationships and management when a Principal is in a position of managing a near relative.

Definitions

An actual or perceived conflict of interest exists where there is a perception that a decision making process is influenced because of an existing relationship between the parties involved.

An exemption is a temporary arrangement for a specific period of time.

A near relative may be an immediate family member or a family relation of the principal, including, but not limited to, a parent, child, stepchild, sibling, grandparent, grandchild or spouse where the spouse is the lawful husband or wife of the principal.

Principle

4.1 The appointment of a principal's near relative to a position at the school creates a potential conflict of interest.

Procedures

5.1 The Principal shall seek an exemption from the Director of Catholic Education for his/her near relative to be appointed to any position at the school. A new exemption shall be required if a near relative subsequently seeks appointment to a promotional position in the school.

5.2 An exemption will only be granted if there are special circumstances which make it essential that the appointment of a near relative is made. Special circumstances may include a married couple living in a remote location, or other extreme situations.

5.3   The principal shall excuse himself/herself from the interview panel unless prior written exemption is obtained from the Director.

References

The Equal Opportunity Act 1984

2-C4 Harassment Discrimination and Bullying 2-C6 The Appointment of Staff in Catholic Schools 2-D1 Dispute & Complaint Resolution