NHS
United Lincolnshire Teaching Hospitals
NHS Trust

United Lincolnshire Teaching Hospitals NHS Trust Appendix 1 - WRES Workforce Data Indicators 1 - 9 (2025-2026)

Caring and building a healthier future for all

Contents

Contents 2
Indicator 1 3
Indicator 1A Clinical workforce 4
Indicator 1B Non-clinical workforce 5
Indicator 2 6
Indicator 3 6
Indicator 4 7
Indicator 5 8
Indicator 6 8
Indicator 7 9
Indicator 8 9
Indicator 9 11

Indicator 1

Staff in post based on: primary assignments only, no bank staff, no Chair and Non-Executive Directors

VSM = (Very Senior Manager including Chief Executive, Executive Directors and other Director posts).

*% is the exact number of the overall ULTH workforce with a race, data taken from the Electronic Staff Record.

** For national benchmark data, indicators 5-8 are based on the National Staff Survey results of 2024 (which is the latest data available in this format).

Indicator 1A Clinical workforce

Clinical	White	White	BME	BME	Not stated	Not stated	Total	Total
Indicator 1	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage	Headcount	Percentage
Clinical	4091	68.4%	1833	30.6%	59	1.0%	5983	100.00%
Under Band 1	1	50.00%	1	50.00%	0	0.00%	2	100.00%
Band 1	0	0.00%	0	0.00%	0	0.00%	0	100.00%
Band 2	162	81.41%	35	17.59%	2	1.01%	199	100.0%
Band 3	986	73.69%	338	25.26%	14	1.05%	1338	100.0%
Band 4	220	90.91%	20	8.26%	2	0.83%	242	100.0%
Band 5	930	45.61%	1090	53.46%	19	0.93%	2039	100.0%
Band 6	896	76.52%	261	22.29%	14	1.20%	1171	100.0%
Band 7	559	91.34%	50	8.17%	3	0.49%	612	100.0%
Band 8a	255	88.85%	29	10.10%	3	1.05%	287	100.0%
Band 8b	48	88.89%	5	9.26%	1	1.85%	54	100.0%
Band 8c	17	80.95%	3	14.29%	1	4.76%	21	100.0%
Band 8d	11	100.00%	0	0.00%	0	0.00%	11	100.0%
Band 9	6	100.00%	0	0.00%	0	0.00%	6	100.0%
Very Senior Manager	0	0.00%	1	100.00%	0	0.00%	1	100.0%
Med & Dental Consultants	114	27.34%	289	69.30%	14	3.36%	417	100.00%
Med & Dental Non-Consultants	111	21.60%	394	76.65%	9	1.75%	514	100.0%
Trainee Grade	0	0	0	0	0	0	0	100.0%
Total medical/ dental	7237	69.97%	2980	28.81%	126	1.22%	10343	100.0%

Indicator 1B Non-clinical workforce

Non-Clinical Indicator 1	White Headcount	White Percentage	BME Headcount	BME Percentage	Not stated Headcount	Not stated Percentage	Total Headcount	Total Percentage
Non-Clinical	2902	91.7%	228	7.2%	35	1.1%	3165	100.00%
Under Band 1	0	0.0%	0	0.0%	0	0.0%	0	100.00%
Band 1	31	88.6%	0	0.0%	4	11.4%	35	100.00%
Band 2	1241	90.6%	116	8.5%	13	0.9%	1370	100.0%
Band 3	586	92.9%	41	6.5%	4	0.6%	631	100.0%
Band 4	335	91.0%	26	7.1%	7	1.9%	368	100.0%
Band 5	218	94.0%	10	4.3%	4	1.7%	232	100.0%
Band 6	154	88.0%	19	10.9%	2	1.1%	175	100.0%
Band 7	145	94.2%	8	5.2%	1	0.6%	154	100.0%
Band 8a	83	100.0%	0	0.0%	0	0.0%	83	100.0%
Band 8b	45	95.7%	2	4.3%	0	0.0%	47	100.0%
Band 8c	20	87.0%	3	13.0%	0	0.0%	23	100.0%
Band 8d	14	93.3%	1	6.7%	0	0.0%	15	100.0%
Band 9	22	91.7%	2	8.3%	0	0.0%	24	100.0%
VSM	8	100.0%	0	0.0%	0	0.0%	8	100.0%

Indicator 2- Relative likelihood of white staff being appointed from shortlisting across all posts, compared to BME staff (Note: this refers to both external and internal posts).

