



MEETING TITLE Trust Board in Public		MEETING DATE 26/07/2022	
TITLE of PAPER	Workforce Diversity Profile 2022	PAPER REF	TB22.033
KEY PRIORITIES	Attract, develop, and retain a highly skilled, engaged and diverse workforce		
PURPOSE OF THE PAPER	This paper sets out a snapshot of the Trust's Workforce Diversity data as at 31 st March 2022 and seeks approval to publish this information on the Trust's website in line with the Trust's legal requirements.		
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 - 21 June 2022 ; Trust Management Group – 20 July 2022 Joint Steering Group – 21 July 2022			
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. 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.		
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 2022

1. PURPOSE/AIM

This paper sets out a snapshot of the Trust's Workforce Diversity data as at 31st March 2022 and seeks 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 our "People Strategy" 2018-2023, which is specifically aligned to the ambitions and priorities of the Trust's Strategy. Its main purpose is to address the key people challenges identified to ensure 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 the diversity data we held about our workforce on 31 March 2022. 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 headcount of employed staff, as of 31 March 2022, was 7203; this includes our students, but not volunteers or bank staff.
- 55% of our workforce are female which is an increase of 2%; 53% in 2021.
- 6.92% of our workforce are from a diverse ethnic background. This has steadily increased over the last few years, but still indicates there is much improvement to be made to be representative of the communities we serve. The Yorkshire and Humber Region has 11.2% of people that come from a diverse ethnic background.
- 4.29% of staff shared they have a disability or long-term health condition. However, this is less than the results of the 2021 NHS National Staff Survey, of the 1890 of staff who completed the survey, over a third of staff indicated that they were living with a long-term health condition or illness i.e., around 8% of the Trust headcount.
- On average over 13.2% of staff do not currently wish to disclose their sexual orientation and 22.1% 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 increase our representation compared with the community we serve and that all staff feel included and are happy to work for the Trust. We have therefore, reviewed our Diversity and Inclusion Action Plan for this year to ensure that it is focused on our top priorities and supports our journey to becoming a fully diverse and inclusive Trust for everyone. This is being presented alongside this paper, but the following provides some highlights.

4.2 Our main ambition is for every member of staff to be able to bring their true selves to work, each and every day. However, we recognise our turnover has increased in recent years, particularly in our call centres, hence with soft intelligence, as well as triangulation of various data sources, telling us there are some cultural concerns, our targeted culture work is a priority.

4.3 One of the actions to improve our representation is the review/redesign of our Recruitment and Progression processes, ensuring they are inclusive with adoption across the Trust. In addition, to support our aim of being an anchor organisation, we continue to work with the Prince's Trust, and currently we are finalising our employability programme for unemployed young people which will be delivered in July 2022. This follows on from a successful project delivered in 2021, which led to two young people finding employment with YAS and a further seven people finding employment elsewhere.

- 4.4 We want to improve sharing rates of personal information across all protected characteristics belonging to individuals in the Trust. Our Diversity Census, launched in June 2022, aims to encourage our workforce to share their details on the Electronic Record System (ESR) so 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 The Freedom to Speak Up Guardian process, as well as initiatives such as Say Yes to Respect and our model for Allyship, aim to support the creation of a culture of speaking up, with provision of support 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.
- 4.6 We have developed a series of actions following feedback from Stonewall's Workforce Equality Index to ensure our working practices are fully inclusive of our colleagues from the LGBTQ+ community (including those with non-binary identities).
- 4.7 The Trust's commitment to providing additional support to staff from underrepresented groups remains and, as such, has four Staff Networks – BME Staff Network, Disability Support Network, Pride@YAS and Women and Allies. These networks are well respected and are key stakeholders in our diversity and inclusion agenda. We continue to support the leads of the groups with dedicated abstraction time who are key members of the Diversity and Inclusion Steering Group.
- 4.8 Our Diversity and Inclusion Steering Group, chaired by the Director of People & OD and supported by our Board Diversity Champion, continues to meet bi-monthly and is well attended by service leads and other key stakeholders. The progress on our action plan to support the above, is a key agenda item.

