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## Safeguarding Children & Young People Code of Conduct

Mercy Regional College operates with the consent of the Bishop of the Catholic Diocese of Ballarat and is owned, operated and governed by the Diocese of Ballarat Catholic Education Limited (DOBCEL).

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The DOBCEL Board has particular responsibilities for safeguarding of children and young people as required by the Ministerial Order No. 1359: Implementing the Child Safe Standards – Managing the Risk of Child Abuse in Schools and School Boarding Premises.

This places accountability for managing the risk of child abuse with the DOBCEL Board. Consistent with MO No. 1359, the DOBCEL Board requires schools governed by DOBCEL to have appropriate arrangements to regulate the conduct and decisions of school staff that will benefit students.

These arrangements include implementing and complying with the DOBCEL child safe policies and having clear and comprehensive procedures and reporting mechanisms. The objective is for the DOBCEL Board and the wider school community to be confident in your school's capacity to make and implement appropriate decisions, with child safety front of mind.

The Diocese of Ballarat Catholic Education Limited (DOBCEL) Board is committed to:

All DOBCEL Board members, DOBCEL Committee members, DOBCEL staff, volunteers, external providers and contractors, clergy and school advisory council (SAC) members of a school are expected to actively contribute to a school culture that respects the dignity of its members and affirms the Gospel values of love, care for others, compassion and justice. They are required to observe child safety and wellbeing policies as well as the expectations for appropriate behaviour towards, and in the company of, children as noted in the following sections. This includes when attending camps and excursions, supervising online classes, or when engaging with students and their caregivers at any time.

To not follow the standards of acceptable and unacceptable behaviour is a breach of this Safeguarding Children and Young People Code of Conduct and may result in disciplinary action. Some behaviours on their own may be a serious breach of this code of conduct but, together, may indicate a concerning pattern of behaviours that poses a risk to the safety of children. Disciplinary processes will be followed if breaches have been identified.

All DOBCEL Board members, DOBCEL Committee members, DOBCEL staff, volunteers, external providers, contractors, visitors, clergy, and SAC members, as well as any other member of the school community involved in child-connected work, are responsible for

cultural background, financial situation, disability or other characteristic

Never being racist towards anyone and reporting any instances of racism

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All DOBCEL Board members, DOBCEL Committee members, DOBCEL staff, volunteers, external providers, contractors, visitors, clergy, and school advisory council members, as well as any other member of the school community involved in child-connected work, must not:

Condone or participate in illegal, unsafe, abusive or harmful behaviour towards children or young people; this includes physical violence, sexual abuse, emotional or

