



**North West Ambulance Service
NHS Trust**

Annual Workforce Equalities Profile

Covering the period of 01 April 2022 – 31 March 2023

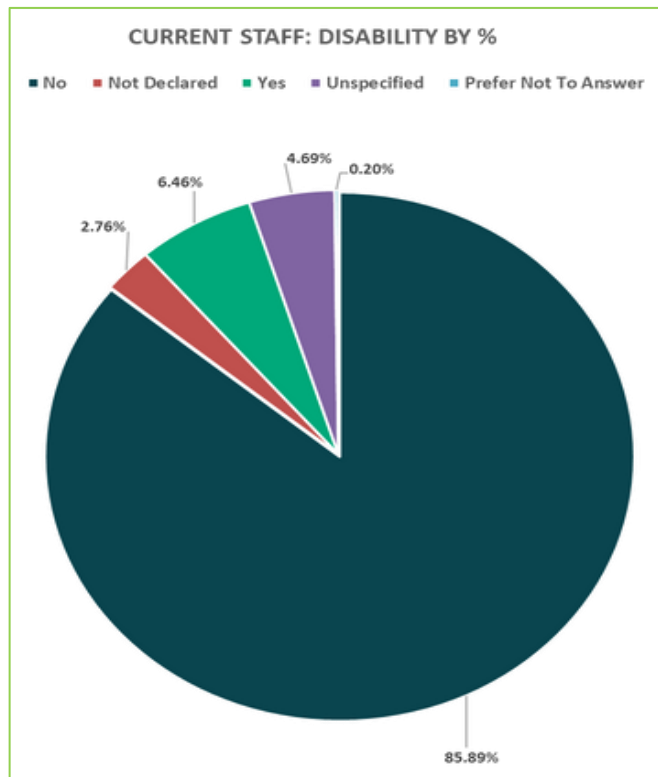
Data source: workforce data has been taken from the national NHS Employee Staff Record (ESR) system as at 3rd March 2023.

1. Disability

This chart shows the distribution of staff disability declarations across the Trust.

Staff declaration rates relating to disability/long-term condition have been consistently increasing yearly. Currently 6.46% of staff have declared a disability/Long Term Condition (5.02% March 2022).

The proportion of staff who have chosen not to declare whether or not they have a disability/long-term condition has decreased to 7.65% (9.7% March 2022).



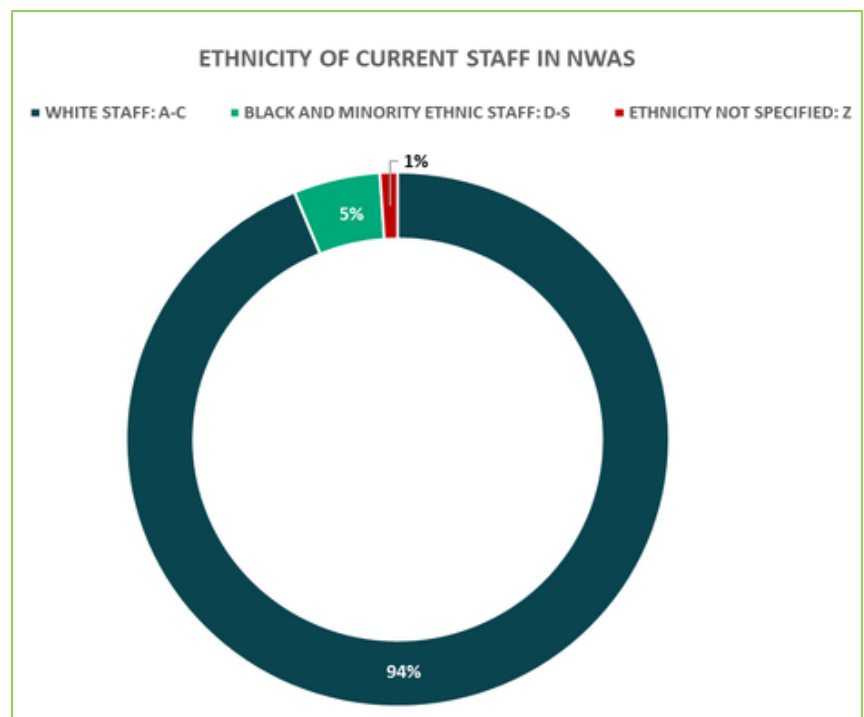
2. Ethnicity

This chart shows the ethnicity profile of the workforce across the Trust.

