

Airedale NHS Foundation Trust
Workforce Equality Monitoring Report

The data presented below has been extracted from ESR and represents the workforce on 31 March 2025.

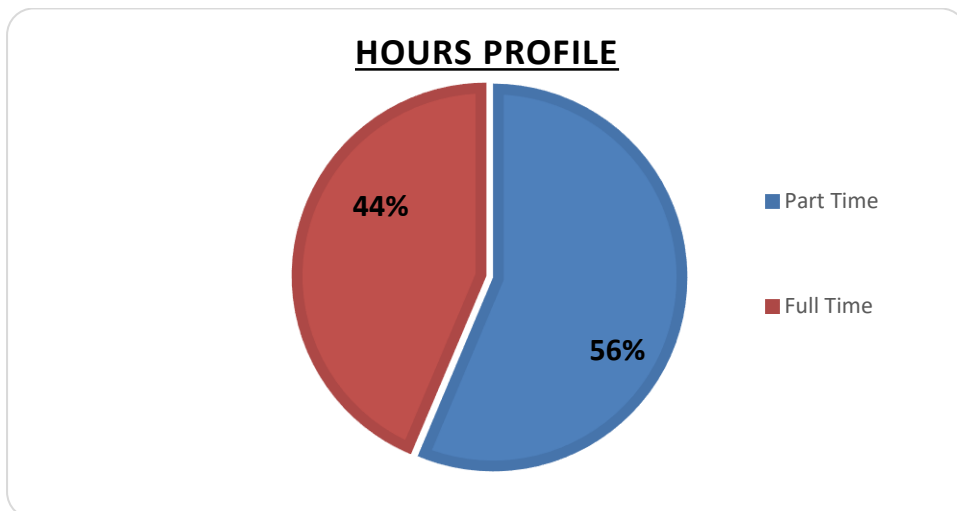
1. Staff in Post

Headcount	3,704
FTE	3,161.19

2. Hours

Employee Category	Headcount	%
Part Time	2,087	56.34%
Full Time	1,617	43.66%

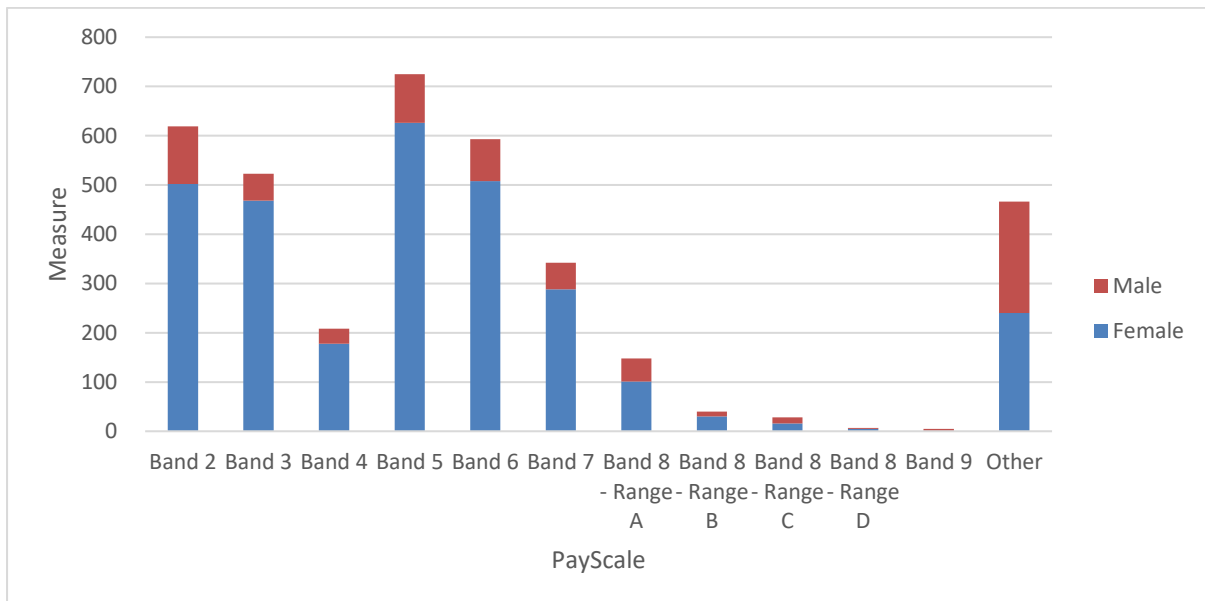
* = < 5



3. Pay Band

Band	Headcount	%
Band 2	619	16.71%
Band 3	523	14.12%
Band 4	208	5.62%
Band 5	725	19.57%
Band 6	593	16.01%
Band 7	342	9.23%
Band 8a	148	4.00%
Band 8b	40	1.08%
Band 8c	28	0.76%
Band 8d	7	0.19%
