

## Workforce Race Equality Standard: Our data as of 31 March 2024

Metric		2022	2023	2024	Comments
<b>Metric 1:</b> Percentage of staff in each of the AfC bands 1 - 9 or medical and dental subgroups and VSM (including executive board members) compared with the percentage of staff in the overall workforce.	Workforce headcount	5,907	6,104	6,518	Workforce headcount continues to increase year on year.
	% Declared BME	6.5% ↑	6.2% ↓	7.1% ↑	Percentage of ethnically diverse staff has increased this year by 0.9% along with an increase of overall workforce population. This figure is not representative of the community we serve, with Yorkshire reporting 14.6% ethnically diverse residents (census 2021).
	BME headcount	386 ↑	381 ↓	463 ↑	The number of ethnically diverse staff has increased by 82, along with an overall increase in headcount.
	White headcount	5,496	5,686	6,016	White workforce headcount has also steadily increased year on year.
	Not stated	25	37	39	Although the number of 'not stated' is 2 more in 2024, the percentage of not stated staff continues to sit at 0.6% of the workforce.
<b>Metric 2:</b> Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts.  (The target here is 1.0 where BME and White staff have equal likelihood of being appointed.)		1.36 ↓	1.69 ↑	2 ↑	White candidates are twice as likely to be appointed despite some change in process. The data includes candidates of both White and BME staff who have been offered an interview but didn't accept or failed to attend.  4,926 White applicants were shortlisted, with 1,001 appointments. 1,200 BME applicants were shortlisted, with only 121 appointments.
<b>Metric 3:</b> Relative likelihood of BME staff entering the formal disciplinary process, compared to that of White staff, as measured by entry into a formal disciplinary investigation.  (The target here is 1.0 where BME and White staff have equal likelihood of entering the disciplinary process.)		0.59 ↓	2.42 ↑	1.26 ↓	A significant decrease in this metric, which is a positive for the Trust. Of the 45 entering the formal disciplinary process, there were 4 BME staff. 8.8% of formal disciplinaries this year were BME staff which is down from 14% last year.
<b>Metric 4:</b> Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME.		1.80 ↑	0.93 ↓	1.15 ↑	A small negative increase which shows White staff are accessing non-mandatory training and CPD more so than BME staff. 141 BME staff accessed non-mandatory training and CPD, compared to 2,115 White staff. 17 staff have not stated their ethnicity on their ESR.

(The target here is 1.0 where BME and White staff have equal likelihood of accessing training.)					
<b>Metric 5:</b> Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months.	<b>White</b>	43.4%	39.8%	40.3%	There is an increase across the board which could be attributed to public frustration on demand and lack of availability. Incidents continue to rise, as seen across the whole ambulance service sector.
	<b>BME</b>	38.5% ↑	41.2% ↑	44.6% ↑	
<b>Metric 6:</b> Percentage of staff experiencing harassment, bullying or abuse from staff in last 12 months.	<b>White</b>	25.6%	23.2%	22.1%	A positive decrease. 8.1% of BME staff are reporting experiences of harassment, bullying or abuse from staff following an increase in 2023. Work has continued around improving YAS culture and professional behaviours which may be a contributing factor for the positive change.
	<b>BME</b>	26.0% ↓	27.5% ↑	19.4% ↓	
<b>Metric 7:</b> Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	<b>White</b>	49.7%	49.7%	55.3%	An increase by 5% following work regarding inclusive internal recruitment across the Trust. There is a 9.1% difference in how white staff feel within this metric compared to BME staff which needs to be actioned for improvement this year.
	<b>BME</b>	42.7% ↓	41.2% ↓	46.2% ↑	
<b>Metric 8:</b> In the last 12 months have you personally experienced discrimination at work from any of the following? Manager/team leader or other colleagues	<b>White</b>	10.1%	10.1%	8.2%	A slight negative increase of 1.2% for BME staff, demonstrating increased discrimination experienced from managers/colleagues in comparison to White colleagues.
	<b>BME</b>	10.4% ↑	16.7% ↑	17.9% ↑	
<b>Metric 9:</b> Percentage difference between the organisation's board membership and its overall workforce disaggregated.	<b>White</b>	- 5.5%	- 8.5%	-1%	The Trust's BME workforce sits at 7.1% of the organisation, Trust Board representation is at 8.3%, and amounts to one Board Member, with 91.7% of our members being White, evidencing a 1% difference.
	<b>BME</b>	6.0% ↑	9.1% ↑	1% ↓	