5. RECOMMENDATIONS

It is recommended that the Trust Board:

1. Note the contents of this report.
2. Support the next steps.
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 2022

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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 [YAS People Strategy 2018 - 2023](#). 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, disability, sex, gender reassignment, marriage or civil partnership, pregnancy and maternity, race, sexual orientation (fully inclusive of all LGBTQ+ communities including gender expression, gender identity and those with non-binary identities), religion or belief, 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 2022.

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 2022/23, which are monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly 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 or 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 7203 members of staff on 31 March 2022. This is a headcount figure which includes student paramedics along with part-time staff and equates to 5518 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.

Workforce Levels (2020-2022)

Staff Category	31 March 2020		31 March 2021		31 March 2022	
	Headcount	WTE	Headcount	WTE	Headcount	WTE
A&E Operations	3528	2686	3743	2841	4041	2998
PTS*	700	578	757	618	771	623
EOC**/NHS 111	1067	781	1214	880	1356	1004
Support Staff	787	628	883	658	809	677
Management	220	210	201	195	226	216
Apprentices ***	281	281	282	282	***	***
Total	6308	4888	6805	5200	7203	5518

*Patient Transport Service

**Emergency Operations Centre

*** The Trust has 461 staff who are undertaking apprenticeship programmes of study (7.8% of workforce) where the apprenticeship levy is utilised. These staff are undertaking substantive roles and hence are not shown separately in the data above.

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 (2020-2022)

Headcount and % of Employees						
	2020		2021		2022	
Male	3038	48%	3168	47%	3234	44.90%
Female	3270	52%	3637	53%	3969	55.10%
Total	6308	100%	6805	100%	7203	100%

The table above shows three years of data by gender. Since 2020, female staff have been in a slight majority which follows the trend for the Local Authority figures for Wakefield and the Yorkshire and Humber region as a whole.

Gender	Wakefield LA 2020*		West Yorkshire and The Humber 2020*	
Male	172,868	49.2%	2,728,685	49.4%
Female	178,724	50.8%	2,797,665	50.6%

* Data Source¹

Staff Gender by Professional Group 2022

Staff Group	Female	Male	Total	Female%	Male%
Add Prof Scientific and Technical	9	3	12	75.00%	25.00%
Additional Clinical Services	2399	1616	4015	59.75%	40.25%
Administrative and Clerical	579	367	946	61.21%	38.79%
Allied Health Professionals	782	1017	1799	43.47%	56.53%
Estates and Ancillary	90	201	291	30.93%	69.07%
Medical and Dental	<5	10	11	9.09%	90.91%
Nursing and Midwifery Registered	109	20	129	84.50%	15.50%
Total	3969	3234	7203	55.10%	44.90%

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 109 (84.5%) compared to 20 (15.5%). The percentage of men in this role has increased by 3% in the last year. Men have remained in the majority within the Estates and Ancillary group 201 (69%) compared to women at 90 (31%). 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

