



Workforce Profile Report

Data as of 31 March 2023

Contents

| | |
|---|----|
| Diversity and Inclusion - Yorkshire Ambulance Service | 3 |
| About this report | 4 |
| Workforce information by protected characteristic | 6 |
| Staff: Gender | 7 |
| Staff Gender by Professional Group | 7 |
| Staff: Ethnicity | 9 |
| Staff: Ethnicity by Professional Group and Pay Band | 11 |
| Staff: Age | 13 |
| Staff: Age by Professional Group | 13 |
| Staff: Sexual Orientation | 15 |
| Staff: Disability | 17 |
| Staff: Disability by Professional Group | 19 |
| Staff: Religion and Belief | 20 |
| Staff: Marriage and Civil Partnership | 21 |
| Summary | 22 |

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 for 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 of the “People Strategy” 2018-2023. This strategy is 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, behavioural 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, based on data we held about our staff on 31 March 2023.

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 2023/24, which are monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly basis, and through the Trust Management Group, People 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. 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 small this could identify staff and has therefore been excluded.

Workforce information

There has been a steady increase in the employee headcount at Yorkshire Ambulance Service NHS Trust (YAS), with 7020 members of staff on 31 March 2023. The headcount figure includes part-time staff and equates to 5876 whole time equivalent (WTE).

In November 2022 Emergency Care Assistant (ECA, pay band 3) roles were changed to Ambulance Support Workers (pay band 4), the change of job title and band determined a decrease in band 3 staff and an increase in band 4 staff employed at the Trust.

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 (2021-2023)

| Staff Category | 31 March 2021 | | 31 March 2022 | | 31 March 2023 | |
|-----------------|---------------|-------------|---------------|-------------|-----------------|-------------|
| | Headcount | WTE | Headcount | WTE | Headcount | WTE |
| A&E Operations | 3743 | 2841 | 4041 | 2998 | 3773 | 3297 |
| PTS* | 757 | 618 | 771 | 623 | 800 | 629 |
| EOC**/NHS 111 | 1214 | 880 | 1356 | 1004 | 1381 | 1001 |
| Support Staff | 883 | 658 | 809 | 677 | 823 | 722 |
| Management | 201 | 195 | 226 | 216 | 243 | 272 |
| Apprentices *** | 282 | 282 | *** | *** | *** | *** |
| Total | 6805 | 5200 | 7203 | 5518 | 7020**** | 5876 |

*Patient Transport Service

**Emergency Operations Centre

*** The Trust has 658 staff who are undertaking apprenticeship programmes of study (9.88% of the workforce) where the apprenticeship levy is utilised. These staff are undertaking substantive roles and hence are not shown separately in the data above.

**** Establishment for 2021 and 2022 included Student Paramedics; for 2023 they are excluded.

The data below provides an overview of the Trust's workforce, including a breakdown by protected characteristic, where information is available.

Staff Profile – Gender (2021-2023)

| Headcount and % of Employees | | | | | | |
|------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| | 2021 | | 2022 | | 2023 | |
| Male | 3168 | 47% | 3234 | 44.90% | 3133 | 44.63% |
| Female | 3637 | 53% | 3969 | 55.10% | 3887 | 55.37% |
| Total | 6805 | 100% | 7203 | 100% | 7020 | 100% |

The table above provides data by gender over a three-year period. Female staff have been a slight majority since 2021, following the trend for Local Authority figures in Wakefield and the Yorkshire and Humber region as seen below.

| Gender | Wakefield LA 2020* | | West Yorkshire and The Humber 2021* | |
|--------|--------------------|-------|-------------------------------------|-------|
| Male | 172,868 | 49.2% | 2,689,089 | 49.1% |
| Female | 178,724 | 50.8% | 2,791,685 | 50.9% |

* Data Source¹

Staff Gender by Professional Group 2023

| Staff Group | Female | Male | Total | Female% | Male% |
|-----------------------------------|-------------|-------------|-------------|---------------|---------------|
| Add Prof Scientific and Technical | 8 | 3 | 11 | 72.73% | 27.27% |
| Additional Clinical Services | 2105 | 1461 | 3566 | 59.03% | 40.97% |
| Administrative and Clerical | 626 | 371 | 997 | 62.79% | 37.21% |
| Allied Health Professionals | 940 | 1071 | 2011 | 46.74% | 53.26% |
| Estates and Ancillary | 92 | 206 | 298 | 30.87% | 69.13% |
| Medical and Dental | 2 | 7 | 9 | 22.22% | 77.78% |
| Nursing and Midwifery Registered | 114 | 14 | 128 | 89.06% | 10.94% |
| Total | 3887 | 3133 | 7020 | 55.37% | 44.63% |

The data above highlights our workforce by profession and gender, which divides the staff makeup by seven professional groups. This demonstrates that some job segregation still exists in traditional female/male roles. Women significantly outnumber men within the Nursing and Midwifery group at 114 (89.06%) compared to 14 (10.94%). The percentage of men in this role has decreased by 4% in the last year. Men remain the majority within the Estates and Ancillary group 206 (69.13%) compared to females at 92 (30.87%). The number of women in this role also increased by 2 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

