



Workforce Equality & Diversity Report

Data as at 31st March 2018

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Yorkshire Ambulance Service

Yorkshire Ambulance Service NHS Trust (YAS) prides itself, not only on the diverse range of services that it offers as a regional healthcare provider, but also on the diverse range of people within YAS who provide care to our patients. We are proud of our ability to harness the different experiences, backgrounds and personalities of the people working at YAS in order to create a workplace culture that we all value.

The Trust is committed to the delivery of its 3 year Diversity and Inclusion Strategy - **“Embracing Diversity – Promoting Inclusivity”**, which provides the Trust direction and focus in embedding the principles of diversity and inclusion across Trust. The Diversity and Inclusion Strategy can be found via the following link: <http://pulse.yas.nhs.uk/StaffHandbook/Diversityandinclusion/Pages/Diversity-and-Inclusion-Strategy-2017-20.aspx>

Diversity and Inclusion is at the heart of our core values and behavioural framework. We want to ensure that we continue to be an employer of choice for individuals regardless of their age, gender, disability, ethnicity, religion, sexual orientation or social economic background. We aim to deliver high quality services and compassionate care to all our patients and service users.



About this report

This report provides a snap shot of information on our workforce in terms of equality and diversity and is based on data that we held about our staff as at 31st March 2018.

The Equality Act 2010 makes it unlawful to discriminate against people who share a protected characteristic. Our workforce monitoring and analysis will enable us to act to remove any potential for discrimination, promote equality and foster good relations between people of different backgrounds. This legislation introduced the Public Sector Equality Duty (PSED).

We are sharing this information to comply with the (PSED) which requires the Trust to publish information relating to persons who share a relevant protected characteristic.

The Equality Act covers nine protected characteristics:



This report sets out the workforce data* for 7** of the protected characteristics.

We will develop plans to address any gaps and inequalities highlighted by this data including improving our disclosure rates by protected characteristic.

* Our data is extracted from the Electronic Staff Record; the national pay and workforce information system for the NHS.

** The Trust only holds data on 7 out of the 9 protected characteristics. We hold data on staff on maternity leave, but not those who are pregnant. Data we hold on gender re-assignment is so small that this could identify staff and therefore has not been included.

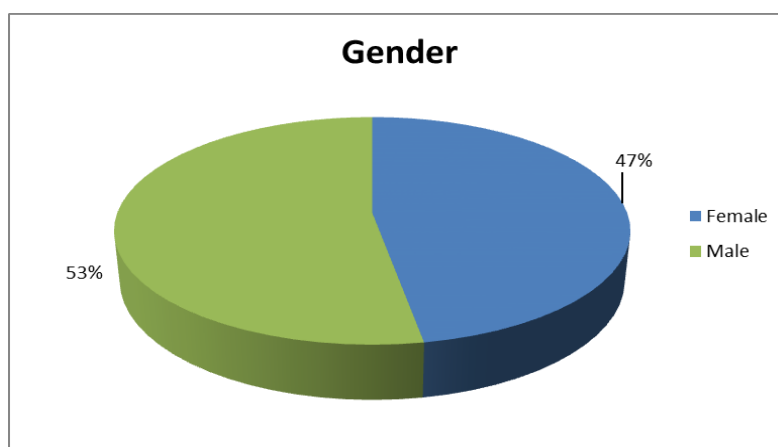
Workforce information by protected characteristic

As at 31st March 2018, the Trust had 5737 staff. The following tables and charts show the breakdown by protected characteristic, where information is available.

Staff: Gender

This section highlights the gender representation of our workforce. The tables below show that the Trust workforce is made up of 48% (2744) women and 52% (2993) men.

Gender	Female	Male	Total
Number	2744	2993	5737
Percentage	47.83%	52.17%	100%



Staff Gender by Professional Group

This section shows our workforce by profession and by gender, which separates staff into 7 professional groups. The data shows that women significantly outnumber men within the Nursing and Midwifery group (85.3% to 14.7%), whilst men are in the majority within the Estates and Ancillary group (72.9% to 27.1%).