Band 9	*	0.13%
Other	466	12.58%

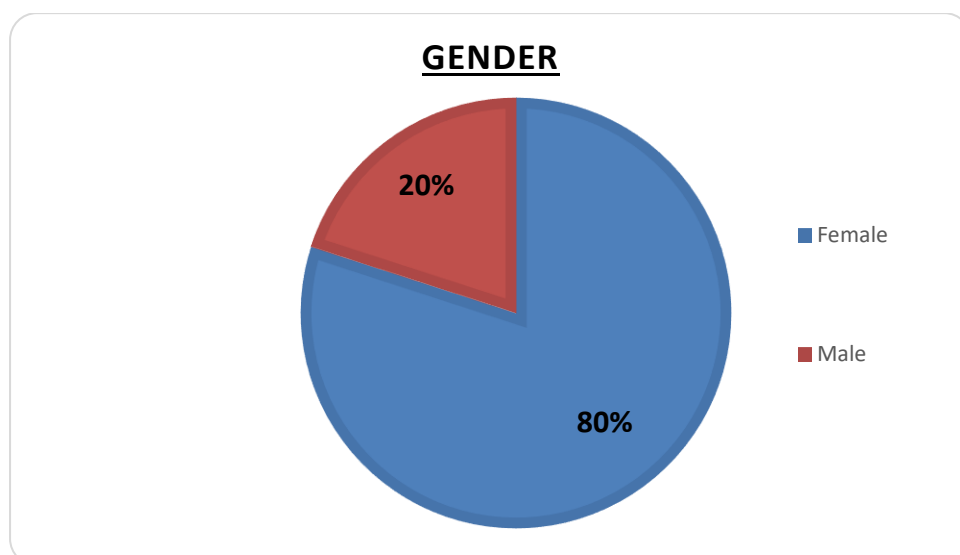
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4. Gender

Staff Group	Female		Male	
	Headcount	%	Headcount	%
Add Prof Scientific and Technic	59	67.82%	28	32.18%
Additional Clinical Services	707	83.87%	136	16.13%
Administrative and Clerical	613	81.73%	137	18.27%
Allied Health Professionals	265	77.49%	77	22.51%
Estates and Ancillary	*	28.57%	*	71.43%
Healthcare Scientists	114	67.86%	54	32.14%
Medical and Dental	235	51.20%	224	48.80%
Nursing and Midwifery Registered	963	93.29%	78	6.71%
Students	*	71.43%	*	28.57%