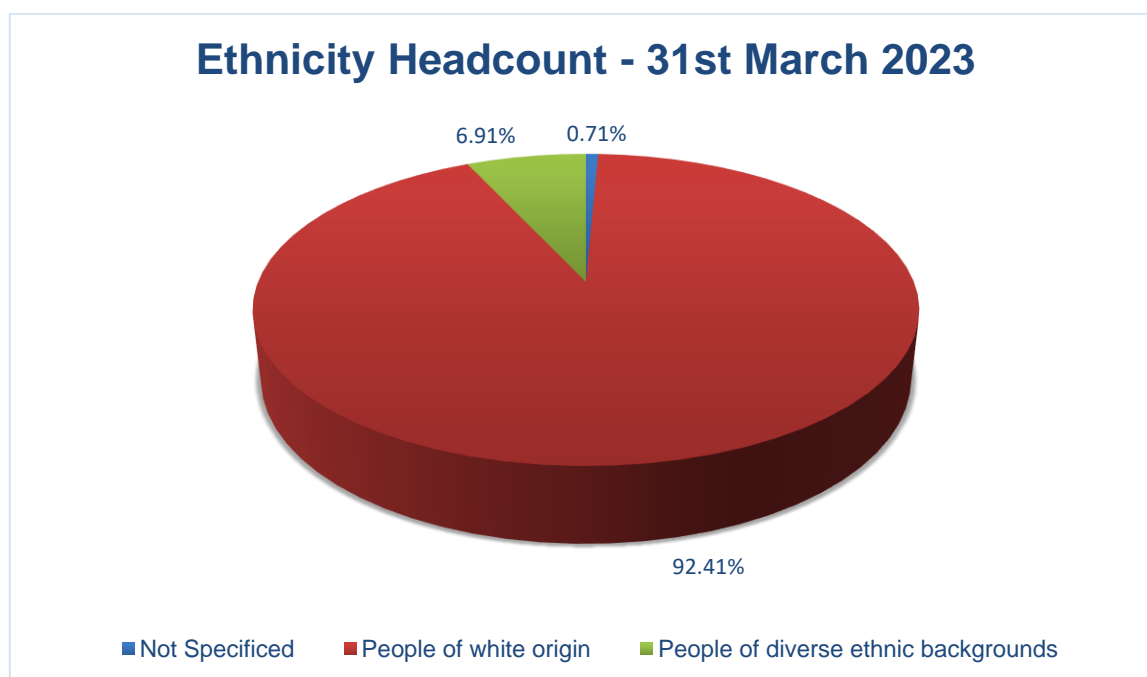
¹ [Population estimates for the UK, England and Wales, Scotland, and Northern Ireland - Office for National Statistics \(ons.gov.uk\)](https://www.ons.gov.uk/population-and-demography/population-estimates-for-the-uk)

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 remunerated. The National Terms and Conditions are well recognised as being an excellent example of equal pay for work of equal value.
- In line with our legal duty, we annually publish our Gender Pay Gap data showing how men and women's mean and median pay compares. We have 12 months to publish this data, hence our data is at 31 March 2022. These results show our mean average pay gap has increased negatively from 6.86% in 2021 to 7.96% in 2022. This gap is predominantly explained by our workforce composition with more female staff being in Band 3-5 roles. Whilst this disparity in pay exists, the need to embed equity in practice across the Trust remains. An [action plan](#) was approved at the Trust Management Group in March 2023 to address areas for improvement. Details of our Gender Pay Gap as at 31 March 2022 can be found [here](#).
- The Women and Allies staff network launched on International Women's Day, 8 March 2022 and has continued to grow in strength. In October 2022, to coincide with World Menopause Day the Network planned a week of activities designed to raise awareness, connect with colleagues, and understand issues important to our staff. The network has focussed on three emerging priorities:
 1. Enabling women to progress in YAS.
 2. Promoting women's safety
 3. Championing women's health including, but not exclusively, the menopause.
- The Women and Allies' Network are proudly supporting a Quality Improvement project resulting in a Trust-wide roll out of sanitary product in all female and accessible toilet areas. The pilot began at Trust HQ, Wakefield and, following positive feedback, had a recurrent budget approval for placement of sanitary products permanently across 76 sites. The Health and Wellbeing Team also supply sustainable sanitary products to staff upon request with discretion.
- 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 as part of our EDI Objectives for 2023.
- Our family leave processes are supportive in helping new parents in their caring responsibilities during leave and on their return and include a New Parent Support Policy launched June 2023. This includes training for managers on applying the Flexible Working Policy consistently across the organisation.
- We have adopted a new Menopause Policy which was also introduced in June 2023 supporting managers and staff to recognise the impact and challenges faced by perimenopause and menopause.
- The Trust's Sexual Safety Charter launch will take place in Autumn/Winter 2023.

