

**enable**  
north yorkshire



# Public Accountability Meeting: Culture, Diversity and Inclusion

SEPTEMBER 2021

Nikki Wilson – Talent Acquisition Partner Enable NY  
Rebecca Power – Associate Business Partner Enable NY  
Emily Williams – Crew Manager NYFRS  
Chris Neal – Group Manager NYFRS

# National & Local Drivers

- ▶ Fire Minister 3 pillars of reform – People
- ▶ Equality Framework
- ▶ Fire and Rescue Plan
- ▶ People Strategy

- ▶ HMICFRS – NFCC Code of Ethics

*"Not a single service is near having a workforce reflective of its community"*

State of Fire and Rescue – The Annual Assessment of Fire and Rescue Services in England 2020 (HMICFRS, 2020)

- ▶ HMICFRS – NYFRS

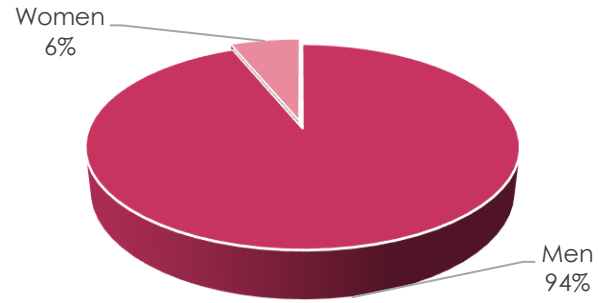
*"There was a worrying lack of understanding about the benefits of diversity in the workplace from some staff and middle managers. The service does not have a diverse workforce.."*

Effectiveness, efficiency and people 2018/19 – North Yorkshire Fire and Rescue Service (HMICFRS, 2019)

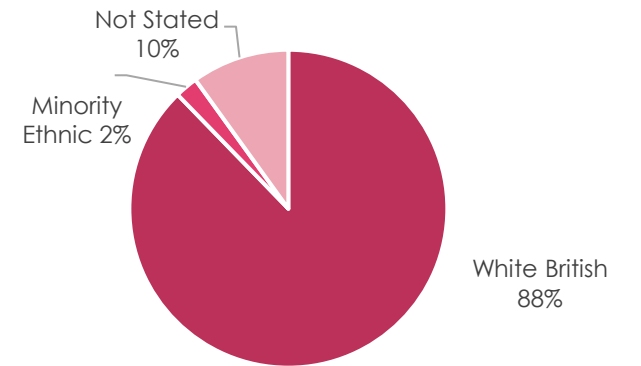


# North Yorkshire Fire and Rescue Service Workforce Statistics

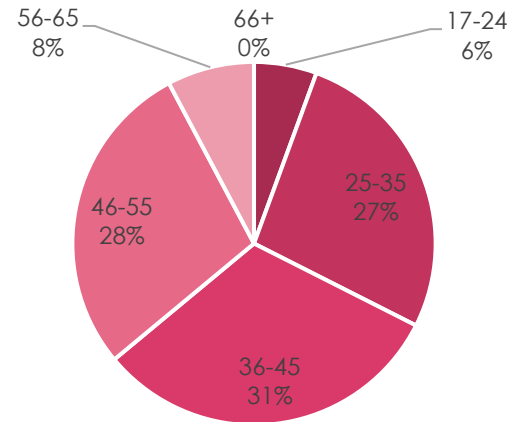
Operational Gender Split



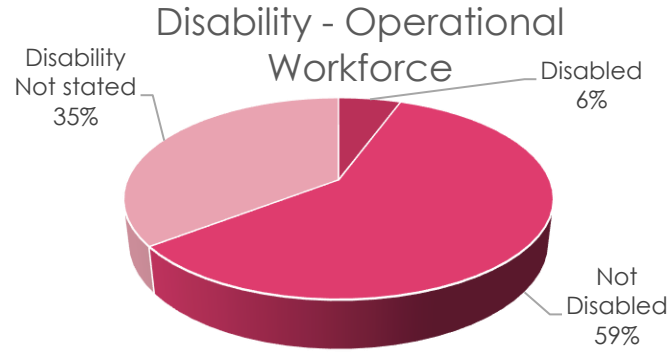
Ethnicity of Operational Staff



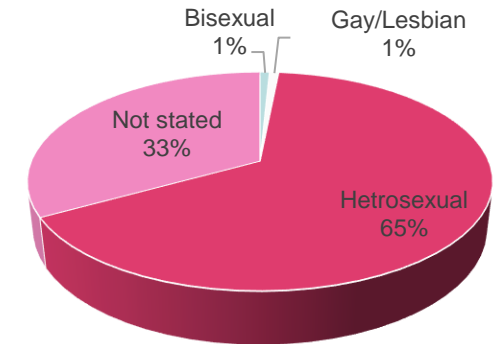
Age profile of Operational Staff



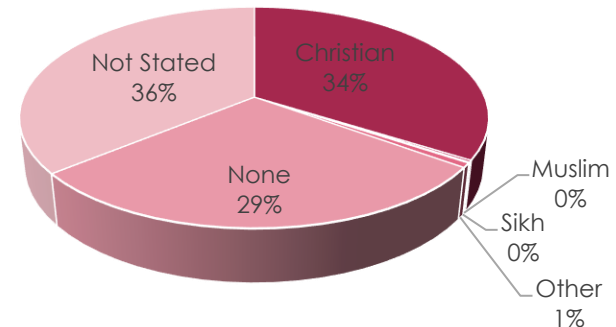
# North Yorkshire Fire and Rescue Service Workforce Statistics



### Sexual Orientation - Operational



### Religion and Belief - Workforce



# Current Equality, Diversity and Inclusion Landscape

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Equality, Diversity & Inclusion Group

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Diversity calendar of events

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Regional and national networking including NFCC

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EDI policies and procedures

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Valuing diversity

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Inclusion and valuing our workforce

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Community engagement and recruitment events

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Training & Coaching

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Service Values

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Core Code of Ethics

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# Support Available to Managers



ENABLENY COLLABORATION  
AND SPECIALISTS



BUSINESS INSIGHTS INCLUDING  
ONLINE APPLICANT TRACKING  
SYSTEM



TRAINING & SUPPORT. SHARED  
LEARNING

# Harrogate and Craven District Insight



District Success



Inclusion and Development



Positive Action



Community Engagement

# Future Ambitions

## SHORT-TERM

- ▶ Branding review
- ▶ Review of recruitment process
- ▶ Development of EDI Roadmap
- ▶ Improvements with estates & facilities
- ▶ Development of Diversity Champions

## LONG-TERM

- ▶ People Strategy
- ▶ People Plan
- ▶ Inclusivity
- ▶ Cultural change
- ▶ Aim to increase representation of Women and Black, Asian and Minority Ethnic in middle and senior managers
- ▶ Further developed targeted recruitment campaigns

Measuring Success

In line with Ambition 2025



# Action Plan & Milestones

