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MERCY EDUCATION POLICY 1.10

MERCY EDUCATION CODES OF CONDUCT

Background

Our Mercy schools are inspired by the vision of Catherine McAuley, the founder of the Sisters of Mercy. Catherine's vision is underpinned by the values of *compassion, justice, respect, hospitality, service and courage* and each Mercy school strives to reflect the spirit of mercy in the relationships it forms with its students, parents, staff, volunteers and the wider school community.

Mercy Education has developed two codes of Conduct to provide context for these relationships, the *Mercy Education Code of Conduct* and the *Mercy Education Parent Code of Conduct*.

Rationale

The Mercy Education codes of conduct describe the expected attitudes and behaviours for its employees and school communities. Students can feel safe, protected and empowered with the knowledge that adults have an enhanced understanding of appropriate boundaries in their interactions with young people. Senior leaders, employees and volunteers are guided in their responsibilities to meet professional ethics, workplace health and safety and general conduct obligations in the workplace. Parents are encouraged to work in partnership with their schools to promote supportive and effective relationships with staff and other school families and to act as role models for their children. Importantly, Mercy Education can feel confident in its governance with the knowledge that its codes of conduct will assist in creating happy, successful and productive learning environments for its students.

Purpose

To provide guidance on the kinds of positive, caring and respectful relationships it expects from members of the school community.

Definitions

Conduct: the manner in which an employee, volunteer or parent behaves in a school-related situation.

Policy Coverage

This policy is relevant to all employees, volunteers and parents of students of Mercy Education and /or its Schools.

Policy Statement

A01 The Mercy Education codes of conduct embrace the moral values and teachings of the Catholic Church and the aims, philosophy and ethos of our Mercy schools

A02 The Mercy Education codes of conduct describe acceptable and appropriate behaviours and consequences for non-compliance with the guidelines.

A03 The Mercy Education codes of conduct are designed to ensure all persons are treated equitably and fairly

A03 Mercy Education makes its codes of conduct accessible to all individuals and communicates these codes to its school communities by:

- Publishing the Codes of Conduct on the Mercy Education website and school websites
- Acknowledging the Parent Code of Code as part of the enrolment process
- Including the Mercy Code of Conduct in employee and volunteer induction processes
- Discussing the codes of conduct at staff meetings
- Displaying the codes of conduct in common areas, such as reception areas, staff rooms and parent areas in the Mercy Schools

A04 The Mercy Education codes of conduct are supported by related policies, procedures, resources and legislation relevant to each state and diocese.

Related Documents

Mercy Education Code of Conduct

Mercy Education Parent Code of Conduct

Review History:

Version	Date Released	Next Review	Author	Approved
1.0	December 2019	December 2022	MEL Board	MEL Board