

United Lincolnshire Teaching
Hospitals NHS Trust – Equality,
Diversity and Inclusion Annual
Report 2025-2026
Appendix 1) Lincolnshire
Population Profile: Census 2021

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Public Sector Equality Duty (PSED)

Specific duty: To publish information to demonstrate compliance with the general equality duty.

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

General duties: 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.

PSED Specific duties:

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 data in this section refers to the 12 months between 1 April 2025 and 31 March 2026, provided by Performance and Informatics from System 1.

Equality and Diversity measures are based on patients with a clinical event recorded between 1 April 2025 and 31 March 2026 and based on a selected set of 'read codes' to identify the recorded characteristics.

The total number of patients across ULTH between April 2025 and March 2026 was 1,029,338, including: Inpatients Spells 159,649, Outpatients appointments 747,942 and 139,967 in the Emergency Department. Compared with last year: 1,008,474: Inpatients Spells 152,486, Outpatients appointments 734,241 and 121,747 in the Emergency Department. This brings about an overall decrease of 20,864 patients this year compared with last year. More detailed ULTH patients' data is illustrated in Appendix 2 ULTH Patients' Profile 2025-2026.

Census Lincolnshire Patients' Age Demographic

The table below shows the age demographic of Lincolnshire at the time of the census in 2021.

Table 1. Age Demographic Lincolnshire 2021

Age	Value	Percentage
Age 0 to 4	35,818	4.7
Age 5 to 9	41,243	5.4
Age 10 to 15	51,094	6.6
Age 16 to 19	33,187	4.3
Age 20 to 24	43,379	5.6
Age 25 to 34	88,319	11.5
Age 35 to 49	131,654	17.1
Age 50 to 64	163,519	21.3
Age 65 to 74	95,934	12.5
Age 75 to 84	61,847	8.0
Age 85 and over	22,370	2.9

In 2021, the census shows the highest age group in Lincolnshire is aged between 55 to 64 = 21.3% of the population in Lincolnshire. The second highest is aged 35 to 49 = 17.1%, and the next age group is aged 65 to 74 = 12.5%, compared to the under 20's, where the highest age group is 10 to 15 at 6.6%. This demonstrates that Lincolnshire is an aging population.

Based on the research performed by 'Just Lincolnshire', the prediction is that the total number of people aged 65 and over could increase dramatically by 2040. Little change is projected to occur in the number of young people and only a relatively small increase is projected in the middle group. The aging population in Lincolnshire is projected to increase at a faster rate than regionally or nationally, widening the difference with other areas. This will have implications for service provision for the NHS and all sectors in the future.

Census Lincolnshire 2021 Patients' Disability Demographic

The Census 2021 states that in 2021, across both England and Wales, the proportion of disabled people was 17.8% (10.4 million) and it has decreased by 1.7 percentage points from 2011 when it was 19.5% (10 million). According to the 2021 Census, 72.4% of people in Lincolnshire do not have long-term

physical or mental health conditions. 8.4% have a long-term physical or mental health condition and the day-to-day activities are limited 'a lot', 11.8% of people where day-to-day activities are limited 'a little', and 7.5% with long-term physical or mental health condition but day-to-day activities are not limited.

The table below shows the disability demographic in Lincolnshire at the time of the Census, 2021:

Table 2. Disability Demographic Lincolnshire 2021

Disability	Value	Percent
Day-to-day activities are limited a lot	64,269	8.4
Day-to-day activities are limited a little	90,305	11.8
Has long-term physical or mental health condition but day-to-day activities are not limited	57,839	7.5
No long-term physical or mental health conditions	555,952	72.4

Census Lincolnshire 2021 Patients' Race and Ethnicity Demographic

ULTH wants everyone, no matter what their ethnic group, religion, or culture, to be able to use the services easily.

Collecting this data supports compliance with the law, Equality Act (2010) which gives public authorities a duty to promote race equality. It is a legislative requirement to monitor the ethnic group of ALL patients to identify who might be at greater risk from conditions such as heart disease, diabetes, stroke, etc, and to ensure that racial discrimination is not taking place. The 2021 Census indicates that 96% of Lincolnshire's population is White, including 6.1% white other, compared with 1.6% Asia, Asian British, Asian Welsh, and 1.3% from mixed or multiple ethnic groups. Also, 0.6% stated their ethnicity as other ethnic group.

The table below shows the ethnicity demographic in Lincolnshire at the time of the Census, 2021:

Table 3. Census Ethnicity Demographic Lincolnshire 2021

Ethnicity	Value	Percent
Asian, Asian British or Asian Welsh	11,927	1.6
Black, Black British, Black Welsh, Caribbean or African	4,365	0.6
Mixed or Multiple ethnic groups	10,191	1.3
White: English, Welsh, Scottish, Northern Irish or British	685,720	89.2
White Other	47,036	6.1
Other ethnic group	4,351	0.6

Lincolnshire Census Patients' Marital Status Demographic

The 2021 census states that 47.6% of the Lincolnshire population are married or in a registered civil partnership, compared with 32.3% who have never married or registered a civil partnership. The table below illustrates the legal partnership status in more detail.

Table 4. Census Demographic Marital Status 2021

Legal partnership status	Value	Percent
Total: All usual residents aged 16 and over	640,208	100.0
Never married and never registered a civil partnership	207,030	32.3
Married or in a registered civil partnership	304,863	47.6
Married	303,654	47.4
In a registered civil partnership	1,209	0.2
Separated, but still legally married or still legally in a civil partnership	14,506	2.3
Divorced or civil partnership dissolved	67,162	10.5
Widowed or surviving civil partnership partner	46,647	7.3

Lincolnshire Census Patients' Religion and Belief Demographic

Research suggests that attention to the religious and cultural needs of patients and service users can contribute to their wellbeing and, for instance, reduce their length of stay in the hospital. Religion and belief are therefore important considerations for all patients and staff.

