



Workforce Diversity Profile Report

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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.

Our vision for the 2024-29 strategy is clear: Great Care, Great People, Great Partner. To achieve this, the Trust have set out four bold ambitions that will drive our actions and outcomes over the next five years. Integral to this is ensuring that our people are supported to perform at their very best, in a diverse and inclusive organisation with a culture of continuous improvement. Through our four values of kindness, respect, teamwork and improvement, and our YAS Together culture programme, we will create an ambulance service to be proud of.

The Trust's strategy for 2024-2029 can be found [here](#) along with our values and our Framework for Success.

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 LGBT+ 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 2025.

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.
- 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. Equality objectives make up our new Diversity and Inclusion Action Plan 2024-27, monitored by the Diversity and Inclusion Steering Group (DISG) on a bi-monthly basis, and through the People and Culture 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, procedures and practices do not adversely impact on patients or staff.

Equality Delivery System (EDS 2022)

The Equality Delivery System (EDS) is a system that helps NHS organisations improve the services they provide for their local communities and provide better working environments, free of discrimination, for those who work in the NHS, while meeting the requirements of the Equality Act 2010. The EDS was developed by the NHS, for the NHS, taking inspiration from existing work and good practice.

EDS 2022 implementation by NHS provider organisations is mandatory in the [NHS Standard Contract](#). EDS 2022 implementation will continue to be a key requirement for all NHS commissioners. The 2024/25 EDS Report for the Trust can be found [here](#).

Equality Monitoring Information

Information is shared to comply with the above duty which requires the Trust to publish information relating to persons who share a relevant protected characteristic. Data is also used to provide valuable insight into our workforce, informs diversity and inclusion initiatives and decision making to create a culture of inclusion.

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, and could identify staff, it has therefore been excluded.

Workforce Information

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); this excludes student paramedics.

The table below provides three years of data and shows a steady increase in the number of staff employed overall.

Workforce Numbers 2023-2025

Staff Category	31 March 2023		31 March 2024		31 March 2025	
	Headcount	WTE	Headcount	WTE	Headcount	WTE
A&E* Operations	3,541	3,091.3	3,854	3,367	4,171	3,697.59
PTS**	749	605.8	750	590	834	646.88
RPC*** / NHS 111/999	1,273	906.6	1,387	967.2	1,630	1,228.44
Support Staff	762	671.4	843	731.2	924	795.73
Management	222	216.5	239	225.1	244	230.99
Total	7,020****	5,491.6	7,073****	5,880.5	7,803	6,599.64

* Accident and Emergency Operations (999 operations)

** Patient Transport Service

*** Remote Patient Care includes Integrated Urgent Care (111) and Emergency Operations Centre (999)

**** The Trust has 769 staff who are undertaking apprenticeship programmes of study (10.6% 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.

***** Student Paramedics are excluded from this data set.

The data above highlights staffing by Headcount and Whole Time Equivalent (WTE) for 31 March in 2023, 2024, and 2025. WTE accounts for part-time staff to indicate actual workforce capacity.

Growth and Capacity:

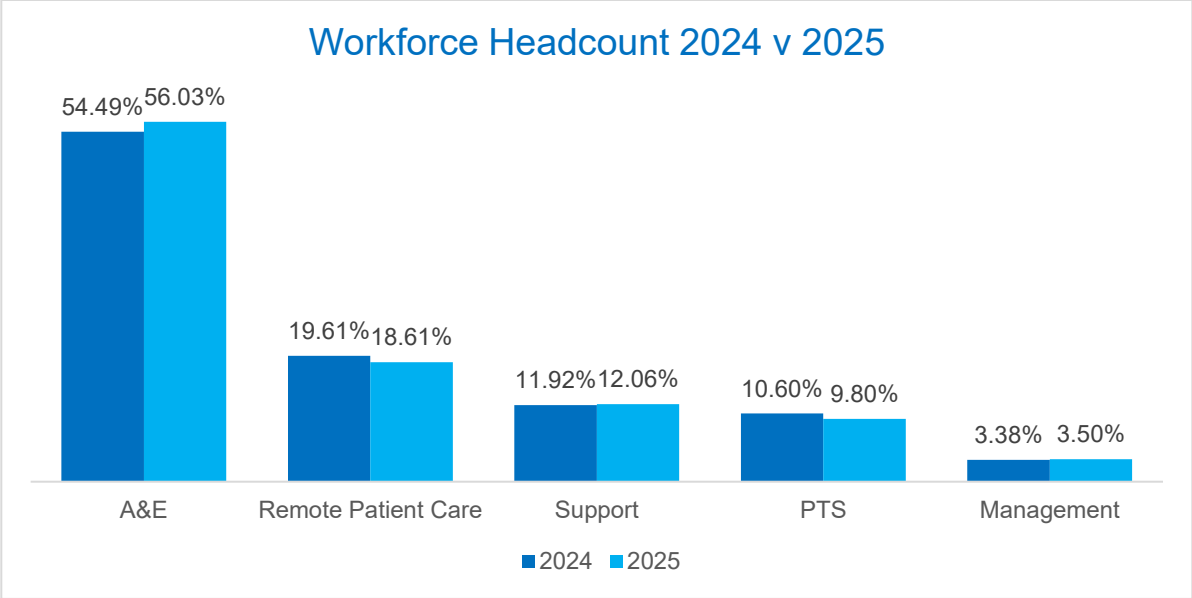
- The total headcount increased by 11.2% between 2023 and 2025, rising from 7,020 to 7,803 employees.
- The Whole Time Equivalent (WTE) grew by 20.2% during the same period, from 5,491.6 to 6,599.6, demonstrating a significant increase in full-time workforce capacity.
- The disproportionate growth in WTE relative to Headcount indicates a shift towards more full-time roles and enhanced operational capability.

Trends

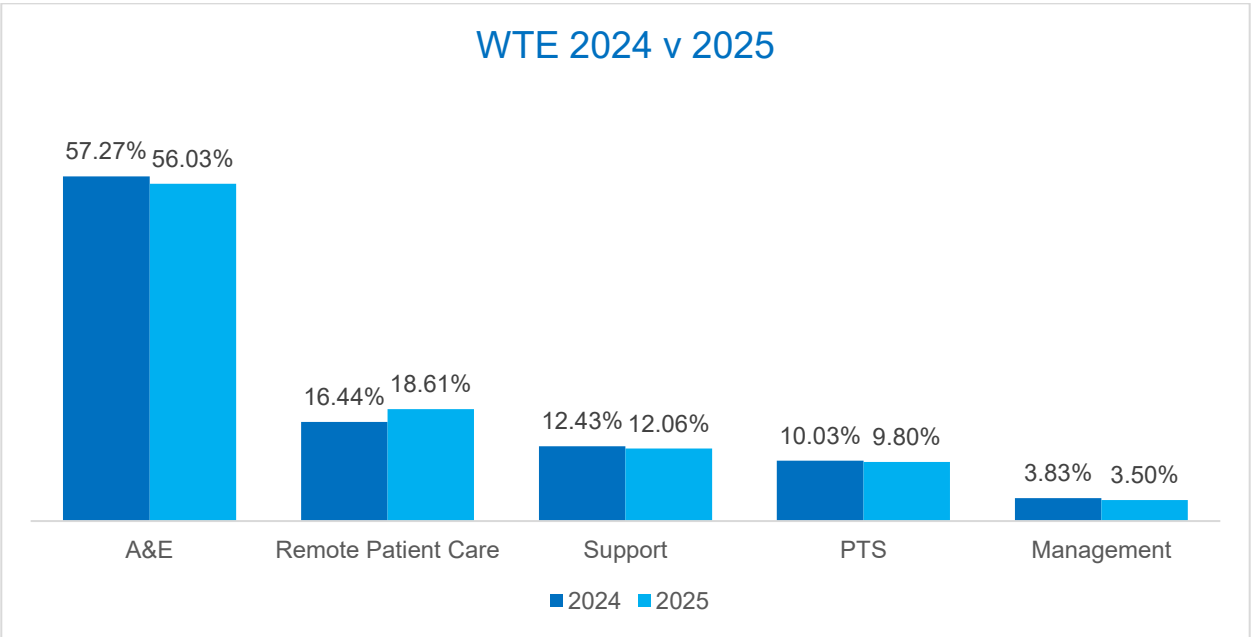
- Frontline services, particularly A&E Operations and RPC/NHS 111/999, experienced the highest WTE growth at 19.6% and 35.5% respectively, highlighting an increased focus on demand-driven service areas.
- Support staff and management roles grew at a slower rate, with WTE increases of 18.5% and 6.7% respectively.

The Trust has grown consistently over the past three years, focusing on expanding frontline services to meet higher demand, while gradually increasing back-office support to boost service capacity.

The graph below illustrates the proportional distribution of workforce headcount across key staff categories for 2024 and 2025. The largest increase is seen in A&E, which rose from 54.49% to 56.03% of total staff, reinforcing the Trust's continued focus on strengthening emergency care capacity. Remote Patient Care's share fell from 19.61% to 18.61% despite higher numbers overall. Support and management roles stayed steady, and PTS declined slightly. The data indicates staffing growth is focused on frontline operational roles.



