

United Lincolnshire Teaching Hospitals NHS Trust – Equality, Diversity and Inclusion Annual Report

Appendix 3) ULTH Workforce Profile 2025 - 2026



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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 2025 and 31 March 2026, 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 report.

This report shows the 2025-26 annual numbers of staff working for United Lincolnshire Hospitals Teaching NHS Trust, broken down into the 8 protected characteristics. This data is a summary of the validated data extracted from the NHS ESR, including headcount, percentage, and full-time equivalents 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 1,379,163 FTE in January 2026 compared with 1,374,039 FTE in January 2025. This is 0.4% (5,124) more than in January 2025. 1,545,602 Headcount in January 2026, which is 0.4% (6,031) more than in January 2025. Professionally qualified clinical staff* make up over half (55.0%) of the FTE HCHS workforce. 758,242 FTE in January 2026. This is 2.5% (18,827) more than in January 2025. 839,546 Headcount in January 2026. This is 2.6% (21,097) more than in January 2025.

* 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 three years, ULTH data indicates that the largest and the smallest age groups are the same; Therefore, the largest group of staff for 2025-26 is aged 31-35 at 14.71% (1731) which is the same as in 2024-25, 31-35 with

14.62% (1788) staff. The next two groups are aged 36-40, with 13.86% (1630) and 26-30, with 12.92% (1520) respectively. The smallest groups are 71+ and under 20, with 0.74% and 0.93% this year and 0.67% and 1.58% 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 2026 – Age Band

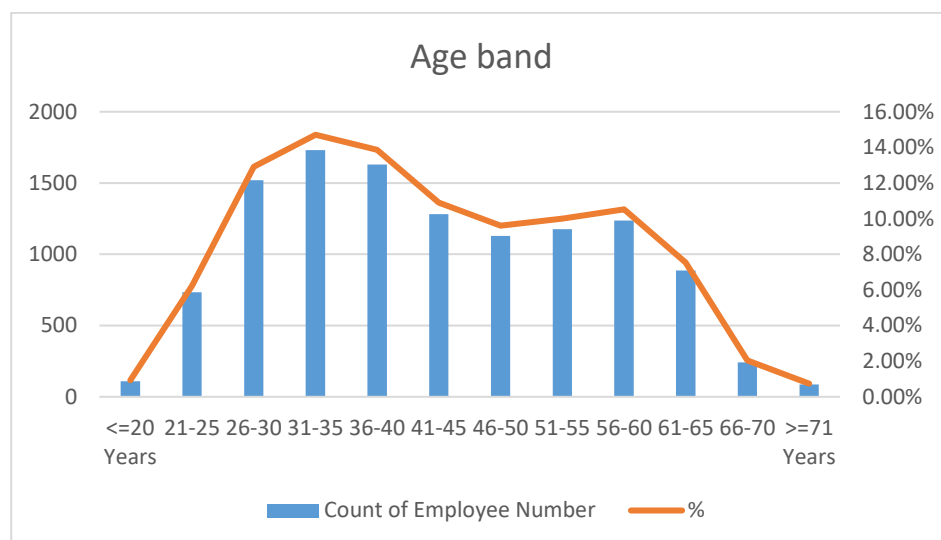


Table1. ULTH Staff Data 2026 – Age Band

Age Band	Count of Employee Number	Percent
<=20 Years	109	0.93%
21-25	733	6.23%
26-30	1520	12.92%
31-35	1731	14.71%
36-40	1630	13.86%
41-45	1282	10.90%
46-50	1130	9.61%
51-55	1177	10.01%
56-60	1237	10.52%
61-65	887	7.54%
66-70	241	2.05%
>=71 Years	87	0.74%
Total	11764	100.00%

Workforce Disability Profile

In the UK, of the 10.4 – 10.5 million disabled people of working age (16-64), 5.5 million were in employment in Q2 2025. The number of working-age disabled people increased by over 500,000 in the year leading up to late 2024. With an employment rate 52.8% for people with disabilities, compared to 82.5% for non-disabled people.