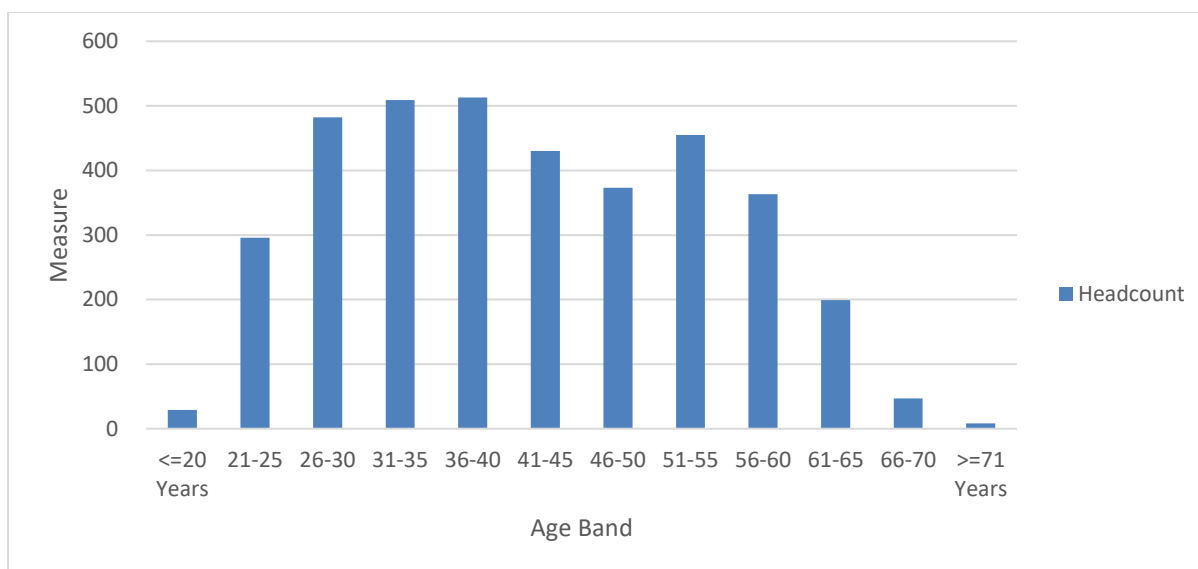
* =< 5



5. Age

Age Band	Staff Group (Headcount)								
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
<=20 Years		23	6						
21-25	*	98	46	40		10	44	52	*
26-30	19	128	65	45	*	24	76	124	
31-35	12	97	68	63		25	77	166	*
36-40	9	108	85	47	*	27	71	165	
41-45	7	84	83	43		33	55	123	*
46-50	9	81	75	26		19	44	119	
51-55	12	82	135	43	*	13	45	121	*
56-60	8	70	118	27	*	16	28	93	*
61-65	*	53	54	7	*	*	11	68	
66-70		17	14	*			7	8	
>=71 Years	*	*	*				*	*	

* = < 5



6. Ethnicity

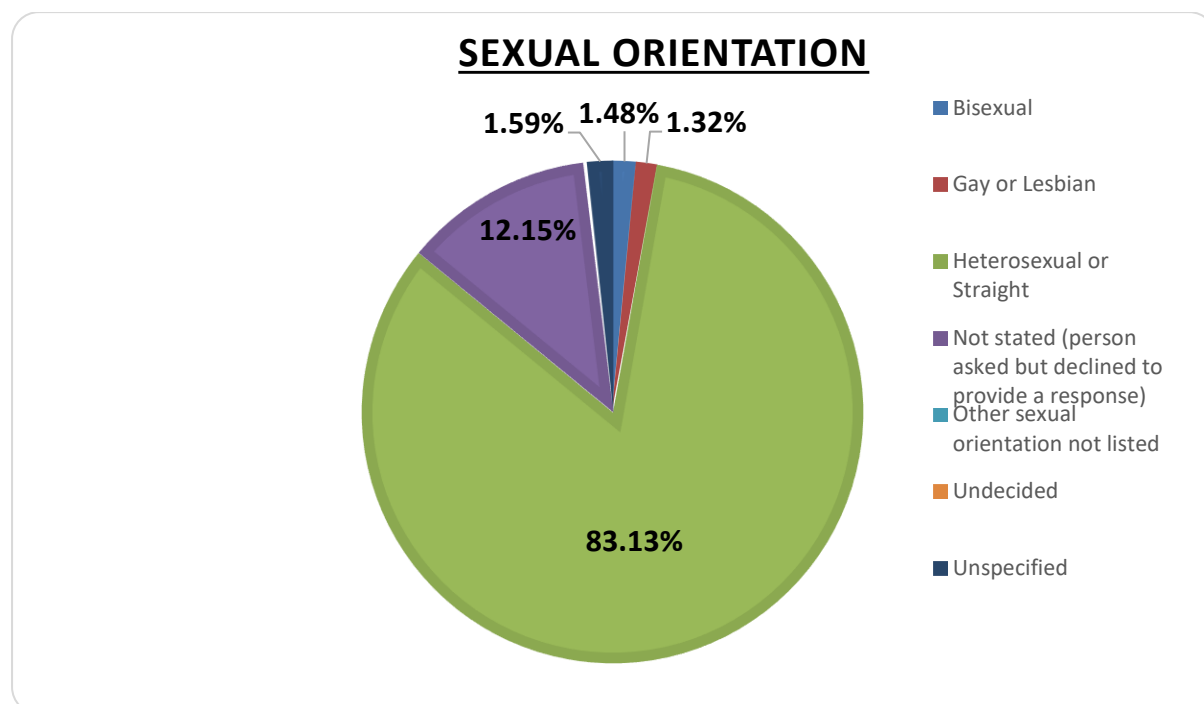
Ethnic Group	Staff Group (Headcount)								
	Add Prof Scientific and Technic	Additional Clinical Services	Administrative and Clerical	Allied Health Professionals	Estates and Ancillary	Healthcare Scientists	Medical and Dental	Nursing and Midwifery Registered	Students
BME	24	219	104	48	*	84	223	286	*
White	62	617	638	292	*	78	220	740	6
Not Stated/Not Given	*	7	8	*		6	16	15	

