



Employment at St Andrews Christian College

All staff at St Andrews Christian College must model and demonstrate the reality of the Gospel by the way they live.

All staff, whether they work in grounds maintenance, garden, administrative duties or teach in the classroom have an important role in modelling Christ through their particular role at the College.

One of the most important aspects of being a Christian School is in the way everyone supports, cares and serves each other in a shalom community where Christ is foundational in every aspect of the College.

The Christian teacher must demonstrate sound and competent teaching in accordance with the College's Mission and Policies.

Teachers need to structure the classroom so that every activity is characterised by love, hope, mercy, grace, forgiveness, reconciliation, humility and justice, all elements demonstrated by Christ's death, which is the core of the Gospel. The love demonstrated towards students may incline their hearts towards Christ if the students are not Christians and will assist the growth of those who are Christians.

Christ never compelled people to follow Him. He taught, exhorted, encouraged and called people to Himself. There was always a freedom of response which Christian teachers must also allow.

Teachers seeking employment at St Andrews Christian College must:

1. Be able to demonstrate a personal commitment to Christ and a desire to be Christ-like in all aspects of life and have a doctrinal understanding compatible with Scripture (confirmed by personal testimony and statements from independent referees).
2. Have appropriate educational qualifications for the required position.
3. Be registered with Victorian Institute of Teachers.

4. Declare their unconditional agreement with St Andrews Christian College:
 - Vision, Mission, Values, Philosophy of Christian Education, Goals – Statement of Faith is to be signed.
5. Comply with Scripture as evidenced in their lifestyle.
6. Communicate the principles of Scripture.
7. Be regular in attendance at a Church that would adhere to the traditional expression of the Apostles' Creed.
8. Be actively involved in corporate worship and contribute to Devotions and Prayer with students and colleagues.
9. Be prepared to take up the challenge to teach their discipline from a biblical worldview.
10. Be prepared to become a member of a team of teachers (representing a variety of Christian backgrounds and practices), working together to communicate common understandings of our Christian faith.
11. Be committed to child safety and be prepared to care for and protect every students

All prospective employees are to be asked the following question during an interview:

'Are you aware of any factor that may emerge on your Working With Children/National Criminal History Record check, OR any other matter that you know about that might affect your employment, or preclude you from employment, with St Andrews Christian College which is an institution primarily engaged in working with children?'

*Child abuse of any kind is never acceptable.
St Andrews Christian College has zero tolerance for child abuse.*