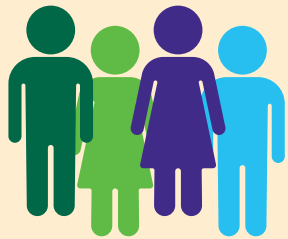


WORKFORCE INFORMATION

Total headcount of employed staff, as of 31 March 2024



7,073

Total number of staff.



5,882

Total number of Whole Time Equivalent (WTE) staff.

There has been an increase in the employee headcount at Yorkshire Ambulance Service NHS Trust (YAS), with 7,073 members of staff on 31 March 2024 compared to 6,558 members of staff in 2023. The headcount figure includes part-time staff and equates to 5,882 Whole Time Equivalent (WTE). These figures do not include our students, volunteers and bank staff.

GENDER



56.10%

of our workforce identify as a female (up from 54.8% in 2023).

Our female headcount has continued to grow following the trend of local authority figures in Wakefield and the Yorkshire and Humber region.

There is a higher number of women in the Nursing and Midwifery group (88.37%) compared to (11.63%) men. Whilst the Estates and Ancillary group employ a higher number of men (69.78%) compared to women (30.22%).

ETHNICITY



7.81%

of our workforce are from a diverse ethnic background (up from 6.88% in 2023)

The Yorkshire and Humber region has a diverse workforce of

13.1%



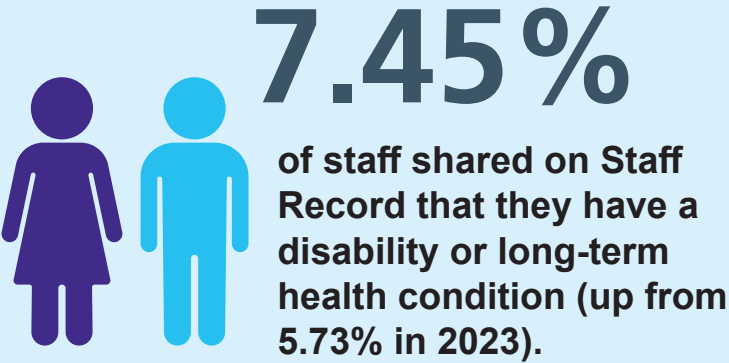
with Wakefield having 7.0%.

Workforce data highlights an increase of staff from diverse ethnic backgrounds (7.55%). However there is still low representation (4.22%) within professional groups such as Paramedics (Allied Health Professionals).

The Medical and Dental group has seen an increase (6.67%) of diverse ethnic backgrounds in comparison to 100% White staff in 2023 and 2022.

The largest proportion of diverse ethnic backgrounds remain in Band 3 roles (3.56%), an increase from 3.11% in 2023.

DISABILITY



The National Staff Survey 2023 results saw 31.67% of respondents reporting they have a physical or mental health condition or illness lasting or expected to last for 12 months or more.

There's been an increase to 7.45% (2,204) from 5.73% (2023) of staff sharing they have a disability or long-term health condition. The 1.72% point increase is a positive change in the data shared with the Trust.

The West Yorkshire and The Humber Region 2021 Census shows 18.9% of the population are living with a disability or long-term health condition, this indicates the Trust remains unrepresentative of the communities we serve.

The Trust continues to support staff living with a disability and our National Staff Survey 2023 results reported an increase in the number of respondents who felt the Trust had made adequate adjustments to support them at work at 68.8% (65.7% in 2022).

