



GIG  
CYMRU  
NHS  
WALES

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

# WORKFORCE EQUALITY MONITORING REPORT

## 2022/2023



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 NHS Services Trust's Workforce Equality Monitoring Report for 2022-2023.

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 are 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 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 by their protected characteristic
  - All staff breakdown by grade
  - Each grade broken down by sex
- Working pattern broken down by sex
  - Employment assignment broken down by sex
- All staff breakdown upon leaving the Trust
  - Leavers by their protected characteristics

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 providing this data and provide assurance to staff on how the data will be used and ensuring confidentiality.

The data provided in this report is based upon the total headcount of staff as at 31st March 2023 which was 4383.

# EQUALITY DATA

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Staff from Black Asian and Minority Ethnic backgrounds increased from 1.34% to 1.83%

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Women increased from 48.2% to 49.2%

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Staff with a disability increased from 5.20% to 5.93%

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Staff who identify as LGB+ increased from 4.54% to 5.32%

”

**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 with a new one.

# Banding and Contracts by Gender

Further information on gender can be found in our Gender Pay Gap report 2022/2023

<b>Pay band</b>	<b>Female %</b>	<b>Male %</b>
<b>Band 2</b>	1.10%	1.32%
<b>Band 3</b>	16.70%	13.30%
<b>Band 4</b>	8.74%	10.40%
<b>Band 5</b>	5.61%	5.13%
<b>Band 6</b>	11.96%	12.64%
<b>Band 7</b>	3.01%	5.16%
<b>Band 8A</b>	1.03%	1.41%
<b>Band 8B</b>	0.52%	0.46%
<b>Band 8C</b>	0.21%	0.50%
<b>Band 8D</b>	0.14%	0.16%
<b>Other</b>	0.21%	0.30%

<b>Contact Type</b>	<b>Female %</b>	<b>Male %</b>
<b>Unspecified</b>	0.00%	0.00%
<b>Part Time</b>	13.12%	6.57%
<b>Full Time</b>	36.09%	44.22%

<b>Flexible Working Pattern</b>	<b>Headcount</b>	<b>%</b>
<b>Other Flexible Working</b>	2	0.05%
<b>Unspecified</b>	4,381	99.95%
<b>Grand Total</b>	4,383	100.00%

# Age

Age Band	Headcount	%	FTE
<=20 Years	45	1.03%	44.32
21-25	293	6.68%	283.77
26-30	477	10.88%	454.19
31-35	551	12.57%	518.77
36-40	442	10.08%	418.33
41-45	440	10.04%	414.48
46-50	597	13.62%	574.99
51-55	638	14.56%	605.28
56-60	535	12.21%	484.86
61-65	300	6.84%	247.34
66-70	59	1.35%	47.46
>=71 Years	6	0.14%	3.64
Grand Total	4,383	100.00%	4097.43

# Marital Status

Marital Status	Headcount	%	FTE
Civil Partnership	112	2.56%	105.85
Divorced	281	6.41%	259.43
Legally Separated	58	1.32%	54.17
Married	2,068	47.18%	1903.75
Single	1,510	34.45%	1443.07
Unknown	275	6.27%	257.65
Unspecified	54	1.23%	51.91
Widowed	25	0.57%	21.60
Grand Total	4,383	100.00%	4097.43



# Religion and Belief

Religious Belief	Headcount	%	FTE
Atheism	1,008	23.00%	956.14
Buddhism	13	0.30%	12.64
Christianity	1,923	43.87%	1785.27
Hinduism	3	0.07%	3.00
Islam	9	0.21%	9.00
Not Disclosed	841	19.19%	795.07
Other	460	10.50%	432.26
Sikhism	1	0.02%	1.00
Unspecified	125	2.85%	103.03
Grand Total	4,383	100.00%	4097.43



# People who have left the Trust



Between 1st April 2022 – 31st March 2023, 514 staff members left the Trust.



55.3% were female

5.7% identified as LGB+



2% were from Black, Asian Minority Ethnic background

6.8% had a disability.

