



1.10

MERCY EDUCATION POLICY 1.10 CODES OF CONDUCT

Introduction:

Mercy Education Limited (Mercy Education) is an incorporated ministry of Mercy Ministry Companions (MMC). MMC is responsible for ensuring, as faithfully as Catherine McAuley and her sisters, that the Catholic identity, charism, and spirituality of schools previously under the stewardship

Definitions

Child: A child is a person under the age of 18 years or as defined according to applicable legislation. Enrolled students over the age of 18 years are not included in the definition of a child.

Child Safety: includes matters related to protecting children from child abuse, managing the risk of child abuse, providing support to a child at risk of child abuse and responding to suspicions, incidents, disclosures, or allegations of child abuse.

Clergy: any cleric, member of religious institute or other persons who are employed or engaged by a Church body, or appointed by a Church body to voluntary positions, in which they work with or are near children or young people or are engaged in other forms of pastoral care or chaplaincy.

NB: Whilst specifically the definition of the word 'clergy' is for ordained persons who are religious leaders serving the needs of their religion and its members, for the purpose of this document, it includes other professed religious personnel providing pastoral care or chaplaincy services.

Conduct: the way an employee, volunteer, parent, or member of the wider school community behaves in a school environment.

Employee: an individual working in a school environment (or school boarding environment) who is:

Directly engaged or employed by a school governing authority
Contracted service provider (whether a body corporate or any other person is an intermediary) engaged by the school governing authority to perform child-related work; or
A minister or religion, a religious leader or an employee or officer of a religious body associated with the school (ref Clergy).

Parent: applies to an individual in a parenting capacity of a child, student, prospective student, or past student, including carers, guardians, and natural, step, family caregiver, or adoptive parents.

School boarding environment: any physical, online, or virtual space made available or authorised by Mercy Education for a child or student boarding at a school boarding premises to use at any time, including:

- a) online or virtual school boarding environments (including email, intranet systems, software applications, collaboration tools, and online services);
- b) other locations provided by the provider of school boarding services or through a third-party provider for a child or student to use including, but not limited to, locations used for:
 - i camps
 - ii approved homestay accommodation
 - iii delivery of education and training such as registered training organisations, TAFEs, non-school senior secondary providers, or another school; or
 - iv sporting events, excursions, competitions, or other events.

School environment: any of the following physical, online, or virtual places, used during or outside school hours:

- a) A campus of the school
- b) Online or virtual school environments made available or authorised by the school governing authority for use by a child or student (including email, intranet systems, software applications, collaboration tools, and online services); and
- c) Other locations provided by the school or through a third-party provider for a child or student to use including, but not limited to, locations used for:
 - i camps
 - ii approved homestay accommodation

- iii delivery of education and training such as registered training organisations, TAFEs, non-school senior secondary providers, or another school; or
- iv sporting events, excursions, competitions, or other events.

Student: a person who is enrolled in or attends the school or a student at the school boarding premises.

Volunteer: an individual (including College Advisory Council Members) who is engaged by Mercy Education or its schools and performs work without remuneration or reward for the school or school boarding premises in the school environment or school boarding

