



MEETING TITLE Trust Board in Public		MEETING DATE 27/07/2021		
TITLE of PAPER	Workforce Diversity Profile 2021	PAPER REF	TB21.037	
KEY PRIORITIES	Attract, develop, and retain a highly skilled, engaged and diverse workforce			
PURPOSE OF THE PAPER	This paper sets out the Workforce Profile of the Trust with a snapshot of the workforce data as of 31 st March 2021, but includes data from 2019, 2020 and 2021 to provide comparison.			
For Approval	<input type="checkbox"/>	For Assurance	<input checked="" type="checkbox"/>	
For Decision	<input type="checkbox"/>	Discussion/Information	<input checked="" type="checkbox"/>	
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DISCUSSED AT / INFORMED BY – Diversity and Inclusion Steering Group - 24 th June 2021 Trust Management Group – 21 st July 2021				
PREVIOUSLY AGREED AT:		Committee/Group:	Date:	
RECOMMENDATION(S)		It is recommended that the Trust Board: 1. Note the contents of this report. 2. Support the next steps and action plan. 3. Agree to receive updates on the progress and actions. 4. Approve the report to be published on the Trust's website.		
RISK ASSESSMENT			Yes	No
Corporate Risk Register and/or Board Assurance Framework amended <i>If 'Yes' – expand in Section 4. / attached paper</i>			<input type="checkbox"/>	<input checked="" type="checkbox"/>
Equality Impact Assessment <i>If 'Yes' – expand in Section 2. / attached paper</i>			<input type="checkbox"/>	<input checked="" type="checkbox"/>
Resource Implications (Financial, Workforce, other - specify) <i>If 'Yes' – expand in Section 2. / attached paper</i>			<input type="checkbox"/>	<input checked="" type="checkbox"/>
Legal implications/Regulatory requirements <i>If 'Yes' – expand in Section 2. / attached paper</i>			<input checked="" type="checkbox"/>	<input type="checkbox"/>
ASSURANCE/COMPLIANCE				
Care Quality Commission Choose a DOMAIN(s)		5: Well led		
NHSI Single Oversight Framework Choose a THEME(s)		6. Leadership & Improvement Capability (Well-Led)		

Workforce Profile Report 2021

1. PURPOSE/AIM

The purpose of this paper is to introduce the Trust's Workforce Diversity Report and to seek approval to publish this information on the Trust's website in line with the Trust's legal requirements.

2. BACKGROUND/CONTEXT

2.1 Under Section 149 of the Equality Act 2010 (the Public Sector Equality Duty (PSED) and the Equality Act 2010 (Specific Duties) Regulations 2011, the Trust is required to publish equality related information to demonstrate our compliance with the general equality duty.

2.2 Our workforce equality and diversity data forms part of the information we collate, monitor, and publish to help us ensure that equality considerations are embedded within our employment policies and practices, and that they meet our responsibilities under the general duty.

2.3 The Trust is committed to the delivery the "People Strategy" 2018-2023. The People Strategy is specifically aligned to the ambitions and priorities of the Trust's Strategy and was 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 development of our workforce diversity profile data supports this objective.

2.4 Collecting reliable and up to date statistical information on equality enables the Trust to:

- Understand our staff profile better.
- Assess and improve our performance.
- Identify barriers and address any inequalities.
- Benchmark against other comparable institutions
- Promote equality of opportunity.
- Fulfil our duties under the legislation.

3. YAS WORKFORCE PROFILE

3.1 The report attached in Appendix 1, provides a snapshot 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 2021. We are sharing this information to comply with the Public Sector Equality Duty, which requires the Trust to publish information relating to persons who share a relevant protected characteristic.

3.2 The 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.

3.3 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 regarding gender re-assignment is so small that this could identify staff and therefore has not been included. The data relates to staff who are directly employed by the Trust.

3.4 In summary, the report highlights:

- Total number of staff as of 31 March 2021 was 6805.
- 53% of our workforce are female.
- 6.3% of our workforce are from a BME background. This is a slight increase on our representation in the last 12 months, but still indicates there is much improvement to be made to be representative of the communities we serve. The Yorkshire and Humber Region has a BME community that is 10.99% of the population.
- 3.14% of staff shared that they have a disability or long-term health condition. However, this is significantly less than the results of the 2020 NHS Staff Survey, which reported that 24.2% of the respondents consider themselves to have a long-term health condition or illness.
- On average over 15% of staff do not currently wish to disclose their sexual orientation and 25% do not currently wish to disclose religion and belief.
- Over 99% of staff disclose their race and/or ethnicity.