* = < 5

7. Sexual Orientation

Sexual Orientation	Total	%
Bisexual	55	1.48%
Gay or Lesbian	49	1.32%
Heterosexual or Straight	3,079	83.13%
Not Disclosed	450	12.15%
Other sexual orientation not listed	8	0.22%
Undecided	*	0.11%
Unspecified	59	1.59%

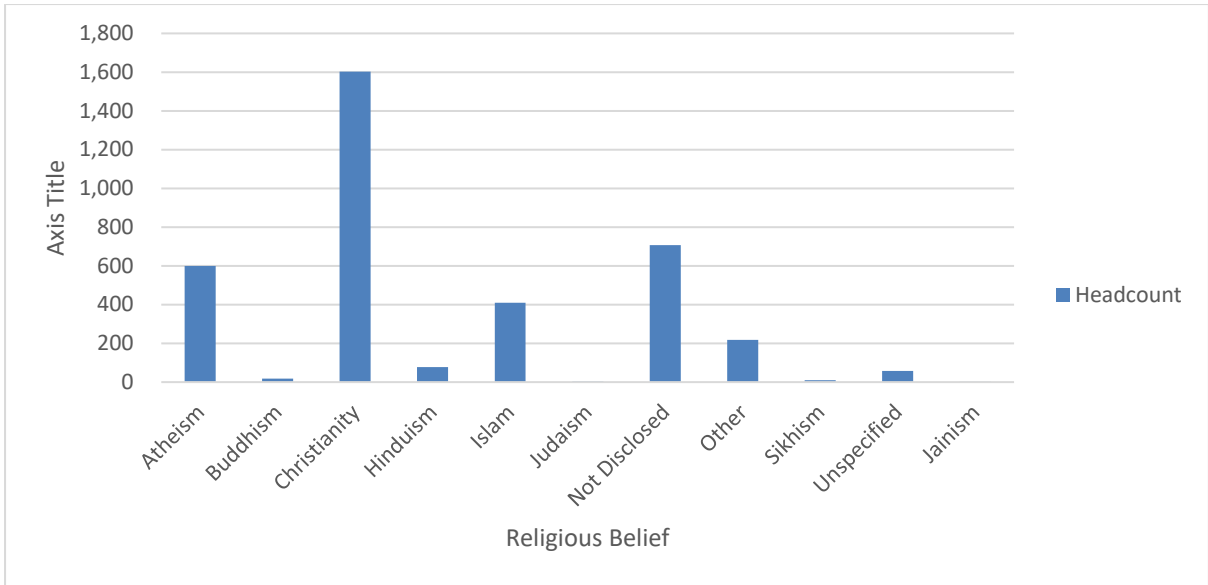
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8. Religious Belief

Religious Belief	Headcount	%
Atheism	599	16.17%
Buddhism	18	0.49%
Christianity	1602	43.25%
Hinduism	78	2.11%
Islam	410	11.07%
Judaism	3	0.08%
Not Disclosed	707	19.09%
Other	218	5.89%
Sikhism	9	0.24%
Jainism	*	0.05%
Unspecified	58	1.57%

* = < 5



9. Disability

Disability	Headcount	%
No	3,274	88.39%
Not Declared	120	3.24%
Prefer Not to Answer	18	0.49%
Unspecified	64	1.73%
Yes	228	6.16%

* = < 5

DISABILITY

