**CES Contracts of Employment March 25**

Dear Colleagues

Thanks to those schools who replied regarding the situation over staff contracts.

It seems to be a very mixed picture, and I have been seeking advice from the CES legal team on how to move forward,

The advice is as follows:

1. **Do not** try to issue new contracts to current staff **other than** those on protected posts (Headteacher / Deputy Headteacher/ Head of RE ) as you will be likely to run into legal and union issues and cannot enforce the change of contract

1. **Do** use the CES Contract Generator to issue CES contracts for any protected post (see 1) who is currently holding an LA contract and encourage them to agree to a change of contract. This cannot be enforced.

1. The only main difference in contracts is CES Clause 4 – Bringing the Church into Disrepute.

1. Any **NEW** appointments **must be given a CES contract from now on**. If the LA refuse to issue this, the school can issue it as the Governors are the employers, not the LA

1. In the next term, the CES solicitor and I will be contacting all LAs to discuss this and also any issues regarding their support of CES policies. I will let you know how we progress with this.

1. The Contracts generator can be found at <https://www.catholiceducation.org.uk/resources/contracts-generator>