The graph below compares the proportional distribution of Whole Time Equivalent (WTE) staffing across key workforce categories for 2024 and 2025. The A&E category remains the largest share of the workforce, although it slightly decreased from 57.27% in 2024 to 56.03% in 2025. Remote Patient Care saw an increase in its WTE proportion, rising from 16.44% to 18.61%, indicating growing full-time resource allocation in this area. Support and management categories showed marginal decreases in their WTE shares, while PTS experienced a slight decline as well. These trends reflect a continued emphasis on frontline services with a notable shift toward increasing full-time capacity in remote patient care.



Key Workforce Highlights: Headcount and WTE Comparison (2024 - 2025)

- The A&E workforce headcount increased from 54.49% to 56.03%, while its WTE proportion decreased slightly from 57.27% to 56.03%, indicating a modest shift towards part-time employment.
- Remote Patient Care WTE increased significantly from 16.44% to 18.61%, despite a slight decline in headcount from 19.61% to 18.61%, reflecting a greater emphasis on full-time staffing in this area.
- Support staff and management headcount proportions rose marginally (support: 11.92% to 12.06%, management: 3.38% to 3.50%), with corresponding small decreases in WTE (support: 12.43% to 12.06%, management: 3.83% to 3.50%), suggesting increased part-time roles.
- The PTS category declined modestly in both headcount (10.60% to 9.80%) and WTE (10.03% to 9.80%), indicating a reduction in relative staffing focus

The next data sets offer a comprehensive overview of the Trust's workforce, including detailed breakdowns by protected characteristic where such information is available.

Staff Profile – Gender (2023-2025)

Our workforce has grown steadily from 7,020 employees in 2023 to 7,803 in 2025. Over this period, there has been a noticeable shift in gender balance. The proportion of female employees increased from 54.8% in 2023 to 57.6% in 2025, reflecting a growing female presence within the organisation. Meanwhile, male employees, although increasing slightly in absolute numbers, saw their representation decrease from 45.2% to 42.4%. This trend highlights an ongoing move towards gender diversity, with women making up an increasingly significant share of the workforce similar to the overall trend in the NHS.

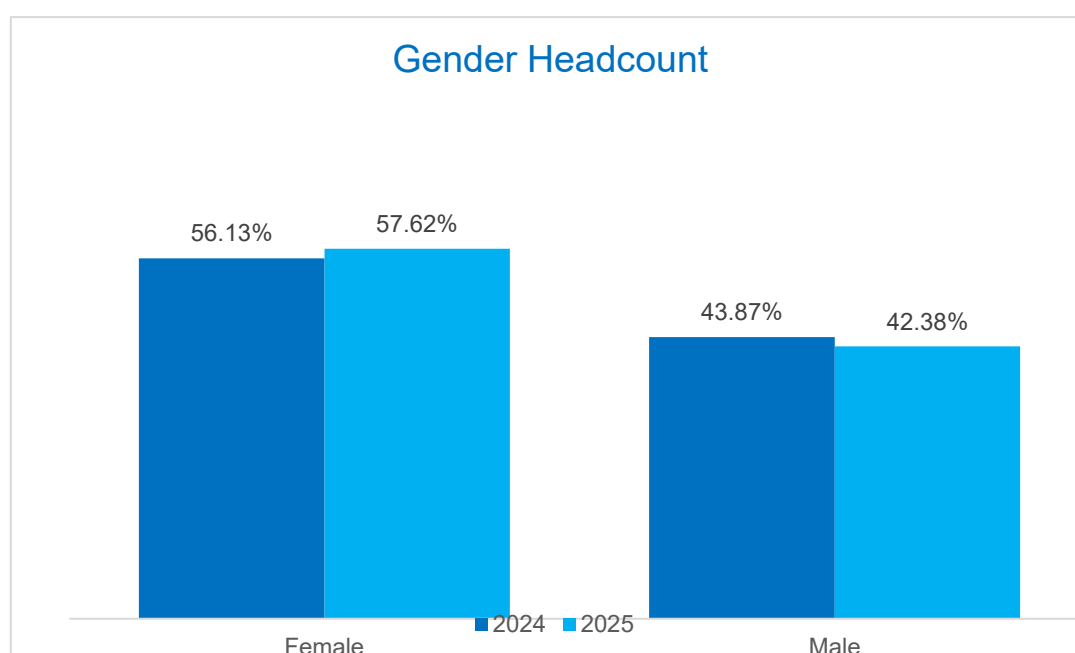
Headcount and % of Employees						
	2023		2024		2025	
Male	2,962	45.20%	3,103	43.90%	3,307	42.38%
Female	3,596	54.80%	3,970	56.10%	4,496	57.62%
Total	7,020	100%	7,073	100%	7,803	100%

Female staff continue to represent most of the workforce, consistent with local authority employment trends in Wakefield and the broader Yorkshire and Humber region, as indicated in the 2021 National Census data below:

Gender	Wakefield 2021*		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

The graph below demonstrates a modest increase in female headcount, rising from 56.13% in 2024 to 57.62% in 2025, reflecting a 1.49 percentage point growth in their share of the workforce. Conversely, the proportion of male employees declined from 43.87% to 42.38% over the same period, representing a corresponding decrease of 1.49 percentage points. This shift signifies a continued strengthening of female representation, with women now accounting for 15.24% more of the workforce than men.



¹ [Office for National Statistics – Yorkshire and Humber – Census 2021](#)

Staff Gender by Professional Group 2025

Staff Group	Female	Male	Total	Female%	Male%
Add Prof Scientific and Technical	8	2	10	80%	20%
Additional Clinical Services	2,360	1,469	3,829	61.63%	38.37%
Administrative and Clerical	721	391	1,112	64.84%	35.16%
Allied Health Professionals	1,147	1,162	2,309	49.68%	50.32%
Estates and Ancillary	103	246	349	29.51%	70.49%
Medical and Dental	1	12	13	7.69%	92.31%
Nursing and Midwifery Registered	156	25	181	86.19%	13.81%
Total	4,496	3,307	7,803	57.62%	42.38%

NB: Professional Group categories

- Additional Professional Scientific and Technical includes – Pharmacists.
- Additional Clinical Services includes – Emergency Care Assistants.
- Administrative and Clerical includes – Human Resources, Finance, Communications.
- 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.

The data above details workforce composition by professional group and gender, illustrating persistent gender segregation across certain roles that have been traditionally associated with either men or women. For instance, in the Nursing and Midwifery Registered cohort, women represent a significant majority at 86.19% (156 individuals), while men comprise 13.81% (25 individuals). Administrative and clerical positions are similarly dominated by women, accounting for 64.84% (721) of these roles, compared to 35.16% (391) held by men. In contrast, men hold a majority within the Estates and Ancillary group, representing 70.49% (246), with women comprising 29.51% (103). These gender distributions have shown little change over the past two years, indicating continued occupational gender patterns within professional groups.

What we are doing:

We remain committed to fostering a workplace where women feel supported, valued, and able to thrive at every stage of their careers. In 2024/25, we delivered a range of initiatives under our Equality, Diversity and Inclusion (EDI) agenda to improve gender equity, support progression, and promote wellbeing and safety for women across the Trust.

Fair Pay and Equal Opportunities

We continue to apply the national [Agenda for Change](#) terms and conditions, ensuring equal pay for work of equal value. All job descriptions are regularly reviewed to ensure appropriate banding and remuneration.

In accordance with statutory requirements, we will publish our Gender Pay Gap (GPG) report based on data as of 31 March 2025. The mean GPG decreased from 9.78% in 2024 to 8.45% in 2025, representing progress; however, this figure continues to reflect a workforce with a greater proportion of women in lower-banded roles. To address this disparity and support equitable progression, actions to support the Gender Pay Gap will be included in the [3-year EDI Action Plan](#).

Career Development and Progression

The Women's & Allies Network delivered several in-person events and speaker-led sessions to support women's professional development. "In the Spotlight" sessions provided a platform for colleagues to share their experiences and career journeys, supporting visibility and inspiration across the organisation.

In 2024, we launched the Women and Allies Mentorship Scheme, pairing women with senior leaders and allies to support personal development, confidence, and progression. Work also continues under the Inclusive Recruitment and Progression Review, with a focus on removing barriers and encouraging diverse representation in all roles.

Support for Parents and Carers

We continue to promote flexible working options for all staff to support work-life balance, particularly for those with caring responsibilities. Our New Parent Support Policy, launched in June 2023, is supported by regular webinars providing guidance on entitlements such as parental leave, flexible working, and childcare support.

To better understand retention patterns, particularly among women, we introduced structured stay and exit interviews. Insights from these are helping shape future workforce plans.

Women's Health and Menopause Support

Our Menopause Policy, launched in June 2023, continues to be embedded across the Trust. In 2024/25, our Women's and Allies Network delivered:

- Regular menopause support drop-in sessions via Microsoft Teams
- A Trust-wide Menopause Awareness Day campaign and site engagement tour
- Continued promotion of ESR-based menopause training, with senior leadership support.