4. SUMMARY AND NEXT STEPS

4.1 As a Trust we recognise from our workforce data that more needs to be done to make sure that all staff feel included and are happy to work for the Trust. Our ambition is that every member of staff can bring their true selves to work, each and every day. Our work on the Culture Review has enabled us to start to triangulate various sources of data to establish any areas of the Trust where any member of staff may not be experiencing a compassionate or inclusive culture. A targeted approach will focus on hot spots and areas of good practice.

4.2 Our WRES data indicates that the majority of staff from a BME background are employed in the lower AFC Bands. The Trust's target is to increase the percentage of BME staff in band 7 posts and above, as well as increasing the overall representation across the Trust closer to 12% by 2023. This figure would bring us more in line with the diverse makeup of the Yorkshire and Humber Region as a whole. Our Leadership in Action programme, designed around Core Leadership Coaching Principles will support our aims.

4.3 The Trust is overhauling our Recruitment and Selection processes, ensuring inclusive recruitment practices are adopted across the Trust. There is a clear action plan to underpin the agreed objectives. To support our aim as being an

anchor organisation, our pilot with the Princes Trust, as part of our *Get Started with the Ambulance Service* programme has been a great success. Feedback from the event participants, and the Prince's Trust has been outstanding, with the Prince's Trust keen to share the template in other parts of the country.

- 4.4 We want to improve sharing rates of personal information across all protected characteristics belonging to individuals in the Trust. Our Diversity Census will ensure we are able to capture accurate employee data that helps the Trust work towards an inclusive environment and implement support / provide reasonable adjustments where appropriate.
- 4.5 Our workforce data will also be used to plan for reasonable adjustments, recruitment and retention and other strategies to drive organisational change and transformation.
- 4.6 The Freedom to Speak Up process and Guardians, as well as initiatives such as Say Yes to Respect and our model for Allyship are helping the Trust to create a culture of speaking up, to provide support for all our staff to raise any concerns about bullying and harassment, unsafe working conditions and patient safety. We need to further develop and embed this work alongside additional tailored and targeted interventions.
- 4.8 As part of the Trust's Board-approved Talent Development concept, processes have been established to ensure potential talent is identified across the Trust, across roles and geographies, and encompassing the broad diversity of staff. The Trust is continuously committed to providing additional support to staff from underrepresented groups – such as BAME or LGBTQ+ – to allow for a “level playing field” for all staff.

5 RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report.
2. Support the next steps and actions set.
3. Agree to receive annual updates of our workforce data including the progress of our proposed actions.
4. Approve the report to be published on the Trust's website.

6 APPENDICES

Appendix 1 – Workforce Profile Report



Workforce Profile Report

Data as at 31st March 2021

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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 to create a workplace culture that we all value.

The Trust is committed to the delivery the “People Strategy” 2018-2023. The People Strategy is specifically aligned to the ambitions and priorities of the Trust’s overall Strategy, and it was 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, behavioral framework and People Strategy objectives.

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 snapshot 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 2021.

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:



The Public Sector Equality Duty (PSED)

The Equality Act 2010 introduced the Public Sector Equality Duty (PSED) in 2011. It has two parts:

The General Equality Duty (GED)

The Equality Act places a general duty on public sector bodies and requires them to have “due regard” to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act
- Advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it
- Foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

The PSED applies to the “exercise of functions” by the Trust and includes decision making, policy development, functions and services provided by the Trust and others on our behalf.

The Specific Duty

In addition to the General Duty, the PSED sets out requirements for the public sector to:

- Publish relevant, proportionate information demonstrating their compliance with the Equality Duty.
- To set specific, measurable equality objectives

Yorkshire Ambulance Service (YAS) Trust publishes data on an annual basis to show a breakdown of the characteristics of who works for the Trust. We have also established equality objectives in our [Diversity and Inclusion Action Plan 2020/22](#), which are monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly basis and Strategic Workforce Group on a quarterly basis, and through the Trust Management Group, Quality Committee and Trust Board for end of year assessment and evaluation. The Action Plan is also published on our website along with our [Diversity and Inclusion Policy Statement](#).

YAS uses equality impact assessment methodology to ensure our policies and practices etc. do not adversely impact on patients and staff.

Equality Monitoring Information

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

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 6805 staff on 31 March 2021. This is a headcount figure which includes student paramedics along with part-time staff and equates to 5200 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. There has been some fluctuation of staff employed as managers over this period. The number of apprentices that the Trust employed more than doubled between 2018 and 2019 – which is positive in terms of pathways into employment that YAS have facilitated. The slight dip in the figure for 2020 was probably due to the limitations that have been caused by the Covid-19 pandemic. A&E Operations once again saw the largest increase in staff from 2908 in 2018 to 3743 in 2021.