	Female	Male	Total	Female %	Male %
Add Prof Scientific and Technical	6	5	11	54.55%	45.45%
Additional Clinical Services	1536	1611	3147	48.81%	51.19%
Administrative and Clerical	453	269	722	62.74%	37.26%
Allied Health Professionals	587	899	1486	39.50%	60.50%
Estates and Ancillary	67	180	247	27.13%	72.87%
Medical and Dental	2	13	15	13.33%	86.67%
Nursing and Midwifery Registered	93	16	109	85.32%	14.68%
Grand Total	2744	2993	5737	47.83%	52.17%

NB: Professional Group categories

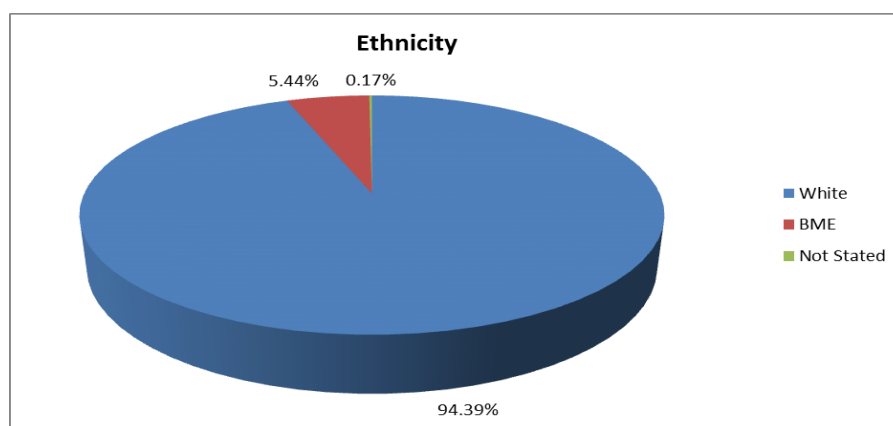
- Additional Professional Scientific and Technical includes – Pharmacists
- Additional Clinical Services includes – Emergency Care Assistants
- Administrative and Clerical includes – HR, Finance, Communications staff
- Allied Health Professionals includes – Paramedics
- Estates and Ancillary includes – Cleaners and maintenance staff
- Medical and Dental includes – GP's and Consultants
- Nursing and Midwifery includes – Nurses and Nursing Clinical Advisors

Staff: Ethnicity

This section shows our workforce by their ethnic origin:

The table below shows that the Trust employs 312 (5.39%) members of staff who are from a black and minority ethnic background, but that 94.39% are of white origin; 0.17% did not state their ethnic origin.

Ethnicity	No of Employee	% of Employees
White - British	5357	93.38%
White - Irish	20	0.35%
White - Any other White background	38	0.66%
White Unspecified	1	0.02%
White Scottish	1	0.02%
White Welsh	1	0.02%
White Polish	4	0.07%
White Mixed	4	0.07%
White Other European	2	0.03%
Mixed - White & Black Caribbean	15	0.26%
Mixed - White & Black African	3	0.05%
Mixed - White & Asian	9	0.16%
Mixed - Any other mixed background	8	0.14%
Asian or Asian British - Indian	34	0.59%
Asian or Asian British - Pakistani	154	2.68%
Asian or Asian British - Bangladeshi	4	0.07%
Asian or Asian British - Any other Asian background	7	0.12%
Asian Kashmiri	1	0.02%
Asian British	6	0.10%
Asian Unspecified	1	0.02%
Black or Black British - Caribbean	18	0.31%
Black or Black British - African	15	0.26%
Black or Black British - Any other Black background	5	0.09%
Black Nigerian	1	0.02%
Black British	1	0.02%
Black Unspecified	1	0.02%
Chinese	4	0.07%
Any Other Ethnic Group	12	0.21%
Not Stated	10	0.17%
Grand Total	5737	100.00%