Staff Profile: Ethnicity 31 March 2023

The chart below highlights the ethnic profile of our staff population as of 31 March 2023. The Trust employed a total of 7020 members of staff. Of these staff, 483 (6.91%) were from diverse ethnic backgrounds. 6487 (92.41%) were of white origin, and 50 (0.71%) members of staff chose not to state their ethnic origin.



Workforce data showed a very small improvement in the percentage increase of staff from diverse ethnic backgrounds employed by the Trust between 2020 (5.97%) and 2022 (6.91%). There has been a marginal decline to 6.88% of staff from diverse ethnic backgrounds in 2023.

YAS Trust Head Quarters is based in Wakefield, where the population of the Local Authority of Wakefield is 93.1% White and has a BME population of 7.0%². The population in the Yorkshire and Humber Region is 85.4% White and 13.1% from diverse ethnic backgrounds³.

Our workforce covers a large geographical area and serves a diverse community, however comparing our workforce population to regional data, it is evident that we 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 continue to report against the mandated Workforce Race Equality Standard (WRES) which can be found [here](#). Our WRES data for 2023 includes actions to support the recruitment, retention, and experience of staff from diverse ethnic backgrounds. A full breakdown of staff ethnicity is provided below.

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 | | | |
|---|------------------------------|----------------|-------------|-------------|
| | 2022 | | 2023 | |
| A White - British | 6524 | 90.57% | 6350 | 90.46% |
| B White - Irish | 28 | 0.39% | 28 | 0.40% |
| C White - Any other White background | 57 | 0.79% | 77 | 1.10% |
| C3 White Unspecified | <5 | 0.03% | 0 | 0.00% |
| CA White English | 7 | 0.10% | 7 | 0.10% |
| CB White Scottish | <5 | 0.03% | <5 | 0.01% |
| CC White Welsh | <5 | 0.04% | <5 | 0.03% |
| CE White Cypriot (non-specific) | <5 | 0.01% | 0 | 0.0% |
| CG White Greek Cypriot | <5 | 0.03% | <5 | 0.01% |
| CP White Polish | 7 | 0.10% | 10 | 0.14% |
| CU White Croatian | <5 | 0.01% | 0 | 0.00% |
| CX White Mixed | 5 | 0.07% | 5 | 0.07% |
| CY White Other European | 6 | 0.08% | 6 | 0.09% |
| D Mixed - White & Black Caribbean | 32 | 0.44% | 31 | 0.44% |
| E Mixed - White & Black African | 7 | 0.10% | 6 | 0.09% |
| F Mixed - White & Asian | 21 | 0.29% | 24 | 0.34% |
| G Mixed - Any other mixed background | 16 | 0.22% | 16 | 0.23% |
| GC Mixed - Black & White | <5 | 0.03% | <5 | 0.01% |
| 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 | 55 | 0.76% | 50 | 0.71% |
| J Asian or Asian British - Pakistani | 245 | 3.40% | 233 | 3.32% |
| K Asian or Asian British - Bangladeshi | 9 | 0.12% | <5 | 0.06% |
| L Asian or Asian British - Any other Asian background | 13 | 0.18% | 16 | 0.23% |
| LE Asian Sri Lankan | 0 | 0.00% | 5 | 0.07% |
| LF Asian Tamil | 0 | 0.00% | <5 | 0.01% |
| LH Asian British | 5 | 0.07% | 27 | 0.38% |
| LK Asian Unspecified | <5 | 0.01% | 41 | 0.58% |
| LH Asian British | 0 | 0.00% | 7 | 0.10% |
| M Black or Black British - Caribbean | 24 | 0.33% | 0 | 0.00% |
| N Black or Black British - African | 36 | 0.50% | <5 | 0.03% |
| P Black or Black British - Any other Black background | 6 | 0.08% | 0 | 0.00% |
| PC Black Nigerian | <5 | 0.03% | 6 | 0.09% |
| PD Black British | <5 | 0.03% | 9 | 0.13% |
| PE Black Unspecified | <5 | 0.01% | <5 | 0.01% |
| R Chinese | 6 | 0.08% | 0 | 0.00% |
| S Any Other Ethnic Group | 10 | 0.14% | 41 | 0.58% |
| SC Filipino | <5 | 0.01% | 9 | 0.13% |
| SE Other Specified | <5 | 0.01% | 0 | 0.00% |
| Z Not Stated | 9 | 0.12% | 0 | 0.00% |
| (blank) | 51 | 0.71% | 0 | 0.00% |
| Grand Total | 7203 | 100.00% | 7020 | 100% |

**** Establishment for 2021 and 2022 included Student Paramedics; for 2023 they are excluded.

Staff: Ethnicity by Professional Group

The data below provides information on ethnicity across our professional groups and pay bands. It is anticipated that through the Trust's Workforce Race Equality Standard (WRES) action plan some of the workforce racial disparities, across both of these areas, will be addressed.

