

enable
north yorkshire



Public Accountability Meeting

NOVEMBER 2022

Jonathon Dyson – Chief Fire Officer, NYFRS
Mathew Walker – Deputy Chief Fire Officer, NYFRS
Marinder Kaur – Talent & Diversity Lead Enable NY
Tony Peel – Group Manager, NYFRS

Introduction

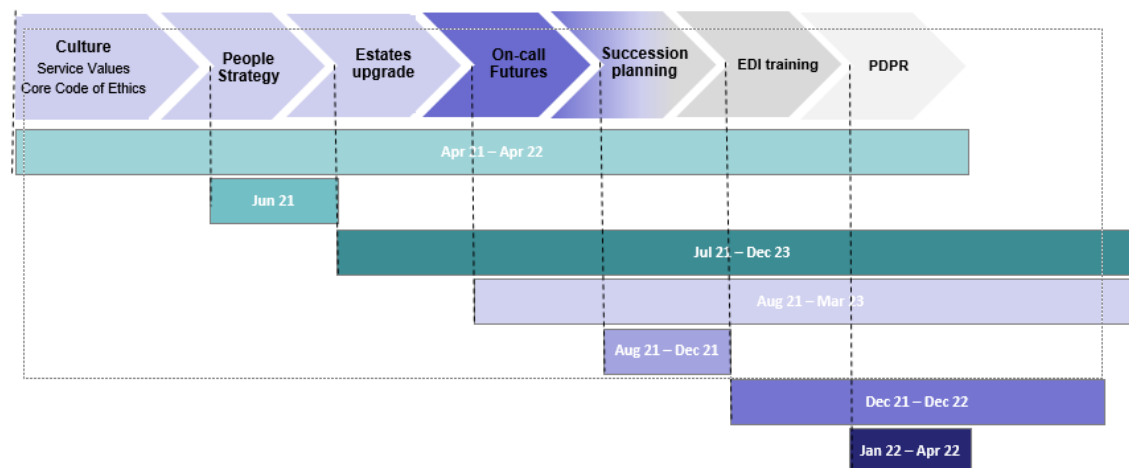
HMIFRS Findings

Equality Diversity and Inclusion
Strategy

Governance for Equality
Diversity and Inclusion –
Tactical and Strategic

Progression from 2021

▶ Time line from 2021



Recruitment Process & Changes

Recruitment

- On Call
- Process

Candidate Experiences and improvements

- Time Frames
- Keeping in Touch
- Communications

Introduction of Strengths

- Role specific
- Potential
- Reduced adverse impact

Diversity Champions & Networks

About Diversity
Champions for NYFRS

Launch 2023

Ambitions

Ongoing
development

Champions

Networks

Estates & Facilities Project



History and Review of the NYFRS Estate



Reasoning for the changes



Current update on works

Training

- ▶ Equality Diversity and Inclusion Training
 - ▶ Timeline
 - ▶ Programme of Training
 - ▶ Roll out
- ▶ New Online modules launch
- ▶ Core Code of Ethics
- ▶ Shine Programme

Equality Diversity and Inclusion

- ▶ Future ambitions