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 2026 – Disability

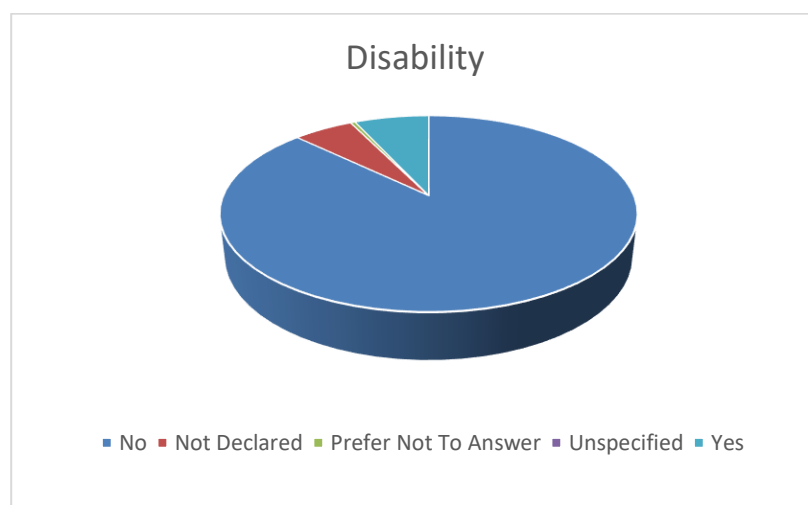


Table 2. ULTH Staff Data 2026 – Disability

Disability	Count of Employee Number	Percent
No	10253	87.16%
Not Declared	651	5.53%
Prefer Not To Answer	50	0.43%
Unspecified	*	0.1%
Yes	809	6.88%
Total	11764	100.00%

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

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

- 6.88% (809) of ULTH employers disclosed their disability and long-term condition, which is a positive increase of 0.56%, compared with 6.32% (773) in 2025.
- 87.16% (10253) of ULTH employees declared that they had no disability compared with 86.91% (10626) in 2025.
- 5.53% of ULTH employees did not declare their disability or long-term condition, which is a positive decrease compared with 6.38% in 2025.
- 0.44% of ULTH employees preferred not to answer compared with 0.37% in the previous year.

Workforce Gender Profile

On 31 March 2026, ULTH employed 11764 staff, of which 74.57% were female, and 25.43 were male. This is a decrease in the number of employed staff, however, is still similar in numbers and percentage compared with the number of employed staff in 2025; 12,226 staff, of which 75.26% were female, and 24.74% were male. It is very common for healthcare providers to have a higher % of females. At ULTH, there are Women's Staff Network and a Men's Staff Network in place to support staff. Both groups are driven and chaired by LCHG 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 2026 – Gender Split, Male/Female

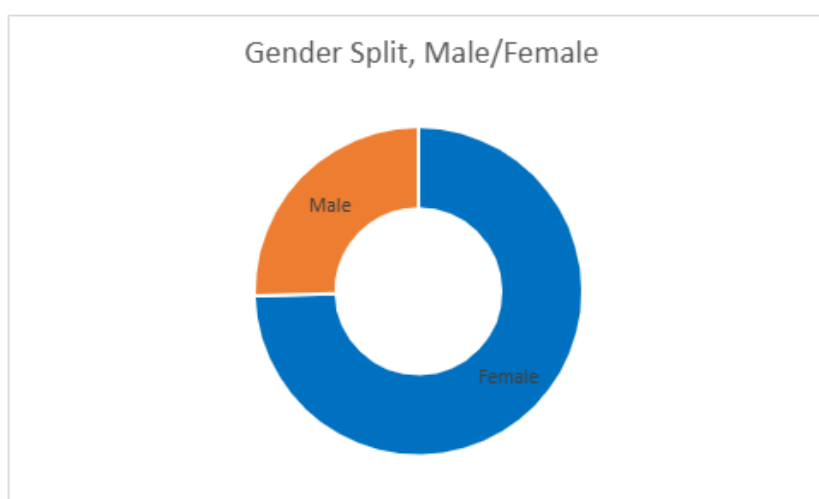


Table 3. ULTH Staff Data 2026 – Gender Split, Male/Female

Gender	Count of Employee Number	Percent
Female	8773	74.57%
Male	2991	25.43%
Total	11764	100.00%