The table below shows a disproportionately low percentage of staff from diverse ethnic backgrounds being employed as Paramedics (Allied Health Professionals) 4.03%, although this has increased since 2022 (3.06%). Ambulance Support Workers (Additional Clinical Services) have also slightly increased to 8.08% from 7.75% in 2022. Medical and Dental staff remain at 100% white origin both in 2023 and 2022.

Data also indicates a reduction in staff from diverse ethnic backgrounds in administrative and clerical roles from 8.35% in 2022 to 7.52% in 2023. However, a slight improvement from 17.05% (2022) in nursing and midwifery roles compared to 17.19% this year.

| 31 March 2023 | | | | | | | |
|-----------------------------------|-------------|------------|------------|-------------|---------------|--------------|--------------|
| Professional Group | White | BAME | Not Stated | Total | White | BAME | Not Stated |
| Add Prof Scientific and Technical | 8 | 3 | 0 | 11 | 72.73% | 27.27% | 0.00% |
| Additional Clinical Services | 3254 | 288 | 24 | 3566 | 91.25% | 8.08% | 0.67% |
| Administrative and Clerical | 915 | 75 | 7 | 997 | 91.78% | 7.52% | 0.70% |
| Allied Health Professionals | 1914 | 81 | 16 | 2011 | 95.18% | 4.03% | 0.80% |
| Estates and Ancillary | 282 | 14 | 2 | 298 | 94.63% | 4.70% | 0.67% |
| Medical and Dental | 8 | 0 | 1 | 9 | 88.89% | 0.00% | 11.11% |
| Nursing and Midwifery Registered | 106 | 22 | 0 | 128 | 82.81% | 17.19% | 0.00% |
| Total | 6487 | 483 | 50 | 7020 | 92.41% | 6.88% | 0.71% |

| Staff: Ethnicity by Pay Band as of 31 March 2023 | | | | | | |
|--|------------|--------------|-------------|---------------|-----------|--------------|
| | BAME | BAME % | White | White % | Not Known | Not Known % |
| Band 2 | 28 | 0.40% | 339 | 4.83% | 0 | 0.00% |
| Band 3 | 217 | 3.09% | 1653 | 23.55% | 1 | 0.01% |
| Band 4 | 66 | 0.94% | 1290 | 18.38% | 19 | 0.27% |
| Band 5 | 64 | 0.91% | 1172 | 16.70% | 2 | 0.03% |
| Band 6 | 64 | 0.91% | 1370 | 19.52% | 9 | 0.13% |
| Band 7 | 26 | 0.37% | 467 | 6.65% | 13 | 0.19% |
| Band 8 - Range A | 11 | 0.16% | 91 | 1.30% | 3 | 0.04% |
| Band 8 - Range B | 2 | 0.03% | 35 | 0.50% | 1 | 0.01% |
| Band 8 - Range C | 0 | 0.00% | 20 | 0.28% | 0 | 0.00% |
| Band 8 - Range D | 1 | 0.01% | 15 | 0.21% | 0 | 0.00% |
| Band 9 | 0 | 0.00% | 9 | 0.13% | 1 | 0.01% |
| NULL | 0 | 0.00% | 4 | 0.06% | 0 | 0.00% |
| VSM | 4 | 0.06% | 21 | 0.30% | 0 | 0.00% |
| Total | 483 | 6.88% | 6487 | 92.41% | 50 | 0.71% |

The largest proportion of our staff continue to remain in Band 3 roles, with 3.09% of staff from a diverse ethnic background compared to 23.55% of staff from a white origin being in this category. The table above shows a disproportionately small percentage of staff from diverse ethnic backgrounds being employed in higher banded roles.

What we are doing:

- The Trust has refreshed its Workforce Race Equality Standard (WRES) data and an accompanying action plan (published in October 2023). The plan is owned and led by the Trust's Diversity and Inclusion Team.
- Following a Cultural Review of the Trust, we seek to pilot and launch first interventions, including a roll out of YAS Together content across the Trust. We are committed to ensuring all our staff have the best working experience regardless of their background.
- We aim to review our recruitment and progression practices starting from the attraction stage to ensure they are inclusive and reach a wider pool of applicants.
- We are introducing data led recruitment and progression targets for service areas to increase the diversity of the workforce utilising an enhanced Diversity Dashboard, this incorporates external geographical and demographical data so that targets are representative and realistic.
- 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. Chairs from each of our staff networks are given distinct abstraction to undertake work to support issues raised via this platform.

