

Appendix 3 - United Lincolnshire Teaching Hospitals NHS Trust Workforce Profile 2024-2025



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ULTH Workforce Data

Workforce diversity monitoring is an important means of demonstrating, implementing, and promoting equality of opportunity. It provides a demographic picture of diversity within organisations and can help to identify barriers that prevent access to employment and career development for certain groups of people, and to develop solutions such as positive action plans or alternative policies and practices.

Publishing both the staff and patient equality data helps ULTH demonstrate compliance with the Public Sector Equality Duty (PSED):

To have due regard to the need to:

- Eliminate unlawful discrimination, harassment and victimisation and other conduct prohibited by the Act.
- Advance equality of opportunity between people who share a protected characteristic and those who do not.
- Foster good relations between people who share a protected characteristic and those who do not:

The specific duties require public bodies to publish relevant, proportionate information demonstrating their compliance with the Equality Duty and to set themselves specific, measurable equality objectives.

The workforce data in this section provides an overview of the workforce data which has been analysed by:

- Age
- Disability
- Gender
- Race
- Religion and belief
- Sexual Orientation
- Marriage and Civil Partnerships
- Gender reassignment

- Pregnancy and maternity are collected through the HR processes and not the Electronic Staff Record (ESR).

The data in this section refers to the 12 months between 1 April 2024 and 31 March 2025, sourced from the Electronic Staff Record (ESR). This data is based on primary posts and includes bank staff and non-execs, so it might differ from other United Lincolnshire Hospitals Teaching (ULTH) NHS Trust reports, for example, the Workforce Race and Workforce Disability Equality Standards reports.

This report shows the 2024/25 annual numbers of staff working for United Lincolnshire Hospitals Teaching NHS Trust, broken down into the 9 protected characteristics. This data is a summary of the validated data extracted from the NHS ESR, including headcount, percentage, and full-time equivalents (FTE) for all months. In this report, the data is presented in percentages and headcount.

NHS Workforce statistics nationally show that for all NHS Hospital & Community Health Service (HCHS) staff, it was 1,374,039 FTE in January 2025 compared with 1,338,753 FTE in January 2024. This is 2.6% (35,286) more than in January 2024. 1,539,5712 headcount in January 2025 compared with 1,499,368 headcount in January 2024. This is 2.7% (40,203) more than in January 2024. Professionally qualified clinical staff* make up over half (53.8%) of the FTE HCHS workforce. 739,415 FTE in January 2025. This is 4.7% (33,051) more than in January 2024. 818,449 headcount in January 2025. This is 4.7% (36,592) more than in January 2024.

* This group includes all HCHS doctors, qualified nurses and health visitors, midwives, qualified scientific, therapeutic, and technical staff, and qualified ambulance staff.

Workforce Age Profile

The age profile of the Trust is important in terms of workforce planning. A balanced workforce at different stages of their career allows an appropriate re-invigoration of skills and ideas where turnover is at a sustainable level.

In the last two years, ULTH data indicates that the largest and the smallest age groups are the same; Therefore, the largest group of staff for 2024-25 is aged 31-35 at 14.62% (1788), the same as in 2023-24, with 14.56% (1704) staff. The next two

groups are age 26-30 and 36-40, with 13.83% (1691) and 13.08% (1599) respectively. The smallest groups are 71+ and under 20, with 0.67% and 1.58% this year and 0.66% and 1.67% last year.

The table and the chart below show the breakdown of the age profile of the workforce at the Trust.

