



Workforce Profile Report

Data as at 31st March 2019

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Yorkshire Ambulance Service

Yorkshire Ambulance Service (YAS) NHS Trust prides itself, not only on the diverse range of services that it offers as a regional healthcare provider, but also the diversity of our people working 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 newly developed “People Strategy” 2018-2023. The People Strategy is specifically aligned to the ambitions and priorities of the Trust’s overall Strategy and it has been developed by listening to staff and leaders across the organisation. Its main purpose is to address the key people challenges identified to ensure that we become an employer of choice and attract, develop and retain a highly skilled, engaged and diverse workforce, which is one of our key priorities.

The People Strategy 2018 - 2023 can be found via the following link: <http://pulse.yas.nhs.uk/publications/Strategy%20Documents/YAS%20People%20Strategy%20-%20FINAL%20January%202019.pdf>.

Diversity and Inclusion is at the heart of our core values and behavioral framework and our Diversity and Inclusion Strategy “Embracing Diversity – Promoting Inclusivity”, was first published in December 2017. It can be found via the following link: <https://www.yas.nhs.uk/media/1102/diversity-and-inclusion-strategy-2017-20-final.pdf>

We are committed to being an employer of choice for individuals regardless of their age, sex, gender identity, 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.



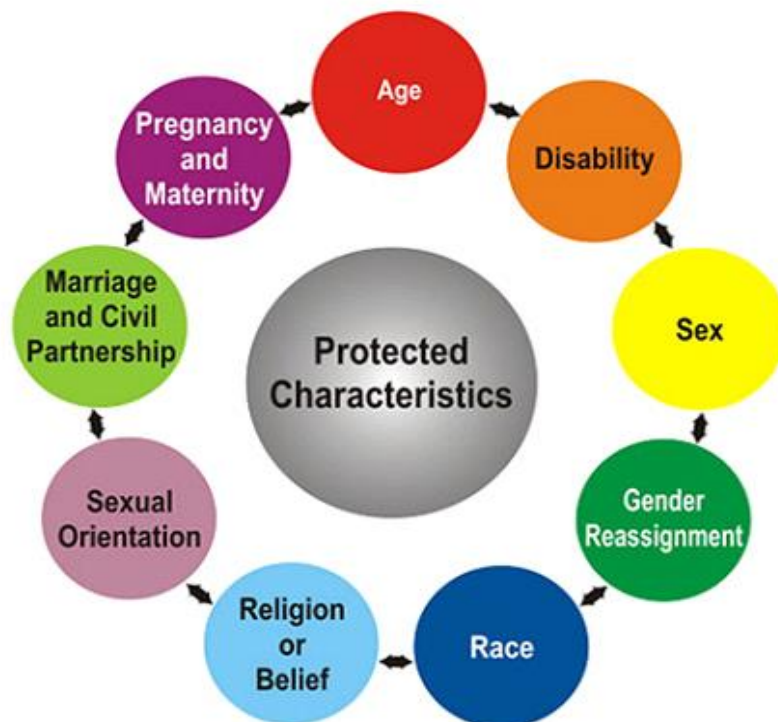
About this report

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 on 31st March 2019.

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, advance equality of opportunity and foster good relations between people of different backgrounds.

The Equality Act introduced the Public Sector Equality Duty (PSED) in 2011. 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 and we will continue to develop plans to address any gaps and inequalities 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 do 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

Yorkshire Ambulance Service NHS Trust (YAS) employed 5,853 staff on 31 March 2019. This is a headcount figure which includes student paramedics along with part-time staff and equates to 4,699 whole time equivalent (WTE).

The table below provides three years of data and shows that there has been a steady increase in the number of staff employed overall. However, there were decreased numbers of staff employed within the Patient Transport Service (PTS), from 927 in 2017 to 654 in 2019. However, the number of apprentices increased from 45 in March 2017 to 328 at the end of March 2019. There has also been some fluctuation in the number of staff employed as managers over the period. The other staff categories have all seen considerable increases in staffing levels; A&E Operations saw the largest increase from 2933 in 2017 to 3294 in 2019.

Workforce Levels (2017-2019)

Staff category	31 March 2017		31 March 2018		31 March 2019	
	Headcount	WTE	Headcount	WTE	Headcount	WTE
A&E Operations	2933	2333	2908	2260	2973	2302
PTS*	927	606	880	547	654	541
EOC**/NHS 111	898	689	934	714	1016	754
Support Staff	613	543	657	554	677	579
Management	173	165	230	217	205	195
Apprentices	45	45	128	128	328	328
Total	5589	4381	5737	4420	5853	4699

*Patient Transport Service

** Emergency Operations Centre

The following tables and charts provide an overview of the Trust's workforce, including a breakdown by protected characteristic, where information is available.

