

The chart below highlights the ethnic profile of our staff population. As of 31 March 2025, the Trust employed a total of 7,803 staff members where 726 (9.32%) are from BME backgrounds, 6,996 (89.65%) are of white origin, and 81 (1.04%) members of staff chose not to state their ethnic origin.

EMPLOYMENT Total headcount of employed staff, as of 31 March 2025:



7,803

Total number of staff
(this figure does not
include our students,
volunteers or bank staff).



5,492

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 7,803 members of staff on 31 March 2025 compared to 7,073 members of staff in 2024. The headcount figure includes part-time staff and equates to 5,492 Whole Time Equivalent (WTE). These figures do not include our students, volunteers and bank staff.

GENDER



57.62%

of our workforce identify
as a female (up from
56.10% in 2024).

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 (86.19%) compared to (13.81%) men. Whilst the Medical and Dental staff group employ a higher number of men (92.31%) compared to women (7.69%).

ETHNICITY

9.32%



of our workforce are from a diverse ethnic
background (up from 7.81% in 2024)



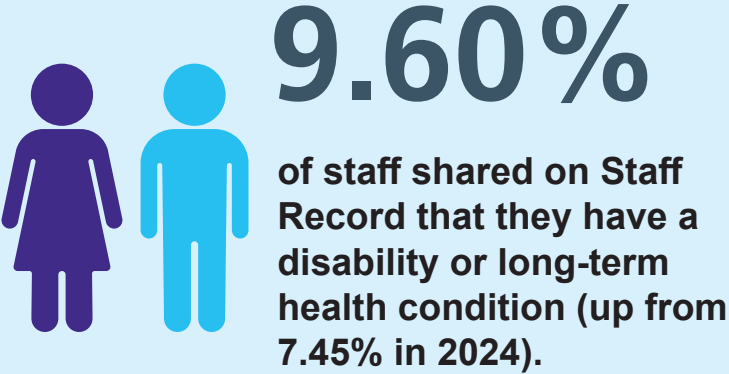
with
Wakefield
having
7.0%.

Staff from ethnically diverse backgrounds now make up 9.32% of the workforce, an increase from 7.69% in 2024. The proportion of White staff has decreased slightly, from 91.60% to 89.65%.

The most significant growth representation occurred in Nursing and Midwifery, where figures more than doubled from 20.16% to 41.44%. Medical and Dental and Administrative and Clerical, also saw steady improvements.

BME representation remains highest in Band 3 roles, increasing from 3.56% to 4.40%. Allied Health Professionals (Paramedics) continue to have the lowest representation of staff from ethnically diverse backgrounds at 4.03%.

DISABILITY



The National Staff Survey 2024 results saw 33.69% 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 9.60% from 7.45% (2024) of staff sharing they have a disability or long-term health condition. The 2.15% 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 2024 results reported an increase in the number of respondents who felt the Trust had made adequate adjustments to support them at work at 71.1% (68.8% in 2023).

SEXUAL ORIENTATION



8.79%

of staff identify as LGBTQ+ (up from 8.06% in 2024).

81.89% of staff identify as Heterosexual at YAS, a 1.33%-point increase from the previous year. There has been an increase to 8.79% of our staff identifying as LGBTQ+ in 2025 in comparison to 8.06% in 2024.

