



POLICY

Diversity within our Volunteer and Workplace Organisation

5ZZZ FM – Diversity Policy

Our Commitment

Southern Vales Community Radio Incorporated is committed to providing a safe and healthy volunteer organisation promoting the growth of the community and the individual in an environment built on inclusion and diversity.

Volunteers are supported in building an inclusive environment based on the principle of diversity at all levels including Management Committee members, sub-committee members, volunteers, sponsors, contractors, along with guests.

This policy will be made available to all volunteers including contractors. New volunteers will be given a copy of this policy at their induction. Current members will be given this policy each year in September via their registered email address as a sign of the organisation's renewed commitment.

Expected volunteer behaviours

Under work health and safety laws volunteers and workers and other people at our organisation must take reasonable care that they do not adversely affect the health and safety of others.

Southern Vales Community Radio Incorporated expects people to:

- behave in a responsible and professional manner,
- treat others in the volunteer organisation and workplace with courtesy and respect,
- listen and respond appropriately to the views and concerns of others,
- be fair and honest in their dealings with others.
- be inclusive of all people.

5ZZZ FM – Diversity Policy

Definition

Diversity includes ethnicity and cultural background, gender, age, sexual orientation, physical abilities, family status, religious beliefs, perspective and experience. It also refers to diverse ways of thinking and working. Our approach to diversity encompasses the cross-section of people and difference that make up our membership and the wider community we serve.

Guiding Principles

For the **Southern Vales Community Radio Incorporated**, diversity underpins an organisation's desire to:

- Improve long-term performance.
- Optimise the human capital available to the organisation.
- Provide for broader perspectives at both Management Committee and sub-committee level in relation to decision-making.
- Develop the organisational structure to reflect the demographics of the community in which an organisation operates, and

The **Southern Vales Community Radio Incorporated** is committed to ensuring we have a diverse volunteer group / workforce and an inclusive environment conducive to respect and substantive equality in the appointment of skilled persons, Management Committee, and sub-committee candidates so that we can:

- Achieve our strategic goals.
- Maximise member value, and
- Promote processes within our organisation that will deliver long-term economic advantages to the organisation.

5ZZZ FM – Diversity Policy

Measurable Objectives

The **Southern Vales Community Radio Incorporated** has developed, implemented and will measure key initiatives, objectives and measures to promote diversity in the organisation and support the aims of the Diversity Policy. These will be reviewed and reported on regularly.

Our objectives include:

- Gender equality in the governance and in the leadership of the organisation.
- Diversity of experience, thought and skill set on the Board and staff.
- Gender pay equity.
- Supportive and flexible work practices.
- Fostering a culture conducive to respect and meaningful equality.
- Providing practical guidance to organisations to assist them to develop diversity policies and implement measurable targets.

Accountability

- The Management Committee is responsible for developing the Diversity Policy, setting the measurable objectives and monitoring progress against them. The Management Committee has responsibility for oversight of these aspects of the Diversity Policy.
- The Chairperson is responsible for ensuring that workplace practices are in place to give effect to the Diversity Policy and to meet the measurable objectives developed by the Management Committee. The Chairperson is responsible for reporting to the Management Committee on progress in achieving the measurable objectives set by the Management Committee.
- Our annual report will contain details of the objectives set by the Management Committee in accordance with this Policy and our progress towards achieving them. In addition, we will disclose in our annual report details of the respective proportion of men and women on the Management Committee, and in sub-committee positions and across the whole organisation.

5ZZZ FM – Diversity Policy

Compliance

The **Southern Vales Community Radio Incorporated** will meet all obligations with respect to state and federal legislative and regulatory and reporting requirements in relation to diversity and discrimination.

Application of Policy

This Policy applies to all volunteers and employees of the **Southern Vales Community Radio Incorporated**, members of the Management Committee and its sub-committees.

Variations

The **Southern Vales Community Radio Incorporated** reserves the right to vary, replace or terminate this policy from time to time.

Definition of gender equality

The **Southern Vales Community Radio Incorporated**, in referring to the use of the phrase ‘gender equality’, supports the meaning whereby people are able to access and enjoy the same rewards, resources and opportunities regardless of their identification.

This is supported by the definitions used in the National Workplace Gender Equality Agency and the Federal Workplace Gender Equality Act, 2012