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 124 staff aged 66 years and over, 24 of whom are 71 years and older. This figure has risen from 2022 (110 60+) 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 significant decrease this year from 200 in 2022 to 102 in 2023, this could be explained by staff moving to the next age band. Age bands from 21-25, 26-30, 41-45 and 56-50 have also seen a decrease although the workforce has increased in the 31-35 and 36-40 age bands. Our largest staff population of over 14.97% is aged between 26-30 and 31-35 (12.98%). This is a significant shift from the 21-25 and 26-30 age range which was higher in 2022.

| Headcount and % of Employees | | | | | | |
|------------------------------|-------------|-------------|-------------|-------------|-------------|-------------|
| Age | 2021 | | 2022 | | 2023 | |
| 16-20 | 214 | 3.14% | 200 | 2.78% | 102 | 1.45% |
| 21-25 | 828 | 12.17% | 973 | 13.51% | 817 | 11.64% |
| 26-30 | 972 | 14.28% | 1025 | 14.23% | 1023 | 14.57% |
| 31-35 | 793 | 11.65% | 897 | 12.45% | 911 | 12.98% |
| 36-40 | 644 | 9.46% | 681 | 9.45% | 718 | 10.23% |
| 41-45 | 735 | 10.80% | 715 | 9.93% | 699 | 9.96% |
| 46-50 | 839 | 12.33% | 866 | 12.02% | 838 | 11.94% |
| 51-55 | 775 | 11.39% | 817 | 11.34% | 805 | 11.47% |
| 56-60 | 567 | 8.33% | 585 | 8.12% | 640 | 9.12% |
| 61-65 | 333 | 4.89% | 334 | 4.64% | 343 | 4.89% |
| 66-70 | 86 | 1.26% | 88 | 1.22% | 100 | 1.42% |
| 71 & above | 19 | 0.28% | 22 | 0.31% | 24 | 0.34% |
| Unspecified | 0 | 0.00% | 0 | 0.00% | 0 | 0.00% |
| Grand Total | 6805 | 100% | 7203 | 100% | 7020 | 100% |

Staff: Age by Professional Group, by Headcount – 31 March 2023

The table below shows the breakdown of age ranges within each of the seven professional groups. In 2022, there was a higher number of staff from the upper age bands 51-71+ in the Estates and Ancillary Group, (181) in comparison to 2023 where the Additional Clinical Services have a higher proportion of staff from the upper age bands (565). Data suggests that succession planning may be required in this area to support with an ageing workforce and retirement.

Of the 102 staff employed by the Trust that are 20 years and under, 96 (94.11%) are in the Additional Clinical Services group in comparison to 98.5% in 2022. This indicates that YAS continues to attract younger employees / school leavers into the Ambulance Support Worker 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 | | | | 2 | 2 | 3 | 1 | 1 | 1 | 1 | | | 11 |
| Additional Clinical Services | 96 | 495 | 622 | 501 | 345 | 288 | 365 | 321 | 299 | 171 | 56 | 7 | 3566 |
| Administrative and Clerical | 4 | 53 | 119 | 117 | 113 | 123 | 141 | 148 | 102 | 59 | 15 | 3 | 997 |
| Allied Health Professionals | | 267 | 271 | 275 | 224 | 243 | 266 | 243 | 152 | 53 | 13 | 4 | 2011 |
| Estates and Ancillary | 2 | 2 | 7 | 9 | 19 | 26 | 36 | 66 | 60 | 47 | 14 | 10 | 298 |
| Medical and Dental | | | | | 1 | | 3 | 3 | 1 | 1 | | | 9 |
| Nursing & Midwifery Registered | | | 4 | 7 | 14 | 16 | 26 | 23 | 25 | 11 | 2 | | 128 |
| Total | 102 | 817 | 1023 | 911 | 718 | 699 | 838 | 805 | 640 | 343 | 100 | 24 | 7020 |

What we are doing:

- The Trust will continue attending community recruitment events, particularly reaching out to those communities who are under-represented at YAS.
- We continue to work with the Prince's Trust to deliver an employability programme for unemployed young people. 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.
- Continued work on recruitment and selection, at attraction stage, this includes a review of our Job Description/Person Specification requirements for specific roles and developing a one-page summary for advert. The following job roles will be included;
 - a) **Call Handlers**, who are often the first person the public talks to when calling 999/111
 - b) **Ambulance Vehicle Preparation (AVP) Service**, where Ancillary staff ensure that ambulance crews are able to access fully equipped, re-fuelled and re-stocked ambulances at the beginning of a shift.
 - c) **Ambulance Support Workers**, who support paramedics in response to 999 calls.
- Implement key actions to support the [Health Inequalities](#) agenda ensuring YAS supports local communities as an anchor organisation.

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 at 5612 (79.94%) of all staff similar to previous years. There has however, been a small increase to 456 (6.50%) of our staff identifying as LGBTQ+ this year, up from (5.82%) in 2022.

The number of staff choosing to share their sexual orientation has increased year on year which indicates that staff feel more confident in updating their equality and diversity monitoring information on the Electronic Staff Record (ESR). This could be attributed to recent efforts with the Diversity Census launch, encouraging staff to update their information, whilst highlighting the benefits and importance of doing so. This may also be a factor in the reduction of 'do not wish to share' from 1.93% in 2022 to 0.73% this year. However, we still have much to do to ensure all our staff feel comfortable in sharing their preferences and bringing their whole selves to work.