Chart 1. ULTH Staff Data 2025 – Age Band

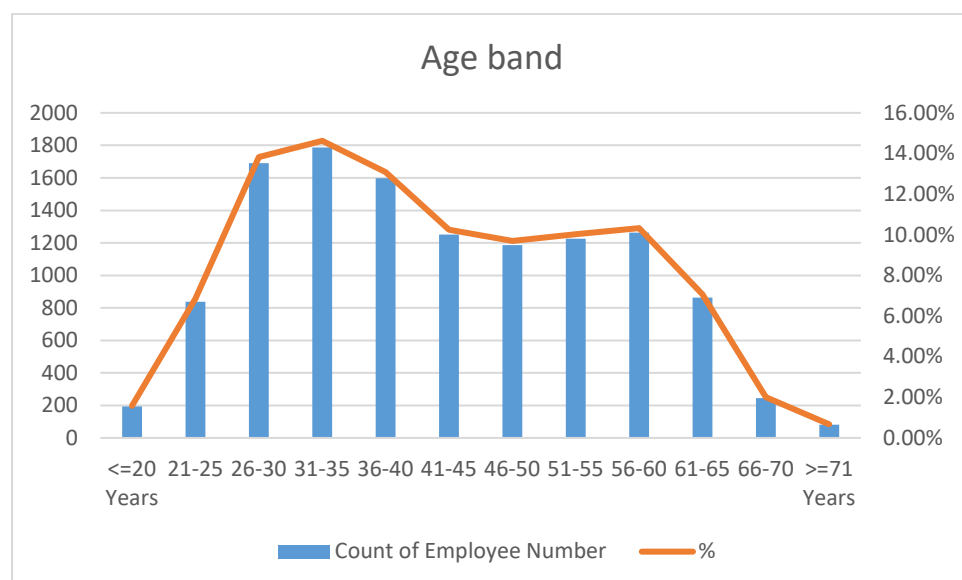


Table 1. ULTH Staff Data 2025 – Age Band

Age Band	Count of Employee Number	%
<=20 Years	193	1.58%
21-25	838	6.85%
26-30	1691	13.83%
31-35	1788	14.62%
36-40	1599	13.08%
41-45	1252	10.24%
46-50	1186	9.70%
51-55	1226	10.03%
56-60	1263	10.33%
61-65	863	7.06%
66-70	245	2.00%
>=71 Years	82	0.67%
Grand Total	12226	100.00%

Workforce Disability Profile

In the UK, of the 10.2 million disabled people of working age, 5.53 million (54%) were in employment in December 2023, which is an increase of 338,000 compared with December 2022. This compares to 82.0% of those who are not disabled.

The benefits of retaining an experienced, skilled employee who has acquired an impairment are usually greater than recruiting and training new staff. It is also good for the individual.

From 1 August 2016 onwards, all organisations that provide NHS care and/or publicly funded adult social care are legally required to follow the Accessible Information Standard. The Standard sets out a specific, consistent approach to identifying, recording, flagging, sharing and meeting the information and communication support needs of patients, service users, carers and parents with a disability, impairment or sensory loss. We collect this for staff as well.

This data is reliant on self-reporting the information from staff. ULTH is working with staff to increase their confidence to disclose on ESR.

The MAPLE (Mental and Physical Lived Experience) Staff Network works with staff to implement the Workforce Disability Equality Standard and to listen to staff.

The table and the pie chart below show the breakdown of the disability profile of the workforce at the Trust.

