

Workforce Race Equality Standard: data as of 31 March 2025

Please note: 'BME staff' is used in the Workforce Race Equality Standard metrics. In Yorkshire Ambulance Service (YAS), our preferred term is 'staff from diverse ethnic backgrounds' or 'ethnically diverse staff'.

Metric		2023	2024	2025	Comments
Metric 1: Percentage of staff in each of the Agenda for Change bands 1 - 9 or medical and dental subgroups and Very Senior Managers (VSM, including executive board members) compared with the percentage of staff in the overall workforce.	Workforce headcount	6,104	6,518	7,192	Workforce headcount continues to increase year on year.
	% Declared BME	6.2%	7.1%	8.8%	For BME staff, there is an increase of 1.7% points to 8.8%, narrowing the gap with the regional average (14.6%) but still underrepresented. YAS is 5.8% points lower than the regional profile in the National Census Data 2021.
					
	BME headcount	381	463	632	The number of BME staff has increased by 169, increasing year-on-year.
					
	White headcount	5,686	6,016	6,499	White workforce headcount has steadily increased year on year.
	Not stated	37	39	61	The percentage of staff 'Not stated' has increased from 0.6% to 0.9%.
Metric 2: Relative likelihood of White staff being appointed from shortlisting compared to that of BME staff being appointed from shortlisting across all posts. (A score of 1.0 is where BME and White staff have an equal likelihood of being appointed.)		1.69	2	1.3	White candidates are now 1.3 times more likely to be appointed, rather than twice as likely in 2024, moving closer parity.
					1,372 BME candidates were shortlisted for interview of which 244 were appointed, which equates to 17.8% in comparison to the previous year which was 10.8%.
Metric 3: 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.		2.42	1.26	1.55	The relative likelihood of ethnically diverse staff entering a formal disciplinary process has increased to 1.55. Overall, 137 staff entered the formal disciplinary process, of which 18 were BME, supported by the gateway process. 13.1% of disciplinarys this year were for BME staff, up from 8.8% last year.
					

Metric		2023	2024	2025	Comments
(A score of 1.0 is where BME and White staff have an equal likelihood of entering the disciplinary process.)					
Metric 4: Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME.		0.93	1.15	1.30	61 BME staff accessed non-mandatory training and Continuing Professional Development (CPD), compared to 741 White staff. This equates to 9.6% of the BME workforce, and 11.4% of the White workforce. 10 people have not stated their ethnicity on their ESR.
(A score of 1.0 is where BME and White staff have an equal likelihood of accessing training.)		↓	↑	↑	
Metric 5: Percentage of staff experiencing harassment, bullying or abuse from patients, relatives, or the public in last 12 months.	White	39.8%	40.3%	41.9%	Harassment rates increased for both groups, going from 39.8% to 41.9% for White staff and from 41.2% to 42.6% for BME staff. Reports of harassment from the public have increased among all staff demographics, while internal reports show a difference in reported experiences between BME and White staff.
	BME	41.2%	44.6%	42.6%	
		↑	↑	↓	
Metric 6: Percentage staff experiencing harassment, bullying or abuse from staff in last 12 months.	White	23.2%	22.1%	20.7%	The proportion of reports from White staff declined from 23.2% to 20.7%, whereas reports from BME staff increased from 27.5% to 28.7%. This reflects a 9.3 percentage point increase for BME staff resulting in an 8%-point disparity between the two groups.
	BME	27.5%	19.4%	28.7%	
		↑	↓	↑	
Metric 7: Percentage of staff believing that Trust provides equal opportunities for career progression or promotion.	White	49.7%	55.3%	54.5%	The disparity increased from 9.1 percentage points in 2024 to 15.7 percentage points in 2025, indicating a widening difference between White and BME staff. Reported confidence in equal opportunities among BME staff decreased from 41.2% to 38.8%, while results for White staff remained consistent.
	BME	41.2%	46.2	38.8%	
		↓	↑	↓	
Metric 8: In the last 12 months have you personally	White	10.1%	8.2%	7.8%	A decreasing trend is seen for White staff, with an increasing trend for BME staff resulting in a widening of the gap between groups from 9.7

Metric		2023	2024	2025	Comments
experienced discrimination at work from any of the following? Manager/team leader or other colleagues.	BME	16.7%	17.9%	20.2%	percentage points in 2024 to 12.4 percentage points in 2025. Reports from BME staff rose from 16.7% to 20.2%, while reports from White staff declined from 10.1% to 7.8%.
		↑	↑	↑	
Metric 9: Percentage difference between the organisations' board membership and its overall workforce disaggregated.	White	- 8.5%	- 1%	- 6%	BME staff make up 8.8% of the organisation, while BME representation on the Trust Board is 15.38%, a difference of 7 percentage points. This equates to 2 out of 13 Trust Board members, with 84.54% of the Board identifying as White. Although BME Board representation is higher than the proportion within the overall workforce, the number of Board members remains low due to its size. Recent changes to the composition of the Trust Board and an increase in total workforce have impacted the percentage difference.
	BME	9.1%	1%	7%	
		↑	↓	↑	

This data has been presented to stakeholders in the Trust, including Equality Support Networks, in particular our Race Equality Network, where it was agreed that actions arising align to the existing 3-year Equality, Diversity and Inclusion Action Plan 2024-27.