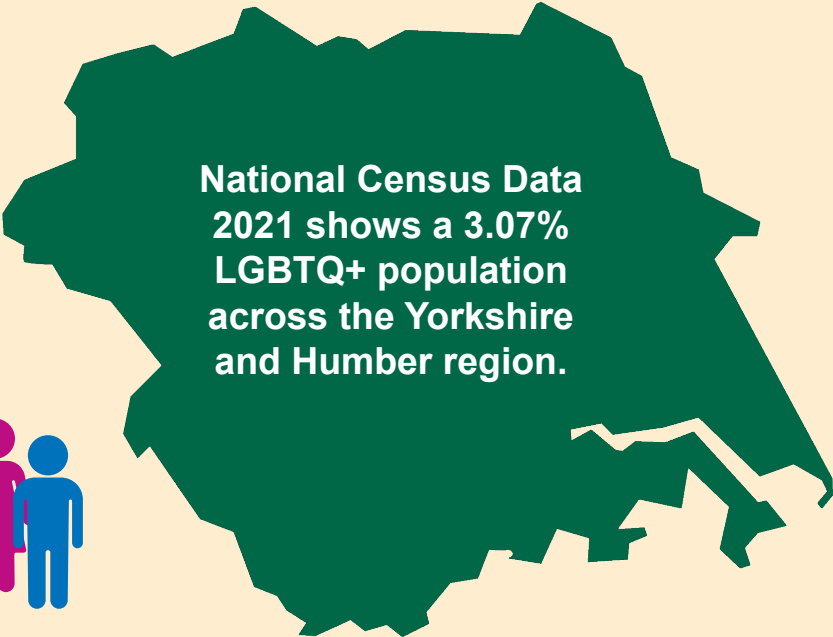
Staff choosing not to share their sexual orientation with the Trust has continued to decrease from 11.38% in 2024 to 9.32% in 2025.

5,698

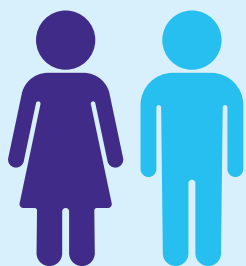
identify as heterosexual (81.89%), where ‘not stated’ is 9.32%.



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

40.27%

17.44% do not wish to disclose, (down from 19.55% in 2024).

40.27% of our workforce declared their religion and belief to be Christianity, with 17.44% 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 5.47%, up from 4.88% in 2024.

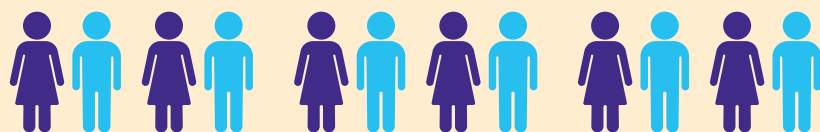
AGE

14.79%

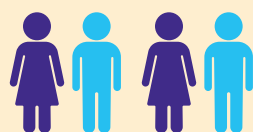
of our staff are aged between 26-30.



Those aged between 31-35 make up 13.98% of our workforce.



The Trust currently employs 157 staff aged 66 and over, 40 of whom are 71 years and older.



This figure has risen from 2024 (146, 66+) indicating that staff in upper age bands remain with us until the point they choose to retire.

All age groups are well represented in the Additional Clinical Services professional group, although a large number fall between the 21-35 age group.

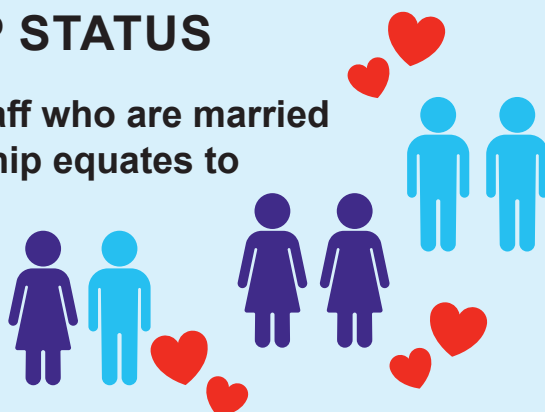
The Allied Health Professionals (Paramedics) are also well represented in different age groups.

There are more staff aged 71 and above in the Additional Clinical Services group in 2024.

RELATIONSHIP STATUS

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

40%



47.61%

The largest proportion of staff, reported as single.

The Trust recorded an increase (1.91%) in staff not recording their relationship status ('Blank') since 2024 (1.05%).

The number of staff who are single increased by 1.46% points, Married, dropped by 0.97%, divorced dropped by 0.29%, unknown decreased by 0.21%.

Civil partnerships decreased by 0.70%, while legal separations slightly decreased, and widowed status slightly increased.