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 | | | | | |
|---|------------------------------|-------------|-------------|-------------|-------------|-------------|
| | 2021 | | 2022 | | 2023 | |
| LGBTQ | 349 | 5.13% | 419 | 5.82% | 456 | 6.50% |
| Heterosexual | 5342 | 78.50% | 5670 | 78.72% | 5612 | 79.94% |
| Not stated (declined to provide a response) | 1059 | 15.56% | 954 | 13.24% | 867 | 12.35% |
| Other sexual orientation not listed (+) | 5 | 0.07% | 14 | 0.19% | 18 | 0.26% |
| Undecided | 7 | 0.10% | 7 | 0.10% | 16 | 0.23% |
| Do not wish to share | 43 | 0.63% | 139 | 1.93% | 51 | 0.73% |
| Total | 6805 | 100% | 7203 | 100% | 7020 | 100% |


* **LGBTQ (Lesbian, Gay, Bi-Sexual, Trans, Questioning or other sexual orientation not listed).**

| Sexual Orientation | YAS 2022 | | Yorkshire and The Humber Region - 2021 ⁴ | |
|--------------------|----------|--------|---|--------|
| Heterosexual | 5724 | 78.62% | 4,919,018 | 89.75% |
| LGBTQ+ | 433 | 5.94% | 168,260 | 3.07% |
| Unknown | 1124 | 15.44% | 393,521 | 7.19% |

⁴[Sexual Orientation, England, and Wales: Census 2021](#)

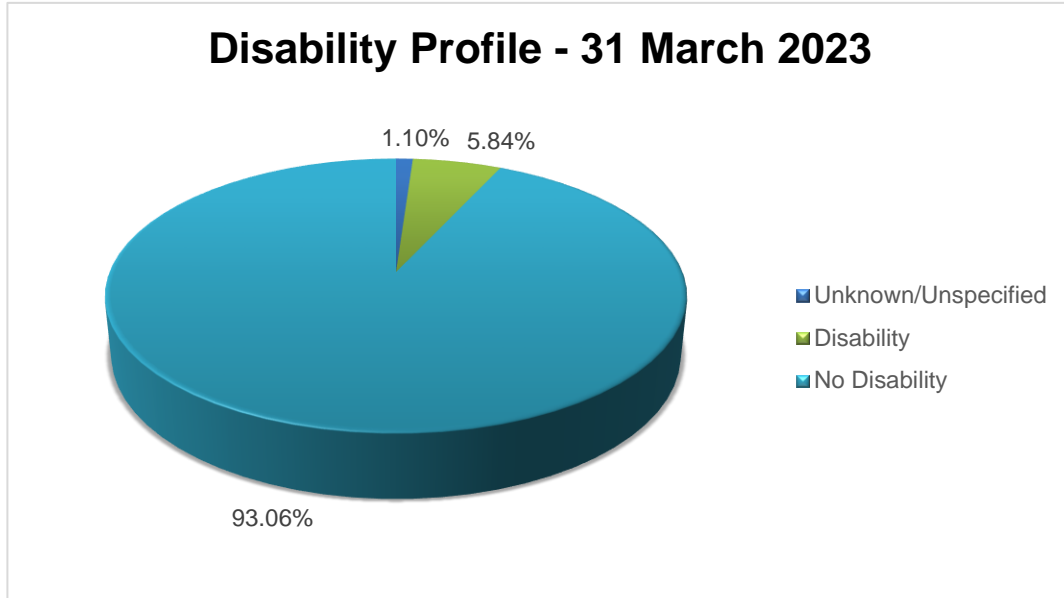
Staff: Sexual Orientation

What we are doing

- Our Pride@YAS Staff Network relaunched in March 2023 with a tour of hospitals and stations. The network is developing their key areas of focus for the coming year including the development of a steering group to drive their priorities across YAS. The Chair roles, from each of our staff networks, are 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 with our new events ambulance wrapped with a Pride and Progressive Flag. The ambulance and our staff attended Leeds, York, and Skipton Pride events during Summer 2023. We hope this highlights a commitment to external communities of YAS being a LGBTQ+ friendly place to work. We also celebrate and highlight LGBTQ+ History month and other LGBTQ+ days, see our Diversity Calendar [here](#).
- 
- All our Staff Networks work collaboratively to promote initiatives such as YAS' Allyship model and intersectionality. The Staff Networks continue to meet monthly to explore joint working, shared themes, and ideas. A joint staff networks event themed around intersectionality will take place on 8 November 2023.
 - The Trust will continue 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. The Diversity Census campaign continues and aims improve the quality of the workforce equality and diversity data. This will allow the Trust to analyse trends, gaps, and disparity with improved data collection of our workforce profile.
 - The Trust remains an active member of Stonewall, this enables us to submit data to the Workforce Equality Index, indicating 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.
 - Recognising the increased challenges for our transgender staff, we expect to launch our Supporting Transgender Staff Guidance this year, this is currently in development with stakeholders and has been reviewed with the addition of Trans Inclusion workshops across the Trust. We also launched a new page dedicated to supporting trans staff and patients with resources, toolkits and helpful tips [here](#).