Workforce Levels (2019-2021)

Staff Category	31 March 2019		31 March 2020		31 March 2021	
	Headcount	WTE	Headcount	WTE	Headcount	WTE
A&E Operations	2973	2302	3528	2686	3743	2841
PTS*	654	541	700	578	757	618
EOC**/NHS 111	1016	754	1067	781	1214	880
Support Staff	677	579	787	628	883	658
Management	205	195	220	210	201	195
***Apprentices	328	328	281	281	282	282
Total	5853	4699	6308	4888	6805	5200

*Patient Transport Service

**Emergency Operations Centre

***The historical data for apprentices still needs to be validated for accuracy.

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 (2019-2021)

	No. and % of Employees 2019		No. and % of Employees 2020		No. and % of Employees 2021	
Male	2864	49%	3038	48%	3168	47%
Female	2989	51%	3270	52%	3637	53%
Total	5853	100%	6308	100%	6805	100%

The table above shows three years of data by gender. Since 2019, female staff have been in a slight majority. This is slightly higher than the Local Authority figures for Wakefield and the Yorkshire and Humber region as a whole.

Gender	YAS		Wakefield LA		West Yorkshire and The Humber	
Male	3168	46.55%	159,913	49.08%	2,598,078	49.17%
Female	3637	53.45%	165,924	50.92%	2,685,655	50.83%

Staff Gender by Professional Group 2021

Professional group	Female	Male	Total	Female %	Male %
Add Prof Scientific and Technical	9	5	14	64.29%	35.71%
Additional Clinical Services	2160	1565	3725	57.99%	42.01%
Administrative and Clerical	584	423	1007	57.99%	42.01%
Allied Health Professionals	677	952	1629	41.56%	58.44%
Estates and Ancillary	86	199	285	30.18%	69.82%
Medical and Dental	1	7	8	12.50%	87.50%
Nursing and Midwifery Registered	120	17	137	87.59%	12.41%
Total	3637	3168	6805	53.45%	46.55%

This section shows our workforce by profession by gender, which separates staff into seven professional groups and demonstrates that some job segregation still exists in traditional female/male roles. Women significantly outnumber men within the Nursing and Midwifery group at 120 (87.59%) compared to 17 (12.41%). The percentage of men in this role has increased by 1% in the last year. Men have remained in the majority within the Estates and Ancillary group 199 (69.82%) compared to women at 86 (30.18%). The percentage for females in this role has also increased by 1% in the last year.

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.

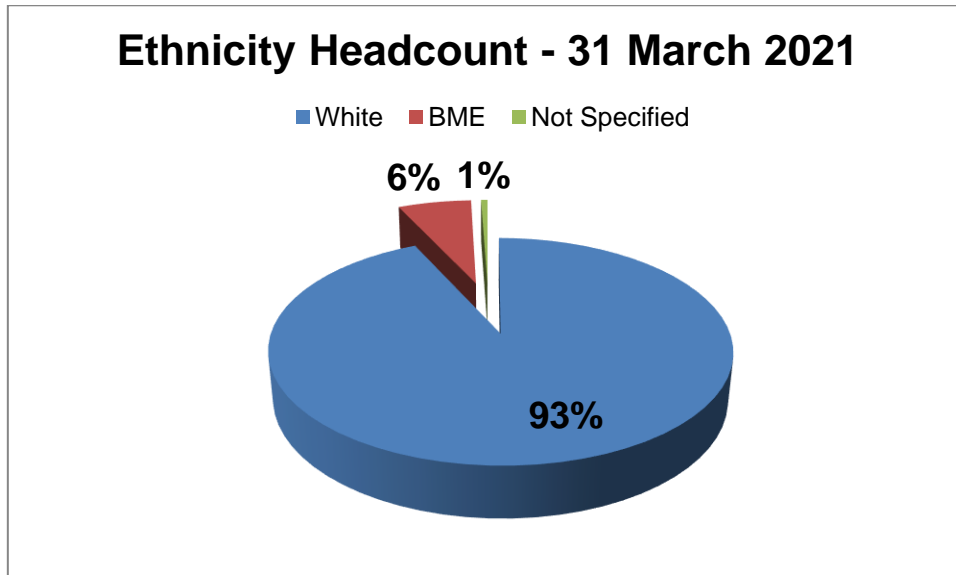
- Nursing and Midwifery includes – Nurses and Nursing Clinical Advisors

What we're doing:

- We utilise the National Terms and Conditions for NHS staff 'Agenda for Change' and regularly review our jobs to ensure they appropriately remunerate for the work. The National Terms and Conditions are well recognised as being an excellent example of equal pay for work of equal value.
- We publish annually, in line with our legal duty, Gender Pay Gap data showing how men and women's mean and median pay compares. Our results for 2020 show an improvement on the year before, narrowing the gap by 1.3%. However, whilst the disparity in pay exists, the need to embed equity in practice across the Trust remains. Many processes are still more favourable to men. An action plan has been developed which was agreed at TEG and approved at TMG on 31 March 2021 to address areas for improvement.
- The establishment of a Women and Allies staff network is planned. The network will join our existing staff networks for BME, Disability and LGBTQ+ employees.
- The Recruitment and Selection overhaul mandated by the NHS People Plan aims to address all areas of disparity. Some actions are specific to the use of gender-neutral language on recruitment adverts, and aim at attracting a diverse pool of applicants, and breaking down stereotypes of gender specific roles in the Trust.