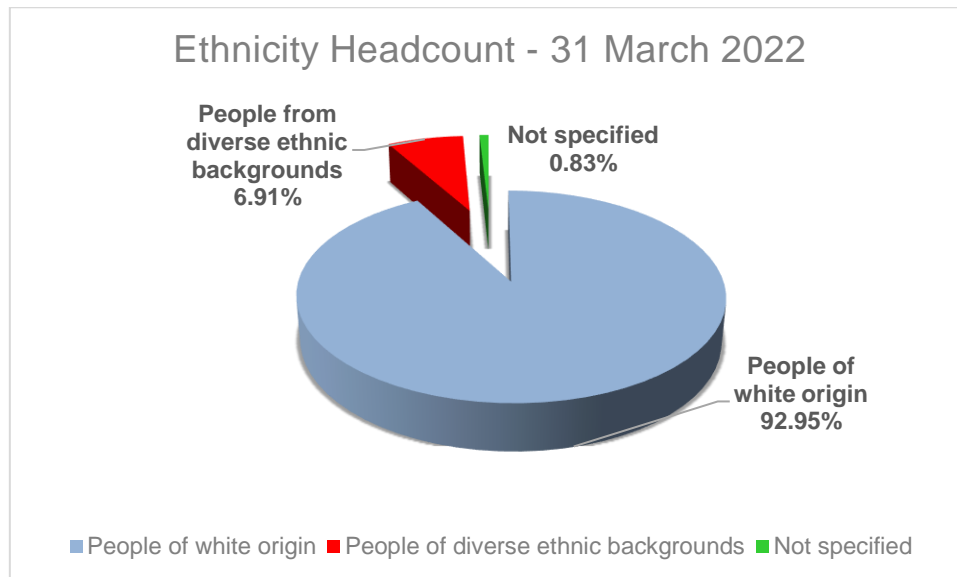
¹ [Population estimates for the UK, England and Wales, Scotland and Northern Ireland - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-demography/population/population-estimates-for-the-uk-england-and-wales-scotland-and-northern-ireland)

What we are doing:

- We continue to 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 as at 31 March 2021 show an increase on the year before, widening the gap by 2.95%; this is predominately explained by our workforce composition with more female staff being in Band 3 – 5 roles (39%). Whilst this 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](#) was approved at the Trust Management Group on 23 March 2022 to address areas for improvement. Details of our Gender Pay Gap as at 31 March 2021 can be found [here](#).
- The Women and Allies staff network was launched on International Women's Day – 8 March 2022 with a further event planned for the late summer of 2022. The network has a dedicated page on the Trust's intranet and a digital channel where members can share experience and knowledge, a growing number of staff are joining the network. The network joins our existing staff networks for BME, Disability and LGBTQ+ employees. The Trust also has a Carers Group, which is a support group for staff with unpaid caring responsibilities.
- The Inclusive Recruitment and Progression review 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. This work continues over the coming year.
- For a number of years, we have worked with Neesie, a charity supporting single mothers in Bradford, delivering free first aid training. We are now developing a programme with Neesie to support their service users to apply for jobs with YAS and with the wider NHS. Many of the women Neesie supports have been out of employment for some time or have never been in employment.

Staff profile: Ethnicity 31 March 2022

The chart below shows that as of 31st March 2022, the Trust employed a total of 7203 members of staff. Of these staff, 498 (6.91%) were from diverse ethnic backgrounds. 6645 (92.95%) were of white origin, and 60 (0.83%) members of staff chose not to state their ethnic origin.



The workforce data is showing a very small improvement in the percentage increase of staff from diverse ethnic backgrounds who are employed by the Trust. In 2020, the Trust employed 5.97% of staff who were from diverse ethnic backgrounds. In 2022, this figure had risen to 6.91%. The increase over the last two years has been evident in the Asian/Asian British Pakistani category.

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%². The population in the Yorkshire and Humber Region is 88.8% White British or White Other, and 11.2% from diverse ethnic backgrounds³.

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.

We are committed to ensuring the best experience we can for all our staff and to support areas of focus for our staff from diverse backgrounds, we have complied with our duty to report against the Workforce Race Equality Standard (WRES) since its inception in 2015. Please find our 2021 WRES data [here](#). Our WRES data for 2022 will be published in September 2022. We hope our work towards equity will encourage recruitment and retention to increase our workforce diversity to become representative of the community we serve.

