



GIG
CYMRU
NHS
WALES

Ymddiriedolaeth Brifysgol GIG
Gwasanaethau Ambiwylans Cymru
Welsh Ambulance Services
University NHS Trust

WORKFORCE EQUALITY MONITORING REPORT 2023/2024



Take
ownership



Broaden our
understanding



Respect
others



Show belief
in each other



Practice
ethically



Continually
improve
our service



Be inclusive
of the
whole team

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Introduction

We are pleased to present the Welsh Ambulance University NHS Services Trust's Workforce Equality Monitoring Report for 2023–2024.

This report provides equality monitoring data in line with the requirements of the Equality Act 2010 and the Public Sector Equality Duty.

Built on TeamWAST Cultural DNA:

Through effective strategy, communication, ways of working and behaviours, these are what we want to continually develop in our culture at WAST

A Clear Purpose

Pride in what we achieve

A Strong Community

Commitment to each other

A Healthy Workplace

Compassion and care for each other

A Professional Service

Everyone able to play their part

A Developing Workforce

Growth and opportunity for everyone

Background

The Equality Act 2010 and Public Sector Equality Duty require all public bodies to produce an annual report by 31st March each year. Public bodies should demonstrate in their annual reports to what extent they have been able to meet the three main objectives of the Duty. These are:

- To eliminate unlawful discrimination, harassment, victimisation and any other conduct prohibited by the Act;
- To advance equality of opportunity between people who share a protected characteristic and people who do not share it; and
- To foster good relations between people who share a protected characteristic and people who do not share it.

The annual report also provides public bodies with the opportunity to:

- Monitor and review progress;
- Monitor and review the effectiveness and appropriateness of arrangements;
- Review objectives and processes in light of new legislation and other new developments;
- Engage with stakeholders around these issues, providing partners and the public with transparency.

Welsh Ambulance Service University NHS Trust has published its Strategic Equality Plan Annual Report which outlines our achievements and the progress made towards meeting the objectives of the Public Sector Equality Duty. This report can be found on our website.

This report provides information on our workforce data. This allows us to look at the diversity of our workforce which can be used to identify gaps and areas for improvement. We recognise that in order to fully understand and meet the needs of our service users, our workforce needs to be reflective of the population we serve.



EQUALITY DATA



The information in this report provides a breakdown of our workforce equality data in the following areas:

- Staff in post and their protected characteristics
- Working pattern broken down by sex
- Staff who have joined the Trust with a protected characteristic
- Staff who have left the Trust with a protected characteristic

It is important to note that the data included in this report uses the data stored in our electronic staff record system. It is entirely voluntary for individual members of staff to choose whether they wish to upload this data to their personal records. Upon analysis of the data held on our system, we know that there are many members of staff who have not provided personal data on the equality monitoring section of their staff records.

Data capture is an area that has been identified for improvement. The Trust acknowledges that it must do more to increase employee confidence in sharing this data, in providing assurance to staff on how the data will be used and ensuring confidentiality.

The data provided in this report is based on the total headcount of staff as at 31st March 2024 which was 4325. Please note that this figure does not include our bank members of staff.

EQUALITY DATA

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Staff from Black Asian and Minority Ethnic backgrounds decreased from 1.83% to 1.36%

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Women increased from 49% to 50%

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Staff with a disability increased from 5.93% to 6.75%

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Staff who identify as LGB+ increased from 5.32% to 5.6%

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Please note: The ESR system currently does not have the data fields to allow for the collection of data on gender reassignment or gender identity. The Trust has requested that any new systems are inclusive of all gender identities. Plans are already underway nationally to replace the current ESR system

Banding and Contracts by Gender

Further information on gender can be found in our Gender Pay Gap report 2023-2024

Pay band	Female %	Male %
Band 2	0.95%	1.23%
Band 3	17.69%	14.37%
Band 4	7.97%	9.62%
Band 5	4.78%	4.42%
Band 6	12.85%	12.79%
Band 7	2.96%	5.26%
Band 8A	1.04%	1.73%
Band 8B	0.55%	0.38%
Band 8C	0.23%	0.42%
Band 8D	0.13%	0.42%
Other	0.21%	0.25%

Contact Type	Female %	Male %
Unspecified	0.00%	0.00%
Part Time	16.04%	11.07%
Full Time	33.31%	39.58%

