

1.02A

MERCY EDUCATION POLICY 1.02A GOVERNANCE RELATIONSHIPS

Rationale:

Mercy Education seeks to exercise its governance role with respect to its member schools with *Compassion, Justice, Respect, Hospitality, Service and Courage*.

Definition:

Governance refers to the various authority structures, decision-making processes and lines of accountability and responsibility that pertain to any organization or enterprise: in this case, a Catholic school operating under the auspices of Mercy Education.

Policy Statement:

- A01 Mercy Education is the delegated authority which oversees the operation of the education ministry of the Institute of Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG). Through its Board of Directors, Mercy Education is responsible and accountable to the Institute Leader and her Council for the governance and operation of the Mercy s colleges owned by the Institute. It is the employer of the Principal and staff of the Colleges.
- A02 Mercy Education endorses the principles of Catholic teaching and practice that should infuse the governance of any Catholic institution.
- A03 The governance of Mercy Colleges is reflective of a partnership between Mercy Education and the Colleges, their Principal and staff, their students and their parents in relation to the educational mission of the Institute of the Sisters of Mercy of Australia and Papua New Guinea (ISMAPNG) and the common responsibility for the common mission of the Church shared by all its members through Baptism.
- A04 The governance arrangement entails rights and responsibilities for ISMAPNG, the Board of Mercy Education and the Principal of the College. All must act with due diligence and behave ethically and transparently.
- A05 ISMAPNG appoints the Directors of the Board of Mercy Education.
- A06 The relationship between ISMAPNG and Mercy Education is detailed in the Constitution of Mercy Education Limited. The role of ISMAPNG includes, but is not limited to:
- a. Ratification of the appointment of Principals, Deputy Principals and Business Managers of Mercy colleges

- b. Approval of purchase or disposal of land by Mercy colleges
- c. Approval of loans according to Mercy Education guidelines
- d. Approval of capital projects on college land owned by McAuley Property Ltd (MPL)

- A07 Mercy Education has fundamental responsibility for the follow aspects of the operation of each College:
- a. Fidelity to Catholic teaching and the Mercy charism
 - b. Leadership
 - c. Stewardship of resources
 - d. Financial viability
 - e. Legal compliance
 - f. National Policy
- A08 Mercy Education has a specific role in supporting the leadership of each Mercy college and is actively involved in appointment, appraisal and professional development of the Principal, Deputy Principal/s and Business Manager.
- A09 Within the governance framework, the Principal is the Leader of the school and is responsible to the Institute Leader and Council through Mercy Education for overall management and leadership of the college.
- A10 Powers are delegated from Institute Leader and Council through the Board to the Principal. The Principal therefore, has delegated authority and responsibility to continue to develop and implement the education apostolate of the Sisters of Mercy and to foster the Mercy ethos of the school. The Principal is responsible for educational and faith leadership, stewardship, community welfare and local development of policy. Within defined limits, the Principal makes decisions concerning the day to day operation of the school.
- A11 Mercy Education is the employer of all staff in each Mercy college.
- A12 Each College establishes a College Advisory Council. While this has no formal governance function, it fulfils a valuable role in provision of sound and timely advice to the Principal and provides local oversight of ethos, stewardship, pastoral care and policy development. All members of the College Advisory Council, except the nominee appointed by the Board as the Mercy Education nominee, are appointed by the Principal.
- A13 Each College also operates within the framework and requirements of the Bishop of the local Diocese and the local Catholic Education Commission.

Associated Procedures:

Procedure 1.02B: Governance Relationships

Related Documents:

Catholic School Governance (NCEC, 2002)

Mercy Education Limited Employment Agreement for School Principals

Mercy Colleges Principals' Handbook (to be revised)

Policy 1.03A The Board of Directors of Mercy Education (to be prepared)

Policy 1.04A The College Advisory Council (to be prepared)

Review History

Nil

Next Review

2017