² [Population profiles for local authorities in England - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

³ [Regional ethnic diversity - GOV.UK Ethnicity facts and figures \(ethnicity-facts-figures.service.gov.uk\)](https://ethnicity-facts-figures.service.gov.uk)

Breakdown of Staff Ethnicity

Ethnicity	Headcount and % of Employees			
	2021		2022	
A White - British	6232	91.58%	6524	90.57%
B White - Irish	28	0.41%	28	0.39%
C White - Any other White background	45	0.66%	57	0.79%
C3 White Unspecified	0	0.00%	<5	0.03%
CA White English	7	0.10%	7	0.10%
CB White Scottish	<5	0.01%	<5	0.03%
CC White Welsh	<5	0.04%	<5	0.04%
CE White Cypriot (non-specific)	<5	0.01%	<5	0.01%
CG White Greek Cypriot	<5	0.01%	<5	0.03%
CP White Polish	9	0.13%	7	0.10%
CU White Croatian	<5	0.01%	<5	0.01%
CX White Mixed	5	0.07%	5	0.07%
CY White Other European	<5	0.06%	6	0.08%
D Mixed - White & Black Caribbean	26	0.38%	32	0.44%
E Mixed - White & Black African	6	0.09%	7	0.10%
F Mixed - White & Asian	23	0.34%	21	0.29%
G Mixed - Any other mixed background	12	0.18%	16	0.22%
GC Mixed - Black & White	0	0.00%	<5	0.03%
GD Mixed - Chinese & White	<5	0.03%	<5	0.03%
GF Mixed - Other/Unspecified	<5	0.01%	<5	0.01%
H Asian or Asian British - Indian	44	0.65%	55	0.76%
J Asian or Asian British - Pakistani	207	3.04%	245	3.40%
K Asian or Asian British - Bangladeshi	5	0.07%	9	0.12%
L Asian or Asian British - Any other Asian background	12	0.18%	13	0.18%
LE Asian Sri Lankan	<5	0.01%	0	0.00%
LF Asian Tamil	<5	0.01%	0	0.00%
LH Asian British	0	0.00%	5	0.07%
LK Asian Unspecified	0	0.00%	<5	0.01%
LH Asian British	7	0.10%	0	0.00%
M Black or Black British - Caribbean	22	0.32%	24	0.33%
N Black or Black British - African	36	0.53%	36	0.50%
P Black or Black British - Any other Black background	6	0.09%	6	0.08%
PC Black Nigerian	<5	0.01%	<5	0.03%
PD Black British	<5	0.01%	<5	0.03%
PE Black Unspecified	<5	0.01%	<5	0.01%
R Chinese	6	0.09%	6	0.08%
S Any Other Ethnic Group	9	0.13%	10	0.14%
SC Filipino	0	0.00%	<5	0.01%
SE Other Specified	<5	0.01%	<5	0.01%
Z Not Stated	8	0.12%	9	0.12%
(blank)	30	0.44%	51	0.71%
Grand Total	6805	100.00%	7203	100.00%

What we are doing:

- The Trust has refreshed and published its Workforce Race Equality Standard (WRES) data and accompanying [Action Plan for 2020/22](#). The plan is owned and led by the Trust's Diversity and Inclusion Team.
- The Trust is undertaking a Cultural Review of the Trust and a working group has been established to take forward the actions from this. The group aims to ensure focus is given to areas where concern has been raised regarding inclusion. We are committed to ensuring all our staff have the best working experience regardless of their background.
- The Trust has trained a number of staff from diverse ethnic backgrounds to enable them to observe/participate in recruitment and selection for roles of Band 6 and above. The Trust intends to promote the use of diverse panels this coming year.
- We are continuing to review our recruitment and progression practices to ensure they are inclusive.
- 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.
- As Covid-19 restrictions have relaxed the Trust will once again engage with recruitment events particularly focusing on communities where we are currently under-represented.
- The Trust 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. The lead roles, from each of our staff networks, were given distinct abstraction to undertake work to support any issues raised by our staff.
- The Trust has piloted 'ReMedi' which is a Reverse mentoring programme with four members of the BME Staff Network and four members of the Board. Evaluation is currently taking place with a view to rolling out to a wider cross section of the workforce.

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 still shows a disproportionately small percentage of staff from diverse ethnic backgrounds being employed as Paramedics (Allied Health Professionals) 3.06% which is a decrease of 0.44% from 2021, our Emergency Care Assistants (Additional Clinical Services) 7.75% which is a slight increase of 0.50% from 2021. Although the headcount is small, 100% of Medical and Dental staff are of white origin.