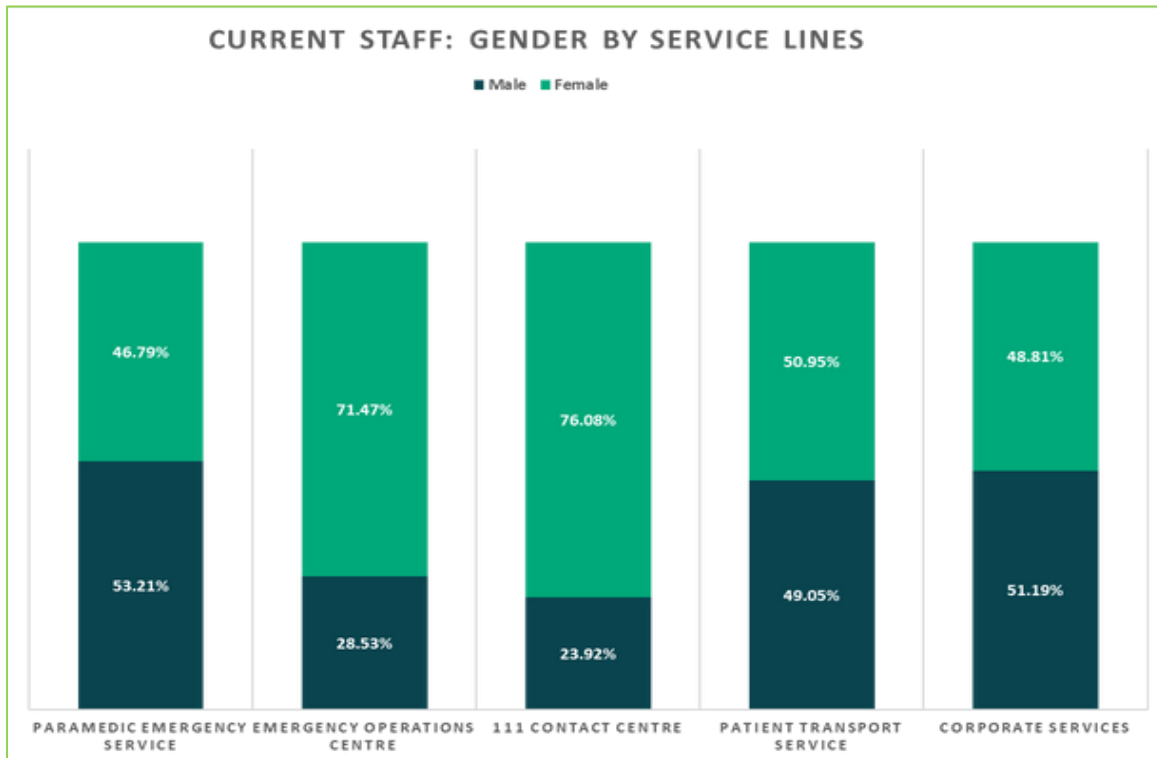
The percentage of staff from an ethnic minority background in the trust has increased to 5.16% (4.75% March 2022). 99% of the overall workforce has declared their ethnicity.

The largest ethnic minority staff groups within the NWAS workforce are:

- Asian or Asian British - Pakistani
- Asian or Asian British - Indian
- Black or Black British - African
- Mixed - White & Black Caribbean