Chart 2. ULTH Staff Data 2025 – Disability

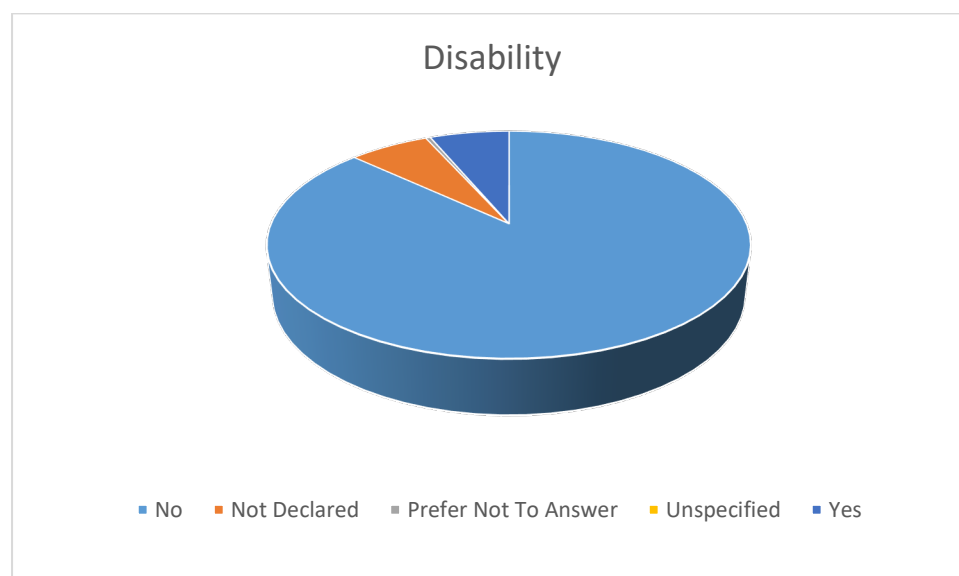


Table 2. ULTH Staff Data 2025 – Disability

Disability	Count of Employee Number	%
No	10626	86.91%
Not Declared	780	6.38%
Prefer Not To Answer	45	0.37%
Unspecified	**	**
Yes	773	6.32%
Grand Total	12226	100.00%

**Denotes a number less than 11, for reasons of confidentiality

The overall number might differ as not publishing data is lower than record count 10.

- 6.32% (773) of ULTH employees disclosed their disability and long-term condition, which is a significant positive increase compared with 5.01% (586) in 2024.
- 86.91% (10626) of ULTH employees declared that they had no disability compared with 86.28% in 2024.
- 6.38% of ULTH employees did not declare their disability or long-term condition compared with 8.3% in 2024.
- 0.37% of ULTH employees preferred not to answer compared with 0.38% in the previous year.

Workforce Gender Profile

On 31 March 2025, ULTH employed 12,226 staff, of which 75.26% were female and 24.74% were male. In 2024, the Trust employed 11,707 staff, with a similar proportion, 75.66% were female and 24.34% were male. It is very common for healthcare providers to have a higher % of females. At ULTH, there are a Women's Staff Network and a Men's Staff Network in place to support staff. Both groups are driven and chaired by ULTH staff.

The table and the pie chart below show the breakdown of the gender profile of the workforce at the Trust.

Chart 3. ULTH Staff Data 2025 – Gender Split, Male/Female

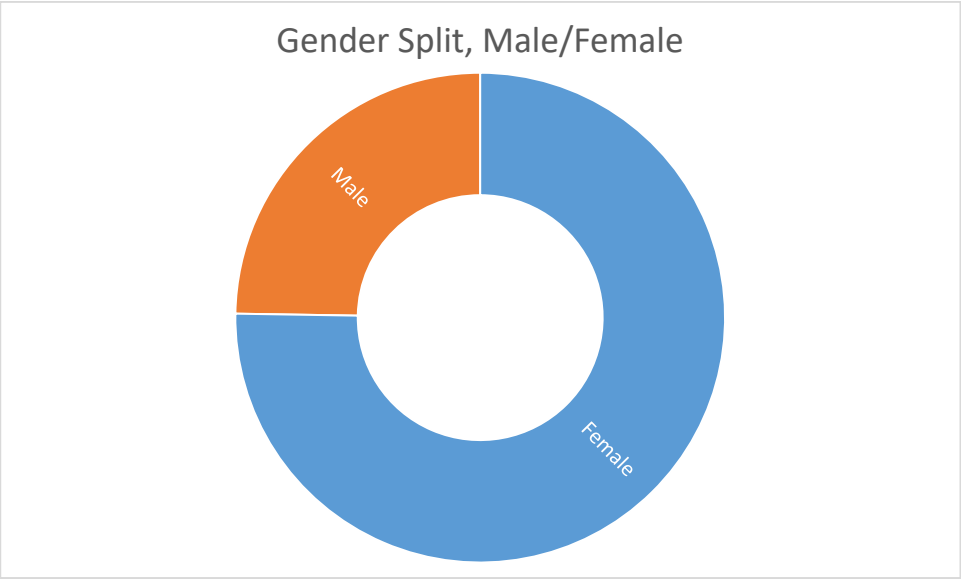


Table 3. ULTH Staff Data 2025 – Gender Split, Male/Female

Gender	Count of Employee	
	Number	%
Female	9201	75.26%
Male	3025	24.74%
Grand Total	12226	100.00%

Workforce Race Profile

The Workforce Race Equality Standard (WRES) supports the equality monitoring of race. 31 March 2025 data shows that the Trust has 70.79% of white staff, where 65.35% identified themselves as White British. 26.96% of staff are from any other minority ethnic background, and 2.27% did not disclose their ethnicity, making a total of 12,226. When compared with 2024, the Trust employed 73.03% white staff and 23.90% staff from other backgrounds and 3.07% who did not disclose, making a total of 11,707. Therefore, there is an increase of 3.06% of staff from any other ethnic group employed by the Trust.

