



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
- ▶ 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)

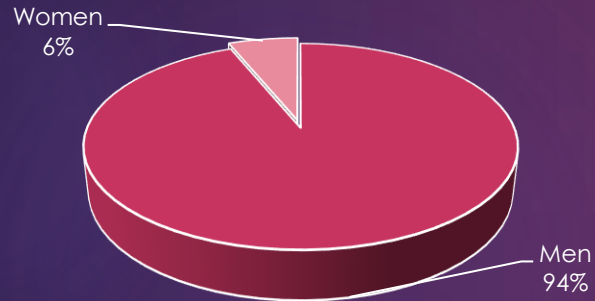
- ▶ HMICFRS – NYFRS

"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.."

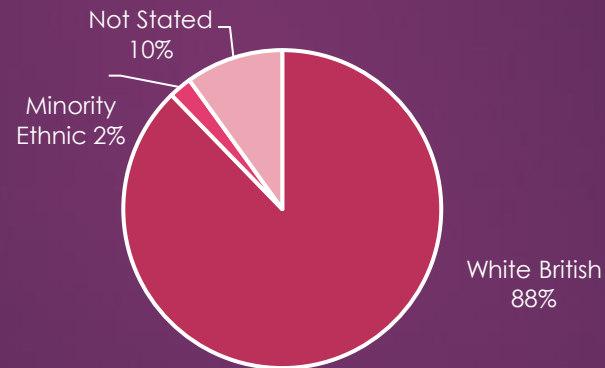
Effectiveness, efficiency and people 2018/19 – North Yorkshire Fire and Rescue Service (HMICFRS, 2019)

North Yorkshire Fire and Rescue Service Workforce Statistics

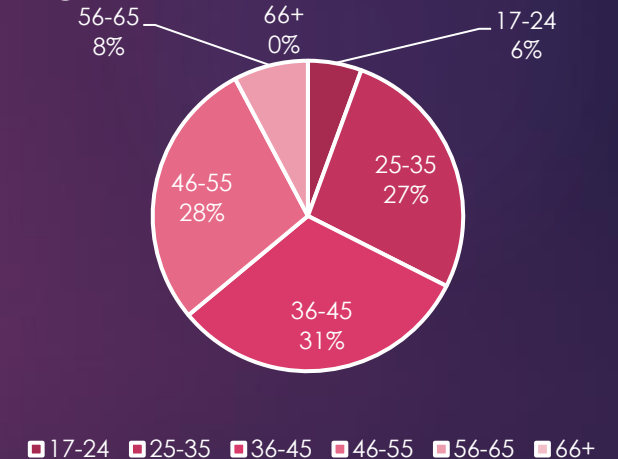
Operational Gender Split



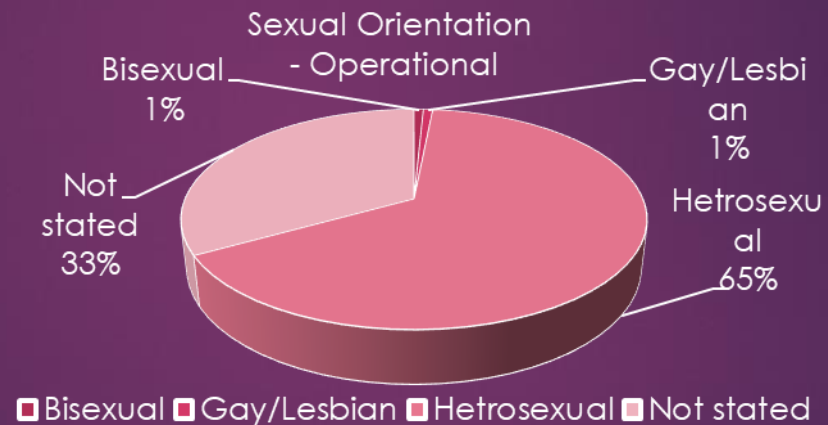
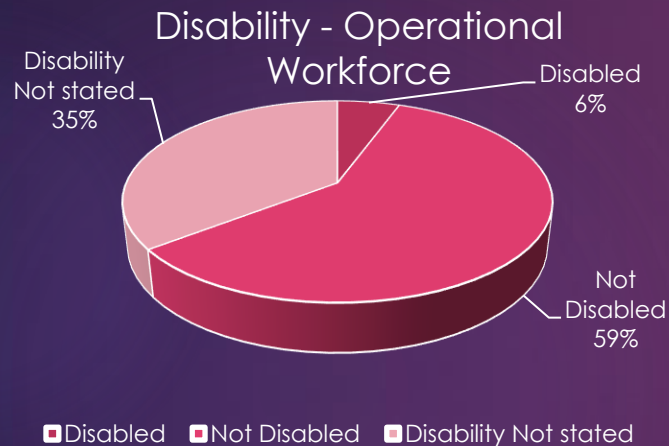
Ethnicity of Operational Staff



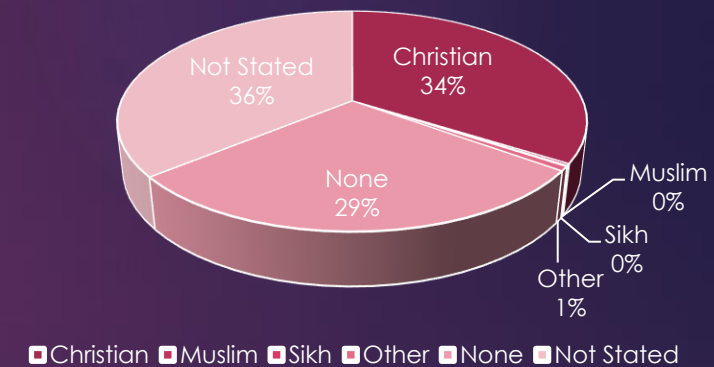
Age profile of Operational Staff



North Yorkshire Fire and Rescue Service Workforce Statistics



Religion and Belief - Workforce



Current Equality, Diversity and Inclusion Landscape

- ▶ Equality, Diversity & Inclusion Group and new structure
- ▶ Diversity calendar of events
- ▶ Regional and national networking including NFCC
- ▶ EDI policies and procedures
- ▶ Valuing diversity
- ▶ Valuing our majority workforce
- ▶ Community engagement and recruitment events
- ▶ Training & Coaching

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

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

LONG-TERM

- ▶ Greater 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