3. Gender

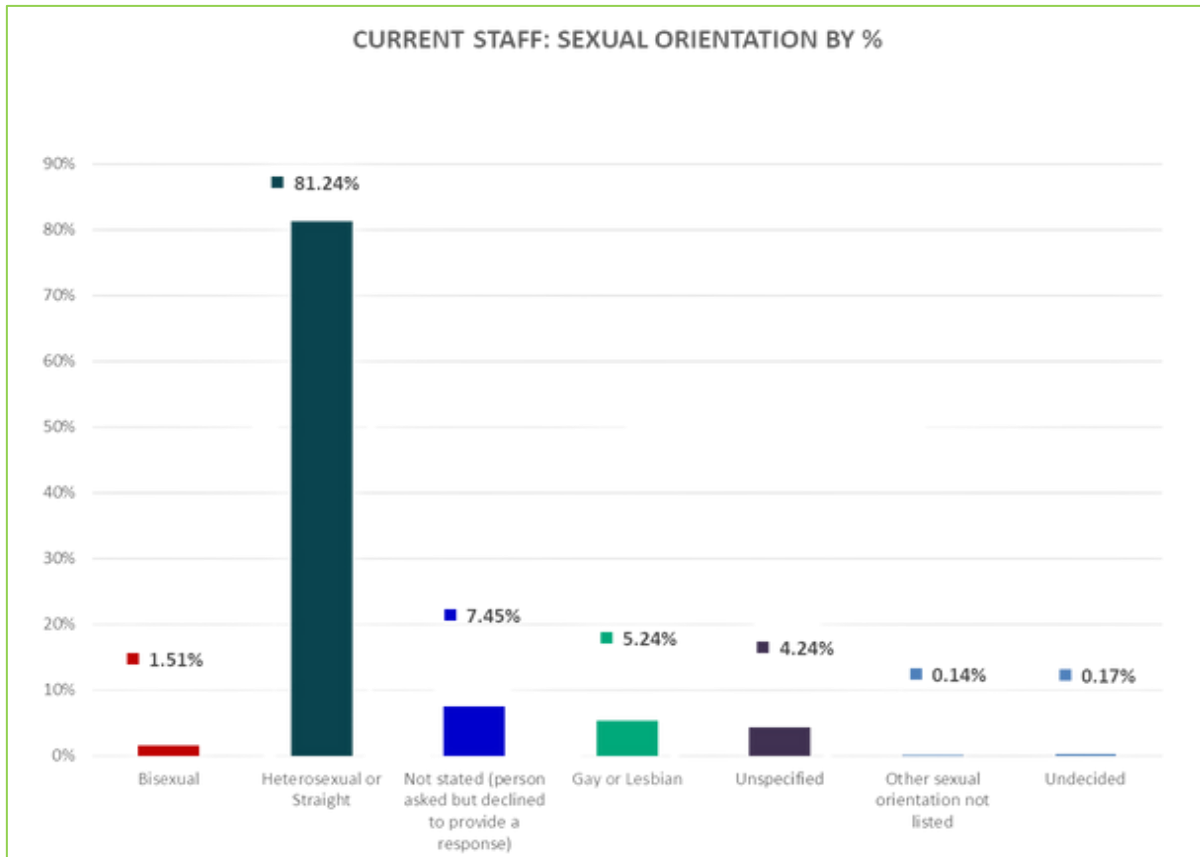


This chart shows the gender distribution of staff in various service lines Trust.

As of March 2023, more than half of all staff across the trust are female (54%). Across our Paramedic/EMT workforce, Patient Transport Service and Corporate teams, there is a similar ratio of male to female staff, but in our contact centres (Emergency Operations Centre/999 and 111) the proportion of female staff is much higher – more than 70%.

Note about other genders: at present, NHS workforce systems only record genders as 'male' and 'female'. While the trust does have staff who identify as non-binary/other genders, there are no accurate numbers which are currently collated in this regard. However, findings from the National Staff Survey 2022 for the trust showed that around 1% of respondents identified as non-binary/prefer to self-describe.

4. Sexual Orientation



The chart above shows the breakdown of the Trust workforce in the context of sexual orientation.

The number of staff who identified themselves within the broad category of LGBT+ has increased from the previous year. The Gay and Lesbian staff count has improved again from 4.72% (March 2022) to 5.24% (March 2023). Figures for Bisexual staff have also increased from 1.02% (March 2022) to 1.51% in March 2023).

There has been a continued reduction in the number of staff electing to not to declare their sexual orientation. This number was over 20% at the end of 2017 and 13.32% by the end of the 2021/22 financial year. As of March 2023, the non-disclosure gap further reduced to 4.24% (March 2023).

5. Other protected characteristics

a) **Age**

The age profile of the NWS workforce continued to show a similar pattern to the previous year, with around 50% of staff in the 25 – 54 age bracket. The 45-54 age range again has the highest proportion of staff equating to just over 25% of staff. This reflects the multi-generational workforce at NWS.

b) **Marital Status**

The number of staff for whom the Trust does not know their marital status has increased from 287 to 356 this year. While this does not appear to cause the Trust any problems, it is important that the Pensions Team are kept up to date with details of any changes by employees.

c) **Religion**

Over the last year, non-disclosure rates for religion continued to decrease, going from 19.38% (March 2022) to 18.19% (March 2023).