What we're doing:

- The Trust has reviewed its Workforce Race Equality Standard (WRES) data and has developed a refreshed WRES Action Plan for 2018/19.
- The Trust's senior managers actively support the BME Staff Network, which provides peer to peer support, who are part of the Trust's governance and decision making process where they can influence the development of race equality across the Trust.
- Managers receive training and support on "Unconscious Bias" - including the legal components of the Equality Act 2010. This will help to improve manager's confidence and understanding regarding the legal, business and moral case for diversity and inclusion, especially in the context of ensuring that the Trust's recruitment and selection process is fair.

Staff: Ethnicity by Professional Group

The data below provides information on ethnicity across our professional groups.

It is anticipated that through the Trust's Workforce Race Equality Standard (WRES) action plan that some of the workforce racial disparities across the above professional groups will be addressed.

	White	BME	Unknown	White %	BME %	Unknown %
Add Prof Scientific and Technical	5	6	0	45.45%	54.55%	0.00%
Additional Clinical Services	2946	194	7	93.61%	6.16%	0.22%
Administrative and Clerical	675	46	1	93.49%	6.37%	0.14%
Allied Health Professionals	1438	46	2	96.77%	3.10%	0.13%
Estates and Ancillary	241	6	0	97.57%	2.43%	0.00%
Medical and Dental	14	1	0	93.33%	6.67%	0.00%
Nursing and Midwifery Registered	96	13	0	88.07%	11.93%	0.00%
Grand Total	5415	312	10	94.39%	5.44%	0.17%

What we're doing?

- We are reviewing the way our jobs are advertised beyond the traditional NHS Jobs website. This is to ensure that prospective employees are made aware of the different type of roles across the Trust and that the information is accessible in a number of different formats, including social media.
- We attend a range of community events with the aim of promoting our services and employment opportunities to the communities we serve across our region.

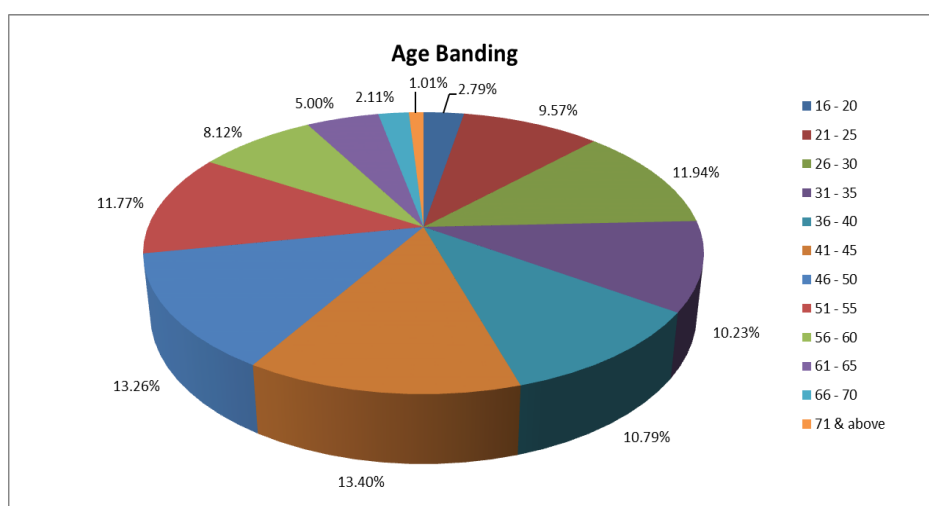
- The Trust is in the process of developing a talent pipeline for staff with a focus on BME staff.
- We are exploring the possibility of reverse mentoring which enables the Trust's senior managers to gain insights and understanding from a range of staff about their lived experiences, learning and day to day life at the Trust.