These activities ensure that staff and managers are better informed, equipped, and supported in addressing menopause-related issues at work.

Safe and Respectful Workplaces

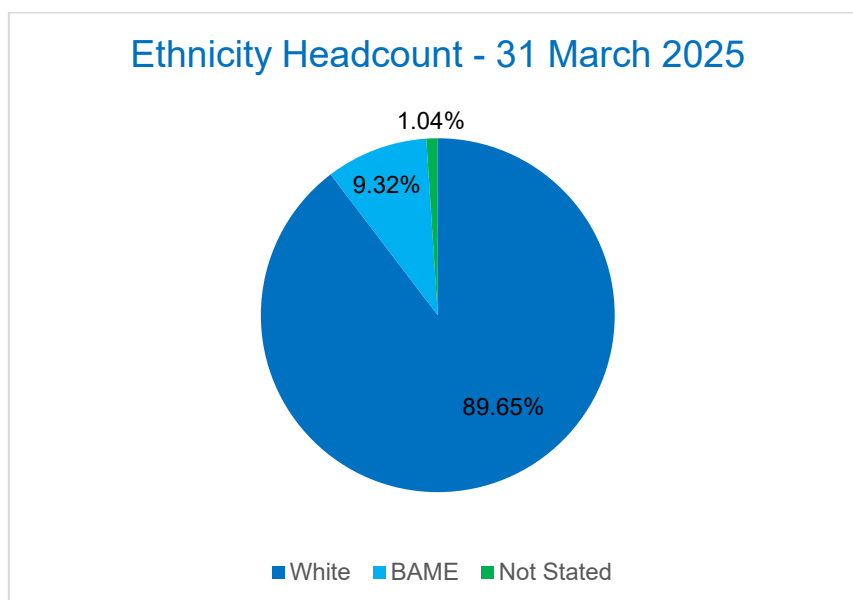
The Sexual Safety Charter, introduced in October 2023, reinforces our commitment to maintaining a workplace free from harassment and inappropriate behaviour. Throughout 2025, we continued to promote the Charter through awareness campaigns and training. A new Active Bystander to Upstander Training programme is in development and scheduled to launch later in the year supporting staff to challenge inappropriate workplace behaviours.

Looking Ahead

Our efforts to support women at YAS remain a central part of our wider commitment to equality, diversity and inclusion. Through the implementation of our [EDI Action Plan 2024-2027](#) we will continue to deliver meaningful change and ensure all women have the opportunity to succeed, progress, and feel valued in their work.

Staff Profile: Ethnicity 31 March 2025

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, of which 728 (9.32%) are from BME backgrounds, 6,996 (89.65%) are of White origin, and 79 (1.04%) chose not to state their ethnic origin. Compared to 2024, the proportion of staff from BME backgrounds increased by 1.51 percentage points, while the proportion of White staff decreased by 1.95 percentage points. There was also a slight increase of 0.47 percentage points in those who did not disclose their ethnicity.



Workforce data shows that the number of staff from BME backgrounds employed by the Trust has increased to 9.32%. This marks a continued year-on-year improvement from 6.91% in 2022, 6.88% in 2023, and 7.81% in 2024, reflecting a total increase of 2.41 percentage points over three years.

The Trust Headquarters is based in Wakefield, where the population of the Local Authority of Wakefield is 93% White and 7% BME². The population in the Yorkshire and Humber Region is 85.4% White and 13.1% BME³.

While our workforce spans a wide geographical area and serves a diverse population, the current data shows that we remain under-representative of the communities we serve, particularly in comparison to the regional ethnic profile. Addressing this gap remains a priority in our ongoing equality, diversity, and inclusion efforts.

Our commitment to improving the experience of staff from ethnically diverse backgrounds remains a key priority. We continue to report against the [Workforce Race Equality Standard \(WRES\)](#) and have developed a targeted actions to promote equity between White and BME staff. Our [2024-27 Equality, Diversity & Inclusion Action Plan](#) includes measures to enhance recruitment, retention, and inclusion, developed in collaboration with the Race Equality Network, Trade Unions, and senior leaders. A full breakdown of staff ethnicity is shown below.

² [Population profiles for local authorities in England - Office for National Statistics \(ons.gov.uk\)](#)

³ [Population profiles for local authorities in England - Office for National Statistics \(ons.gov.uk\)](#)

Breakdown of Staff Ethnicity

Ethnic Origin						
	March 2023		March 2024		March 2025	
A White – British	5,937	90.53%	6,329	89.48%	6,816	87.35%
B White – Irish	25	0.38%	27	0.38%	28	0.36%
C White – Any other White background	69	1.05%	97	1.37%	118	1.51%
C3 White Unspecified					2	0.03%
CA White English	7	0.11%	8	0.11%	8	0.10%
CB White Scottish	1	0.02%	2	0.03%	4	0.05%
CC White Welsh	2	0.03%	1	0.01%	1	0.01%
CD White Cornish					1	0.01%
CH White Turkish			1	0.01%		
CP White Polish	10	0.15%	7	0.10%	9	0.12%
CR White Kosovan					1	0.01%
CX White Mixed	5	0.08%	3	0.04%	1	0.01%
CY White Other European	6	0.09%	4	0.06%	7	0.09%
D Mixed – White & Black Caribbean	30	0.46%	33	0.47%	38	0.49%
E Mixed – White & Black African	6	0.09%	5	0.07%	6	0.08%
F Mixed – White & Asian	20	0.30%	27	0.38%	33	0.42%
G Mixed – Any other mixed background	16	0.24%	18	0.25%	29	0.37%
GC Mixed – Black & White	1	0.02%				
GD Mixed – Chinese & White	2	0.03%	2	0.03%	2	0.03%
GF Mixed – Other/Unspecified	1	0.02%	2	0.03%	1	0.01%
H Asian or Asian British - Indian	46	0.70%	64	0.90%	99	1.27%
J Asian or Asian - Pakistani	217	3.31%	264	3.73%	317	4.06%
K Asian or Asian British - Bangladeshi	4	0.06%	4	0.06%	7	0.09%
L Asian or Asian British – Any other Asian Background	15	0.23%	12	0.17%	14	0.18%
LA Asian Mixed			1	0.01%		
LD Asian East African			1	0.01%	1	0.01%
LH Asian British	5	0.08%	4	0.06%	4	0.05%
LK Asian Unspecified	1	0.02%	2	0.03%	3	0.04%
M Black or Black British – Caribbean	24	0.37%	27	0.38%	28	0.36%
N Black or Black British – African	37	0.56%	45	0.64%	108	1.38%
P Black or Black British – Any other Black background	6	0.09%	7	0.10%	7	0.09%
PC Black Nigerian			1	0.01%	2	0.03%
PD Black British	2	0.03%	3	0.4%	2	0.03%
PE Black Unspecified					1	0.01%
R Chinese	6	0.09%	8	0.11%	9	0.12%
S Any Other Ethnic Group	9	0.14%	13	0.18%	13	0.17%
SC Filipino	1	0.02%	1	0.01%	2	0.03%
Z Not Stated	37	0.56%	41	0.58%	48	0.62%
Blank	9	0.14%	9	0.13%	33	0.42%
Grand Total	6558	100%	7,073	100%	7,803	100%

**** Student Paramedics are excluded from 2023 - 2025

Staff: Ethnicity by Professional Group

The data in this section provides a breakdown of ethnicity across our professional groups and pay bands. It is anticipated that actions outlined in the Trust's Workforce Race Equality Standard (WRES) Action Plan will support efforts to address disparities in representation across both areas.

As of 31 March 2025, BME representation among Allied Health Professionals (AHPs) remains disproportionately low at 4.03%, showing a slight decrease compared to 4.22% in 2024, despite ongoing efforts to diversify this workforce group. In contrast, BME representation among Ambulance Support Workers (Additional Clinical Services) has increased to 11.39%, up from 9.26% in 2024 and 8.08% in 2023, reflecting gradual progress in frontline operational roles.

Within Administrative and Clerical roles, the proportion of staff from BME backgrounds stands at 8.81%, a modest decline from 9.26% in 2024, though still higher than 8.18% in 2023. Notably, Medical and Dental roles show some improvement in diversity, with BME representation increasing to 7.69% in 2025, following a period of 100% White representation in 2022 and 2023.