Staff Profile – Gender (2017-2019)

	No. and % of Employees 2017		No. and % of Employees 2018		No. and % of Employees 2019	
Male	2946	53%	2993	52%	2864	49%
Female	2643	47%	2744	48%	2989	51%
Total	5589	100%	5737	100%	5853	100%

The table above shows three years of data by gender. In 2017 and 2018 men were in the majority, 53% and 52% respectively. In 2019 women increased to 51%, which is consistent with the split for the Yorkshire and Humber region and England and Wales (2011 census).

Staff Gender by Professional Group 2019

Professional group	Female	Male	Total	Female %	Male %
Add Prof Scientific and Technical	11	7	18	61.11%	38.89%
Additional Clinical Services	1731	1455	3186	54.33%	45.67%
Administrative and Clerical	486	306	792	61.36%	38.64%
Allied Health Professionals	592	910	1502	39.41%	60.59%
Estates and Ancillary	71	168	239	29.71%	70.29%
Medical and Dental	1	5	6	16.67%	83.33%
Nursing and Midwifery Registered	97	13	110	88.18%	11.82%
Grand Total	2989	2864	5853	51.07%	48.93%

This section shows our workforce by profession by gender, which separates staff into seven professional groups and demonstrates that job segregation still exists in traditional female/male roles. Women significantly outnumber men within the Nursing and Midwifery group at 97 (88.18%) compared to 13 (11.8%), whilst men are in the majority within the Estates and Ancillary group 168 (70.29%) compared to women at 71 (29.71%).

NB: Professional Group categories

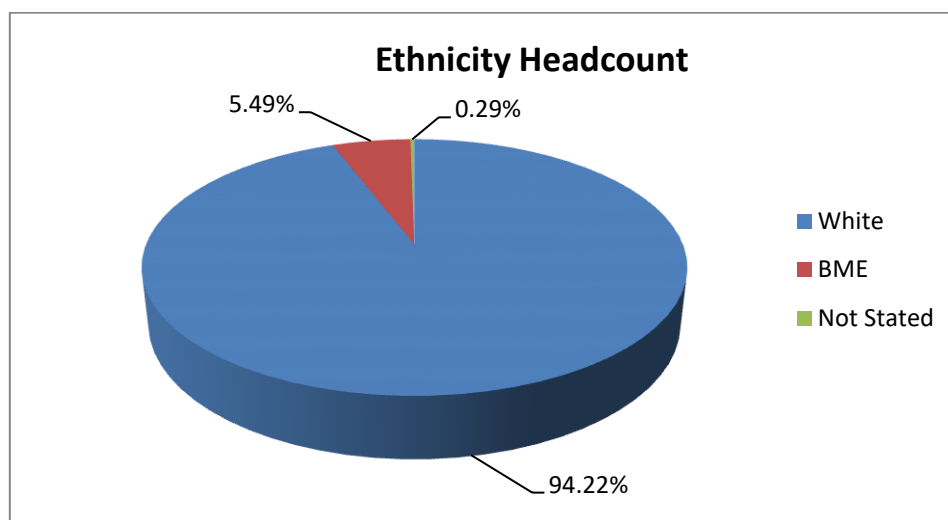
- Additional Professional Scientific and Technical includes – Pharmacists
- Additional Clinical Services includes – Emergency Care Assistants
- Administrative and Clerical includes – HR, Finance, Communications staff
- Allied Health Professionals includes – Paramedics
- Estates and Ancillary includes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

What we're doing:

- We have fully implemented 'Agenda for Change' and reviewed all of our jobs to ensure that they are properly job evaluated. The pay system is well recognised as being an excellent example of equal pay for work of equal value.
- We publish annually, in line with our legal duty, data showing how men and women's mean and median pay compares. Our results for 2018 compare favourably to 2017 with a narrowing of the pay gap, which still, however, favours men overall.
- We are members of the Northern Ambulance Alliance (NAA) and have been at the forefront of organising and planning the first NAA Women in Leadership conference which took place in March 2019. Feedback from the conference has led to the development of a two year gender action plan
- We are in the process of developing a Gender Staff Network, similar to the existing staff networks for BME, disability and LGBT. It will be open to men and women to participate.