Workforce Ethnicity Profile

The Workforce Race Equality Standard (WRES) supports the equality monitoring of race. 31 March 2026 data shows that the Trust has 69.09% of white staff, where 63.70% identified themselves as White British, which is a

slight decrease compared to the previous year, with 70.79% of white staff, including 65.35% White British. This year, 28.66% of staff stated that they are from any other minority ethnic background compared with 26.96% in the previous year. Therefore, there is an increase of 1.7% of staff from any other ethnic group employed by the Trust.

Also, similar to the last year, 2.24% did not disclose their ethnicity, making a total of 11764. Below is the race/ethnicity pie chart and a table with broken-down data:

Chart 4. ULTH Staff Data 2026 – Ethnicity

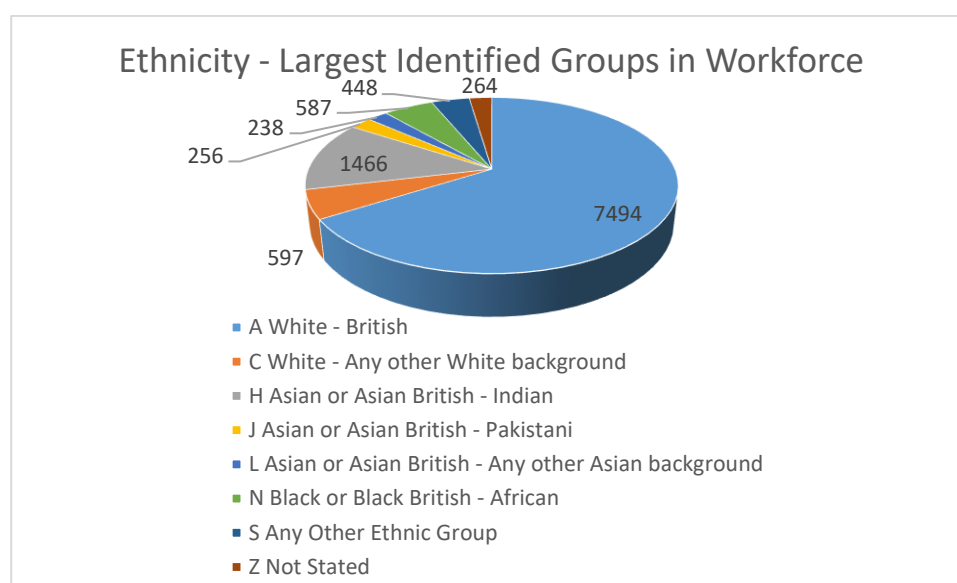


Table 4. ULTH Workforce Ethnicity Profile 2026

Ethnicity	Count of Employee Number	Percent
A White - British	7494	63.70%
B White - Irish	37	0.31%
C White - Any other White background	597	5.07%
D Mixed - White & Black Caribbean	26	0.22%
E Mixed - White & Black African	46	0.39%
F Mixed - White & Asian	33	0.28%
G Mixed - Any other mixed background	63	0.54%
H Asian or Asian British - Indian	1466	12.46%
J Asian or Asian British - Pakistani	256	2.18%
K Asian or Asian British - Bangladeshi	57	0.48%
L Asian or Asian British - Any other Asian background	238	2.02%
M Black or Black British - Caribbean	25	0.21%

N Black or Black British - African	587	4.99%
P Black or Black British - Any other Black background	85	0.72%
R Chinese	42	0.36%
S Any Other Ethnic Group	448	3.81%
Z Not Stated	264	2.24%
Total	11764	100.00%

Note: White English, White Welsh and 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 do not. 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 2026 shows that the most common religion in the workforce is Christianity at 51.64%, similar to 2025, where Christianity was at 51.42%. All Christian denominations are put together in one category. The second highest was Atheism at 14.62%, similar to 2025 with 15.04%. 13.65% preferred not to disclose their religion or belief compared with 14.14% 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 2026 - Religious Belief