Our data for this year shows an improvement in some roles for staff from diverse ethnic backgrounds including in administrative and clerical roles from 6.26% in 2021 to 8.35% in 2022 (an improvement of 2.09%), and 17.05% in nursing and midwifery roles compared to 14.60% in 2021 (an improvement of 2.45%).

31 March 2022							
Professional Group	White	BAME	Not Stated	Total	White	BAME	Not Stated
Add Prof Scientific and Technical	8	4		12	66.67%	33.33%	0.00%
Additional Clinical Services	3666	314	35	4015	91.31%	7.82%	0.87%
Administrative and Clerical	853	83	10	946	90.17%	8.77%	1.06%
Allied Health Professionals	1726	60	13	1799	95.94%	3.34%	0.72%
Estates and Ancillary	275	15	1	291	94.50%	5.15%	0.34%
Medical and Dental	10		1	11	90.91%	0.00%	9.09%
Nursing and Midwifery Registered	107	22		129	82.95%	17.05%	0.00%
Total	6645	498	60	7203	92.25%	6.91%	0.83%

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 110 staff aged 66 years and over, 22 of whom are 71 years and older. As expected, this figure has risen from 2020-2021 indicating that staff in the upper age bands remain with us until the point they choose to retire.

The younger age band from 16-20 has seen a slight decrease this year from 214 in 2021 to 200 in 2022 this could be explained by staff moving to the next age band. Age bands from 21-25 through to 71 and above have all seen an increase in numbers with the exception of age band 41-45 years which has seen a slight decrease from 735 in 2021 to 715 in 2022. The biggest increase was in age band 21-25 years which saw an increase of 145 from 828 in 2021 to 973 in 2022, followed by age band 31-35 years which saw an increase of 104 staff from 793 to 897 staff. This is likely due to YAS attracting bigger cohorts of college / university leavers over the years.

Headcount and % of Employees						
Age	2020		2021		2022	
16-20	204	3.23%	214	3.14%	200	2.78%
21-25	722	11.45%	828	12.17%	973	13.51%
26-30	883	14.00%	972	14.28%	1025	14.23%
31-35	689	10.92%	793	11.65%	897	12.45%
36-40	629	9.97%	644	9.46%	681	9.45%
41-45	734	11.64%	735	10.80%	715	9.93%
46-50	789	12.51%	839	12.33%	866	12.02%
51-55	777	12.32%	775	11.39%	817	11.34%
56-60	494	7.83%	567	8.33%	585	8.12%
61-65	298	4.72%	333	4.89%	334	4.64%
66-70	70	1.11%	86	1.26%	88	1.22%
71 & above	18	0.29%	19	0.28%	22	0.31%
Unspecified	<5	0.02%	0	0.00%	0	0.00%
Grand Total	6308	100%	6805	100%	7203	100%

Staff: Age by Professional Group, by Headcount – 31 March 2022

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., 181 staff in the age ranges between 51-55 through to 71 years and older, which accounts for over half (62.58%) of that professional category and suggests that some succession planning may be required here.

Of the 201 young staff employed by the Trust, i.e., 20 years and under, 197 (98.5%) are in the Additional Clinical Services group. This indicates that YAS is continuing to attract younger employees / school leavers into the Emergency Care Assistant role.

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+	Total
Add Prof Scientific and Technical	-	-	-	3	2	3	-	2	2	-	-	-	12
Additional Clinical Services	197	727	713	520	347	287	381	353	260	174	48	8	4015
Administrative and Clerical	<5	60	96	92	104	131	148	140	97	59	14	<5	946
Allied Health Professionals		183	203	259	190	253	272	231	146	49	9	<5	1799
Estates and Ancillary	<5	<5	6	13	22	23	42	63	51	45	15	7	291
Medical and Dental	-	-	-	<5	-	<5	<5	<5	-	<5	-	-	11
Nursing & Midwifery Registered	-	-	7	8	16	17	19	25	29	6	<5	-	129
Total	200	973	1025	897	681	715	866	817	585	334	88	22	7203