Staff profile: Ethnicity

The chart below shows that the Trust employs 323 (5.5%) members of staff who are from a black and minority ethnic (BME) background, and that 5514 (94.2%) are of white origin; 16 (0.27%) did not state their ethnic origin.



The workforce data is showing a very small improvement in the percentage of BME staff who are employed by the Trust. The positive change is from 5.4% BME staff in 2018 to 5.5% BME staff in 2019. The increase has mainly been in the Black or Black British-African and within several of the Asian Categories.

The population in Yorkshire and Humber, according to the 2011 census, was 88.8% white (including white British/Irish/other). Therefore the BME population across Yorkshire and Humber is 11.2%. <https://countrydigest.org/population-of-yorkshire/>.

Breakdown of Staff Ethnicity

Ethnicity	No. and % of Employees 2018		No. and % of Employees 2019	
White - British	5357	93.38%	5431	92.79%
White - Irish	20	0.35%	23	0.39%
White - Any other White background	38	0.66%	38	0.65%
White Unspecified	1	0.02%	1	0.02%
White English	-		3	0.05%
White Welsh	1	0.02%	1	0.02%
White Scottish	1	0.02%	-	-
White Polish	4	0.07%	5	0.09%
White ex-USSR	-	-	1	0.02%
White Croatian	-	-	1	0.02%
White Mixed	4	0.07%	8	0.14%
White Other European	2	0.03%	2	0.03%
Mixed - White & Black Caribbean	15	0.26%	16	0.27%
Mixed - White & Black African	3	0.05%	2	0.03%
Mixed - White & Asian	9	0.16%	9	0.15%

Ethnicity	No. and % of Employees 2018		No. and % of Employees 2019	
Mixed - Any other mixed background	8	0.14%	8	0.14%
Mixed - Other/Unspecified	-	-	1	0.02%
Asian or Asian British - Indian	34	0.59%	35	0.60%
Asian or Asian British - Pakistani	154	2.68%	160	2.73%
Asian or Asian British - Bangladeshi	4	0.07%	6	0.10%
Asian or Asian British - Any other Asian background	8	0.14%	11	0.19%
Asian Sri Lankan	-	-	1	0.02%
Asian Kashmiri	1	0.02%	-	-
Asian British	6	0.10%	7	0.12%
Black or Black British - Caribbean	18	0.31%	17	0.29%
Black or Black British - African	15	0.26%	27	0.46%
Black or Black British - Any other Black background	6	0.10%	3	0.05%
Black Nigerian	1	0.02%	2	0.03%
Black unspecified	1	0.02%	-	-
Chinese	4	0.07%	4	0.07%
Any Other Ethnic Group	12	0.21%	13	0.22%
Other Specified	-	-	1	0.02%
Undefined	-	-	7	0.12%
Not Stated	10	0.17%	9	0.15%
Grand Total	5737	100%	5853	100.00%

What we're doing:

- The Trust has refreshed and published its Workforce Race Equality Standard (WRES) data and accompanying Action Plan for 2019/20. The plan is led by the Trust's WRES expert, who is both the chair the YAS BME Staff Network and the National Ambulance BME Staff Forum.
- The Trust has trained a number of BME staff from the BME Staff Network to enable them to observe/participate in recruitment and selection for roles of Band 6 and above. This will increase the diversity of recruitment panels.
- We have updated our recruitment and selection training, ensuring that the key requirements of the Equality Act are weaved into the training with emphasis on "Unconscious Bias". This aims to improve manager's confidence and understanding regarding the legal and business case for diversity and inclusion.
- We have developed a recruitment guide to help make sure that issues of equality, diversity and inclusion are always considered by recruiters involved in the selection of new employees; for existing employees seeking employment opportunities and for volunteers.
- We continue to have targeted recruitment and selection events across the Yorkshire Region, with two events recently delivered in Bradford and Leeds.

- The Trust’s senior managers’ continue to support the BME Staff Network, which is part of the Trust’s governance and decision making process and where it can influence the advancement of race equality.
- Existing BME staff are encouraged and supported to attend and participate on the National NHS Leadership Academy’s development programmes “Step-up” and “Ready Now”.

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. The table below is still showing a disproportionately small percentage of BME staff being employed as Paramedics (Allied Health Professionals) 3% or Emergency Care Assistants (Additional Clinical Services) 6.25%. 100% of Medical and Dental staff are white.