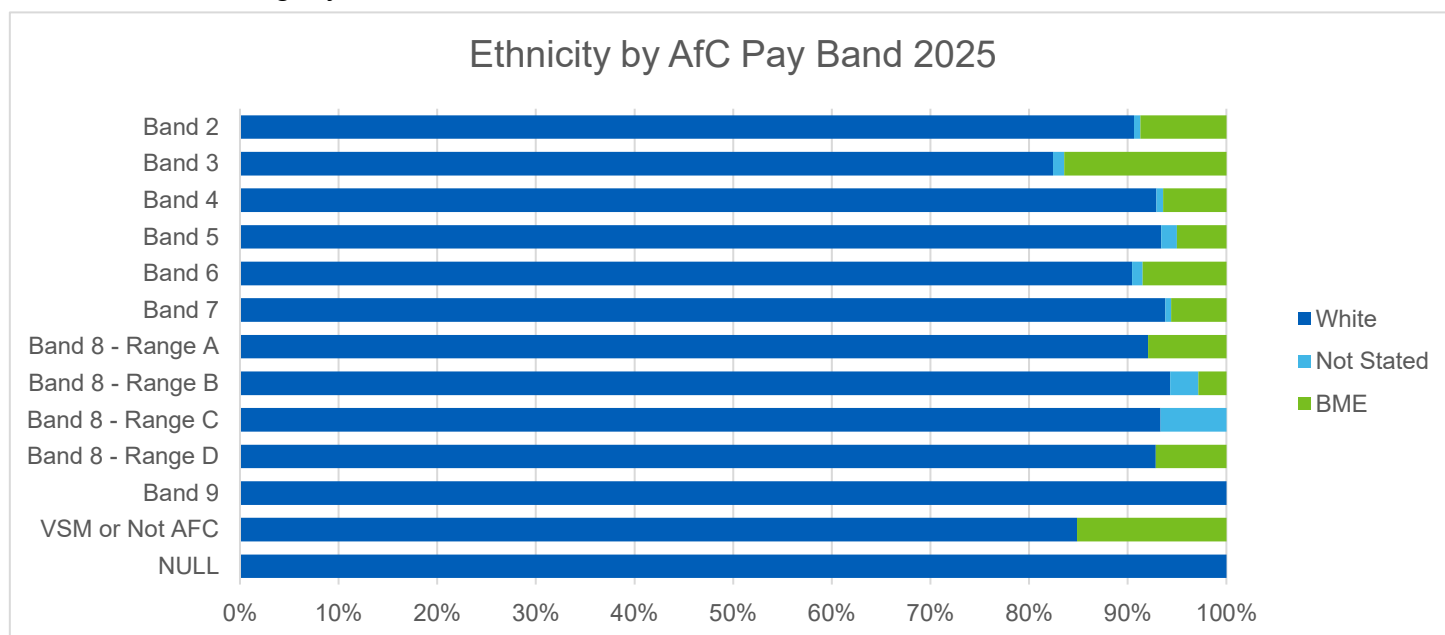
These trends underscore the importance of sustained action to improve ethnic representation, particularly in specialist and senior clinical roles, and reinforce the need for continued focus on equitable recruitment, development, and progression opportunities across the Trust.

31 March 2025							
Professional Group	White	BME	Not Stated	Total	White	BME	Not Stated
Additional Prof Scientific and Technical	7	3		10	70%	30.00%	0.00%
Additional Clinical Services	3,351	436	42	3829	87.52%	11.39%	1.10%
Administrative and Clerical	1,007	98	7	1112	90.56%	8.81%	0.63%
Allied Health Professionals	2,188	93	28	2309	94.76%	4.03%	1.21%
Estates and Ancillary	325	21	3	349	93.12%	6.02%	0.86%
Medical and Dental	12	1		13	92.31%	7.69%	0.00%
Nursing and Midwifery Registered	105	75	1	181	58.01%	41.44%	0.55%
Total	6,995	727	81	7,803	89.65%	9.32%	1.04%

Staff: Ethnicity by Pay Band as of 31 March 2025						
	BME	BME %	White	White %	Not Known	Not Known %
Band 2	27	0.35%	281	3.60%	2	0.03%
Band 3	343	4.40%	1,720	22.04%	24	0.31%
Band 4	96	1.23%	1,391	17.83%	10	0.13%
Band 5	70	0.90%	1,302	16.69%	22	0.28%
Band 6	136	1.74%	1,450	18.58%	17	0.22%
Band 7	38	0.49%	636	8.15%	4	0.05%
Band 8 - Range A	10	0.13%	116	1.49%	0	0.0%
Band 8 - Range B	1	0.01%	33	0.42%	1	0.01%

	BME	BME %	White	White %	Not Known	Not Known %
Band 8 - Range C	0	0.0%	14	0.18%	1	0.01%
Band 8 - Range D	1	0.01%	13	0.17%	0	0.0%
Band 9	0	0.0%	6	0.08%	0	0.0%
NULL	0	0.0%	5	0.06%	0	0.0%
Very Senior Manager	5	0.06%	27	0.35%	0	0.0%
Total	727	9.32%	7,803	100%	81	1.04%

As highlighted in the chart below, the largest proportion of staff from BME backgrounds continue to be employed in Band 3 roles, representing 4.40% of the workforce, an increase from 3.56% in 2024 and 3.11% in 2023. In contrast, the percentage of White staff in Band 3 has decreased slightly to 22.04% from 21.90% in 2024.



While there has been a modest increase in BME staff at Band 7, rising from 28 in 2024 to 38 in 2025, overall representation of BME staff in higher bands remains disproportionately low. Notably, there are no BME staff recorded at Band 9, which has an overall headcount of 6.

These figures highlight ongoing challenges in achieving greater ethnic diversity in senior and higher-banded roles within the Trust.

What we are doing:

We remain committed to creating a workplace where staff from ethnically diverse backgrounds feel supported, valued, and empowered to thrive. In 2024/25, a range of activities were delivered through the Race Equality Network and Trust-wide initiatives to promote inclusion, career progression, wellbeing, and psychological safety for all ethnically diverse colleagues.

Workforce Race Equality Standard (WRES) and Action Plan

The Trust refreshed its Workforce Race Equality Standard (WRES) data and published 3-year plan, which is reviewed annually. This plan is owned and led by the Diversity and Inclusion Team, guiding targeted actions to address race-related disparities across the organisation.

Ethnicity Pay Gap Report

In 2024, the Trust published its first Ethnicity Pay Gap Report, providing a baseline view of pay disparities between White and BME staff. In line with NHS England requirements, the Trust will continue to publish this data annually, with the next report due in 2025. This forms

part of our wider commitment to addressing inequality and improving equity in career progression and representation.

Engagement and Network Activity

The Race Equality Network hosted nine Steering Group meetings and four bimonthly network meetings to drive strategic action and connect members. An in-person network event and multiple engagement activities fostered community and support. Collaborative visits with the Women and Allies Network to Leeds and Bradford Hospitals via the welfare vehicle enhanced cross-network working. During periods of civil unrest in August 2024, ten drop-in support sessions, including two dedicated for allies, provided timely and responsive support.

Recruitment and Inclusion Initiatives

As part of the 2024-27 Equality, Diversity and Inclusion Action Plan, the Trust is reviewing its recruitment process. This includes reviewing frequently recruited roles, such as Call Handler, Ambulance Support Worker (ASW), Ambulance Care Assistant (ACA), and Ambulance Vehicle Preparation (AVP), at every stage from advertisement through to appointment. A working group comprising Support Networks, Trade Unions, and the Diversity and Inclusion Team continues to oversee this process which is now in Phase 2.

Culture and Behaviour Development

Investment in the 'YAS Together' culture development programme reflects our commitment to a values-driven workplace. This programme centres on five pillars: Care Together, Lead Together, Grow Together, Excel Together, Everyone Together and has introduced a new values-based behavioural framework aligned with our 5-year Strategy. This work supports a positive and inclusive working environment for all staff, regardless of background.

The Trust is developing an Anti-Racism Charter following the successful pilot of the Northwest BAME Assembly Anti-Racism Framework in South Yorkshire, with plans for Trust-wide implementation pending review.

Training and Wellbeing

The Trust launched 'Supporting Race Equality' webinars as part of the Inclusive Learning Series. These sessions equip supervisory and leadership staff with the knowledge and tools to foster positive experiences for BME colleagues throughout their employment. The Race Equality Network also developed and launched an inclusive language toolkit to support respectful communication across the Trust.

Race Equality Network

The Race Equality Network made strong progress by promoting reciprocal mentoring with 10 participants, celebrating key cultural events (including Black History Month, Ramadan, and South Asian Heritage Month) through workshops and activities, increasing membership through targeted engagement, and collaborating with the Health & Wellbeing team to develop a survey addressing the needs of ethnically diverse staff.

Looking Ahead

Through the implementation of the Equality, Diversity and Inclusion Action Plan 2024-2027, YAS will continue to advance the experience, progression, and wellbeing of ethnically diverse staff. Our aim is to foster a culture where all colleagues feel respected, included, and able to reach their full potential.

Staff Profile: Age

The table below provides a detailed breakdown of our workforce across twelve age bands, offering valuable insights for succession planning and targeted support, particularly for staff in the upper age ranges. As of 31 March 2025, the Trust employs 157 staff aged 66 years and over, including 40 staff aged 71 and above. This represents an increase from 146 staff in these age groups in 2024, reflecting that many employees remain with the Trust until retirement.

There has also been a notable rise in the younger age groups. The 16-20 age band increased significantly from 114 in 2024 to 170 in 2025, likely influenced by a growth in apprenticeship opportunities, particularly for Ambulance Support Workers. The largest proportion of our workforce continues to be within the 26-35 age range, which now accounts for 28.77% of staff, a shift from previous years where the 21-25 and 26-30 age groups had a higher combined representation.