Age

Age Band	Headcount	%	FTE
<=20 Years	51	1.8%	49.28
21-25	282	6.52%	270.09
26-30	475	10.98%	452.71
31-35	539	12.46%	507.19
36-40	472	10.91%	444.68
41-45	423	9.78%	398.45
46-50	552	12.76%	531.52
51-55	612	14.15%	579.81
56-60	536	12.39%	489.75
61-65	309	7.14%	252.42
66-70	63	1.46%	47.67
>=71 Years	11	0.25%	7.62%
Grand Total	4325	100.00%	4031.19

Marital Status

Marital Status	Headcount	%	FTE
Civil Partnership	123	2.84	113.96
Divorced	268	6.20	244.96
Legally Separated	57	1.32	52.81
Married	2,003	46.31	1844.88
Single	1,515	35.03	1438.21
Unknown	272	6.29	255.05
Unspecified	56	1.29	53.56
Widowed	31	0.72	27.75
Grand Total	4,325	100.00	4031.19

Religion and Belief

Religion and Belief	Headcount	%	FTE
Atheism	1,035	23.93	980.43
Buddhism	13	0.30	12.64
Christianity	1,862	43.05	1722.07
Hinduism	1	0.02	1.00
Islam	9	0.21	9.00
Judaism	1	0.02	1.00
Not Disclosed	769	17.78	724.62
Other	472	10.91	445.13
Sikhism	1	0.02	1.00
Unspecified	162	3.75	134.30
Grand Total	4,325	100.00	4031.19

Sexual Orientation

Sexual Orientation	Headcount	%	FTE
Bisexual	79	1.83	74.12
Gay or Lesbian	155	3.58	147.97
Heterosexual or Straight	3,495	80.81	3265.82
Not Disclosed	426	9.85	401.68
Other sexual orientation not listed	8	0.18	8.00
Undecided	8	0.18	7.80
Unspecified	154	3.56	125.80
Grand Total	4,325	100.00	4031.19

Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	3,202	74.03%	3001.12
B White - Irish	23	0.53%	21.06
C White - Any other White background	58	1.34%	56.53
C2 White Northern Irish	2	0.05%	2.00
C3 White Unspecified	50	1.16%	44.60
CA White English	39	0.90%	35.11
CB White Scottish	2	0.05%	2.00
CC White Welsh	416	9.62%	382.94
CY White Other European	2	0.05%	1.80
D Mixed - White & Black Caribbean	4	0.09%	4.00
E Mixed - White & Black African	2	0.05%	1.40
F Mixed - White & Asian	8	0.18%	7.64
G Mixed - Any other mixed background	13	0.30%	11.64
GC Mixed - Black & White	1	0.02%	1.00
GD Mixed - Chinese & White	1	0.02%	0.61
GF Mixed - Other/Unspecified	1	0.02%	1.00
H Asian or Asian British - Indian	5	0.12%	4.40
J Asian or Asian British - Pakistani	4	0.09%	4.00
K Asian or Asian British - Bangladeshi	1	0.02%	1.00
L Asian or Asian British - Any other Asian background	1	0.02%	1.00
LH Asian British	1	0.02%	1.00
M Black or Black British - Caribbean	2	0.05%	1.84
N Black or Black British - African	7	0.16%	7.00
R Chinese	3	0.07%	2.10
S Any Other Ethnic Group	4	0.09%	4.00
SE Other Specified	1	0.02%	1.00
Unspecified	188	4.35%	157.83
Z Not Stated	284	6.57%	271.56
Grand Total	4,325	100.00%	4031.19

Disability

Disability Flag	Headcount	%	FTE
No	3,365	77.80	3148.20
Not Declared	389	8.99	365.90
Prefer Not To Answer	21	0.49	20.15
Unspecified	258	5.97	221.84
Yes	292	6.75	275.09
Grand Total	4,325	100.00	4031.19

People who have joined the Trust

Between 1st April 2023 – 31st March 2024, 458 staff were appointed to positions within the Trust.

62% were Female
38% were Male

6.4% identified
as LGB+

3.4% were from
Black, Asian
Minority Ethnic
background

8.7% had a
disability.



People who have left the Trust

Between 1st April 2023 – 31st March 2024, 397 staff members left the Trust.

53.1% were female

4.8% identified as LGB+

1.3% were from Black, Asian Minority Ethnic background

8.6% had a disability.