Professional Group	White	BME	Unknown	White %	BME %	Unknown %
Add Prof Scientific and Technical	10	8	0	55.56%	44.44%	0.00%
Additional Clinical Services	2976	199	11	93.41%	6.25%	0.35%
Administrative and Clerical	744	47	1	93.94%	5.93%	0.13%
Allied Health Professionals	1453	45	4	96.74%	3.00%	0.27%
Estates and Ancillary	231	8	0	96.65%	3.35%	0.00%
Medical and Dental	6	0	0	100.00%	0.00%	0.00%
Nursing and Midwifery Registered	94	16	0	85.45%	14.55%	0.00%
Grand Total	5514	323	16	94.21%	5.52%	0.27%

Staff Profile: Age

The table below provides a breakdown of our workforce across twelve different age bands. This information is useful for succession planning and developing support structures for example, staff in the upper age groups. The Trust currently employs 86 staff aged 66 years and over, 17 of whom are 71 years and older. Interestingly, this is significantly fewer than last year when there were 179 staff aged 66 and over including 58 in the 71 and over age range. In contrast younger age groups from 16-20 through to 31-35 years have seen an increase in numbers, particularly the 26-30 age group, which has risen by 119 people since 2018.

Age	No. and % of Employees 2018		No. and % of Employees 2019	
16-20	160	2.79%	174	2.97%
21-25	549	9.57%	611	10.44%
26-30	685	11.94%	804	13.74%
31-35	587	10.23%	656	11.21%
36-40	619	10.79%	599	10.23%
41-45	769	13.40%	744	12.71%
46-50	761	13.26%	757	12.93%

Age	No. and % of Employees 2018		No. and % of Employees 2019	
51-55	675	11.77%	709	12.11%
56-60	466	8.12%	447	7.64%
61-65	287	5.00%	266	4.54%
66-70	121	2.11%	69	1.18%
71 & above	58	1.01%	17	0.29%
Grand Total	5737	100%	5853	100%

Staff: Age by Professional Group, by Headcount

The table below shows the breakdown of age ranges within each of the seven professional groups. This highlights, for example, that the Trust employs a higher number of people in the upper age ranges in the Estates and Ancillary group i.e. 139 staff in the age ranges between 51-55 through to 71 years and older, which accounts for over half (58%) of that professional category and suggests that some succession planning may be required here.

Of the 174 young staff employed by the Trust, i.e. 20 years and under, 159 (91%) are in the Additional Clinical Services group.

Professional Group	16 -20	21 - 25	26 - 30	31 - 35	36 - 40	41- 45	46- 50	51- 55	56- 60	61- 65	66- 70	71+	Grand Total
Add Prof Scientific and Technical	0	0	2	7	5	2	1	1	0	0	0	0	18
Additional Clinical Services	159	492	563	362	248	329	316	315	226	136	32	8	3186
Administrative and Clerical	13	46	88	80	90	109	111	116	73	47	16	3	792
Allied Health Professionals	2	70	135	184	226	258	276	204	94	41	12	0	1502
Estates and Ancillary	0	3	9	15	17	23	33	45	44	35	9	6	239
Medical and Dental	0	0	0	0	0	3	2	1	0	0	0	0	6
Nursing & Midwifery Registered	0	0	7	8	13	20	18	27	10	7	0	0	110
Grand Total	174	611	804	656	599	744	757	709	447	266	69	17	5853

What we're doing:

- Developing and implementing an integrated workforce model for clinical and non-clinical roles to support the delivery of national, regional and local health care objectives.
- Further plans are underway to do targeted engagement with schools and colleges.
- Identifying innovative recruitment and retention solutions to make roles more attractive, especially hard-to-fill and specialist roles.
- Working with staff and communities to develop YAS as an employer of choice and a great place to work.

Staff: Sexual Orientation

The table below shows the breakdown of the Trust's workforce in the context of sexual orientation. Heterosexual staff is the largest group in terms of sexual orientation at 4379 (74.82%) of all staff. 235 (4%) of staff identified themselves within the broad term of LGBT (Lesbian, Gay, Bi-Sexual and Transgender). This is higher than for the previous year (2019) when 210 (3.66%) staff identified as LGBT. 1239 (21.17%), nearly a quarter of staff did not disclose their sexual orientation.