Staff profile: Ethnicity 31 March 2021

The chart below shows that as of 31st March 2021, the Trust employed a total of 6805 members of staff. Of these staff, 430 (6.3%) were from a black and minority ethnic (BME) background. 6337 (93.1%) were of white origin, and 38 (0.55%) members of staff chose not to state their ethnic origin.



The workforce data is showing a very small improvement in a percentage increase of BME staff who are employed by the Trust. In 2019, the Trust employed 5.5% of staff who were from BME communities. In 2020, this figure had risen to 5.97%, and then again, a slight rise in 2021 to 6.3%. The increase over the last two years has been evident in the mixed White and Asian and British Pakistani categories.

YAS Trust Head Quarters is based in Wakefield, where the population of the Local Authority of Wakefield is 95.4% White British and has a BME population of 5.1%. The population in the Yorkshire and Humber Region is 88.8% White British, and 10.99% BME.

The local area comparison data has been provided by NHS Employers using datasets from the Office for National Statistics, National Online Manpower Information System, and the 2011 census <http://www.nhsemployers.org/your-workforce/plan/recruiting-from-your-community/measuring-up-your-community-and-your-workforce>

As the workforce in YAS covers a large geographical area, when we compare our workforce to the population of the Yorkshire and Humber Region, the community that we serve, it is evident that we are remain unrepresentative of our communities.

Breakdown of Staff Ethnicity

Ethnicity	No. and % of Employees 2020		No. and % of Employees 2021	
White - British	5770	91.47%	6232	91.58%
White - Irish	25	0.40%	28	0.41%
White - Any other White background	38	0.60%	45	0.66%
White Unspecified	<5	0.02%	-	-
White English	6	0.10%	7	0.10%
White Scottish	<5	0.02%	<5	0.01%
White Welsh	<5	0.05%	<5	0.04%
White Cypriot (non specific)	<5	0.02%	<5	0.01%
White Greek Cypriot	-	-	<5	0.01%
White Polish	11	0.17%	9	0.13%
White Croatian	<5	0.02%	<5	0.01%
White Mixed	6	0.10%	5	0.07%
White Other European	6	0.10%	<5	0.06%
Mixed - White & Black Caribbean	23	0.36%	26	0.38%
Mixed - White & Black African	<5	0.06%	6	0.09%
Mixed - White & Asian	13	0.21%	23	0.34%
Mixed - Any other mixed background	9	0.14%	12	0.18%
Mixed - Black & White	<5	0.02%	-	-
Mixed - Chinese & White	-	-	<5	0.03%
Mixed - Other/Unspecified	<5	0.02%	<5	0.01%
Asian or Asian British - Indian	42	0.67%	44	0.65%
Asian or Asian British - Pakistani	189	3.00%	207	3.04%
Asian or Asian British - Bangladeshi	5	0.08%	5	0.07%
Asian or Asian British - Any other Asian background	9	0.14%	12	0.18%
Asian Sri Lankan	<5	0.02%	<5	0.01%
Asian British	7	0.11%	7	0.10%
Asian Tamil	-	-	<5	0.01%
Black or Black British - Caribbean	19	0.30%	22	0.32%
Black or Black British - African	31	0.49%	36	0.53%
Black or Black British - Any other Black background	<5	0.06%	6	0.09%
Black Nigerian	<5	0.02%	<5	0.01%
Black British	<5	0.02%	<5	0.01%
Black Unspecified	-	-	<5	0.01%
Chinese	6	0.10%	6	0.09%
Any Other Ethnic Group	10	0.16%	9	0.13%
Other Specified	<5	0.02%	<5	0.01%
Not Stated	15	0.24%	8	0.12%
(blank)	47	0.75%	30	0.44%
Total	6308	100%	6805	100%

Our Workforce Race Equality Standard (WRES) data indicates that on average, BME staff experience more harassment, bullying and abuse from staff, compared to staff from a white background. Please find our WRES data [here](#).

