



Workforce Diversity Profile

at 31 March 2023

This infographic sets out our workforce diversity profile at 31 March 2023. A full data profile is available on the Trust's website in line with our statutory responsibilities. The diversity profile provides a snapshot of our workforce population against seven* of the protected characteristics. We will continue to develop plans to address any gaps and inequalities including improving our disclosure rates.

* The Trust only holds data on seven out of the nine 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 and therefore excluded to ensure anonymity.

WORKFORCE INFORMATION

Total headcount of employed staff as of 31 March 2023



7,020

(This figure does not include our students, volunteers or bank staff.)



5,876

(This figure includes part-time staff and equates to 5,876 whole time equivalent (WTE).)

There has been a steady increase in the employee headcount at Yorkshire Ambulance Service NHS Trust (YAS), with 7,020 members of staff on 31 March 2023.

In November 2022 the Emergency Care Assistant (ECA) pay band 3 role was changed to Ambulance Support Worker (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.

GENDER



55.37%

of our workforce identify as female which is a small increase from 52.10% in 2022.

Our workforce is predominantly female, following the trend for Local Authority figures in Wakefield and the Yorkshire and Humber region.

Women significantly outnumber men within the Nursing and Midwifery group at 114 (89.06%) compared to 14 (10.94%). Men remain the majority within the Estates and Ancillary group 206 (69.13%).

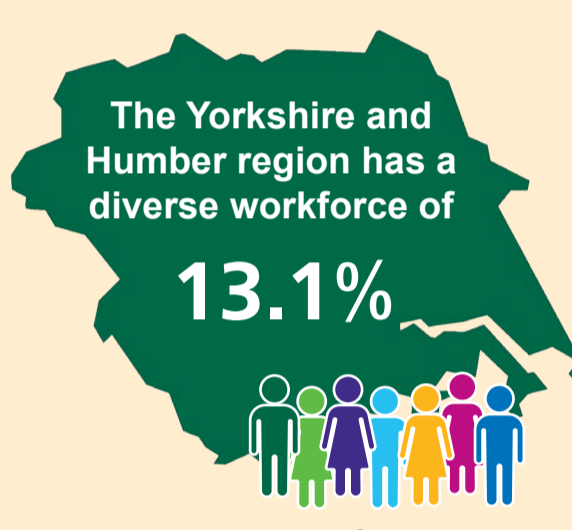
ETHNICITY



6.88%

of our workforce is from a diverse ethnic background.

(This is a marginal decline from 6.91% in 2022.)



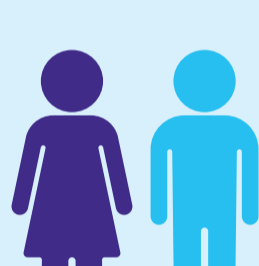
The Yorkshire and Humber region has a diverse workforce of

13.1%

with Wakefield having 7.0%.

Our workforce data shows a marginal decline to 6.88% of staff from diverse ethnic backgrounds. A disproportionately low percentage of staff from diverse ethnic backgrounds is employed as Paramedics (Allied Health Professionals) whereas Ambulance Support Workers (Additional Clinical Services) slightly increased to 8.08% from 7.75% in 2022. Work in international recruitment demonstrated an improvement in nursing and midwifery roles from 17.05% in 2022 to 17.19% in 2023.

DISABILITY



5.73%

of staff shared on the Electronic Staff Record (ESR) they have a disability or long-term health condition (compared to 4.29% in 2022.)

There continues to be a discrepancy in the figures between ESR and the national NHS Staff Survey.

The 2022 national NHS Staff Survey reported 8.7% of the Trust's workforce is living with a disability.

Data 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 positive for the Trust, demonstrating annual incremental change. Comparison to the 2021 Census data indicates the workforce profile of the Trust is still unrepresentative of the communities we serve. In the 2022 national NHS Staff Survey, 8.7% of staff indicated that they were living with a long-term health condition or illness. However, 65.7% of staff felt the Trust had made adequate adjustments to support them at work which saw a significant increase from 60.9% in the year before.