What we are doing:

- The Trust will recommence attending recruitment events, particularly reaching out to those communities who are under-represented at YAS.
- We are currently working with the Prince's Trust to finalise an employability programme for unemployed young people, to be delivered in July 2022. This follows on from a successful project delivered in 2021, which led to two young people finding employment with YAS and a further seven people finding employment elsewhere. The programme equips young people with core employability skills as well as practical support to guide them through the process of applying for a job with the Trust.
- Our original Aspire programme was a tri-service programme involving the Trust, West Yorkshire Police (WYP) and West Yorkshire Fire and Rescue Service (WYFRS) that aimed to change perceptions of emergency services among young people, raise aspirations and address violent crime. We are planning to run a revised Aspire programme in September 2022 in partnership with Humberside Police, targeted for young people attending a Pupil Referral Unit who have been identified as suitable for an aspiration raising programme.
- Continued implementation of our Developing Inclusive Recruitment Practices Action Plan, 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 5670 (78.72%) of all staff. 433 (5.82%) of staff identified themselves within the broad term of LGBTQ (Lesbian, Gay, Bi-Sexual, Trans, Questioning or other sexual orientation not listed). This is higher than for the previous year, as in 2021, 354 (5.20%) staff identified as LGBTQ+ or other sexual orientation not listed.

The number of staff choosing to share their sexual orientation has increased year on year which indicates that staff feel more confident in doing so and bringing their true selves to work. However, it should be noted that the number of blank records has increased from 43 to 139 meaning we still have work to do to ensure all of our staff feel comfortable in sharing their details. The diversity census we plan to launch this year will hopefully encourage more staff to share their equality information.

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

Sexual Orientation	Headcount and % of Employees					
	2020		2021		2022	
LGBTQ	284	4.50%	349	5.13%	419	5.82%
Heterosexual	4820	76.41%	5342	78.50%	5670	78.72%
Not stated (declined to provide a response)	1110	17.60%	1059	15.56%	954	13.24%
Other sexual orientation not listed (+)	<5	0.03%	5	0.07%	14	0.19%
Undecided	<5	0.05%	7	0.10%	7	0.10%
(blank)	89	1.41%	43	0.63%	139	1.93%
Total	6308	100%	6805	100%	7203	100.00%

Sexual orientation	YAS 2022		Yorkshire and The Humber Region - 2020 ⁴	
Heterosexual	5724	78.62%	4,077,000	93.00%
LGBTQ+	433	5.94%	137,000	3.15%
Unknown	1124	15.44%	169,000	3.85%

⁴ [Sexual orientation, UK - Office for National Statistics \(ons.gov.uk\)](https://ons.gov.uk)

Staff: Sexual Orientation

What we are doing:

- Our Pride@YAS Staff Network continues to engage with their members and have been instrumental in developing a range of materials and documentation to support LGBTQ+ equality with staff and patients. The lead roles, from each of our staff networks, were given distinct abstraction to undertake work to support any issues raised by our staff.
- We continue to celebrate and promote Pride events across the region and we continue to celebrate and highlight LGBTQ+ History month and other LGBTQ+ days, see our Diversity Calendar [here](#). Following a pause of physical events during the Covid-19 pandemic the Trust is taking part in Pride events in York and Bridlington in 2022.
- All four of our Staff Networks work extremely closely and have a collaborative approach to initiatives such as YAS' Allyship model. The Staff Networks continue to meet monthly to explore joint working, shared themes and ideas. The Staff Network Chairs recently produced a video encouraging staff to join the networks or become allies and recognising the intersectionality of our staff.
- 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 2022, which aims to improve the quality of the workforce equality and diversity data, and subsequently make it easier to analyse trends, gaps, and disparity.
- The Trust has become a member of Stonewall which enables us to submit data to their Workforce Equality Index which indicates how inclusive our work practices are to the LGBTQ+ community. The Trust are working through an action plan to improve our working practices to ensure that everyone from the LGBTQ+ community (including those with non-binary identities) can bring their true selves to work.

