

Diversity and Inclusion Board



Purpose;

The Diversity and Inclusion Board provides senior-level oversight, governance, and strategic direction for Diversity, Equity and Inclusion (DEI) across West Yorkshire Fire and Rescue Service. According to the organisational briefing on D&I work, the Board:

- Meets quarterly to oversee and approve D&I initiatives, strategies, events, training programmes, and projects.
- Reviews progress against the organisational D&I Strategy One Team, including its action plan, which is monitored monthly and escalated to DIB for assurance.
- Includes updates from staff networks as a standing agenda item, ensuring lived-experience insight informs governance and organisational decision-making.
- Provides a forum for discussing DEI-related data, policy updates, representation, fairness, and organisational culture.

The Board's role is therefore both strategic and operational: ensuring WYFRS meets its legal, cultural, and organisational responsibilities relating to equality, diversity, inclusion, and belonging.

- Provide a safe, effective and resilient response to local and national emergencies.
- Focus our activities on reducing risk and vulnerability.
- Enhance the health, safety, and well-being of our people.
- Prioritise a people first mindset through ethical and professional leadership and management.
- Work with partners and communities to deliver our services.
- Use resources in an innovative, sustainable, and efficient manner to maximise value for money.
- Further develop a culture of excellence, equality, learning, and inclusion.

Attendees:

Head of Corporate Services - Alison Davey
DC Bradford - Benj Bush
Fire REACH - Chris Jones
GM Training Chirs Kovacs
Cllr Shaheen
AM Operations Support - Dave Teggart
People BP - Debbie Richardson
Fire WaW - Georgina Ralph
DEI Manager - Gill Cockburn
Head of Logistics - Glynn Richardson
Head of OD - Ian Stone
ADC Kirklees - Imran Ali
GM Strategic Development - Laura Boocock
Head of Corporate Comms - Lucy Price
Positive Action Officer - Manjinder Uppal
Head of OHSU - Mark Dixon
FBU - Martyn Bairstow
Diversity Projects Officer - Natasha Logan
Positive Action Officer - Rhiannon Wraith
AM Service Delivery - Scott Donegan
Director of People and Culture - Sonia Pawson
ADC Wakefield - Sophie Green
AM Service Support - Toby May