

Rhema FM Tamworth Policy: Diversity

Policy Date: 11 November 2020

What to do with this Policy

Instructions for Employees	Instruction for Managers
<ol style="list-style-type: none">1. Read this policy carefully during your Orientation.2. If you ever have any questions about this, please ask.	<ol style="list-style-type: none">1. This policy and procedure is to be placed in a central location, preferably a policy and procedures file.2. This policy and procedure is to be included in the Staff Orientation.3. It is recommended that the sample policy below is reviewed at least annually.4. Check to ensure they are compliant with Legislation.5. Conduct an annual update and sign off with your staff.

PREAMBLE

Rhema FM Tamworth represents and serves the needs of the Christian community of Tamworth and region.

Rhema FM Tamworth is part of a diverse sector of media organisations, content makers, charities and artists contributing to the plurality of media and cultural expression in Australia.

As a Community Broadcaster Rhema FM Tamworth is aligned with the Community Broadcasting Association of Australia (CBAA) and Community Broadcasting Foundation (CBF).

Rhema FM Tamworth both supports and celebrates the principles of diversity which are hallmarks of the community based broadcasting sector.

CELEBRATING DIVERSITY

Rhema FM Tamworth believes that diversity is served when two things happen:

1. That organisations which serve and represent particular Communities of Interest [as provided by the Broadcasting Services Act 1992 (C'th)] are enabled to genuinely represent their community; and
2. That such organisations recognise and actively support representing comparable communities of interest with mutuality of respect, each exercising their rights in Australia's pluralistic democracy and defending the rights of others to likewise serve their communities. [SEP]

RHEMA FM TAMWORTH – CORE BELIEFS

The community represented and served by Rhema FM Tamworth derives its core beliefs from the Bible, and in particular the teachings of Jesus.

We believe:

- That all people are created in the image of God.
- That everyone is worthy of dignity and respect.
- That Jesus Christ died so that anyone could have eternal life, regardless of race, religion or any other attribute.
- That every person is to be respected, dignified and honoured as image-bearers of God himself.

Rhema FM Tamworth is committed to following the example and teachings of Jesus who specifically reached out to those who were otherwise outcast among the people of his day – including the disabled, those of different races and other social and moral outsiders.

Rhema FM Tamworth's Board and partnerships are committed to likewise treating all people with respect and dignity, and moreover to working for beneficial outcomes for all.

SERVING OUR COMMUNITIES OF INTEREST

Rhema FM Tamworth is bound to provide unique programming to serve the Christian community. This includes support for theological teaching, ministry and pastoral care.

For this reason adherence to the Christian religion, active participation in the Christian community and training in, or demonstrated knowledge of Christian theology (including practices of the Christian church), are expectations for board members, staff and volunteers in Rhema FM Tamworth.

The free exercise of religion is an essential aspect of Australia's diverse democracy. The cause of diversity is well served when organisations which support people and communities of faith are enabled to do so, including the right to make employment choices based on appropriate religious adherence.

POLICY

With regard to Rhema FM Tamworth's operations, Rhema FM Tamworth will advocate outcomes such that:

1. All people will be regarded with respect and dignity as image-bearers of God himself, regardless of race, religion, sexuality, gender, marital status, or any other attribute.
2. In pursuit of a diverse community and as a faith-based organisation Rhema FM Tamworth will make employment, programming and other decisions consistent with the tenets, teachings, beliefs and values of the Christian faith
3. Rhema FM Tamworth retains the right to choose staff based in their capacity to serve the particular needs of the community served by the service.
4. Rhema FM Tamworth recognises that in support of a pluralistic democracy specific choices must sometimes be made when appointing persons (paid or volunteer) to specific positions in faith-based organisations of which Rhema FM Tamworth qualifies, such that adherence to the faith is an inherent requirement of the position.
5. Consistent with all faith-based organisations in Australia Rhema FM Tamworth upholds the legal right to discriminate in favour of genuine adherence to their faith when making appointments for which adherence to the faith is a genuine requirement.