



## Bethany Christian School

### Equal Opportunity Policy

Bethany Christian School is a Christian learning community and operates as a ministry of the Salisbury Family Church, a Pentecostal church affiliated with Apostolic Churches Australia.

The ethos, aims and objects of the School are based on:

- i) acceptance of the lordship of Christ; and
- ii) acceptance of the Bible as the revealed Word of God

as these terms are defined in the Statement of Faith and reflected in the School's Values Statement.

In line with these underlying principles, the School aims:

- to provide excellent Bible centred education in a caring Christian community and to encourage the children to love and serve God and others
- to support Christian parents in bringing up their children in the training and instruction of the Lord
- to foster a healthy Christian evangelical environment in which children are encouraged to accept Jesus Christ as their Saviour and Lord
- to educate the children with a Christian perspective on all subjects and areas of life
- to equip students with the knowledge and skills to make good life choices
- to train and encourage the children in Godly character and values
- to promote a desire to achieve excellence
- to be a Christian school that excels in the grace of giving

The School bases its teachings and beliefs on the Bible, both the Old and New Testaments which the School regards as the inspired and inerrant Word of God. These teachings are expounded in many of the School's public and internal documents, both printed and, on the School's website.

These documents reflect the School's understanding of the lifestyle and values which staff members of the School, regardless of their role, are required to respect and maintain at all times and are to be understood as source documents, defining the School's doctrines, tenets, beliefs and teachings.

Consistent with the teaching of Christ, that both men and women are created '*Imago Dei*' (in the image of God) and the doctrines, tenets, beliefs or teachings of the Christian religion, Bethany Christian School seeks to model a community where the value of all people is upheld, and their rights respected and supported.

### ***Policy Statement***

The School is an institution conducted in accordance with the doctrines, tenets, beliefs or teachings of the Christian religion as a ministry of the Salisbury Family Church and the requirements of this Policy are included in good faith to avoid injury to the religious susceptibilities of adherents of the Christian faith and the members of the Salisbury Family Church.

It is an inherent, genuine occupational requirement that all staff members:

- (i) are required to be seen to conduct themselves in a manner consistent with the doctrines, tenets and beliefs and in accordance with the Christian ethos of the School, as contained and interpreted in these documents, thus providing a specifically Christian role model and example to all students and families associated with the School.
- (ii) must not act in a way that he/she knows, or ought reasonably to know, is contrary to the religious beliefs of the School. Nothing in his/her deliberate conduct shall be incompatible with the intrinsic character of the position.
- (iii) are required to regularly and frequently attend a Christian church and to regularly and frequently lead and support staff devotions and staff worship services held at the school.

Acting contrary to these requirements is likely to cause injury to the religious susceptibilities of members of the School community who adhere to the School's doctrines, tenets, beliefs and teachings.

Consistent with these doctrines, tenets and beliefs everybody is valued as image bearers of Christ. Bethany Christian School will seek not to discriminate unfairly or unjustly against any member or the school community or the wider public in a manner consistent with these doctrines, tenets and beliefs. In particular the school will not unfairly or unjustly discriminate on the basis of sex, pregnancy, race, disability, age or caring responsibilities in relation to

- determining, or in the course of determining, who should be offered employment; or
- the terms or conditions on which employment is offered; or
- the terms or conditions of employment; or
- denying or limiting access to opportunities for promotion, transfer or
- training, or to other benefits connected with employment; or
- dismissing an employee; or

- refusing or failing to accept an application for admission as a student; or
- the terms or conditions on which it offers to admit the person as a student; or
- the terms or conditions on which it provides a student with training or education; or
- denying or limiting access to a benefit provided by the School; or
- expelling a student; or
- refusing or failing to supply goods or perform services; or
- the terms or conditions on which or the manner in which goods are supplied or services are performed; or
- subjecting an employee or student to other detriment.