Below is the race/ethnicity pie chart and a table with broken-down data:

Chart 4. ULTH Staff Data 2025 – Ethnicity

Ethnicity - Largest Identified Groups in Workforce



Table 4. ULTH Staff Data 2025 – Ethnicity

Ethnicity	Count of Employee	
	Number	%
A White - British	7990	65.35%
B White - Irish	41	0.34%
C White - Any other White background	623	5.10%
D Mixed - White & Black Caribbean	29	0.24%
E Mixed - White & Black African	44	0.36%
F Mixed - White & Asian	26	0.21%
G Mixed - Any other mixed background	79	0.65%
H Asian or Asian British - Indian	1457	11.92%
J Asian or Asian British - Pakistani	260	2.13%
K Asian or Asian British - Bangladeshi	61	0.50%
L Asian or Asian British - Any other Asian background	216	1.77%
M Black or Black British - Caribbean	28	0.23%
N Black or Black British - African	520	4.25%
P Black or Black British - Any other Black background	79	0.65%
R Chinese	49	0.40%
S Any Other Ethnic Group	446	3.65%
Z Not Stated	278	2.27%
Grand Total	12226	100.00%

Note:

White English, White Welsh & White Northern Irish have been classed here under White - British

Workforce Religion and Belief Profile

The Equality Act (2010) states: Employees are protected against discrimination because they have a religious faith or a philosophical belief, as well as because they don't. No one religion or branch of a religion overrides another – so, for example, an employee is protected against discrimination by someone of another religion, or of the same religion, or of a different branch or practice of their religion. A philosophical belief must meet certain conditions, including being a weighty and substantial aspect of human life, worthy of respect in a democratic society and not conflicting with the fundamental rights of others. All protected beliefs are equal, whether religious or philosophical.

Data taken on 31 March 2025 shows that the most common religion in the workforce is Christianity at 51.42%, similar to 2024, where Christianity was at 51.28%. All Christian denominations are put together in one category. The second highest was Atheism at 15.04%, similar to 2024 with 14.68%. 14.14% preferred not to disclose their religion or belief compared with 15.53% in the previous year.

The table and the pie chart below show the breakdown of the religion and belief profile of the workforce at the Trust.