Staff: Disability

Data below indicates an increase from 4.29% in 2022 to 5.73% in 2023 of staff sharing they have a disability or long-term health condition. The 1.44% change is a positive for the Trust as it demonstrates an annual incremental change. This can be seen from 2021, 147 (3.14%) and in 2022, 309 (4.29%) of staff updating their equality and diversity profile on ESR.



This figure is still considered to be relatively low for an organisation of our size. In the 2022 NHS National Staff Survey (NSS), of the 34% (1992 headcount) 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 8.7% 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 5.73% is an increase for recorded figures and the WDES metrics have shown significant improvement for staff living with disabilities, work to reassure staff to continue sharing this information with the Trust needs to be done. To support this data 65.7% (NSS figures) of staff felt the Trust had made adequate adjustments to support them at work which saw a significant increase from 60.9% in 2022, the Enabling Staff Working Group has been instrumental in supporting this work.

| | Headcount and % of Employees | | | | | |
|----------------------|------------------------------|-------------|-------------|-------------|-------------|-------------|
| | 2021 | | 2022 | | 2023 | |
| No Disability | 6461 | 94.94% | 6634 | 92.10% | 6413 | 91.35% |
| Not Declared | 24 | 0.35% | 25 | 0.35% | 116 | 1.65% |
| Prefer Not to Answer | <5 | 0.04% | 7 | 0.10% | 13 | 0.19% |
| Unspecified | 103 | 1.51% | 228 | 3.17% | 76 | 1.08% |
| Disability | 214 | 3.14% | 309 | 4.29% | 402 | 5.73% |
| Total | 6805 | 100% | 7203 | 100% | 7020 | 100% |

Comparison to the 2021 Census data below indicates the workforce profile of the trust is still unrepresentative of the communities we serve.

| | YAS 2022 | | Wakefield LA 2021 Work limited disabled 16 – 64. | | West Yorkshire and The Humber Region 2021 Census | |
|---|----------|--------|--|-------|--|-------|
| Disabled | 309 | 4.24% | 72,447 ⁵ | 20.5% | 1m ⁶ | 18.9% |
| Total Workforce* / Or Total Population** | 7203* | 92.09% | *353,400 ⁷ | - | *5,481,431 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 | 11 | | | | | 11 |
| Additional Clinical Services | 3265 | 35 | 6 | 45 | 215 | 3566 |
| Administrative and Clerical | 917 | 8 | 2 | 5 | 65 | 997 |
| Allied Health Professionals | 1821 | 71 | 3 | 25 | 91 | 2011 |
| Estates and Ancillary | 283 | 1 | 1 | | 13 | 298 |
| Medical and Dental | 8 | | | 1 | | 9 |
| Nursing and Midwifery Registered | 108 | 1 | 1 | | 18 | 128 |
| Total | 6413 | 116 | 13 | 76 | 402 | 7020 |

Data highlights an increase of staff members who work in the Additional Clinical Services Professional Group (includes Ambulance Support Workers) declaring a disability, this was at 187 in 2022 and 215 in 2023. There is also a notable increase in Administrative and Clerical (39, 2022) and the Allied Health Professionals (59, 2022) from last year. Recording this data is key to understanding where support might be needed in the workplace.

What we are doing:

- The Trust is making good 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 workplace adjustments for staff and has developed a Guidance document and Health & Wellbeing Passport (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

⁵ [Disability, England, and Wales: Census 2021](#)

⁶ [Disability, England, and Wales: Census 2021](#)

⁷ [How life has changed in Wakefield: Census 2021](#)

⁸ [Population of Yorkshire and Humber](#)

community. Work is now progressing to embed the guidance into working practice consistently across the organisation, including the implementation of the Flexible and Hybrid Working Policies.

- The Trust is working on guidance to support staff living with Neurodiverse conditions, this is led by the Enabling Staff Working Group and supported by the Disability Staff Network.
- 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. Chairs from each staff networks, are given distinct abstraction to undertake work to support any issues raised by our staff.
- The Disability Staff Network is currently engaged with the development of a Minimum Requirements Guidance for Estates, in collaboration with the Enabling Staff Network. This guidance seeks to provide recommendations to make our buildings user friendly for staff living with disabilities above the required standards.
- We will introduce revised arrangements and centralised coordination to access workplace adjustments, so that there is a consistent and robust process across the whole 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.
- We have been working with Mencap and Disability Action Yorkshire to identify opportunities to engage with people with a Learning Disability. A young person, completed a six-week work placement, supported by Mencap and Disability Action Yorkshire's mentor programmes, within Fleet and Ancillary services. Feedback from both the placement and staff in Fleet was positive with a view to continue offering these.