What we're doing:

- The Trust has refreshed and published its Workforce Race Equality Standard (WRES) data and accompanying [Action Plan for 2020/21](#). The plan is owned and led by the Trust's Diversity and Inclusion Team.
- 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. Refresher training is available to ensure their skills are kept up to date.
- We are overhauling our recruitment and selection practices to ensure they are inclusive.
- Partnership action planning with our local Integrated Care System partners; West Yorkshire and Harrogate has taken place which aims to close the inequalities gap in our recruitment and promotion pathway. Our action plans incorporate the 6 priority actions set out by the NHS People Plan. Our planning also aids to address our Race Disparity in our senior leadership roles.
- 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.
- COVID-19 has restricted our ability to undertake targeted recruitment and selection events, but virtual events are planned for the coming year.
- The Trust's senior managers continue to support our 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. Seven listening and engagement sessions took place during the first and second waves of the Covid-19 pandemic, and a further one is scheduled early in July 2021.
- Existing BME staff are encouraged and supported to attend and participate on the National NHS Leadership Academy's development programmes "Step-up", "Ready Now", and "BME Fellowship Programme."

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 some of the workforce racial disparities across the 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) 3.5% or Emergency Care Assistants (Additional Clinical Services) 7.25%. 100% of Medical and Dental staff are white.

Our data for this year shows a *slight* improvement, as in 2020 2.79% of BME staff were employed as Allied Health Professionals (an improvement of 0.7%), and 6.8% of BME staff were employed as Additional Clinical Services (an improvement of 0.45%).

	31 March 2021					
Professional Group	White	BME	Unknown	White %	BME %	Unknown %
Add Prof Scientific and Technical	9	5	-	64.29%	35.71%	0.00%
Additional Clinical Services	3449	270	6	92.59%	7.25%	0.16%
Administrative and Clerical	944	63	-	93.74%	6.26%	0.00%
Allied Health Professionals	1570	57	<5	96.38%	3.50%	0.12%
Estates and Ancillary	270	15	-	94.74%	5.26%	0.00%
Medical and Dental	8	-	-	100.00%	0.00%	0.00%
Nursing and Midwifery Registered	117	20	-	85.40%	14.60%	0.00%
Total	6367	430	8	93.56%	6.32%	0.12%

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, especially for staff in the upper age bands. The Trust currently employs 86 staff aged 66 years and over, 19 of whom are 71 years and older. As expected, this figure has risen from 2019-2021 indicating that staff in the upper age bands remain with us until the point of retirement.

Younger age bands from 16-20 through to 31-35 years have also seen an increase in numbers, particularly the 21-25 age band, which has risen by 217 people since 2019. This is likely due to YAS attracting bigger cohorts of college / university leavers over the years.

However, the age band 41-45 has been on a downward trajectory since 2019. At that point, staff in that band made up 12.71% (744 staff) of the workforce, this figure decreased to 11.64% (735 staff) in 2020 and has reduced to 10.80% (735 staff) in 2021. Although the figures in the percentage this band seem to have reduced, the actual numbers have not notably declined. This is due to the numbers of staff in other age bands that have increased significantly – which is reflected in the percentages.

Age	No. and % of Employees 2019		No. and % of Employees 2020		No. and % of Employees 2021	
16-20	174	2.97%	204	3.23%	214	3.14%
21-25	611	10.44%	722	11.45%	828	12.17%
26-30	804	13.74%	883	14.00%	972	14.28%
31-35	656	11.21%	689	10.92%	793	11.65%
36-40	599	10.23%	629	9.97%	644	9.46%
41-45	744	12.71%	734	11.64%	735	10.80%
46-50	757	12.93%	789	12.51%	839	12.33%
51-55	709	12.11%	777	12.32%	775	11.39%
56-60	447	7.64%	494	7.83%	567	8.33%
61-65	266	4.54%	298	4.72%	333	4.89%
66-70	69	1.18%	70	1.11%	86	1.26%
71 & above	17	0.29%	18	0.29%	19	0.28%
Unspecified	0	0.00%	<5	0.02%	0	0.00%
Grand Total	5853	100%	6308	100%	6805	100%

Staff: Age by Professional Group, by Headcount – 31 March 2021

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 bands in the Estates and Ancillary group i.e., 123 staff in the age ranges between 51-55 through to 71 years and older, which accounts for almost half (43.1%) of that professional category and suggests that some succession planning may be required here.

Of the 214 young staff employed by the Trust, i.e., 20 years and under, 214 (94.3%) are in the Additional Clinical Services group. In 2020, this group employed 184 members of staff within this age band (91%) of that group were aged 16-20, which indicates that over time, YAS is continuing to attract younger employees / school leavers in this age band. This is

likely due to the work our Community Engagement team have been doing as well as the Academy recruitment events.

The staff cohort that makes up the Additional Clinical Services group (Emergency Care Assistants) is still the biggest portion of our staff, making up 54.7% of our workforce. In 2020 this group accounted for 55.2% of the workforce.

