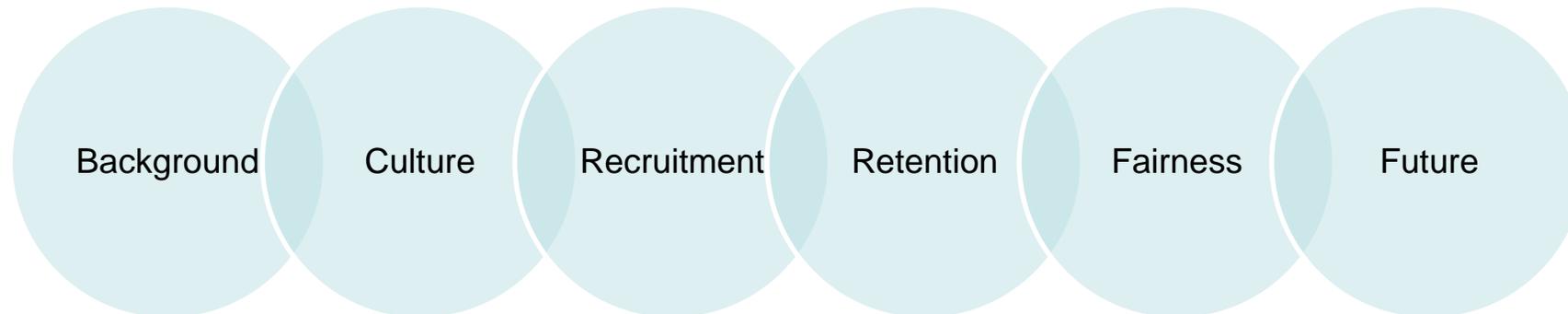




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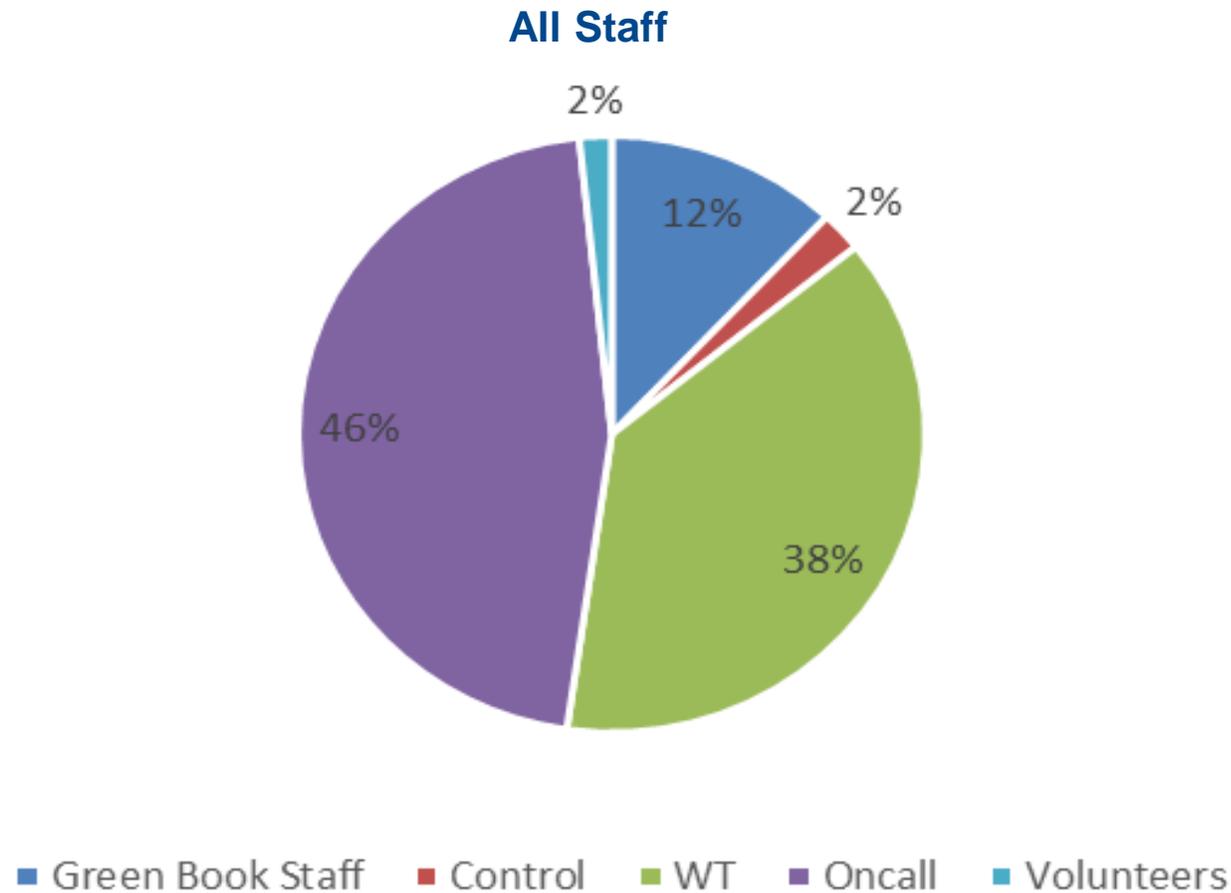
North Yorkshire Fire and Rescue Service