In 2021, the census collected information about religious identity. 38.3% of people in Lincolnshire identified as having no religion. 53.7% identified as Christian. All forms of Christianity are put together under the heading of Christianity. 6.1% did not state if they had or did not have a religion.

The table below illustrates the religion and belief profile in more detail.

Table 5. Religion/Beliefs Demographic Lincolnshire 2021

Religion	Value	Percent
No religion	498,292	38.3
Christian	294,199	53.7
Buddhist	412,589	0.2
Hindu	1,823	0.3
Jewish	2,494	0.1
Muslim	495	0.7
Sikh	5,409	0.1
Other religion	678	0.5
Not answered	3,784	6.1

Lincolnshire Census Patients' Gender Demographic

The census of 2021 shows the gender demographic of the Lincolnshire population in the table below:

Table 6. Gender Demographic Lincolnshire 2021

Gender	Value	Percent
Males	376,430	49.0
Females	391,934	51.0

The table above shows 49% of Lincolnshire's population is male and 51% female. Additionally, residents 16 and over in Lincolnshire, were asked voluntarily if their gender identity is the same as the sex registered at birth and if regarding their gender, they are non-binary'. The table 15 illustrates their answers.

Lincolnshire Census Patients' Gender Reassignment Demographic

The Equality Act (2010) defines gender reassignment as:-

A person has the protected characteristic of gender reassignment if the person is proposing to undergo, is undergoing, or has undergone a process (or part of a process) to reassign the person's sex by changing physiological or other attributes of sex.

A reference to transsexual person is a reference to a person who has the protected characteristic of gender reassignment.

In relation to the protected characteristic of gender reassignment:-

(a) A reference to a person who has a particular protected characteristic is a reference to a transsexual person.

(b) A reference to persons who share a protected characteristic is a reference to transsexual persons.

In 2009, the Gender Identity Research and Education Society (GIRES) published a report that was funded by the Home Office ([Information on Prevalence, Incidence and Monitoring – Gender Identity Research & Education Society \(gires.org.uk\)](https://www.gires.org.uk/information-on-prevalence-incidence-and-monitoring-gender-identity-research-education-society)).

The report estimated that in 2007, the prevalence of people who had sought medical care for gender variance was 20 per 100,000, i.e. 10,000 people, of whom 6,000 had undergone transition. 80% were assigned as boys at birth (now Tran's women) and 20% as girls (now Tran's men). Incidence, in 2007, was estimated to be 3.0 per 100,000 people aged over 15 in the UK, that is, 1,500 people presenting for treatment of gender dysphoria. Data provided to GIRES by HM Revenue and Customs for 2010 confirms the upward trend. The number who had by then presented for treatment can be estimated to be 12,500. That represents a growth trend from 1998 of 11% per annum. At that rate, the number who have presented is doubling every 6.5 years.

The table below illustrates detailed gender identity for residents 16 and over in Lincolnshire. The question was voluntary, and it was only asked for residents 16 and over. 640,212 responded in Lincolnshire, where 93.4% stated that their gender identity is the same as sex registered at birth, and 6.2% did not specify.

0.2% Lincolnshire population stated that their gender identity is different from the sex registered at birth.

Table 7. Gender identity (detailed) for Lincolnshire 2021

Gender identity	Value	Percent
Total: All usual residents aged 16 years and over	640,212	100.0
Gender identity the same as sex registered at birth	598,009	93.4
Gender identity is different from sex registered at birth but no specific identity is given	1,225	0.2
Trans woman	502	0.1
Trans man	500	0.1
Non-binary	340	0.1
All other gender identities	221	0.0
Not answered	39,415	6.2

Lincolnshire Census Patients' Sexual Orientation Demographic

This Census 2021 data illustrates residents aged 16 years and over in Lincolnshire by sexual orientation, where 89.6% of Lincolnshire population is straight or heterosexual, 7.7% did not answer, and 2.8% are Lesbian, Gay, Bisexual, and plus.

The table below illustrates the sexual orientation in more detail.

Table 8. Gender identity (detailed) for Lincolnshire 2021

Sexual orientation	Value	Percent
Total: All usual residents aged 16 years and over	640,210	100.0
Straight or Heterosexual	573,519	89.6
Gay or Lesbian	7,829	1.2
Bisexual	8,036	1.3
Pansexual	1,254	0.2
Asexual	380	0.1
Queer	82	0.0
All other sexual orientations	126	0.0
Not answered	48,984	7.7

Lesbian, gay, bisexual, transgender, and queer (LGBTQ) people experience significant health disparities and require preventive services and treatment

interventions tailored to their unique needs. Yet health care providers often do not know the sexual orientation (SO) or gender identity (GI) of their patients, leading to missed screenings, less effective counselling, culturally insensitive remarks, and other missteps. The process of asking all patients about their sexual orientation and gender identity empowers health care organisations to get to know their patients better and to provide them with the appropriate, patient-centred services they need.

Although some have raised concerns that the process of identifying LGBTQ people could invite stigma or discrimination, in actual practice, sexual orientation/gender (SO/GI) identity data collection has encouraged the NHS to increase the cultural competence of their care delivery and environment. Patients have found that sharing SO/GI information has facilitated important health-related conversations with clinicians they trust.