Chart 5. ULTH Staff Data 2025 – Religious Belief

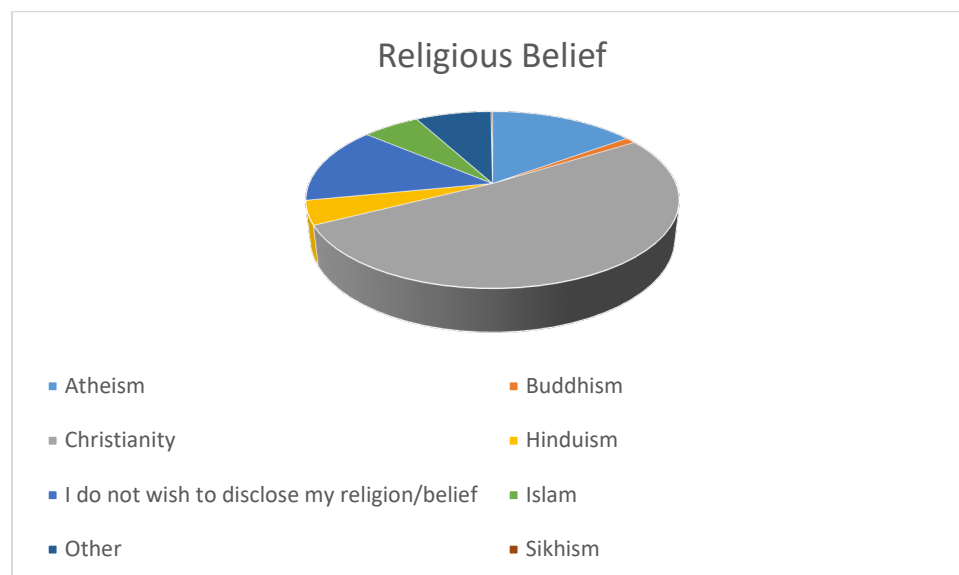


Table 5. ULTH Staff Data 2025 – Religious Belief

Religious Belief	Count of Employee Number	%
Atheism	1839	15.04%
Buddhism	133	1.09%
Christianity	6286	51.42%
Hinduism	532	4.35%
I do not wish to disclose my religion/belief	1729	14.14%
Islam	724	5.92%
Jainism	**	**
Judaism	**	**
Other	958	7.84%
Sikhism	18	0.15%
Grand Total	12226	100.00%

**Denotes a number less than 11, for reasons of confidentiality

Workforce Sexual Orientation Profile

Stonewall (LGBT Charity) knows that people perform better at work when they can be themselves and promote ‘acceptance without exception’. This means, it is in an employer’s best interest to support staff to be open and honest about whom they are when at work. The Equality Act 2010 bans discrimination and harassment on the grounds of sexual orientation and gender reassignment (gender identity) in employment and vocational training. This includes direct and indirect discrimination, harassment and victimisation, and a person is protected throughout the entire employment relationship, from recruitment to dismissal. Discrimination applies to terms and conditions, pay, promotions, transfers, training, and dismissal.

The pie chart below shows the percentage of ULTH staff who have identified their sexual orientation showing that there is under-representation in the non-heterosexual groups, but this may be partly due to staff who identify as lesbian, gay, or bisexual not declaring this monitoring data.

On 31 March 2025, 86.48% of the workforce declared themselves as heterosexual, very similar to the data of 2024, where 84.5% of the workforce declared themselves as heterosexual. Not stated was 10.26%, compared with 12.51% in 2024. 1.32% declared they were either gay or lesbian compared to 1.31% in 2024. 1.53% of staff declared that they are bisexual, compared with 1.37% in 2024. Low numbers of

other sexual orientations are not listed, undecided or unspecified, which is similar to last year.

The Pride Staff Network is in place to support the staff members and provide a safe space.

The table and the pie chart below show the breakdown of the sexual orientation profile of the workforce at the Trust.

