



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

Public Accountability Meeting 23rd June 2020

Realising our potential

www.northyorksfire.gov.uk

FRS Plan: Priorities



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

we
care



Caring about the vulnerable

to provide services that will best protect the most vulnerable people in our community and in doing so, make them safer

Ambitious collaboration

to maximise opportunities to work jointly with partners and to provide a more effective, efficient and proactive community safety service

Realising our potential

to create an inclusive work environment and a positive, supporting culture where we provide our people with the equipment, IT, training, skills, and capacity to effectively prevent and respond to incidents

Effective engagement

to increase trust and public confidence in our Service, involving, engaging and consulting our communities on the services we provide and delivering the best possible service

Realising our potential



**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

We will:

- Take every opportunity to improve the diversity within the workforce
- Provide clear, inspirational and trusted leadership
- Improve our decision making and performance
- Recognise and maximise the value of all staff



Strengths



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- Established, effective 'operational license' training provision
- A broader range of formal training linked to protection activity qualifications
- Leadership and management development for all areas
- Continuous professional development programs
- Introduction of new equipment and technology e.g. e-Draulic rescue tools, Tablets for prevention and protection activity
- Shared NYP & NYFRS Leadership Days
- Shared learning week – January 2020

Underpinned by ED&I groups and colleague networks

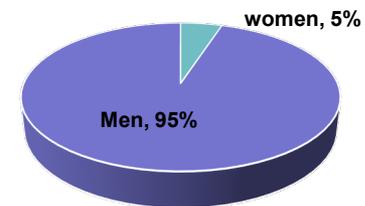
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Challenges



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**Operational Workforce by
gender 2017-2018**



- Attracting diversity into North Yorkshire
- Changing the culture and building trust
- National drivers (the pay and broadening of the role debate)
- Financial position limits investment in new equipment
- Work environments can be uninspiring
- On call duty system does not reflect modern training needs



Opportunities

- Collaboration offers financial savings, contribute to future investment
- Enable provides greater diversity, inclusion and new ways of working
- Risk and resource model will research, analyse and evaluate a variety of response options. Aim will be to improve availability balanced with the limited capacity
- New organizational structure to adopt intent based leadership
- HMICFRS outcomes will drive change
- Clear direction, FRS Plan, Ambition 2025:

-On-call availability

-Maximising Value for Money of Service Delivery

-Saving to invest to modernise

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**NORTH YORKSHIRE
FIRE & RESCUE SERVICE**

North Yorkshire
Police, Fire & Crime
Commissioner

**North Yorkshire
Fire and Rescue Plan**

2019 -2021



Helping you
to be safe and
feel safe in
North Yorkshire

Aims



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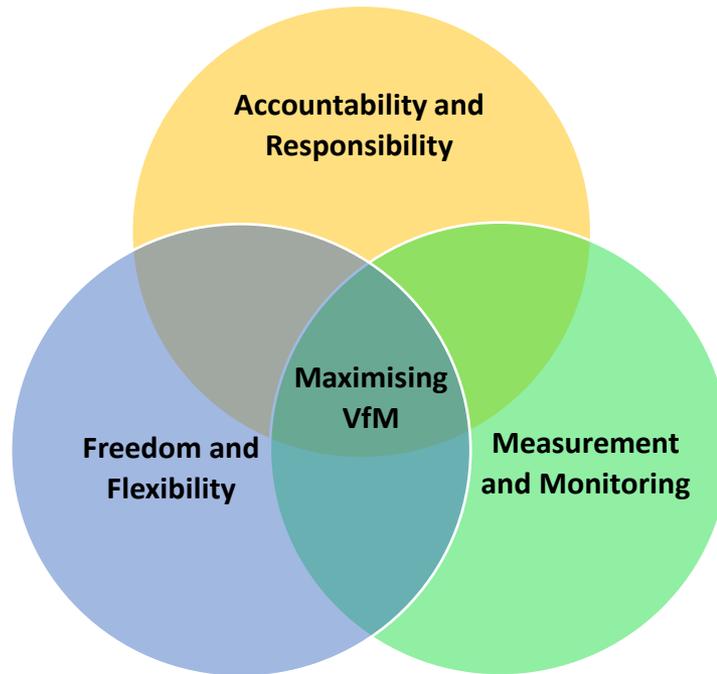
- To enable people to feel engaged, motivated and included in their work
- Empower people to lead, have more freedom and flexibility
- Be transparent and continue to develop trust
- To have a fire and rescue service that is contemporary, supports effectiveness and efficiency
- Maintain and improve a safe environment for all



Opportunity 2: Maximise VfM In Service Delivery



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Delivery Tools

Prevention
Protection
Response
Resilience

Enabling Tools

Planning
Partnership
Performance
Monitoring

Results

What the future looks like



**NORTH YORKSHIRE
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- Improved diversity in all areas
- An estate well designed to accommodate our diverse workforce
- First class equipment in all areas
- Colleagues feel valued and are confident about their work, through good training, equipment and resources.
- Staff surveys will have positive results and help the Service understand learn with continuous improvements
- HMICFRS results will improve across all three pillars

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