Staff: Age

The table below is providing a breakdown of our workforce across twelve different age bandings. The data shows that:

- The Trust currently employs 179 staff who are aged 66 and above.
- 160 staff are under the age of 20
- 58 staff are above 71 years of age

Age	Number of Employees	% of Employees
16 - 20	160	2.79%
21 - 25	549	9.57%
26 - 30	685	11.94%
31 - 35	587	10.23%
36 - 40	619	10.79%
41 - 45	769	13.40%
46 - 50	761	13.26%
51 - 55	675	11.77%
56 - 60	466	8.12%
61 - 65	287	5.00%
66 - 70	121	2.11%
71 & above	58	1.01%
Grand Total	5737	100.00%



Staff: Age by Professional Group, by Headcount

The table below shows the breakdown of age groups within each of the seven professional groups, this highlights the Trust employs 58 people aged 71 years old.

Within the above Additional Clinical Services professional group, which includes Emergency Care Assistants, 138 people are aged 66 and above. This type of information is useful for succession planning and developing support structures for an ageing workforce.

	16 -	21 -	26 -	31 -	36 -	41 -	46 -	51 -	56 -	61 -	66 -	> 71	Grand Total
Add Prof Scientific and Technical	0	0	3	4	2	1	0	1	0	0	0	0	11
Additional Clinical Services	148	446	476	320	227	325	320	324	248	175	90	48	3147
Administrative and Clerical	12	47	68	70	108	103	111	93	64	38	6	2	722
Allied Health Professionals	0	51	123	171	246	297	260	193	96	37	12	0	1486
Estates and Ancillary	0	3	10	12	20	22	44	41	46	30	11	8	247
Medical and Dental	0	0	0	1	2	7	4	0	0	0	1	0	15
Nursing and Midwifery Registered	0	2	5	9	14	14	22	23	12	7	1	0	109
Grand Total	160	549	685	587	619	769	761	675	466	287	121	58	5737

What we're doing?

- The Trust is launching Electronic Staff Record Self-Service; a self-service portal for staff to update their own details. This will improve the quality of the workforce equality and diversity data and make it easier to analyse trends which in turn can inform how and where we attract and recruit a more diverse pool of applicants.

Staff: Sexuality

The table below shows the breakdown of the Trust's workforce in the context of sexual orientation.

Heterosexual staff make up the single biggest group in terms of sexual orientation at 73% of all staff. 210 staff identified themselves with the broad term of LGBT (Lesbian, Gay, Bi-Sexual and Transgender).

The LGBT Charity Stonewall has carried out research which highlights that staff who can be open about their sexual orientation are more likely to enjoy going to work, feel able to be themselves, are more confident, and, are ultimately more productive.

Many lesbian, gay and bi-sexual people do not feel able to be open about their sexual orientation at work for fear of discrimination, bullying and harassment.

The Trust recognises that improving the working environment for LGBT staff not only makes good business sense, but is also linked to improving the delivery of high quality and compassionate patient care.

Sexual Orientation	Number of Employees	% Of Employees
Heterosexual	4202	73.24%
LGBT	210	3.66%
Unknown	65	1.13%
Not Disclosed	1260	21.96%
Total	5737	100.00%

What we're doing?

