

Rhema Central Coast

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rhema.cc

94.9FM

POLICY NAME	Diversity Policy			POLICY NO.	6
EFFECTIVE DATE	28/06/21	DATE OF LAST REVISION	28/06/21	VERSION NO.	2
ADMINISTRATOR RESPONSIBLE			CONTACT INFORMATION		
APPLIES TO Apply group names to define applicable areas of staff.					
GROUP 1	All Staff	GROUP 2	All Volunteers	GROUP 3	
GROUP 4		GROUP 5		GROUP 6	

VERSION HISTORY				
VERSION	APPROVED BY	REVISION DATE	DESCRIPTION OF CHANGE	AUTHOR
2		28/06/21	Standardisation of layout	Peter Alarcon

APPROVAL AND REVIEW

ADDITIONAL NOTES

SCOPE

Describe to what and to whom this policy applies.

POLICY STATEMENT

Describe the policy and the reason for the policy.

Preamble

Rhema Central Coast represents and serves the needs of our staff, volunteers, listeners, supporters, donors and sponsors. We recognise that we are part of a diverse community of believers and adherents to the Christian faith, contributing to the plurality of media and cultural expression in Australia.

As a Community Broadcaster aligned with Christian Media & Arts Australia (CMAA) and Community Broadcasting Foundation (CBF), Rhema Central Coast both supports and celebrates the principles of diversity which are hallmarks of the community based broadcasting sector.

TERMS AND DEFINITIONS

Define any acronyms, jargon, or terms that might have multiple meanings.

TERM	DEFINITION

POLICY SECTIONS

Policy intro:

CELEBRATING DIVERSITY

Rhema Central Coast 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.

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

We believe:

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

Rhema Central Coast 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 Central Coast is 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 Central Coast is bound to provide unique programming to serve our Christian community.

As such we are bound to specifically support the needs of Christian believers. 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 of Rhema Central Coast.

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 its own operations Rhema Central Coast will advocate outcomes such that:

- a. 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.
- b. In pursuit of a diverse community media sector, the right of faith-based organisations to make employment, programming and other decisions consistent with the tenets, teachings, beliefs and values of their faith will be supported and defended.
- c. Rhema Central Coast retains the right to choose staff based in their capacity to serve the particular needs of the community served by the service, and
- d. Rhema Central Coast will likewise support and defend the right of stations serving other faiths positions.
- e. Rhema Central Coast 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, such that adherence to the faith is an inherent requirement of the position.
- f. Rhema Central Coast supports the right of all faith-based organisations to discriminate in favour of genuine adherence to their faith when making appointments for which adherence to the faith is a genuine requirement.

EXCEPTIONS

Describe exceptions here.

RELATED POLICIES AND OTHER REFERENCES

ROLES AND RESPONSIBILITIES

List the job titles and business offices directly responsible for the policy.

ROLE	RESPONSIBILITY

CONTACTS

List contacts in the table.

SUBJECT	CONTACT	PHONE	EMAIL