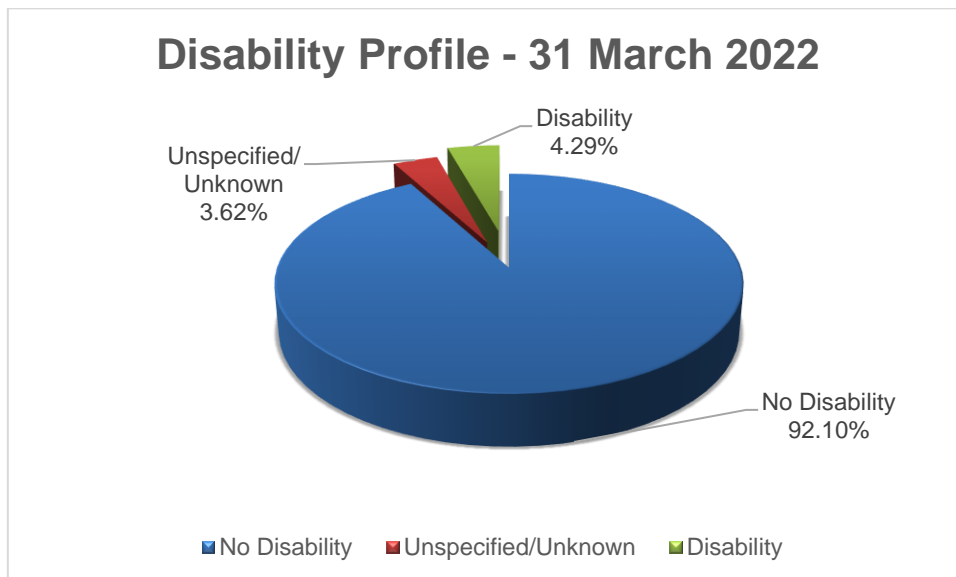
Staff: Disability

The table below shows that in 2022, 309 (4.29%) of staff shared that they have a disability or long-term health condition. There has been a year on year increase of staff sharing that they have a disability or long-term health condition with the Trust since 2020. In 2020 147 (2.33%) of staff shared this information; in 2022 309 staff shared this which is an increase of 162 staff sharing 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. In the 2021 NHS National Staff Survey, of the 1890 of staff who completed the survey, over a third of staff indicated that they were living with a long-term health condition or illness i.e. around 8% of the Trust headcount. This suggests that staff still 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.

Whilst the recorded figure of 4.29% is an increase, 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.

	Headcount and % of Employees					
	2020		2021		2022	
No Disability	5993	95.01%	6461	94.94%	6634	92.10%
Not Declared	20	0.32%	24	0.35%	25	0.35%
Prefer Not to Answer	<5	0.06%	<5	0.04%	7	0.10%
Unspecified	144	2.28%	103	1.51%	228	3.17%
Disability	147	2.33%	214	3.14%	309	4.29%
Total	6308	100%	6805	100%	7203	100.00%



	YAS 2022		Wakefield LA 2021 Work limited disabled 16 – 64		West Yorkshire and The Humber Region 2011 Census	
Disabled	309	4.24%	39,700 ⁵	19.0%	1.2m ⁶	24%
Total Workforce* / Or Total Population**	7203*	92.09%	**351,952 ⁷	-	**5,283,733 ⁸	-

Disability by Professional Group as of 31 March 2022

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	12	-	-	-	-	12
Additional Clinical Services	3665	22	<5	137	187	4015
Administrative and Clerical	891	<5	<5	14	39	946
Allied Health Professionals	1666	<5	<5	72	59	1799
Estates and Ancillary	275	<5	<5	<5	13	291
Medical and Dental	10	-	-	<5	-	11
Nursing and Midwifery Registered	115	-	-	<5	11	129
Total	6634	25	7	228	309	7203

The table shows that 187 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.