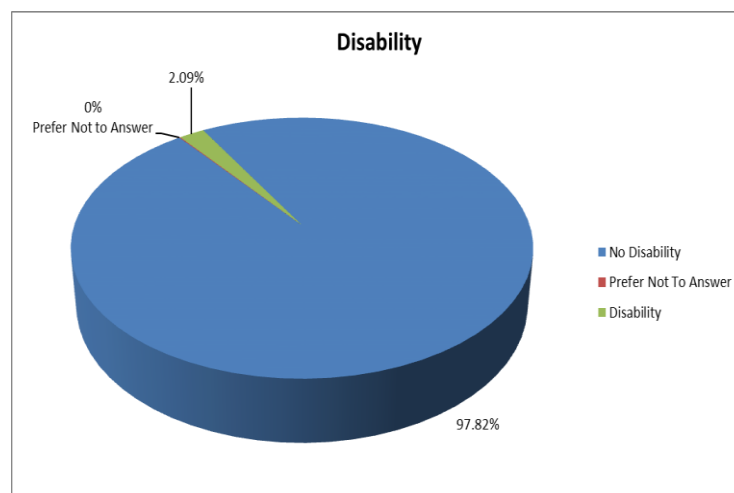
- The Trust has supported the development of LGBT Staff Network which provides peer support and is influential in ensuring that YAS services are LGBT friendly.
- The Trust is developing a Trans Awareness training programme in partnership with the Trans community. The training programme will help staff to be aware of the needs of the Trans Community when they access our services.
- The Trust is represented at various 'Pride' events across the region and beyond to show its support and to help promote and foster good relations between the LGBT community and wider community.

Staff: Disability

The table below shows that 120 staff (2.0%) have declared that they have a disability or long term health condition. This figure is considered to be relatively low for an organisation the size of Yorkshire Ambulance Service. The Electronic Staff Record Self Service portal will allow staff to update their own personal information as we know that disability status can change over time.

The Trust are keen to reassure staff why equality monitoring is important, especially as it will help the Trust with providing support to staff with the different types of disabilities and long term health conditions.

	Count of Employee	% of Employees
No Disability	5612	97.82%
Prefer Not To Answer	5	0.09%
Disability	120	2.09%
Grand Total	5737	100.00%



Disability by Professional Group

The table below shows disabled staff across the seven professional groups.

Disability by Staff Group	No Disability	Prefer not to answer	Disability	Total
Add Prof Scientific and Technical	11	0	0	11
Additional Clinical Services	3084	5	58	3147
Administrative and Clerical	700	0	22	722
Allied Health Professionals	1456	0	30	1486
Estates and Ancillary	242	0	5	247
Medical and Dental	15	0	0	15
Nursing and Midwifery Registered	104	0	5	109
Total	5612	5	120	5737

The above table shows that 58 members of staff who work in the Additional Clinical Services Professional Group (which includes Emergency Care Assistants) have declared they have a disability. This type of information is helpful with our understanding what support is needed in the workplace.

What we're doing:

- The Trust is a Disability Confident Employer. Disability Confident is a government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions. The Disability Confident Scheme has replaced the Department of Work and Pension (DWP) "Two Ticks" scheme.
- The Disability Confident Scheme has three levels:
 - Level 1: Disability Confident Committed
 - Level 2: Disability Confident Employer
 - Level 3: Disability Confident Leader
- As a previous "two ticks" employer, the Trust has automatically migrated to Level 2 – **Disability Confident – Employer**. The Disability Confident Scheme 13 commitments are:
 - Actively look to attract and recruit disabled people
 - Provide a fully inclusive and accessible recruitment process
 - Offer an interview to disabled people who meet the minimum criteria for the job
 - Be flexible when assessing people so disabled job applicants have the best opportunity to demonstrate that they can do the job
 - Make reasonable adjustments as required
 - Encourage our suppliers and partner firms to be Disability Confident
 - Ensure employees have sufficient disability equality awareness
 - Promote a culture of being Disability confident
 - Support employees to manage their disabilities or health conditions
 - Ensure there are no barriers to the development and progression of disabled staff
 - Ensure managers are aware of how they can support staff who are sick or absent from work

- Value and listen to feedback from disabled staff
- Review our Disability Confident self-assessment

The Trust's senior managers actively support the Disability staff network, which provides peer to peer support, and are part of the Trust's governance and decision making process, where they can influence the development of disability equality across the Trust.

Staff: Religion and Belief

The table below provides a breakdown of the religion and belief status of the Trust's workforce. 2625 people (45.8%) of the workforce have declared their religion and belief to be aligned with Christianity. 1727 (30.1%) of staff do not wish to disclose their religion and belief status.

