

**From:** [REDACTED]  
**To:** [Anti Discrimination Law](#)  
**Subject:** Submission  
**Date:** Wednesday, 15 February 2023 4:44:32 PM

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I wish to make a private submission as an individual.  
My contact [REDACTED]

I wish to express my concern at the direction of the discussion paper with respect to the employment of staff in faith based schools. I have worked in three faith-based schools: Trinity Grammar School Sydney, All Saints' College, Bathurst and Shore. I led the latter two as Headmaster for a combined 27 years and therefore can speak from considerable experience of educational leadership. I was also a member of the NSW Board of Studies (now NESAs) from 2009-2016.

The view that the faith position of a non-religious teaching staff member is not relevant to the ethos of a school is simply unsustainable. All staff members in a school in some way contribute to the ethos. The formation of faith is more a matter of lived example and leadership than simply the product of chapel services and religious instruction. Therefore it is necessary for a school to recruit a necessary critical mass of staff to enable that, and it is entirely necessary that certain positions in the leadership team are reserved for practitioners of the faith, in my opinion most obviously, the principal. To leave it simply as the religious teaching team would be useless, as this would be a small proportion of the staff.

For some schools and their philosophy, the critical mass may be 100%, for others it may be less, but it is an entirely legitimate right for the school to preference an appointment which will actively feed into the faith formation potential of the school. To take this right of preference away would be an abuse of our established freedoms, and in conscience many school leaders would feel duty bound to ignore the legal situation. If I were still in authority I would. It cannot be a good law where a significant number of good people are compelled against conscience to comply, or are convicted of an offence for doing what they see as duty.

These proposals are a case of asking for the faithful to 'render unto Caesar the things that are God's' and should be shelved.

Dr Timothy Wright AM FACE

Sent from my iPad