Diversity and Inclusion Policy

Our commitment to diversity and inclusion

Royal York Football Club strives to create an inclusive culture in which difference is recognized and valued. By bringing together men and women from diverse backgrounds and giving each person the opportunity to contribute their skills, experience and perspectives, we believe that we are able to deliver an inclusive soccer brand experience.

What diversity and inclusion means for Royal York Football Club

- Embracing workforce diversity – age, gender, race, national or ethnic origin, religion, language, political beliefs, sexual orientation, physical ability.
- Valuing diversity of perspective – leveraging the diverse thinking, skills, experience and working styles of our employees and other stakeholders.
- Building a flexible organization – providing opportunities for work arrangements that accommodate the diverse needs of individuals at different career and life stages.
- Respecting club operation's team diversity – developing strong and sustainable relationships with diverse parents, communities, employees, governments, customers and suppliers.

Why diversity and inclusion are important

We believe that being a diverse and inclusive organization improves business outcomes and will help Royal York Football Club to achieve its vision to become an important grass roots training and development Football Club. Diversity helps us to

- Make good decisions about how we organize and optimize resources and work by eliminating structural and cultural barriers to working together effectively;
- Deliver strong performance and growth by being able to attract, engage and retain diverse talent;

- Innovate by drawing on the diverse perspectives, skills and experience of our employees;

- Adapt and respond effectively to changing societal expectations.

How we support diversity and inclusion at Royal York Football Club

Our commitment to diversity and inclusion aligns with our values of accountability, respect, teamwork and integrity and is reflected in our soccer code of business conduct,

Diversity and inclusion policy – summary

Diversity and inclusion are sponsored at the highest levels in the Club, by the Owners and the operation team. Royal York Football Club has established this policy and, together with the operation team, guides the development of diversity and inclusion strategy and reviews progress against measurable objectives and key programs of work. The Club's operation team is chaired by the Owners. The operation team provides direction for diversity and inclusion programs, that promotes an inclusive workplace culture and facilitates sharing of best practice across the Club.

Coaches across Royal York Football Club are expected to build diversity into their teams and to demonstrate, through their behaviors and actions, commitment to fostering workplaces where people feel included, valued and able to contribute their best. In accordance with our values, all our employees are expected to demonstrate respect for their colleagues and teamwork.

We work to educate employees about the benefits that diversity and inclusion bring to our business and we sponsor and participate in research that aims to further understanding of and improve diversity and inclusion in the workplace. We comply with national and local diversity and inclusion regulatory requirements.

We are an equal opportunity employer. We employ on the basis of role requirements, and in keeping with local laws, we select people to roles based on their qualifications, skills and experience. We do not discriminate unfairly on grounds of age, gender, race, national or ethnic origin, language, religion, political beliefs, sexual orientation or physical ability.

Our recruitment, deployment, reward and development practices, and our approach to working arrangements, are designed to attract and retain diverse talent and to accommodate individual needs at different career and life stages.

Wherever we operate, we are committed to developing productive, mutually beneficial and long-term relationships with diverse groups in the business community. We work to accommodate different cultures, lifestyles, heritage and preferences of local communities;

we have a broad customer base; and we create opportunities for local suppliers to provide goods and services to our business.

Our measurable objectives for diversity and inclusion

We set measurable objectives for achieving diversity and inclusion for the Club board. The board and the Operation Team review the objectives and our performance against them each year. We disclose the objectives and our performance in each annual report. We also include in each annual report the proportion of females on and off the soccer field, in senior positions and in the whole organization