Chart 6. ULTH Staff Data 2025 – Sexual Orientation

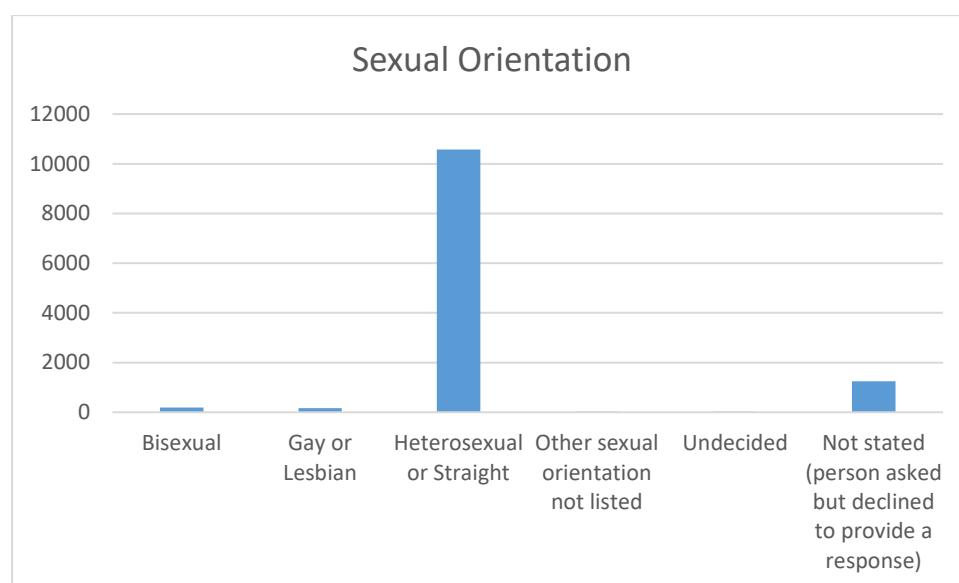


Table 6. ULTH Staff Data 2025 – Sexual Orientation

Sexual Orientation	Count of Employee Number		%
Bisexual	187		1.53%
Gay or Lesbian	161		1.32%
Heterosexual or Straight	10573		86.48%
Other sexual orientation not listed	30		0.25%
Undecided	21		0.17%
Not stated (person asked but declined to provide a response)	1254		10.26%
Grand Total	12226		100.00%

Workforce Gender Reassignment Profile

ULTH has the Pride Staff Network, where staff can meet people from the LGBT+ community. ESR shows that no member of staff has disclosed their trans identity.

Marriage and Civil Partnership Profile

The Equality Act states that people must not be discriminated against in employment because they are married or in a civil partnership. In the Equality Act marriage and civil partnership means someone who is legally married or in a civil partnership.

Marriage can either be between a man and a woman, or between partners of the same sex. Civil partnerships are available to both same-sex couples and opposite-sex couples. People do not have this characteristic, if they are: single, living with someone as a couple neither married nor civil partners, engaged to be married but not married, divorced, or a person whose civil partnership has been dissolved.

On 31 March 2025, ULTH had a workforce of 12,226 members compared to 11,707 in 2024. In 2025, 52.31% are married compared with 51.28% in 2024. 34.63% are single compared with 35.22% in 2024.

The table and the pie chart below show the breakdown of the marriage and civil partnership profile of the workforce at the Trust.

Chart 7. ULTH Staff Data 2025 – Marital Status

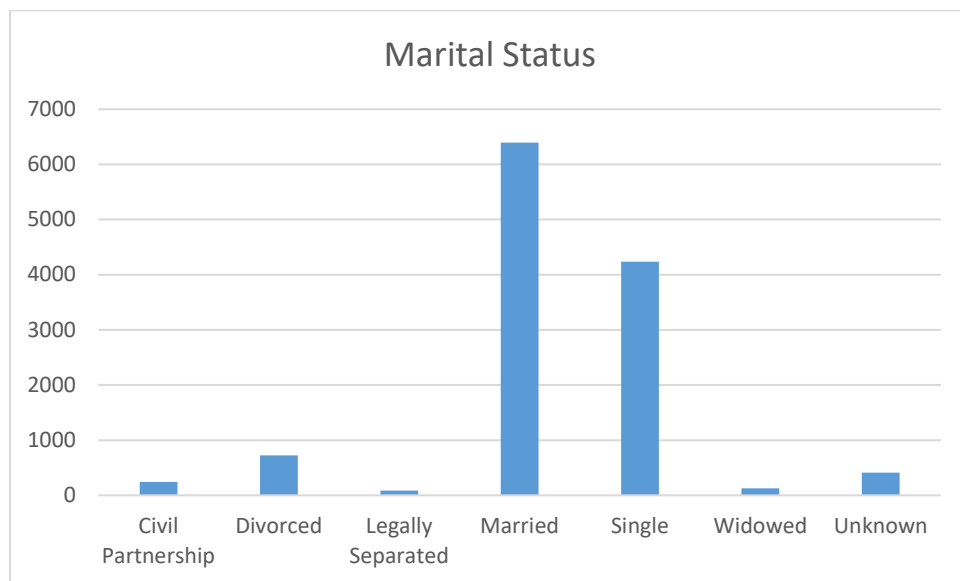


Table 7. ULTH Staff Data 2025 – Marital Status

Marital Status	Count of Employee Number	%
Civil Partnership	245	2.00%
Divorced	725	5.93%
Legally Separated	87	0.71%
Married	6396	52.31%
Single	4234	34.63%
Widowed	127	1.04%
Unknown	412	3.37%
Grand Total	12226	100.00%