SEXUAL ORIENTATION



6.50%

of staff identified as LGBTQ+, up from 5.82% in 2022.

There is reduction in 'do not wish to share' from 1.93% in 2022 to 0.73% this year which is also a positive.

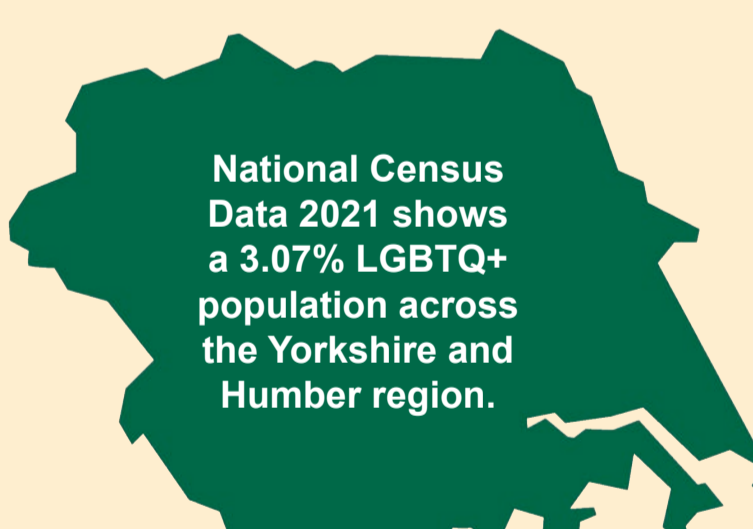
Heterosexual staff continue to make up the largest group at



5,612

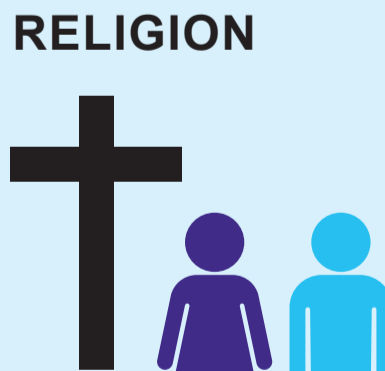
Heterosexual staff make up the largest group at 79.94% of all staff similar to previous years. There has however, been a small increase to 6.50% of our staff identifying as LGBTQ+ this year, up from (5.82%) in 2022.

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 ESR.



National Census Data 2021 shows a 3.07% LGBTQ+ population across the Yorkshire and Humber region.

RELIGION



Christianity remains the highest affiliated religion and belief at

42.17%

20.70% of staff did not wish to disclose their religion or belief; this is a positive reduction from 22.1% in 2022.

42.17% of our workforce declared their religion and belief to be aligned with Christianity, with 20.70% of staff not wishing to disclose their religion and belief status.

Staff following Sikhism, Islam and Hinduism as their religion and belief has seen a marginal decrease this year.

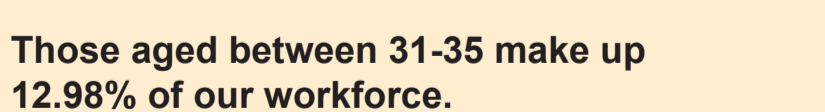
AGE

14.97%

of our staff are aged between 26-30.



Those aged between 31-35 make up 12.98% of our workforce.



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 aged 60+) indicating that staff in the upper age bands remain with us until the point they choose to retire.

Our largest staff population of 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.

Of the 102 staff employed by the Trust that are 20 years and under, 94.11% are in the Additional Clinical Services group, indicating YAS continues to attract younger employees / school leavers into the Ambulance Support Worker role.

MARRIAGE AND CIVIL PARTNERSHIP

The total number of staff who are married and/or in a civil partnership equates to

40.8%

of the workforce.



This was 39.91% in 2022. The notable change is the increase to 1.18% of civil partnerships recorded, from 0.94% in 2022.

The total number of staff who are married and/or in a civil partnership is 2,802, which equates to 40.8% of the workforce, this was 2,906, (39.91%) in 2022.