Staff: Religion and Belief

The table below provides a breakdown of the religion and belief status of the Trust's workforce. 2960 people (42.17%) of the workforce declared their religion and belief to be aligned with Christianity, with 1453 (20.70%) of staff not wishing to disclose their religion and belief status. The numbers of staff declaring Sikhism, Islam and Hinduism as their religion and belief have seen a marginal decrease this year.

| Religion / Belief | Headcount and % of Employees | | | | | |
|--|------------------------------|-------------|-------------|-------------|-------------|-------------|
| | 2021 | | 2022 | | 2023 | |
| Atheism | 1384 | 20.3% | 1620 | 22.5% | 1679 | 23.92% |
| Buddhism | 22 | 0.3% | 24 | 0.3% | 22 | 0.31% |
| Christianity | 2938 | 43.2% | 2994 | 41.6% | 2960 | 42.17% |
| Hinduism | 10 | 0.1% | 15 | 0.2% | 15 | 0.21% |
| I do not wish to disclose my religion/belief | 1661 | 24.4% | 1589 | 22.1% | 1453 | 20.70% |
| Islam | 244 | 3.6% | 290 | 4.0% | 277 | 3.95% |
| Judaism | <5 | 0.1% | <5 | 0.1% | 7 | 0.10% |
| Other | 473 | 7.0% | 502 | 7.0% | 536 | 7.64% |
| Sikhism | 12 | 0.2% | 18 | 0.2% | 16 | 0.23% |
| Undefined | 57 | 0.8% | 147 | 2.0% | 55 | 0.78% |
| Total | 6805 | 100% | 7203 | 100% | 7020 | 100% |

What we are doing:

- We have a dedicated prayer/contemplation room for staff to use at Wakefield Trust Head Quarters. Bradford Ambulance Station is also equipped with a dedicated space as part of their recent refurbishment, which is home to larger diverse cohort of staff. Both facilities are equipped with ablution facilities to accommodate our Muslim 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.
- The Trust celebrated Ramadan in March 2023 with Muslim colleagues with a communal Iftar and Suhoor to raise awareness of the Islamic tradition of fasting. This was received well by all EOC/IUC colleagues in Wakefield, York, and Rotherham.
- To mark South Asian History Month 2023, staff from South Asia were celebrated through internal communications to show the diversity of religion, belief, and no belief, including festivals observed, food and music.
- 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 2802, which equates to 40.8% of the workforce, this was 2906, (39.91%) in 2022. The notable change is the increase of civil partnerships reported from 0.94% in 2022 to 1.18% in 2023.

| Marital Status | Headcount and % of Employees | | | | | |
|--------------------|------------------------------|-------------|-------------|----------------|-------------|-------------|
| | 2021 | | 2022 | | 2023 | |
| Single | 3186 | 46.82% | 3469 | 48.16% | 3268 | 46.55% |
| Married | 2753 | 40.46% | 2798 | 38.84% | 2781 | 39.62% |
| Divorced | 421 | 6.19% | 432 | 6.00% | 433 | 6.17% |
| Unknown | 257 | 3.77% | 306 | 4.25% | 234 | 3.33% |
| Legally Separated | 94 | 1.38% | 86 | 1.19% | 93 | 1.32% |
| Civil Partnership | 49 | 0.72% | 68 | 0.94% | 83 | 1.18% |
| Widowed | 45 | 0.66% | 44 | 0.61% | 45 | 0.64% |
| Grand Total | 6805 | 100% | 7203 | 100.00% | 7020 | 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, this has been incorporated in the Flexible and Hybrid Working Policies launched in June 2023.

Summary

As a Trust we recognise from our workforce data that our profile is unrepresentative of our local communities from the National Census 2021. Work to establish the Trust as an 'anchor organisation' in line with the Health Inequalities agenda will support our ambition for a diverse workforce to meet the needs of our patients. This will also enable an inclusive culture at the Trust where our staff feel valued, a sense of belonging and are able to bring their whole selves to work.

Our WRES data indicates that most staff from diverse ethnic backgrounds are employed in the lower AFC Bands 3-5. The Trust's target is to increase the overall percentage of staff from diverse ethnic backgrounds through our recruitment and retention objective to better reflect the communities we serve. This will include developing streamlined job descriptions and person specifications to help simplify the requirements of roles when advertising, to attract a wider pool of candidates.

The Trust will pilot and launch first interventions, including a soft roll out of YAS Together content, to continue to progress a culture of inclusivity and belonging. This includes a programme to improve leadership skills and behaviours including effective appraisals and career conversations through the following programmes, Aspiring Leaders Programme, Manage2Lead, Lead Together and a Board Development Programme.

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 continues to focus on hot spots and areas of good practice. 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, this will start with the attraction stage in 2023, ensuring there is a clear action plan that underpins our Equality, Diversity & Inclusion objectives aligned to the NHS England EDI Improvement Plan and High Priority Actions.

We want to improve sharing rates of personal information across all protected characteristics belonging to individuals in the Trust. Our Diversity Census ensures we can 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 workplace 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 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 Team at yas.diversity@nhs.net