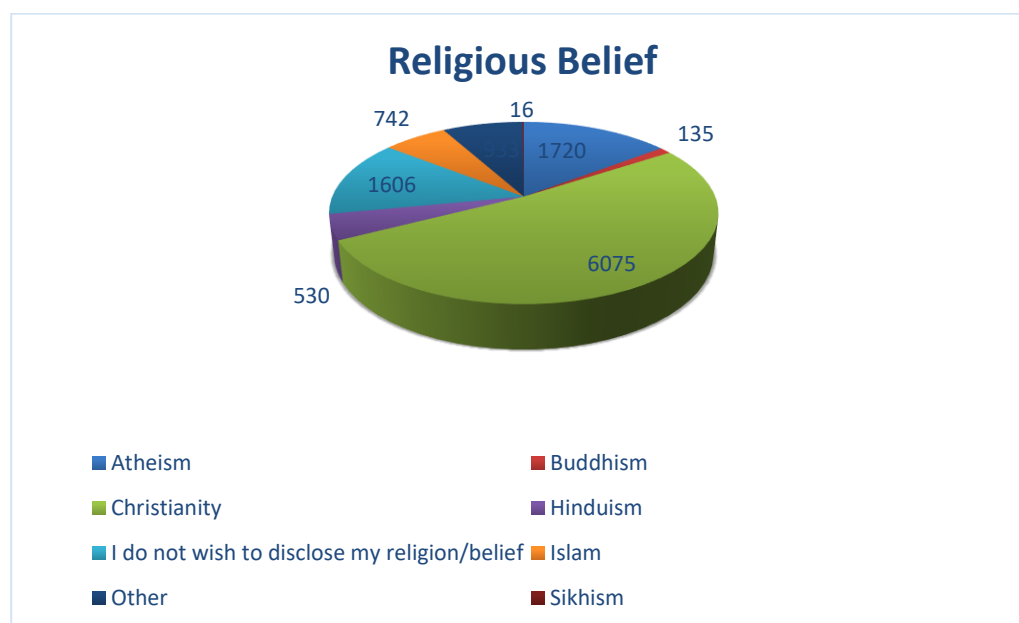


Table 5. ULTH Staff Data 2026 – Religious Belief

Religious Belief	Count of Employee Number	Percent
Atheism	1720	14.62%
Buddhism	135	1.15%
Christianity	6075	51.64%
Hinduism	530	4.51%
I do not wish to disclose my religion/belief	1606	13.65%
Islam	742	6.31%
Jainism	*	0.03%
Judaism	*	0.03%
Other	933	7.93%
Sikhism	16	0.14%
Total	11764	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 in the monitoring data.

On 31 March 2026, 87.54% of the workforce declared themselves as heterosexual, very similar to the data of 2025, where 86.48% of the workforce declared themselves as heterosexual. Not stated was 9.22%, compared with 10.26% in 2025. 1.30% declared they were either gay or lesbian compared to 1.32% in 2025. 1.50% of staff declared that they are bisexual, compared with 1.53% in 2025. The lowest numbers of other sexual orientations are: other sexual orientation not listed and undecided, 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 2026 – Sexual Orientation

