

Responsibility:	Deputy Principal – Staff
Date approved by Advisory Council:	20 March 2014
Date of next review:	January 2016
Related policies:	Equal Opportunity Policy Staff Entitlements Policy Mercy Education Limited Policies



## Mount Lilydale Mercy College Employment Policy

### RATIONALE

The Catholic School is a key part of the Catholic Church and an essential element in the Church's mission. Staff employed at Mount Lilydale Mercy College undertake the vital role of promoting Catholic values. All staff who accept a position at the College agree to be willing, by their example, to strive to assist students to understand, accept and appreciate Catholic teachings and values.

### SCOPE

Mount Lilydale Mercy College adheres to the Statement of Principles relating to the Employment of Staff in Catholic Education as set out in the Catholic Education Office, Melbourne Policy 2.2.

### POLICY STATEMENT

All staff at Mount Lilydale Mercy College are expected to:

- be familiar with and committed to working in a manner consistent with the professional standards of the Victorian Institute of Teaching;
- have an understanding and commitment to the development of a curriculum consistent with current VCAA standards that supports students in achieving their academic potential;
- embrace the Catholic educational philosophy of the College;
- develop and maintain an adequate understanding of those aspects of Catholic teaching that touch upon their subject areas and other aspects of their work;
- by their teaching and other work, and by personal example, strive to help students to understand, accept and appreciate Catholic teaching and values;
- avoid, whether by word, action or public lifestyle, influence upon students that is contrary to the teaching and values of the Church community in whose name they act;
- comply with the Accreditation Policy of the Catholic Education Commission of Victoria (CECV) to teach in a Catholic school, and other CECV policies;
- be committed to regular ongoing professional development; and
- be qualified as required by state authorities.

### GUIDING PRINCIPLES

Mount Lilydale Mercy College is a Catholic School and is conducted in accordance with the teaching of the Catholic Church as interpreted by the Archbishop of Melbourne and according to the customs and practice of the Archdiocese. A Statement of Principles regarding Catholic education is provided to all prospective employees. Members of the College community are subject to these requirements and are expected to follow them willingly.

All members of staff are required to comply with the policies and procedures set out in the Catholic Education Commission of Victoria Policies, Diocesan Policies, the School



Organisational Handbook, Staff Expectations Handbook and Policies of the College's governing body, as varied from time to time.

The Governing Board of Mount Lilydale Mercy College is Mercy Education Limited located at 720 Heidelberg Road, Alphington.