Headcount and % of Employees						
Age	2023		2024		2025	
16-20	83	1.27%	114	1.61%	170	2.18%
21-25	722	11.01%	806	11.40%	966	12.38%
26-30	934	14.24%	1,000	14.14%	1,154	14.79%
31-35	855	13.04%	969	13.70%	1,091	13.98%
36-40	683	10.41%	761	10.76%	842	10.79%
41-45	657	10.02%	671	9.49%	692	8.87%
46-50	800	12.20%	790	11.17%	774	9.92%
51-55	762	11.62%	802	11.34%	859	11.01%
56-60	611	9.32%	673	9.52%	710	9.10%
61-65	333	5.08%	341	4.82%	388	4.97%
66-70	95	1.46%	112	1.58%	117	1.50%
71 & above	23	0.35%	34	0.48%	40	0.51%
Grand Total	6,558	100%	7,073	100%	7,803	100%

Staff: Age by Professional Group, by Headcount – 31 March 2025

The table below shows the age distribution across the Trust's seven professional groups. While there has been a modest increase in staff within the upper age bands (51-71+) in the Estates and Ancillary group, from 121 in 2023 to 130 in 2024, the Additional Clinical Services group has a notably higher number of staff in these upper age ranges, totalling 553. This highlights a potential need for focused succession planning within Additional Clinical Services to manage an ageing workforce and upcoming retirements.

Of the Trust's 7,803 staff, the majority are employed within Additional Clinical Services, with the highest concentration of employees aged between 21 and 41. The number of Allied Health Professionals (Paramedics) remains relatively consistent across age bands up to near retirement age, mirroring patterns observed in 2023.

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					4	1	2		2	1			10
Additional Clinical Services	163	588	637	555	380	290	312	329	310	180	69	16	3,829
Administrative and Clerical	6	43	129	132	145	149	128	167	123	67	18	5	1,112
Allied Health Professionals		329	370	370	257	205	260	261	171	69	11	6	2,309
Estates and Ancillary	1	5	7	10	20	27	46	72	75	57	16	13	349
Medical and Dental				1	2	2	4	3	1				13
Nursing & Midwifery Registered		1	11	23	34	18	22	27	28	14	3		181
Total	170	966	1154	1091	842	692	774	859	710	388	117	40	7803

What we are doing:

- The Community Engagement Team continue to attend events within our regional and local communities, supported by the Recruitment Team, particularly reaching out to those who are under-represented at YAS.
- We continue to work with the Kings' Trust to deliver an employability programme for unemployed young people from marginalised backgrounds. We held our 6th 'Get Started with YAS' course in partnership with the King's Trust. Over the 5-day course 10 young people joined our staff at Manor Mill Ambulance Station to learn employability skills and be supported to apply for roles with the Trust. In recruiting participants for this latest course, we worked with partners who support young people leaving care and had 3 care leavers within the cohort. Of the 10 young people who completed the course, 5 have either secured employment with YAS or have applications in progress.
- Each year on Restart a Heart day volunteers from Yorkshire Ambulance Service and partner organisations teach CPR in schools across Yorkshire. Restart a Heart Day was developed in 2013 by the European Resuscitation Council to encourage others to teach members of the public how to help restart the heart of someone who has suffered a cardiac arrest. This year 740 volunteers taught CPR to 35,000 children. This activity forms

part of the national campaign which aims to raise awareness of CPR and encourage people to learn this important life-saving skill.

- Our 3-year EDI Action Plan seeks to embed health and wellbeing into our people journey, from onboarding through to retirement, supporting diverse health and wellbeing needs across all ages.
- We completed Phase 1 reviewing Job Description/Person Specification requirements for specific entry level roles and developing a one-page summary for adverts. We have aligned our inclusive recruitment review with the [NHS Health Inequalities](#) agenda to ensure equitable access to opportunities and a workforce reflective of the communities we serve. The following job roles were 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 can 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.
- We will continue to implement key actions to support the [Health Inequalities](#) agenda, ensuring YAS supports local communities as an anchor organisation. Health inequalities also form part of our Equality Impact Assessments to ensure all policies, procedures, services, functions and/or processes consider how YAS can continue to positively impact the communities we serve.

Staff: Sexual Orientation – 31 March 2025

The table below provides a breakdown of the Trust's workforce by sexual orientation. Heterosexual staff remain the largest group, comprising 6,390 employees (81.89%). The proportion of staff identifying as LGBT+ has increased to 686 (8.79%) in 2025, up from 7.60% in 2024. This figure includes categories such as 'undecided' and 'undefined,' reflecting the limitations of the ESR system in fully capturing the breadth of sexual orientations.

The number of staff choosing not to disclose their sexual orientation continues to decline, dropping to 9.32% in 2025 from 11.38% in 2024 and 12.79% in 2023. This positive trend may be linked to recent initiatives such as the Diversity Census campaign, 'Count Me In,' which encourages staff to update their equality monitoring information and emphasises the importance of data transparency.

Despite this progress, ongoing efforts are needed to ensure all staff feel safe and supported in sharing their sexual orientation and bringing their whole selves to work. Creating a culture of trust will enable the Trust to gather more accurate data, which is essential for driving cultural development and inclusion.

Comparatively, the Trust's LGBT+ representation (8.79%) is significantly higher than the 3.07% reported for the wider Yorkshire and Humber region in 2021, reflecting a more inclusive workplace environment.

The Trust acknowledges that fostering a supportive environment for LGBT+ staff is not only a matter of fairness but also enhances the delivery of high-quality, compassionate patient care.

Sexual Orientation	Headcount and % of Staff					
	2023		2024		2025	
Bisexual	131	2.00%	172	2.43%	215	2.76%
Gay or Lesbian	284	4.33%	317	4.48%	365	4.68%
Heterosexual	5,221	76.61%	5,698	80.56%	6,390	81.89%
Not Stated	839	12.79%	805	11.38%	727	9.32%
Other Sexual Orientation	17	0.26%	24	0.34%	30	0.38%
Undecided	15	0.23%	21	0.30%	23	0.29%
Undefined	51	0.78%	36	0.51%	53	0.68%
Total	6,558	100%	7,073	100%	7,803	100%

Sexual Orientation	YAS 2025		Yorkshire and Humber Region 2021 ⁴	
Heterosexual	6,390	81.89%	4,919,018	89.75%
LGBT+	686	8.79%	168,260	3.07%
Unknown	727	9.32%	393,521	7.19%

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

What we are doing:

In 2024/25, our equality support network, Pride@YAS made significant strides to re-energise its work and increase visibility and impact across the Trust. The network refined its aims and objectives to better meet the needs of LGBT+ staff. Priorities for 2025/26 include raising awareness of clinical issues affecting the LGBT+ community, such as Chem Sex and enhancing support for underrepresented groups, particularly Trans and Bisexual colleagues.

Inclusive Facilities and Estates Review

Following the Supreme Court ruling on single-sex spaces, Pride@YAS has actively contributed to the Trust-wide review of toilet and changing room facilities. Plans are underway to convert single-sex individual toilets into gender-neutral spaces wherever feasible. Where estates limitations exist, investment needs are being identified and escalated through Trust Executive Group discussions, ensuring our environments support all staff inclusively.

Supporting Trans and Non-Binary Staff

The network has provided tailored support to Trans and Non-Binary staff, assisting with name changes, system updates, and guidance on inclusive facilities especially in operational areas like the Emergency Operations Centre (EOC). In 2024, a new Supporting Trans Staff and Patients Guidance was launched, developed in collaboration with staff with lived transition experience. This guidance includes resources for frontline staff, managers, and call handlers, alongside training delivered to EOC and Integrated Urgent Care recruitment teams, receiving positive feedback. A dedicated intranet page now offers ongoing support and resources for Trans staff and patients, and work continues to embed this guidance throughout the Trust.

Community Engagement and Visibility

Pride@YAS has strengthened external partnerships, notably with Rainbow Families Yorkshire, providing access to funding, workshops, and resources that benefit network members and the wider workforce. Over summer 2025, the network represented YAS at regional Pride events including York, Leeds, Hull, Wakefield, and Doncaster, enhancing visibility and community connection. The Trust's Pride-themed ambulance featured prominently at these events, supporting recruitment efforts in collaboration with the National Ambulance LGBT+ Network and emergency service partners.