Religion	Number of Employees	% of Employees
Atheism	788	13.74%
Buddhism	13	0.23%
Christianity	2625	45.76%
Hinduism	11	0.19%
I do not wish to disclose my religion/belief	1727	30.10%
Islam	168	2.93%
Judaism	4	0.07%
Other	324	5.65%
Sikhism	8	0.14%
Undefined	69	1.20%
Total	5737	100.00%

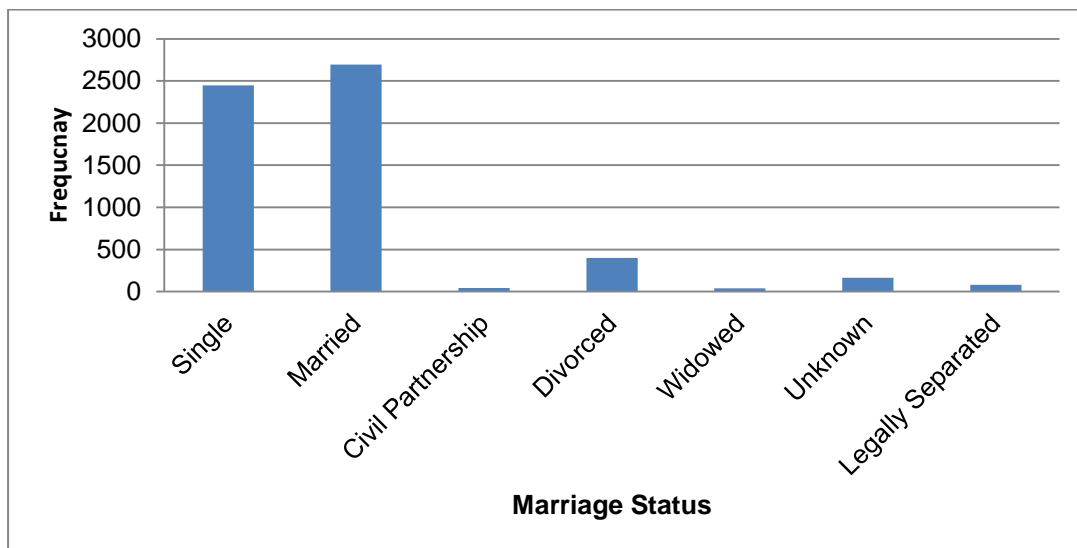
What we're doing:

- The Trust marks the annual World Religion Day which is designed to bring all faiths together to increase cross-cultural understanding and to strengthen mutual respect for all religions.
- The Trust has developed a spirituality/quiet contemplation room for staff and visitors at the Trust headquarters. This space will allow staff to have a quiet time alone or take part in spiritual activities such as meditation, contemplation and prayer. There is growing body of empirical research showing that meditation and contemplative forms of prayer have a range of beneficial effects on health and wellbeing. For example, increasing the ability to focus and be attentive, helping to manage stress and helping to combat depression.
- The Trust has developed a Cultural Calendar which helps to raise awareness of some of the main religious and cultural events throughout the year.
- The Trust provides flexible working arrangements during religious festivals when service demands allow. Our staff frequently tell us that being able to observe their religious requirements at work is important to them, especially where some faiths have obligatory practices that impact on employment.

Staff: Marriage and Civil Partnership

The table below shows the breakdown of the marital and civil partnership status of the workforce. The total number of staff who are married and/or in a civil partnership is 2652.

Marriage Status	Number of staff
Single	2410
Married	2612
Civil Partnership	40
Divorced	383
Widowed	49
Unknown / Null	164
Legally Separated	79



What we're doing:

- Managers receive Diversity and Inclusion training to enable them to make reasonable adjustments to enable staff to obtain the correct work and family life balance.
- The Trust provides an external Counselling Service
- The Trust is developing support for staff who are victims of domestic violence.

For further information about this report, please contact the Diversity and Inclusion Unit:

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