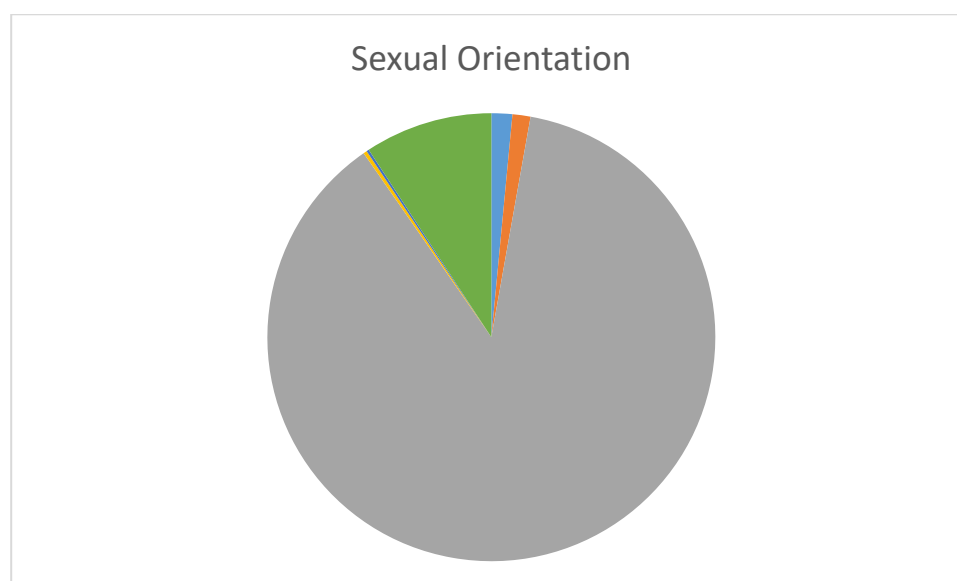


Table 6. ULTH Staff Data 2026 – Sexual Orientation

Sexual Orientation	Count of Employee Number	Percent
Bisexual	177	1.50%
Gay or Lesbian	153	1.30%
Heterosexual or Straight	10298	87.54%
Other sexual orientation not listed	30	0.26%
Undecided	21	0.18%
Not stated (person asked but declined to respond)	1085	9.22%
Total	11764	100.00%

Workforce Gender Reassignment Profile

ULTH has the Group 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 2026, ULTH had a workforce of 11,764 members compared to 12,226 in 2025. In 2026, 54.15% are married compared with 52.31% in 2025. 32.92% are single compared with 34.63% in 2025.

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 2026 – Marital Status

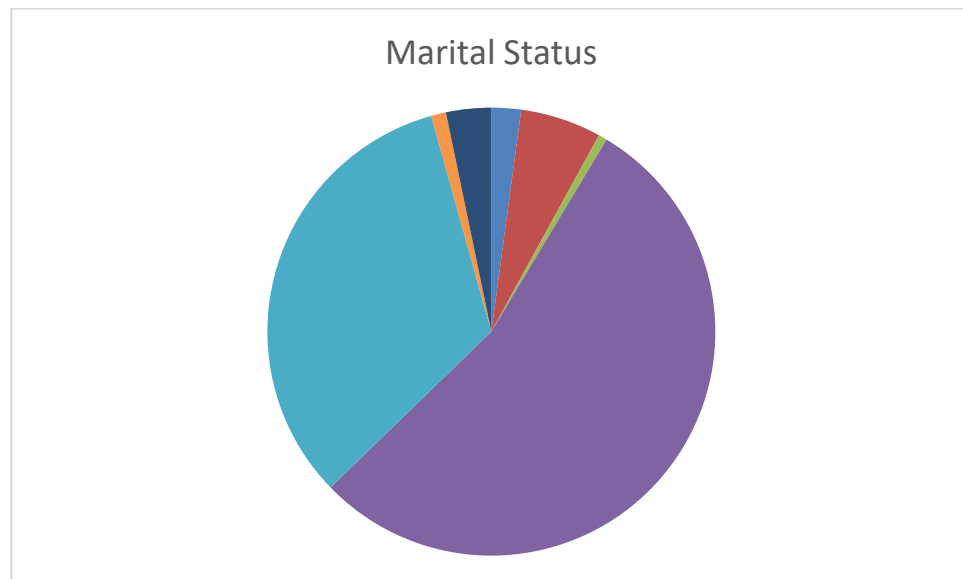


Table 7. ULTH Staff Data 2026 – Marital Status

Marital Status	Count of Employee Number	Percent
Civil Partnership	251	2.13%
Divorced	688	5.85%
Legally Separated	73	0.62%
Married	6370	54.15%
Single	3873	32.92%
Widowed	126	1.07%
Unknown	383	3.26%
Grand Total	11764	100.00%