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	No. and % of Employees 2018		No. and % of Employees 2019	
Heterosexual	4202	73.24%	4379	74.82%
LGBT	210	3.66%	235	4.02%
Not Stated/not known	1325	23.09%	1239	21.17%
Total	5737	100%	5853	100%

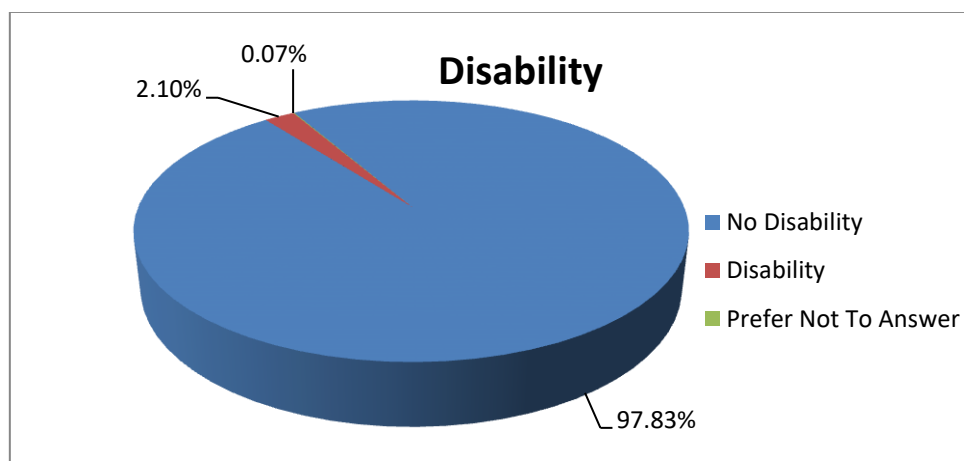
What we're doing:

- We continue to celebrate Pride events across the region.
- Our LGBT Staff Network continues to meet regularly. They have been instrumental in developing a range of materials and documentation to support LGBT equality with staff and patients.
- The Trust is encouraging staff to update their employee profiles, including diversity information on Electronic Staff Record (ESR) system, a self-service portal for staff. 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 and appointees.

Staff: Disability

The table below shows that in 2019, 123 staff (2.10%) declared that they have a disability or long term health condition, slightly more than last year when 120 (2%) staff declared. This figure is considered to be relatively low for an organisation the size of Yorkshire Ambulance Service. The NHS Staff Survey 2018 illustrated that 22% of the respondents declared having a physical/mental health condition. This suggests that staff do not feel confident about identifying a disability, long term health or mental health condition other than through an anonymous survey. More needs to be done to reassure staff that declaration will not negatively impact on their employment; the Trust offers reasonable adjustments to our disabled staff.

	No. and % of Employees 2018		No. and % of Employees 2019	
No Disability	5612	97.82%	5726	97.83%
Prefer Not To Answer	5	0.09%	4	0.07%
Disability	120	2.09%	123	2.10%
Grand Total	5737	100%	5853	100%



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	18	0	0	18
Additional Clinical Services	3119	4	63	3186
Administrative and Clerical	769	0	23	792
Allied Health Professionals	1472	0	30	1502
Estates and Ancillary	236	0	3	239
Medical and Dental	6	0	0	6
Nursing and Midwifery Registered	106	0	4	110
Total	5726	4	123	5853

The table shows that 63 members of staff who work in the Additional Clinical Services Professional Group (which includes Emergency Care Assistants) have declared that they have a disability. This type of information is helpful with our understanding where support might be needed in the workplace.

What we're doing:

- The Trust is making steady progress with the Workforce Disability Equality Standard (WDES). The WDES came into force in April 2019 and is a set of ten specific measures (metrics) that will enable the Trust to compare the experiences of Disabled staff and non-disabled staff. A dedicated disability equality action plan has been developed, and published, as part of the Trust's contractual requirements.
- The Trust promotes making reasonable adjustments for staff.
- The Trust's senior managers actively support the Disability Staff Network, which provides peer to peer support, and is part of the Trust's governance and decision

making process, where they can influence the development of disability equality across the Trust.

- The Trust is a Disability Confident Employer and has achieved level 2. Disability Confident is a Government scheme designed to encourage employers to recruit and retain disabled people and those with health conditions.
- The Trust is developing dyslexia guidance for managers to support staff with dyslexia.

Staff: Religion and Belief

The table below provides a breakdown of the religion and belief status of the Trust's workforce. 2605 people (44.51%) of the workforce declared their religion and belief to be aligned with Christianity, with 1670 (28.53%) of staff not wishing to disclose their religion and belief status.