Education and Awareness

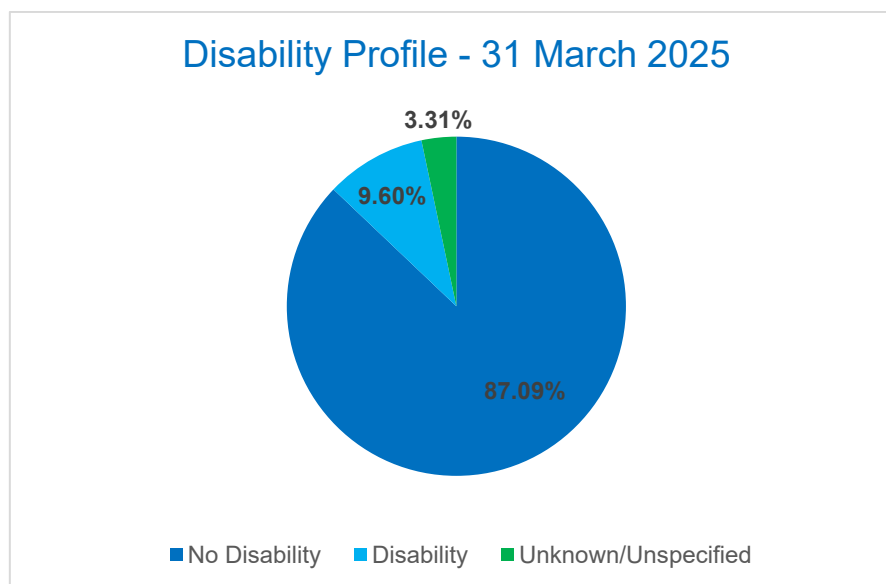
To promote informed and compassionate care, Pride@YAS continues to prioritise staff education. Webinars on Supporting LGBT+ Staff were launched as part of the Inclusive Learning Series, targeting supervisors and leaders to foster positive workplace experiences. The network's objectives focus on four key areas: Trans Inclusion, Belonging and Visibility, Celebrating Differences, and Staff Education through continuous professional development on LGBT+ clinical issues.

Looking Ahead

All YAS Support Networks collaborate regularly to promote initiatives such as the Allyship model and intersectionality awareness. Monthly meetings facilitate shared themes and joint working to maximise impact. The Trust remains committed to encouraging staff to update their diversity information via the Electronic Staff Record (ESR) through the ongoing '*Count Me In*' Diversity Census campaign, improving data quality to better inform inclusion efforts.

Staff: Disability - 31 March 2025

The chart below shows the Trust's disability profile as of 31 March 2025. Staff reporting a disability or long-term health condition currently stands at 9.60%, a notable increase from 7.45% in 2024 and 5.49% in 2023. This 2.15 percentage point rise demonstrates growing openness among staff to disclose disabilities, reflected across most pay bands and including strong representation at Board level.



As of 31 March 2025, 9.60% of staff have disclosed a disability or long-term health condition through the Electronic Staff Record (ESR), reflecting a continued upward trend from 7.45% in 2024 and 5.49% in 2023. While this progress is encouraging, the recorded figure remains relatively low for an organisation of our size.

A notable disparity persists between the ESR data (9.60%) and the 31.67% of staff who reported having a disability in the 2024 NHS National Staff Survey (NSS). This discrepancy likely reflects differences in how the question is asked across platforms, as well as continued concerns among staff around disclosing disability status. The Trust remains committed to closing this gap by fostering an inclusive culture where staff feel safe, supported, and confident in sharing this information. Our 'Count Me In' campaign continues to play a key role in encouraging staff to update their diversity information and raising awareness of how this data is used to shape inclusive policies and support structures.

	Headcount and % of Employees					
	2023		2024		2025	
No Disability	6,001	91.51%	6,335	89.57%	6,796	87.09%
Not Declared	113	1.72%	112	1.58%	107	1.37%
Prefer Not to Answer	11	0.17%	23	0.33%	21	0.27%
Unspecified	73	1.11%	76	1.07%	130	1.67%
Disability	360	5.49%	527	7.45%	749	9.60%
Total	6,558	100%	7,023	100%	7,803	100%

The Trust has seen year-on-year improvements in the experience of disabled staff, as evidenced by Workforce Disability Equality Standard (WDES) indicators. In particular, the percentage of staff who feel reasonable adjustments are made to support them at work has increased from 65.7% in 2023, to 68.8% in 2024, and now stands at 71.1% in 2025. These

improvements are driven by the work of the Disability Support Network and the Enabling Staff Working Group, who continue to champion equity and accessibility across the organisation

In comparison to the 2021 Census data below, our workforce profile remains unrepresentative of the communities we serve.

	YAS 2025		Wakefield LA 2021 Work limited disabled 16 – 64.		West Yorkshire and The Humber Region 2021 Census	
Disabled	749	9.60%	72,447 ⁵	20.5%	1m ⁶	18.9%
Total Workforce* / Or Total Population**	7,803	90.40%	*353,400 ⁷	-	*5,481,431 ⁸	-

Disability by Professional Group - 31 March 2025

The table below shows disabled staff across the seven professional groups.

Disability by Staff Group	No Disability	Not Declared	Prefer Not to Answer	Un-specified	Disability	Total
Add Prof Scientific and Technical	10					10
Additional Clinical Services	3,360	36	9	55	369	3,829
Administrative and Clerical	974	6	3	5	124	1,112
Allied Health Professionals	1,987	61	3	55	203	2,309
Estates and Ancillary	314	3	3	4	25	349
Medical and Dental	10				3	13
Nursing and Midwifery Registered	141	1	3	11	25	181
Total	6,796	107	21	130	749	7,803

The Trust has seen a continued increase in the number of staff disclosing a disability or long-term health condition across several professional groups. Notably, the Additional Clinical Services group, which includes Ambulance Support Workers, has shown the most significant rise, with 369 staff now recorded as having a disability, up from 262 in 2024 and 193 in 2023. This upward trend demonstrates growing confidence among staff in sharing their disability status and a positive response to awareness campaigns and support initiatives.

Increases are also evident within Administrative and Clerical roles, where 124 staff have now disclosed a disability, compared to 60 in 2023. Likewise, Allied Health Professionals (including Paramedics) reported 203 declarations, up from 80 the previous year. These gains suggest improved awareness and trust in the organisation's ability to provide appropriate support.

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](#)

Collecting and analysing this data is essential for identifying where tailored workplace adjustments, resources, or wellbeing interventions may be needed. The Trust continues to work closely with the Disability Support Network and Enabling Staff Working Group to ensure appropriate support is available and embedded across all professional areas.

What we are doing:

We remain committed to creating an inclusive and accessible workplace where staff living with disabilities or long-term health conditions feel supported, valued, and empowered to thrive. In 2024/25, we made measurable progress across multiple areas through close collaboration with the Disability Support Network (DSN), Enabling Staff Working Group, and wider stakeholders.

Improving Visibility, Data, and Representation

We continue to monitor and address disparities through the Workforce Disability Equality Standard (WDES). Data for 2025 shows an increase in the proportion of staff disclosing a disability in the Electronic Staff Record (ESR) to 9.60%, up from 7.45% in 2024. While this is a positive trend, it remains significantly lower than the 31.67% of staff who disclosed a disability via the NHS National Staff Survey (NSS). This discrepancy highlights the continued need to build confidence in disclosure, supported by ongoing campaigns such as 'Count Me In'.

Recording disability status is vital in identifying where support is needed. In 2025, we saw a marked increase in declarations within key staff groups:

- **Additional Clinical Services:** 369 declarations (up from 262 in 2024)
- **Administrative and Clerical:** 124 declarations (up from 60)
- **Allied Health Professionals:** 203 declarations (up from 80)

This increased visibility allows us to better tailor support and workplace adjustments to those who need it most.

Disability Pay Gap Report

In 2024, the Trust compiled its first Disability Pay Gap data in preparation for mandatory reporting, which takes effect in 2025 under NHS England requirements. This upcoming publication will support greater transparency around pay equity for disabled staff and forms part of the Trust's broader commitment to inclusion, accessibility, and fair progression for all.

Policy and Process Improvements

Our Workplace Adjustments provision has been enhanced through the streamlining of Access to Work processes and the implementation of a dedicated HR portal for equipment requests, supported by a centralised budget. These measures have led to improved timeliness in providing support following Occupational Health or external assessments.

The Workplace Adjustments Policy has been updated with an increased emphasis on neurodiversity, offering additional guidance to managers and staff, particularly for those receiving a diagnosis in adulthood. Further, guidance for employees living with neurodiverse conditions is being developed collaboratively with the DSN and colleagues with lived experience.

We remain committed to fostering inclusivity in recruitment. As a Level 2 Disability Confident Employer, we guarantee interviews and offer bespoke adjustments to candidates who meet the essential requirements. This commitment is further evidenced through our Inclusive Recruitment Review.

Inclusive Technology and Innovation

The DSN played a key role in the Microsoft Copilot pilot, ensuring inclusive technology adoption. In addition, we've launched an innovative Virtual Reality (VR) initiative using Meta Quest headsets to support staff with ADHD, autism, visual impairments, and other conditions.

Collaboration and Influence

- The DSN continues to be engaged in shaping the Minimum Estates Accessibility Standards, ensuring facilities go beyond compliance to meet real-world needs.
- The network is represented within the Trust's governance structure, with a dedicated Executive Sponsor and Non-Executive Director Champion.
- Collaborative work continues with IPAD, HR, and IT to refine adjustment processes and improve digital accessibility.

Learning and Engagement

Through the Inclusive Learning Series, we delivered 'Supporting Staff Living with a Disability' webinars to equip managers and leaders with the tools necessary to foster inclusive and supportive environments. In partnership with the EOC and IUC teams, we integrated disability awareness into our recruitment processes and training programmes.