### ***Communication of Policy***

The School will communicate this policy to the school community and appropriate members of the wider community including:

- (i) any person who is to be interviewed for or offered employment with the School or a teacher who is to be offered engagement as a contractor by the School;
- (ii) on request, free of charge -
  - a. to employees and contractors and prospective employees and contractors of the School to whom it relates or may relate; and
  - b. to students, prospective students and parents and guardians of students and prospective students of the School; and
  - c. to other members of the public.

### ***Review of Policy***

The School Board on the advice of the Principal will be responsible for the review of this policy on a regular basis.

## Attachment One - Statement of Faith and Values Statement

The Statement of Faith of the School is as follows:

1. The Holy Scriptures—their divine inspiration and infallibility.
2. The Godhead—comprised of Father, Son and Holy Spirit.
3. The Lord Jesus Christ, His incarnation, His vicarious death and resurrection for our sanctification and justification, His ascension and His personal return to this earth.
4. The work of the Holy Spirit producing:
  - Salvation through faith in Jesus Christ
  - The fruit of the Holy Spirit which is the manifestation of the character of Christ in the believer.
  - The gifts of the Holy Spirit for the fulfilling of the ministry of Christ in, and the flowing out from, the church.
5. The work of the Lord Jesus Christ producing:
  - The Spirit-filled Christian life
  - Divine healing on the basis of His atoning death and resurrection
  - Liberty from bondage originating in Satan
6. The observance of the ordinances of baptism by immersion and the Lord's Supper.
7. The essential spiritual unity of the universal church comprised of all true believers regardless of organizational affiliation.
8. The involvement of every believer in the life and outreach of the church under Scriptural leadership.

As a Christian learning community, we hold the following Biblical values, and seek to promote these values among our families and students by the teaching and conduct of the Board and Staff.

*With God's help the Board and Staff should:*

- (a) *Give first priority in life to the one true God revealed in the Bible as three persons: Father, Son and Holy Spirit. - Matt 4:10; Matt 22:37; 2 Cor 13:14*
- (b) *Not use language that is blasphemous or unwholesome. - Ephesians 4:29*
- (c) *Be just and fair in all dealings with other people. Not discriminate in relationships against others because of race, beliefs, gender, disability or values. – Gal 3:28*

- (d) *Be willing to support families and to provide for family needs and to set apart time for God and relaxation. – 1 Tim 5:18b; 1 Tim 2:2b*
- (e) *Honour parents and those set in authority over us. - Eph 6: 1-3; Col 3:22*
- (f) *Respect the sanctity of life in all situations, love others as oneself and avoid actions, words or attitudes that will deliberately hurt others. Be quick to forgive where offences have occurred. - John 15:13; Matt 6: 12*
- (g) *Respect the sanctity of marriage as a lifelong commitment rejecting divorce as an option to solving marriage difficulties except as allowed by the Bible, and ensure that sex occurs only within a monogamous marriage and that we abstain from pre-marital sex, extra-marital sex, de-facto 'marriage' and homosexual relationships. - 1 Thess 4:3; Heb 13:4; Gen 2:23-24; Mark 10: 7-9; 1 Cor 6: 9*
- (h) *Respect the property and good name of others and not steal their property or their reputation. - Eph 4:31-32; Matt 19:18*
- (i) *Speak truthfully and not lie or spread false or distorted information about others. - Col 3: 9*
- (j) *Abstain from greed, lust, pornography, gluttony, drunkenness and banned substances. - Rom 6: 11-14*
- (k) *Handle disputes or grievances in a God honouring and Biblical manner. - Matt 7: 1-5; James 4:11*
- (l) *Not adhere to teaching or promote any occult beliefs, values or practices, e.g. astrology, divination, eastern spiritualism, or mysticism, New Age beliefs or practices, or any other religious or cultish practices based on the above, and contrary to the Word of God. - Deut 18:10-12; Gal 5:19; Rev 21:8*