Religion / Belief	No. and % of Employees 2018		No. and % of Employees 2019	
Atheism	788	13.74%	897	15.33%
Buddhism	13	0.23%	15	0.26%
Christianity	2625	45.76%	2605	44.51%
Hinduism	11	0.19%	10	0.17%
I do not wish to disclose my religion/belief	1727	30.10%	1670	28.53%
Islam	168	2.93%	185	3.16%
Judaism	4	0.07%	4	0.07%
Other	324	5.65%	346	5.91%
Sikhism	8	0.14%	9	0.15%
Undefined	69	1.20%	112	1.91%
Total	5737	100%	5853	100%

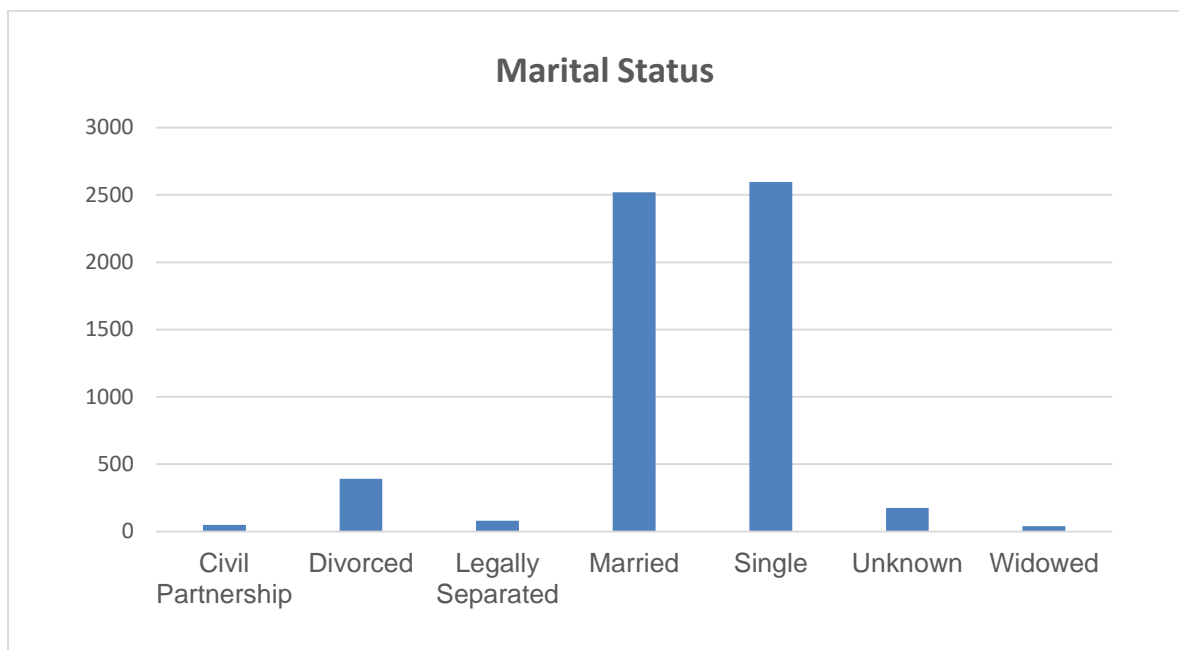
What we're doing:

- The Trust continues to mark World Religion Day which is designed to bring all faiths together to increase cross-cultural understanding and to strengthen mutual respect.
- We now have a dedicated prayer/contemplation room for staff to use at Wakefield Head Quarters.
- A Diversity Calendar developed and published each month so that all key diversity dates are celebrated and acknowledged across the Trust.
- We are in early discussions regarding the development of a chaplaincy service.

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 2568.

Marital Status	No. and % of Employees 2018		No. and % of Employees 2019	
Single	2410	42.00%	2595	44.34%
Married	2612	45.52%	2519	43.04%
Civil Partnership	40	0.69%	49	0.84%
Divorced	383	6.67%	392	6.70%
Widowed	49	0.85%	41	0.70%
Unknown	164	2.85%	176	3.01%
Legally Separated	79	1.37%	81	1.38%
Grand Total	5737	100%	5853	100.00%



What we're doing:

- The Trust is creative in its approach to employment in order to attract and retain staff that are looking for flexibility to meet their work/life balance.

For further information about this report, please contact the Diversity and Inclusion Unit at yas.equality@nhs.net