⁵ [equality-diversity-profile.pdf \(wakefield.gov.uk\)](#)

⁶ [Ch4_Disability.xlsx \(live.com\)](#)

⁷ [state-of-the-district-january-2022.pdf \(wakefield.gov.uk\)](#)

⁸ [Yorkshire and the Humber: Census Profile - Migration Observatory - The Migration Observatory \(ox.ac.uk\)](#)

Staff: Disability

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) enables 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 Guidance document and Health Passport which was launched in November 2021. The passport is owned and updated by the individual staff member but can be attached 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. Work is now progressing to embed the guidance into working practices for managers to support staff. The Trust is now working on guidance to support 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 lead roles, from each of our staff networks, were given distinct abstraction to undertake work to support any issues raised by our staff.
- 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 working towards being level 3. Disability Confident Leader.
- We have support in place for staff with guidance provided to Access to Work, staff access to occupational health services, physiotherapy and counselling services.
- We have been working with Mencap and Disability Action Yorkshire to identify opportunities to engage with people with a Learning Disability. We have now scheduled six-week work placements for two people, supported by Mencap and Disability Action Yorkshire's mentor programmes, within Fleet and Ancillary services. These are unpaid work experience placements for individuals supported by both Mencap and Disability Action Yorkshire. The placements aim to provide practical experience of working for the Trust, with support provided by a mentor and job coach from within the charities we are partnering with.

Staff: Religion and Belief

The table below provides a breakdown of the religion and belief status of the Trust's workforce. 3022 people (41.5%) of the workforce declared their religion and belief to be aligned with Christianity, with 1602 (22%) of staff not wishing to disclose their religion and belief status.

Religion / Belief	Headcount and % of Employees					
	2020		2021		2022	
Atheism	1094	17.34%	1384	20.3%	1620	22.5%
Buddhism	18	0.29%	22	0.3%	24	0.3%
Christianity	2746	43.53%	2938	43.2%	2994	41.6%
Hinduism	11	0.17%	10	0.1%	15	0.2%
I do not wish to disclose my religion/belief	1681	26.65%	1661	24.4%	1589	22.1%
Islam	215	3.41%	244	3.6%	290	4.0%
Judaism	<5	0.05%	<5	0.1%	<5	0.1%
Other	390	6.18%	473	7.0%	502	7.0%
Sikhism	11	0.17%	12	0.2%	18	0.2%
Undefined	139	2.20%	57	0.8%	147	2.0%
Total	6308	100%	6805	100%	7203	100.0%

What we are doing:

- 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. Similar spaces will be considered for any future refurbishments or new builds for the Trust.
- 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.
- A Diversity Calendar developed and published each month so that all key diversity dates are celebrated and acknowledged across the Trust – this is published on our website [here](#).

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 2906, which equates to 39.91% of the workforce.

Marital Status	Headcount and % of Employees					
	2020		2021		2022	
Single	2855	45.26%	3186	46.82%	3469	48.16%
Married	2633	41.74%	2753	40.46%	2798	38.84%
Divorced	406	6.44%	421	6.19%	432	6.00%
Unknown	231	3.67%	257	3.77%	306	4.25%
Legally Separated	84	1.33%	94	1.38%	86	1.19%
Civil Partnership	58	0.92%	49	0.72%	68	0.94%
Widowed	41	0.65%	45	0.66%	44	0.61%
Grand Total	6308	100%	6805	100%	7203	100.00%

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 representative of the community we serve. 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 staff of diverse ethnic backgrounds are employed in the lower AFC Bands. The Trust's target is to increase the percentage of staff from diverse ethnic backgrounds in band 7 posts and above, as well as increasing the overall representation to better reflect the local community.

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 and is undertaking a programme of organisational development to continue to progress a culture of inclusivity and belonging.

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 continuing our work to overhaul our Recruitment and Selection processes, ensuring inclusive 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.

We will continue to strive towards having a workforce that reflects the community we serve in order that our patients always receive the best possible care and that all our staff feel a sense of belonging.

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