



# DIVERSITY AND INCLUSION POLICY

Approved by:

Approval Date:

Effective From:

## 1. Introduction

Radio Five O Plus – 93.3fm - Diversity Policy Objectives: The objectives of this Policy are to ensure that our workplace:

- has a volunteer workplace policy that enables us to build a deeper appreciation and understanding of the needs of our wider Central Coast community and ensures all staff and listeners are treated with respect and dignity
- has a truly inclusive workplace where every volunteer can contribute to the running of the station regardless of their gender, ethnic and cultural background, age, sexual orientation, religion or disability.
- strives to deliver the most inclusive experience for all our listeners and takes a responsible position on diversity practices.
- continues to hold a leadership position with regard to diversity practices and its service to the broader community.

Implementation The Management Committee will create an environment where all volunteers feel safe and comfortable sharing information about their individual circumstances.. Policy documents will be in place that outline:

- The principles of volunteering,
- the rights and responsibilities of volunteers within 93.3fm
- the rights and responsibilities of 93.3 FM to volunteers, whether they are members or not, and
- grounds and procedures for the dismissal (if necessary) of volunteers.

## 2. Purpose

The purpose of this policy is to inform all volunteers of our approach to Diversity and Inclusion and their responsibilities.

### **3. Scope**

This policy applies to ALL radio Five O Plus volunteers.

### **4. Policy**

We are committed to creating a workplace where dignity, trust, respect and the promotion of diversity and inclusion is valued. The Code of Conduct reinforces this commitment and is consistent with the values of this radio station.

*The Principles that support our culture are:*

1. We are committed to a culture that is supportive, collaborative and member-focused where all volunteers are valued for their contribution.
2. We are committed to providing an environment that is safe where people feel they are heard and supported, free from prejudice
3. We are committed to sustaining a culture that enables all our volunteers to contribute and deliver excellence.
4. We endeavour to create a workplace environment that supports and reflects the Community we serve.

The current Diversity and Inclusion priorities have been determined through consultation with the current Radio Five O Plus Committee to ensure our workplace is an example of inclusion to both our Volunteers and the wide-based listening audience..