Equality, Diversity and Inclusion





Understanding our Workforce



Over 700 members of staff;

Operational

- On-Call Firefighters - 46%
- Wholetime Firefighters - 38%
- Control Staff - 2%
- Volunteer Firefighters – 2%

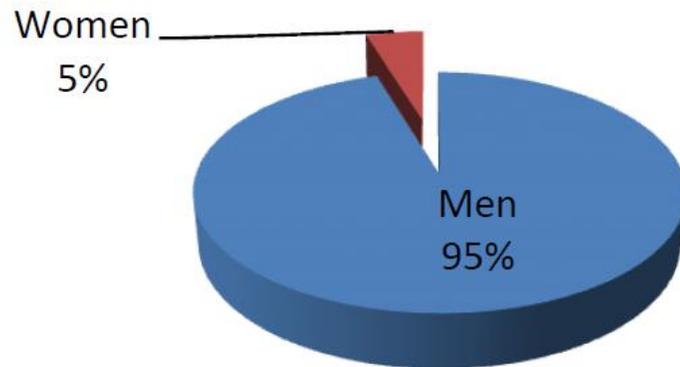
Non Operational

- Enabling Services – 12%

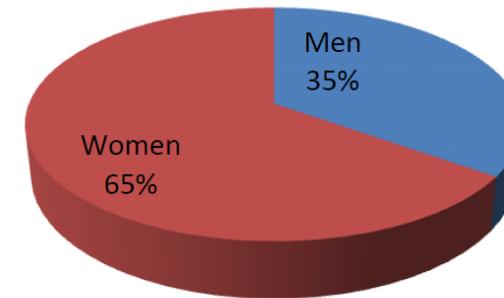


Gender and Diversity

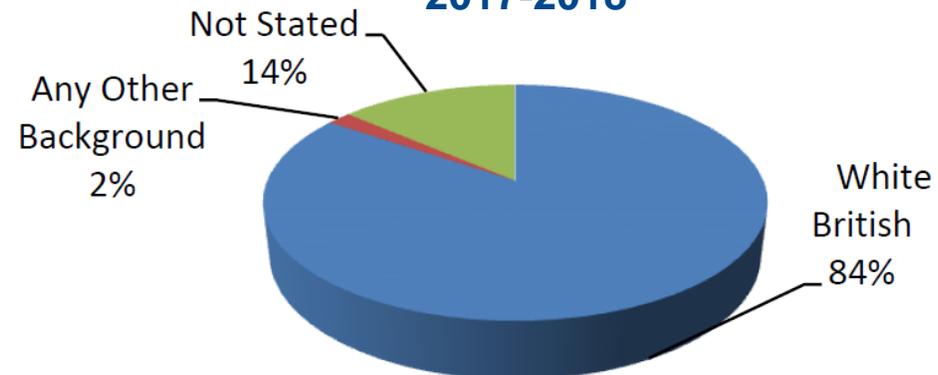
**Operational Workforce by Gender
2017-2018**