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				6	1	3	1	1	2				14
Additional Clinical Services	202	631	686	442	314	292	351	339	259	167	33	9	3725
Administrative and Clerical	10	63	103	90	112	136	156	132	102	71	29	<5	1007
Allied Health Professionals		129	167	228	180	254	270	227	126	37	10	<5	1629
Estates and Ancillary	<5	5	7	12	23	27	37	56	48	49	13	6	285
Medical and Dental						<5	<5	<5	<5				8
Nursing & Midwifery Registered			9	15	14	21	21	18	29	9	1		137
Total	214	828	972	793	644	735	839	775	567	333	86	19	6805

What we're doing:

- Targeted engagement with schools and colleges had started to take place but was then put on hold due to the pandemic. Plans are now underway to transfer these engagement events to a virtual platform.
- The first YAS / Prince's Trust collaboration, *Get Started with the Ambulance Service* course went live in March 2021. A week-long pilot course was run virtually with a variety of workshops on different aspects of the ambulance service, roles within the services and employability skills including the job application process and interview skills. The sessions also involved talks and questions and answer sessions involving staff from different areas of the Trust, including sharing their personal experiences and career paths into their roles. Students also took part in CPR sessions and were supported in starting their applications with NHS jobs. Feedback from the event participants, and the Prince's Trust has been outstanding, with the Prince's Trust keen to share the template in other parts of the country and we are planning to run more events in future.
- Our innovative 999 Aspire Programme was launched in January 2020. The programme, developed by our community engagement team, is a tri-service collaboration involving West Yorkshire Police (WYP) and West Yorkshire Fire and Rescue Service (WYFRS). The purpose of the programme is to address the issue of violent crime, particularly knife crime. It will also look at changing attitudes and perception of the emergency services, emergency first aid, police subjects such as police powers, community fire prevention and mental health resilience.

- Continued implementation of our Developing Inclusive Recruitment Practices Action Plan for 2020/22, to ensure our recruitment and selection solutions are innovative and we become an attractive as an employer of choice.

Staff: Sexual Orientation

The table below shows the breakdown of the Trust’s workforce in the context of sexual orientation. Heterosexual staff make up the largest group in terms of sexual orientation at 5342 (78.50%) of all staff. 349 (5.13%) of staff identified themselves within the broad term of LGBT (Lesbian, Gay, Bi-Sexual and Transgender). This is higher than for the previous year, as in 2020, 284 (4.50%) staff identified as LGBT, and in 2019 that figure was 235 (4.20%) staff who identified as LGBT.

Our response rate over time shows that there is a decrease in the percentage of staff who choose not to share details of their sexual orientation. This is hopefully an indication that year in year, more staff feel comfortable in being able to bring their true selves to work.

In 2019 when 210 (3.66%) staff identified as LGBT. 1239 (21.17%), nearly a quarter of staff did not share information about their sexual orientation. That figure reduced to 17.6% in 2020 and then again to 15.56% in 2021.

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 2019		No. and % of Employees 2020		No. and % of Employees 2021	
LGBT	235	4.02%	284	4.50%	349	5.13%
Heterosexual	4379	74.82%	4820	76.41%	5342	78.50%
Not stated (person asked but declined to provide a response)	1239	21.17%	1110	17.60%	1059	15.56%
Other sexual orientation not listed	-	-	<5	0.03%	5	0.07%
Undecided	-	-	<5	0.05%	7	0.10%
(blank)	-	-	89	1.41%	43	0.63%
Total	5853	100%	6308	100%	6805	100%

Sexual orientation	YAS		West Yorkshire and The Humber Region	
Heterosexual	5342	78.50%	4,035,000	94.92%
LGBT+	349	5.13%	62,000	1.46%
Unknown	1114	16.37%	154,000	3.62%

What we’re doing:

- Our Pride@YAS Staff Network continues to meet regularly and have been instrumental in developing a range of materials and documentation to support LGBT+ equality with staff and patients.

- We continue to celebrate and promote Pride events across the region, and our reach on social media has grown significantly in the last 18 months. Whilst there haven't been any physical events during the Covid-19 pandemic, there has been a positive move towards virtual events.
- All three of our Staff Networks work extremely closely and have a collaborative approach to initiatives such as becoming Diversity Champions and implementing a model of Allyship throughout the Trust.
- The Trust is encouraging staff to update their employee profiles, in particular, the diversity information on the Electronic Staff Record (ESR). This is a self-service portal for staff. Our Diversity Census will be launched during 2021, which aims to improve the quality of the workforce equality and diversity data, and subsequently make it easier to analyse trends, gaps, and disparity.

Staff: Disability

The table below shows that in 2021, 214 (3.14%) of staff shared that they have a disability or long-term health condition. This is a slight increase on 123 (2.10%) of staff in 2019, and 147 (2.33%) of staff in 2020 who shared they had a disability or long-term health-condition.