SEXUAL ORIENTATION



8.06%

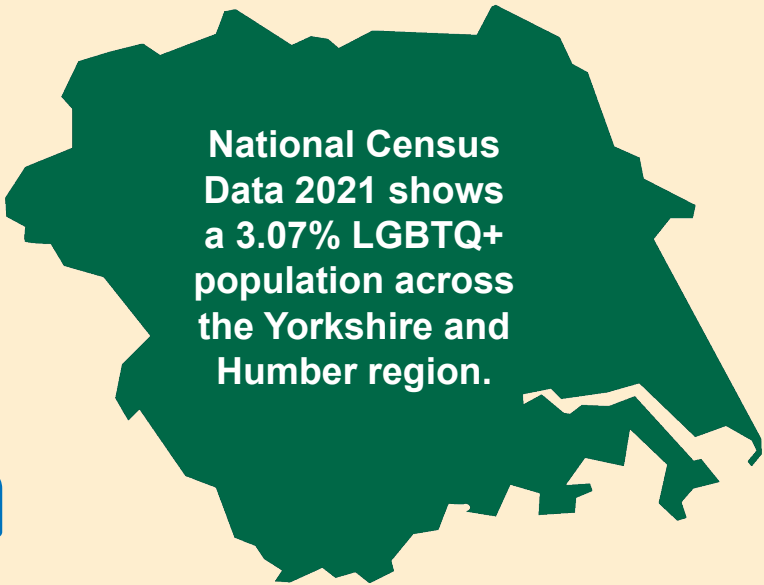
of staff identify as LGBTQ+ (up from 7.60% in 2023).

80.56% of staff identify as Heterosexual at YAS, similar to previous years. There has been an increase to 8.06% of our staff identifying as LGBTQ+ in 2024 in comparison to 7.60% in 2023.

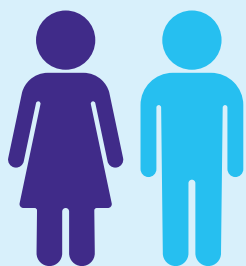
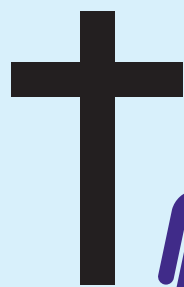
Staff choosing not to share their sexual orientation with the Trust has continued to decrease from 12.79% in 2023 to 11.38% in 2024.

5,698

identify as heterosexual (80.56%), where 'not stated' is 11.38%.



RELIGION



Christianity remains the highest affiliated religion and belief at

41.20%

19.55% do not wish to disclose, (down from 21.24% in 2023).

41.30% of our workforce declared their religion and belief to be Christianity, with 19.55% of staff not wishing to disclose their religion and belief.

The numbers of staff declaring Sikhism, Islam and Hinduism as their religion and belief have also seen an increase this year at 4.88%, up from 4.34% in 2023.

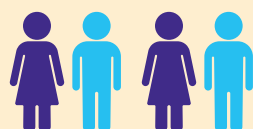
AGE

14.14%

of our staff are aged between 26-30.



Those aged between 31-35 make up 13.70% of our workforce.



The Trust currently employs 146 staff aged 66 and over, 34 of whom are 71 years and older.



This figure has risen from 2023 (118, 66+) indicating that staff in upper age bands remain with us until the point they choose to retire.

The Trust employs 14.14% of staff aged between 26-30 and 13.70% aged 31-35.

All age groups are well represented in the Additional Clinical Services professional group, although a large number fall between the 21-30 age group.

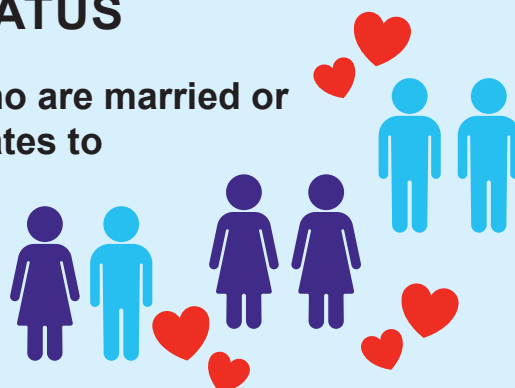
The Allied Health Professionals (Paramedics) are also well represented in different age groups.

There are more staff aged 71 and above in the Medical and Dental group in 2024.

RELATIONSHIP STATUS

The proportion of staff who are married or in a civil partnership equates to

40.07%



46.15%

The largest proportion of staff, reported as single.

The Trust recorded a marginal change in staff recording their relationship status since 2023.

The number of staff who are single increased by 0.22%, Married, dropped by 0.25%, divorced dropped by 0.08%, unknown increased by 0.09%.

Civil partnership increased by 0.36%. While legally separated and widowed recorded slight reductions as well.