The DSN has maintained its commitment to providing individualised staff support, assisting with complex adjustments as well as offering peer-to-peer guidance. Collaborative efforts with Integrated Care Boards (ICBs) and the Association of Ambulance Chief Executives (AACE) have enhanced access to training, workshops, and resources related to supporting neurodiversity in the workplace.

Looking Ahead

In collaboration with the Disability Support Network future work will continue to focus on innovation, inclusion, and empowerment through these key objectives:

Improving Access to Assistive Tech

- Expand use of VR headsets and tools for neurodivergent and visually impaired staff
- Pilot immersive VR onboarding and calming environments

Increase Network Engagement

- Raise visibility through events, communication campaigns, and in-person visits

Influence Policy and Practice

- Strengthen the Reasonable Adjustments process
- Support SOP reviews to improve inclusion and safety during high-stress situations

The Disability Support Network and Enabling Staff Working Group remain vital to driving this agenda forward. Their commitment and lived experience continue to shape a more accessible and inclusive workplace for everyone at YAS.

Staff: Armed Forces Community - 31 March 2025

Yorkshire Ambulance Service (YAS) is committed to supporting the Armed Forces (AF) community, recognising that while AF status is not a protected characteristic under the Equality Act 2010, many service leavers, veterans, and reservists live with long-term physical or mental health conditions that are recognised under the protected characteristic of disability. Additionally, their lived experiences may intersect with other areas of inequality such as gender or race, making a focused and supportive approach essential.

Armed Forces Community

The following data provides a snapshot of the demographic profile of staff within YAS who have self-identified as part of the Armed Forces community:

Staff Group	Headcount
Additional Clinical Services	83
Administrative and Clerical	15
Allied Health Professionals	82
Estates and Ancillary	14
Nursing and Midwifery Registered	1
Grand Total	195

Ethnicity

- Most of the Armed Forces community staff are from White backgrounds (97.9%).
- Black and Minority Ethnic (BME) representation remains very low at 1.5%, indicating an opportunity to improve outreach and representation within recruitment strategies targeting veterans and reservists from more diverse backgrounds.
- Only 1 individual chose not to disclose their ethnicity.

BME/White	BME	Unknown	White	Grand Total
Headcount	3	1	191	195

Disability

- 12.3% (24 staff) have disclosed a disability, higher than the NHS average, which suggests that many within this community may live with long-term conditions linked to their service history.
- This reinforces the importance of maintaining robust health and wellbeing support frameworks, trauma-informed care, and reasonable adjustments for veterans and reservists working in high-pressure healthcare roles.

Disability	No	Not Declared	Unspecified	Yes	Grand
Headcount	167	1	3	24	19

Gender

- The AF community within YAS is predominantly male (68.2%), reflecting national trends across Armed Forces populations.
- Female representation stands at 31.8%, particularly within departments like Remote Patient Care and Finance.
- This gender split highlights the need for tailored approaches to progression and support that are inclusive of women veterans and reservists, particularly in clinical and operational roles.

Gender	Female	Male	Grand Total
Headcount	62	133	195

What we are doing:

Yorkshire Ambulance Service is proud to reaffirm its dedication to the Armed Forces community. In 2025, YAS was recredited as a Veteran Aware Trust through the Veterans Covenant Healthcare Alliance (VCHA), reinforcing our long-standing commitment to recognising and supporting veterans, reservists, and military families across our services and workforce. We actively support the Armed Forces community through:

- An Equality Support Network specifically for Armed Forces staff, sponsored at Executive Director level.
- Designated Armed Forces Champions embedded across our directorates.
- HR policies that enable flexibility around reservist deployment and training commitments.
- Clear signposting to mental health and disability support services.
- Ongoing data monitoring to inform inclusive practice and ensure targeted support where needed.

We recognise the unique strengths and experiences that veterans, reservists, and their families bring to the NHS. By listening to and acting on their needs, YAS continues to create an inclusive, responsive, and equitable working environment.

During the past year, we delivered a wide range of activities aimed at engaging and supporting our Armed Forces community.

Engagement and Awareness Activities

- Hosted an internal Remembrance Day event at Springhill Headquarters.
- Participated in the Commonwealth Remembrance Day at Wakefield Cenotaph.
- Marked the 80th Anniversary of VE Day with commemorative activities.
- Launched a Facebook Q&A platform and a WhatsApp group to increase network communication.
- Continued growth and engagement through the official Armed Forces Facebook group.
- Issued a member feedback questionnaire to help guide future planning and priorities.

YAS will continue to build on this momentum by focusing on the following priority areas for the upcoming year:

- Support for Service Leavers: collaborate with national organisations such as Step Into Health to assist ex-military personnel transitioning into careers within the NHS and YAS.
- Policy Support and Navigation: provide dedicated guidance for Armed Forces staff navigating workplace policies, and advocate for inclusive amendments where needed.
- Enhanced Visibility and Outreach: continue to expand digital engagement and physical presence of the network through internal communications, events, and local champions.
- Progress toward ERS Gold accreditation, which is the top recognition for employers supporting the Armed Forces community.

By maintaining a proactive, inclusive, and community-focused approach, Yorkshire Ambulance Service continues to demonstrate its commitment to those who have served and are still serving ensuring they feel supported, valued, and included across all areas of the organisation.

Staff: Religion and Belief - 31 March 2025

The Trust continues to monitor the religious and belief profile of its workforce to support inclusive practices, respectful workplace culture, and faith-related needs across all teams. The table below provides a breakdown of the religion and belief status of the Trust's workforce

As of 31st March 2025, Christianity remains the most declared religion among staff, with 3,142 individuals (40.27%) identifying with the faith. Although this represents a slight percentage decrease from 2024 (41.30%), the actual number of Christian staff has increased.

There has also been a notable increase in staff identifying with Atheism, rising to 2,146 (27.50%), up from 25.51% in 2024. This group now represents the second-largest category by belief.

Religion / Belief	Headcount and % of Employees					
	2023		2024		2025	
Atheism	1,522	23.21%	1,804	25.51%	2,146	27.50%
Buddhism	22	0.34%	25	0.35%	25	0.32%
Christianity	2,785	42.47%	2,921	41.30%	3,142	40.27%
Hinduism	14	0.21%	21	0.30%	27	0.35%
I do not wish to disclose my religion/belief	1,393	21.24%	1,383	19.55%	1,361	17.44%
Islam	256	3.90%	306	4.33%	381	4.88%
Judaism	6	0.09%	8	0.11%	10	0.13%
Other	490	7.47%	549	7.76%	636	8.15%
Sikhism	15	0.23%	18	0.25%	19	0.24%
Undefined	55	0.84%	38	0.54%	56	0.72%
Total	6,558	100%	7,073	100%	7,803	100%

Encouragingly, the number of staff declaring religions such as Sikhism, Islam, and Hinduism has continued to grow, now collectively accounting for 4.88% of the workforce, up from 4.33% in 2024 and reversing the slight decline seen in 2023 (4.34%). Specifically:

- Islam: 381 staff (4.88%) - up from 306 in 2024
- Hinduism: 27 staff (0.35%) - up from 21
- Sikhism: 19 staff (0.24%) - up from 18

The proportion of staff choosing not to disclose their religion or belief has decreased again, now at 17.44% (down from 19.55% in 2024 and 21.24% in 2023). This downward trend may reflect the growing trust in how the Trust uses equality data, supported by continued awareness efforts such as the 'Count Me In' Diversity Census campaign.

Smaller faith groups, including Judaism (0.13%) and Buddhism (0.32%), have remained stable, while those selecting 'Other' belief systems has increased slightly to 8.15%, indicating a broader diversity of belief across the organisation.

These insights continue to shape our approach to providing inclusive facilities, recognising religious observances, and supporting networks to promote interfaith understanding and belonging at work.

What we are doing:

Dedicated Prayer and Contemplation Spaces

In response to staff feedback and estate development plans, the Trust has created additional multi-faith and contemplation spaces across key sites. A second dedicated prayer room has been introduced at Wakefield Headquarters, offering staff a quiet and inclusive space for reflection and worship. As part of the Bradford Ambulance Station refurbishment a dedicated prayer space was incorporated. Similarly, Rotherham (Callflex) received a new space following an estate improvement, reinforcing the Trust's commitment to faith inclusion.

Celebrating Faith-Based Events and Supporting Observance

In March 2025, the Trust supported Ramadan observance by Muslim colleagues, raising awareness of the significance of fasting in Islam. To accommodate this, a larger temporary prayer space was provided throughout the holy month, reflecting the growing number of staff engaging in religious observance.

Policy and Practice Supporting Faith in the Workplace

The Supporting Attendance Policy has been updated to explicitly reference how fasting or other religious practices may impact attendance. It provides clear guidance for managers to ensure compassionate and culturally competent decision-making. Guidance on supporting colleagues during religious festivals, suggested workplace adjustments, fasting, bereavement customs, and respectful communication is also shared during specific religious observances to support staff especially those working shifts and on the front-line.

The Dress Code and Uniform Policy also considers religious and cultural expression. Staff are supported to wear religious items such as hijabs, turbans, kippahs, and religious jewellery, as long as these do not interfere with safety or infection prevention. Options such as full-length sleeves are available for those not involved in direct patient care.