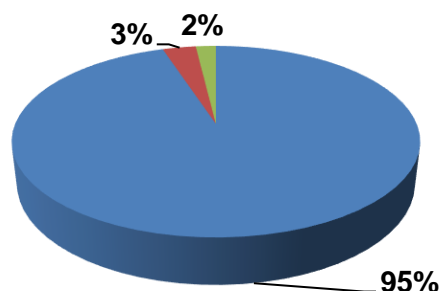
This figure is still considered to be relatively low for an organisation the size of the Yorkshire Ambulance Service. The results of the 2020 NHS Staff Survey illustrated that 24.2% of the respondents declared having a long-term health condition or illness. This suggests that staff do not feel confident about sharing with the Trust that they identify as having a disability, long term health or mental health condition other than through an anonymous survey.

In 2020, 21.3% of staff who completed the survey stated that they were living with a long-term health condition or illness. Whilst this figure has increased slightly, it still needs to be recognised that more needs to be done to reassure staff that sharing this information with the Trust will not negatively impact on their employment. Staff need to feel assured that the Trust will support individuals and provide reasonable adjustments to staff when needed.

	No. and % of Employees 2019		No. and % of Employees 2020		No. and % of Employees 2021	
No Disability	5726	97.83%	5993	95.01%	6461	94.94%
Not Declared	-	-	20	0.32%	24	0.35%
Prefer Not to Answer	<5	0.07%	<5	0.06%	<5	0.04%
Unspecified	-	-	144	2.28%	103	1.51%
Disability	123	2.10%	147	2.33%	214	3.14%
Total	5853	100%	6308	100%	6805	100%

Disability Profile - 31 March 2021

■ No Disability
 ■ Disability
 ■ Unspecified/Not Known



	YAS		Wakefield LA		West Yorkshire and The Humber Region	
Disabled	214	3.14%	36,939	11.34%	478,358	9.15%
Not Disabled	6,461	94.99%	34,962	10.73%	515,291	9.75%
Not Disclosed	24	0.35%	253,936	77.96%	4,290,084	81.19%
Unknown	103	1.51%	0	0%	0	0%

Disability by Professional Group as of 31 March 2021

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

Disability by Staff Group	No Disability	Not Declared	Prefer Not to Answer	Unspecified	Disability	Total
Add Prof Scientific and Technical	14	0	0	0	0	14
Additional Clinical Services	3521	22	<5	52	128	3725
Administrative and Clerical	960	0	0	16	31	1007
Allied Health Professionals	1556	0	0	33	40	1629
Estates and Ancillary	276	<5	<5	0	7	285
Medical and Dental	8	0	0	0		8
Nursing and Midwifery Registered	126	<5	0	<5	8	137
Total	6461	24	<5	103	214	6805

The table shows that 128 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 are 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 workforce 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 and has developed a Reasonable Adjustment Passport with supporting guidance. The passport is to be owned and updated by the individual staff member but can attach to their ESR record to prevent individuals from having to share the same information to different managers, should they move around the organisation. It will also allow them to take any equipment that has been provided to them to support in the role within the NHS community. The updated guidance will include support specifically for staff living with Dyslexia and other Neuro-diverse conditions.
- 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.
- We have support in place for staff with guidance provided to Access to Work, staff access to occupational health services, physiotherapy and counselling services.

Staff: Religion and Belief

The table below provides a breakdown of the religion and belief status of the Trust's workforce. 2938 people (43.2%) of the workforce declared their religion and belief to be aligned with Christianity, with 1661 (24.4%) of staff not wishing to disclose their religion and belief status.

Religion / Belief	No. and % of Employees 2019		No. and % of Employees 2020		No. and % of Employees 2021	
Atheism	897	15.33%	1094	17.34%	1384	20.3%
Buddhism	15	0.26%	18	0.29%	22	0.3%
Christianity	2605	44.51%	2746	43.53%	2938	43.2%
Hinduism	10	0.17%	11	0.17%	10	0.1%
I do not wish to disclose my religion/belief	1670	28.53%	1681	26.65%	1661	24.4%
Islam	185	3.16%	215	3.41%	244	3.6%
Judaism	<5	0.07%	3	0.05%	<5	0.1%
Other	346	5.91%	390	6.18%	473	7.0%
Sikhism	9	0.15%	11	0.17%	12	0.2%
Undefined	112	1.91%	139	2.20%	57	0.8%
Total	5853	100%	6308	100%	6805	100%