**Support Staff by Gender
2017-2018**



**All Staff by Ethnicity
2017-2018**





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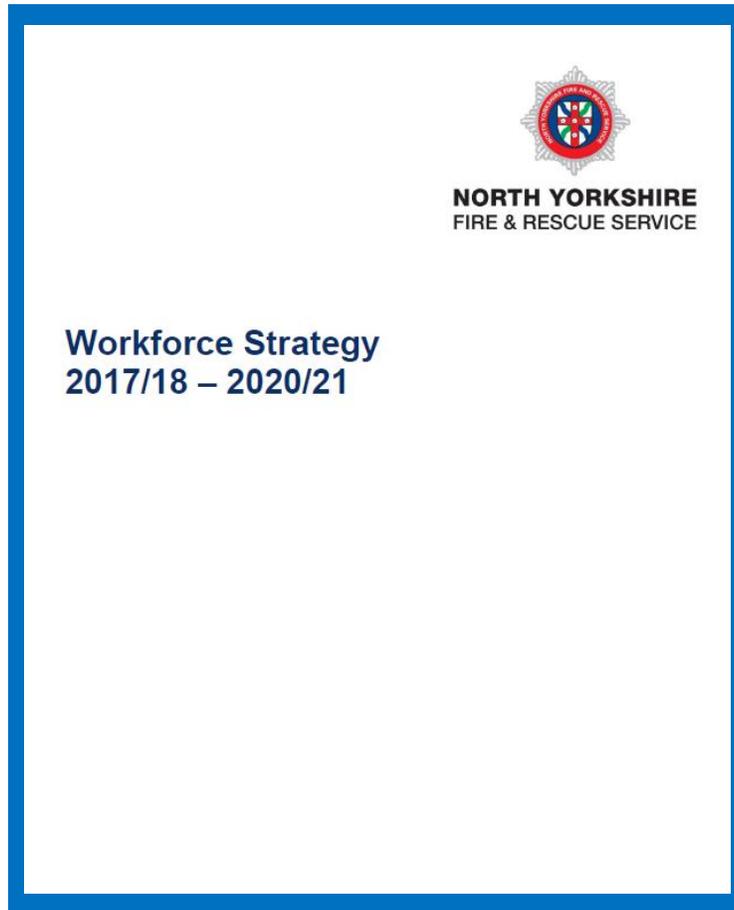
Background

- Over the last 10 years there have been changes to the diversity of the workforce, we have more representation from minority groups
- NYFRS is working towards being more representative of the communities we serve
- NYFRS collects information from many activities we carry out to analyse if we are reaching/attracting all members of the community we serve. We collect the following; Age, Gender, Ethnic Origin, Disability, Sexual Orientation, Religious Belief / Faith, and year on year will use this information to inform our activities in e.g. recruitment and report the Annual Workforce Profile, along with government statistical returns

Values and Culture



NORTH YORKSHIRE
FIRE & RESCUE SERVICE



- Competent, motivated and well-led workforce - PROTECT
- Effective balance – risk awareness
- Continuous improvement of leadership skills and capability
- Equality and Inclusion - aim to build a more diverse workforce
- Continued investment in staff development across all duty systems
- Physical and mental wellbeing

What are We Doing?

- Equality Diversity and Inclusion Group and Intranet site
- Regional Women's Mentoring Program
- Women in the Fire Service Development weekend
- Internal Events Calendar
- Development of staff networks
- Gender Specific Work wear
- Returning to work
- Intersectionality Conference

www.northyorkshirefire.gov.uk



**NORTH YORKSHIRE
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West Yorkshire
Fire & Rescue Service



South Yorkshire
FIRE & RESCUE



Volunteers for National Women's Mentorship Programme





**NORTH YORKSHIRE
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What are We Doing?

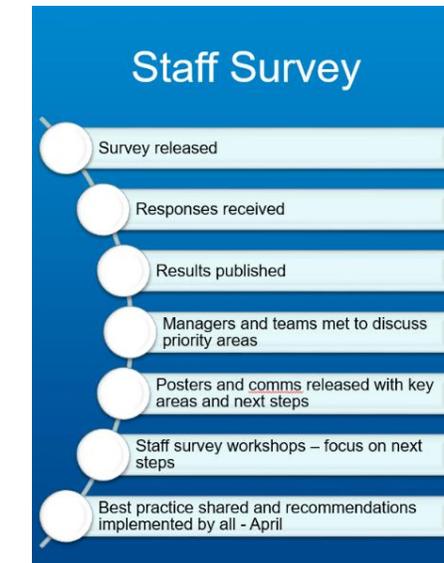
Organisational Best Practice

- Programme of unconscious bias training
- Collaboration
- National networking & sharing best practice
- Recruitment and promotion processes reviewed
- Equality Policy Review
- Staff Survey

Community Impact

- Community engagement and events

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Recruitment

- Recruitment Plan
- Yearly Strategy

Current On-Call Recruitment

- Branding
- On Call Awareness Week
- Positive Action
- Dedicated District Watch Managers
- National Fire Chiefs Council On-Call Steering / Practitioners group

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Retention

On Call Starters and Leavers



- Induction
- Impact assessments on new policies, procedures and organisational changes
- Employer engagement – On-Call staff members
- Analysis of information provided by leavers
- Exit Interviews
- Maintaining a fair leave policy (work / life balance)
- Promotion and development opportunities to on-call staff
- National Fire Chiefs Council

Fairness



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