Using the National Diversity Calendar

The Trust actively promotes and shares the AACE Diversity Calendar to help staff recognise and respect religious, spiritual, and cultural observances throughout the year. This tool supports team planning and improves awareness across departments.

Looking Ahead

As we continue to grow as an inclusive employer, our focus over the next year will be to:

- **Map and Expand Multi-Faith Facilities**

Conduct a Trust-wide audit of prayer and contemplation spaces to identify gaps and plan for additional provisions, particularly in high-occupancy or operational locations. This will ensure equity of access and consistency across all sites.

- **Support for Religious Dietary Needs**

Work with Catering and Facilities to review provision of food options ensuring staff can access appropriate nutrition during shifts.

- **Faith Inclusion in Recruitment and Onboarding**

Ensure inclusive language and practice is reflected throughout the recruitment and onboarding process, including information on uniform adjustments, religious observance, and workplace accommodations.

Staff: Marriage and Civil Partnership - 31 March 2025

The table below provides a breakdown of the marital and civil partnership status of the Trust's workforce for 2025. Understanding this data supports the development of policies and support mechanisms that reflect the personal circumstances of our staff.

Marital Status	Headcount and % of Employees					
	2023		2024		2025	
Single	3,012	46.55%	3,264	46.15%	3,715	47.61%
Married	2,644	39.62%	2,834	40.07%	3,051	39.10%
Divorced	413	6.17%	440	6.22%	463	5.93%
Unknown	207	3.33%	231	3.27%	239	3.06%
Legally Separated	79	1.32%	73	1.03%	61	0.78%
Civil Partnership	81	1.18%	113	1.60%	70	0.90%
Widowed	42	0.64%	44	0.62%	55	0.70%
(Blank)	80	1.22%	74	1.05%	149	1.91%
Grand Total	6,558	100%	7,073	100%	7,803	100%

The largest proportion of staff continue to identify as single, rising to 3,715 (47.61%) in 2025, up from 46.15% in 2024 and 46.55% in 2023. This trend aligns with the Trust's increasing number of younger employees, particularly in entry-level and frontline roles.

The number of married staff has also continued to increase in, now standing at 3,051 (39.10%), despite a slight percentage decrease from 40.07% in 2024 due to overall workforce growth.

A notable change is seen in the number of staff in civil partnerships, which rose from 81 in 2023 to a peak of 113 in 2024 (1.60%), before reducing to 70 (0.90%) in 2025. This fluctuation may reflect changes in staff turnover or updates to employee records following the 'Count Me In' campaign.

The number of staff identifying as divorced (5.93%), legally separated (0.78%), or widowed (0.70%) remains relatively stable year-on-year. These figures continue to inform our approach to inclusive support policies such as family leave, bereavement support, and flexible working.

The percentage of staff selecting 'unknown' or leaving the field blank remains low at 3.06% and 1.91% respectively, indicating continued improvement in the completeness of equality monitoring data.

This insight forms part of our broader commitment to equality, diversity and inclusion and helps ensure our workforce policies remain responsive to the diverse life circumstances of our staff.

What we are doing:

The Trust recognises that personal relationships and family circumstances can significantly impact our colleagues' wellbeing, availability, and engagement at work. To ensure a compassionate and inclusive working environment, several policies, practices, and support services are in place:

Flexible Working for Work-Life Balance

The Trust provides flexible employment options to accommodate staff at various stages of life. The Flexible Working and Hybrid Working Policy, introduced in 2023, continues to be

implemented throughout the Trust. These policies allow employees to adjust their work schedules to better suit their personal circumstances, which includes support for single parents, carers, and individuals experiencing changes in their relationships.

Review of Special Leave Policy

We reviewed and updated the Special Leave Policy to ensure it remains relevant, responsive, and inclusive of evolving family and relationship dynamics.

Comprehensive Support During Life Events

Staff experiencing separation, bereavement, or relationship breakdown are supported through a range of policies, including Special Leave, Attendance at Work, and Carers Support, alongside the Relationships at Work guidance. These policies ensure that staff are treated with compassion and flexibility during challenging personal situations.

We appointed a Specialist Domestic Abuse Practitioner (SDAP) who collaborates closely with the Safeguarding Team to enhance our response to patients and staff experiencing domestic abuse. YAS is the first ambulance service in the country to establish this specialised role and employ an Independent Domestic Violence Advisor (IDVA). Additionally, in November 2024, we introduced a dedicated Domestic Abuse Policy and Management Guidance to further support these efforts.

Emotional and Practical Support Services

The Health and Wellbeing Team offers a confidential counselling service through the Employee Assistance Programme (EAP). The service also provides signposting for issues such as domestic abuse, family conflict, or financial difficulty, ensuring that staff receive timely and appropriate support when it matters most.

These measures form part of our broader strategy to foster a workplace culture that values empathy, trust, and belonging, regardless of a staff member's marital or relationship status.

Looking Ahead

In 2025/26, the Trust will continue building on its commitment to inclusive practice by recognising the diverse relationship and family structures across our workforce. Planned activity includes:

Enhancing Flexible Working Culture

We will continue to monitor the implementation and uptake of the Flexible and Hybrid Working Policy, with a focus on ensuring equitable access for single parents, carers, and staff managing complex family or relationship circumstances.

Supporting Solo and Carer Households

Work will be undertaken with the Health and Wellbeing Team and Equality Support Networks to develop targeted resources and support for staff who are sole carers, single parents, or living alone groups who may face increased work-life pressures or social isolation.

Awareness and Manager Training

As part of our Inclusive Leadership development, we will continue to provide guidance to managers to support staff experiencing bereavement, separation, or divorce with compassion and consistency, reducing stigma and fostering a psychologically safe workplace.

Inclusive Language and Communication

As part of our inclusive language toolkit, we will explore how to ensure internal communications reflect and respect the diversity of family structures (e.g. solo parenting, blended families, civil partnerships).

Summary

This year's Workforce Equality Report reaffirms the Trust's ongoing commitment to creating an inclusive, equitable, and diverse working environment for all employees. The data demonstrates measurable progress across several key areas, including increased self-reporting of equality characteristics, enhanced visibility and activity across our Equality Support Networks, and improved representation in workforce demographics relating to age, disability, sexual orientation, and religion or belief.

The Trust has implemented a range of strategic initiatives to embed equity into its organisational culture and practices. These include the development of inclusive policies, equitable recruitment processes, tailored support offers, and targeted staff engagement campaigns. In particular, the continuation of the Diversity Census, 'Count Me In' has significantly improved the completeness and accuracy of workforce data, enabling the Trust to identify and respond to emerging trends and areas requiring focused intervention.

Equality Support Networks continue to play a pivotal role in advancing inclusion, offering peer support, shaping Trust-wide policy, and driving awareness of intersectional lived experiences. Notable achievements in 2024-2025 include:

- the launch of inclusive guidance and training for Trans staff and patients,
- strengthened support for colleagues living with disabilities and neurodiverse conditions,
- a renewed focus on women's health and career development, and
- active participation in events celebrating race, faith, and LGBT+ inclusion across the region.

While progress has been made, the Trust acknowledges that challenges remain. Disparities between workforce experience data sources, such as between the Electronic Staff Record (ESR) and NHS National Staff Survey responses, highlight the importance of ongoing efforts to build trust and foster a culture where all staff feel safe and supported to disclose personal information. Equally, addressing inequalities in progression and retention across protected characteristics remains a long-term strategic priority.

The Trust continues to develop inclusive leadership at every level through programmes such as Manage2Lead, the Aspiring Leaders Programme, Lead Together, and a Board Development Programme. These are further supported by the Allyship Campaign and the forthcoming Active Bystander Programme, both designed to empower leaders and staff in creating psychologically safe working environments.

Looking ahead, the Trust will maintain momentum through the delivery of the Equality, Diversity and Inclusion (EDI) Action Plan 2024–2027, aligned with its obligations under the Workforce Race and Disability Equality Standards (WRES and WDES), the Ethnicity, Disability and Gender Pay Gap reports, and national frameworks such as the Equality Delivery System 2 (EDS2). The EDI Action Plan outlines specific, measurable actions with support from our Networks, including:

- the launch of a reciprocal mentoring programme,

- development of the Anti-Racism Charter
- embedding the Sexual Safety Charter
- centralisation of the Reasonable Adjustment Budget, and
- raising awareness of supportive policies for new parents, flexible working, and the menopause, specifically with managers to support implementation.

The Freedom to Speak Up Guardians and initiatives such as Say Yes to Respect underpin the Trust's commitment to creating a culture of openness, respect, and accountability, enabling staff to raise concerns in a safe and supported manner.

The Trust remains committed in its ambition to deliver high-quality, compassionate care to the communities it serves. We recognise that achieving this relies on nurturing a workforce that reflects the diversity of our population and encouraging an organisational culture where every individual, regardless of background or identity, feels respected, valued, and empowered to thrive. Through sustained effort, partnership, and accountability, we aim to build a workplace where everyone belongs and contributes meaningfully to our collective vision.

For further information about this report, please contact the Diversity and Inclusion Team at yas.diversity@nhs.net