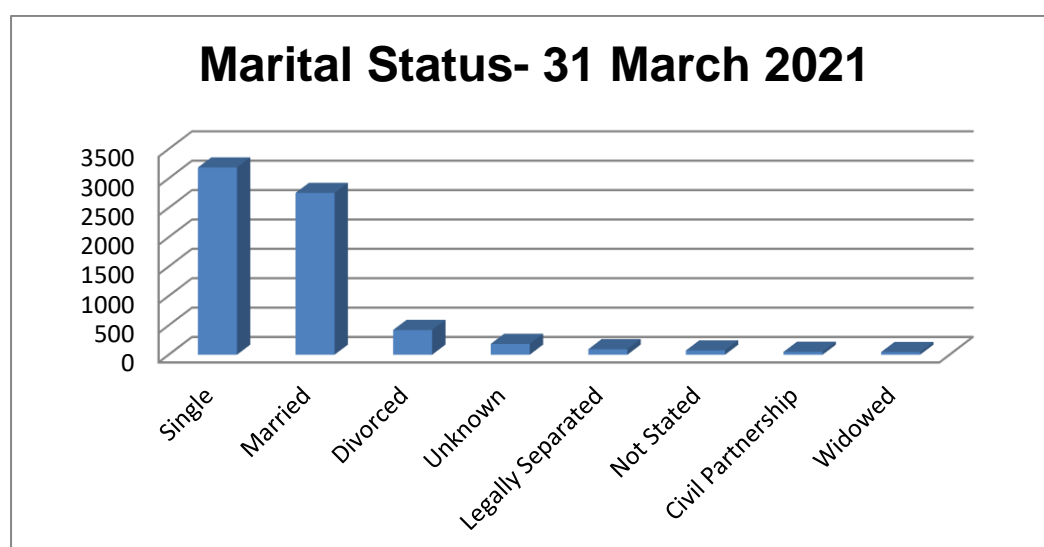
What we are doing:

- 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 have a dedicated prayer/contemplation room for staff to use at Wakefield Trust Head Quarters. There are also plans to include a similar space as part of refurbishment programme in the Bradford Ambulance station, which is home to larger diverse cohort of staff.
- A Diversity Calendar developed and published each month so that all key diversity dates are celebrated and acknowledged across the Trust.

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 2802, which equates to 41.1% of the workforce.

Marital Status	No. and % of Employees 2019		No. and % of Employees 2020		No. and % of Employees 2021	
	No.	%	No.	%	No.	%
Single	2595	44.34%	2855	45.26%	3186	46.82%
Married	2519	43.04%	2633	41.74%	2753	40.46%
Divorced	392	6.70%	406	6.44%	421	6.19%
Unknown	176	3.01%	165	2.62%	184	2.70%
Legally Separated	81	1.38%	84	1.33%	94	1.38%
Not Known	-	-	66	1.05%	73	1.07%
Civil Partnership	49	0.84%	58	0.92%	49	0.72%
Widowed	41	0.70%	41	0.65%	45	0.66%
Grand Total	5853	100%	6308	100%	6805	100%



What we are doing:

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

Summary

As a Trust we recognise from our workforce data that more needs to be done to make sure that all staff feel included and are happy to work for the Trust. Our ambition is that every member of staff can bring their true selves to work, each and every day.

Our WRES data indicates that most BAME staff are employed in the lower AFC Bands. The Trust's target is to increase the percentage of BME staff in band 7 posts and above, as well as increasing the overall representation across the Trust nearer to 12% by 2023. This figure would bring us more in line with the diverse makeup of the Yorkshire and Humber Region as a whole.

To make this possible, the Trust has launched a Leadership in Action Programme. The refreshed programme has been designed around the Core Leadership Coaching Principles.

Our work on the Culture Review has enabled us to triangulate various sources of data to establish any areas of the Trust where any member of staff may not be experiencing a compassionate or inclusive culture. A targeted approach will focus on hot spots and areas of good practice. The next steps for this piece of work are around agreeing indicators for a cultural dashboard to allow for on-going monitoring of data, using a clear framework for analysis and reporting. Work will also continue to gain a greater understanding of staff survey results and ability to provide meaningful responses to planned change.

The Trust is overhauling our Recruitment and Selection processes, ensuring inclusive recruitment practices are adopted across the Trust. There is a clear action plan that underpins the agreed resulting objectives over the overhaul.

We want to improve sharing rates of personal information across all protected characteristics belonging to individuals in the Trust. Our Diversity Census will ensure we are able to capture accurate employee data that helps the Trust work towards an inclusive environment and implement support / provide reasonable adjustments where appropriate.

This data will also be used to plan for reasonable adjustments, recruitment and retention and other strategies to drive organisational change and transformation.

The Freedom to Speak Up Guardian, as well as initiatives such as Say Yes to Respect and our model for Allyship are helping the Trust to create a culture of speaking up, to provide support for all our staff to raise any concerns about bullying and harassment, unsafe working conditions and patient safety.

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