



GIG  
CYMRU  
NHS  
WALES

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

# WORKFORCE EQUALITY MONITORING REPORT 2024-2025



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 2024-2025

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



# 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 4434. Please note that this figure does not include our bank members of staff.

# EQUALITY DATA

“

Staff from Black Asian and Minority  
Ethnic backgrounds increased from  
1.36% to 1.63%

”

“

Women increased  
from 50% to 50.5%

”

“

Staff with a disability  
increased from  
6.75% to 7.94%

”

“

Staff who identify as LGB+  
increased from  
5.6% to 5.72%

”

**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 allow the collation of gender identity status. 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	0.90%	1.22%
Band 3	15.25%	11.93%
Band 4	4.17%	1.99%
Band 5	11.17%	12.38%
Band 6	12.75%	12.32%
Band 7	4.29%	5.68%
Band 8A	1.35%	1.85%
Band 8B	0.59%	0.56%
Band 8C	0.32%	0.38%
Band 8D	0.18%	0.20%
Other	0.23%	0.29%

Contact Type	Female %	Male %
Unspecified	0.00%	0.00%
Part Time	16%	11%
Full Time	35%	38%

# Age

Age Band	Headcount	%	FTE
<=20 Years	45	1.01%	42.87
21-25	292	6.59%	283.54
26-30	480	10.83%	466.56
31-35	550	12.4%	513.38
36-40	530	11.95%	497.49
41-45	418	9.43%	392.43
46-50	526	11.86%	503.98
51-55	625	14.1%	592.92
56-60	546	12.31%	493.07
61-65	347	7.83%	277.22
66-70	62	1.4%	46.09
>=71 Years	13	0.29%	9.11
Grand Total	4434	100.00%	4118.7

# Marital Status

Marital Status	Headcount	%	FTE
Civil Partnership	113	2.55	106.64
Divorced	279	6.29	251.2
Legally Separated	59	1.33	54.38
Married	2,042	46.05	1866.6
Single	1,588	35.81	1511.1
Unknown	276	6.22	257.9
Unspecified	46	1.04	44.01
Widowed	31	0.7	26.81
Grand Total	4434	100.00	4118.7

# Religion and Belief

Religion and Belief	Headcount	%	FTE
Atheism	1120	25.26	1066.3
Buddhism	13	0.29	12.14
Christianity	1856	41.86	1706.7
Hinduism	0	0	0
Islam	12	0.27	12
Judaism	1	0.02	1.00
Sikhism	0	0	0
Not Disclosed	728	16.42	682.24
Other	509	11.48	478.63
Unspecified	195	4.4	159.63
Grand Total	4434	100.00	4118.7

# Sexual Orientation

Sexual Orientation	Headcount	%	FTE
Bisexual	80	1.8	77.63
Gay or Lesbian	165	3.72	159.04
Heterosexual or Straight	3,623	81.71	3377.22
Not Disclosed	361	8.14	335.96
Other sexual orientation not listed	9	0.2	9
Undecided	8	0.18	7.3
Unspecified	188	4.24	152.52
Grand Total	4434	100.00	4118.7

# Ethnicity

Ethnic Group	Headcount	%	FTE
A White - British	3,355	75.67%	3148.8
B White - Irish	27	0.61%	23.78
C White - Any other White background	64	1.44%	61.36
C2 White Northern Irish	2	0.05%	2
C3 White Unspecified	40	0.90%	35.12
CA White English	35	0.79%	31.08
CB White Scottish	1	0.02%	1
CC White Welsh	388	8.75%	347.09
CX White Mixed	1	0.02%	1
CY White Other European	4	0.09%	3.8
D Mixed - White & Black Caribbean	4	0.09%	4
E Mixed - White & Black African	3	0.07%	2.4
F Mixed - White & Asian	12	0.27%	11.64
G Mixed - Any other mixed background	11	0.25%	9.88
GC Mixed - Black & White	1	0.02%	1
GD Mixed - Chinese & White	1	0.02%	0.61
GF Mixed - Other/Unspecified	1	0.02%	1
H Asian or Asian British - Indian	4	0.09%	4
J Asian or Asian British - Pakistani	4	0.09%	4
K Asian or Asian British - Bangladeshi	1	0.02%	1
L Asian or Asian British - Any other Asian background	2	0.05%	2
LH Asian British	1	0.02%	1
M Black or Black British - Caribbean	3	0.07%	2.84
N Black or Black British - African	12	0.27%	11.2
R Chinese	3	0.07%	2.1
S Any Other Ethnic Group	6	0.14%	6
SE Other Specified	2	0.05%	1.45
Unspecified	215	4.85%	179.64
Z Not Stated	230	5.19%	216.87
Grand Total	4434	100.00%	4118.7

# Disability

Disability Flag	Headcount	%	FTE
No	3,473	78.33	3248.78
Not Declared	325	7.33	297.81
Prefer Not To Answer	21	0.47	19.45
Unspecified	263	5.93	223.36
Yes	352	7.94	329.27
Grand Total	4434	100.00	4118.7

# People who have joined the Trust

Between 1st April 2024 – 31st March 2025, 49 staff were appointed to positions within the Trust.



37% were Female  
63% were Male

6.1% identified as  
LGB+



4.1% were from  
Black, Asian  
Minority Ethnic  
background

12.2% had a  
disability.



# People who have left the Trust



Between 1st April 2024 – 31st March 2025, 391 people left the Trust.



46.5% were female

6.9% identified as LGB+



3.6% were from Black, Asian Minority Ethnic background

7.4% had a disability.