White applicants

- Shortlisted: 381
- Appointed: 170
- Likelihood of appointment: 0.44

BME applicants

- Shortlisted: 366
- Appointed: 84
- Likelihood of appointment: 0.22

 Unknown ethnicity applicants

- Shortlisted: 76
- Appointed: 41
- Likelihood of appointment: 0.53

Answer: Relative likelihood of white staff being shortlisted compared to BME staff: 1.94

Indicator 3 - Relative likelihood of BME staff entering the formal disciplinary process compared to white staff.

Number of Staff in Workforce

- White: 7,237
- BME: 2,980

- Unknown: 126

Number of Staff Accessing Non-Mandatory Training (NM)

- White: 55
- BME: 18
- Unknown: 1

Likelihood of Accessing Non-Mandatory Training

- White: 0.007 (0.7%)
- BME: 0.006 (0.6%)
- Unknown: 0.007 (0.7%)

Answer: Relative likelihood of BME staff entering formal disciplinary compared to white staff: 0.79

Indicator 4

Relative likelihood of white staff accessing non-mandatory training and CPD compared to BME staff.

Number of Staff in Workforce (WF)

- White: 7,237
- BME: 2,980
- Unknown: 126

Number of Staff Accessing Non-Mandatory Training (NM)

- White: 2,236
- BME: 891
- Unknown: 25

Likelihood of Accessing Non-Mandatory Training

- White: 0.30 (30%)
- BME: 0.29 (29%)
- Unknown: 0.19 (19%)

Answer: Relative likelihood of white staff accessing compared to BME staff: 1.03

Indicator 5

% of staff who experienced at least one incident of bullying, harassment or abuse in the last 12 months from:

- Patients/service users, their relatives or other members of the public.

Staff Percentage

- White: 23.12%
- BME: 28.45%
- BME National Benchmark: 28.60%

Number of Responses

- White responses: 4,031
- BME responses: 935

Key Insight

- BME staff response rate (28.45%) was slightly below the national benchmark (28.60%).
- BME staff had a higher response rate (28.45%) than White staff (23.12%).

Answer: For BME staff, a negative increase of 4.0% compared with the previous year.

Indicator 6

% of staff who experienced at least one incident of bullying, harassment or abuse in the last 12 months from:

- Staff.

Staff Percentage

- White: 24.58%
- BME: 25.51%
- BME National Benchmark: 24.00%

Number of Responses

- White responses: 4,012
- BME responses: 929

Key Insight

- BME staff response rate (25.51%) was above the national benchmark (24.00%).
- BME staff had a slightly higher response rate (25.51%) than White staff (24.58%).

Answer: For BME staff, a negative decrease of 1.2%.

Indicator 7

% believing that trust provides equal opportunities for career progression or promotion.

Staff Percentage

- White: 52.93%
- BME: 51.24%
- BME National Benchmark: 49.60%

Number of Responses

- White responses: 4,000
- BME responses: 929

Key Findings

- BME staff percentage (51.24%) exceeded the national benchmark (49.60%) by 1.64 percentage points.
- White staff percentage (52.93%) was 1.69 percentage points higher than BME staff percentage (51.24%).
- A total of 4,000 White staff and 929 BME staff responded.

Answer: For BME staff, a negative decrease of 1.6%.

Indicator 8

% of staff who experienced discrimination at work from any of the following:

- From manager/team leader or other colleagues.

Staff Percentage

- White: 7.52%
- BME: 18.08%
- BME National Benchmark: 15.00%

Number of Responses

- White responses: 3,977
- BME responses: 918

Key Findings

- BME staff percentage (18.08%) exceeded the national benchmark (15.00%) by 3.08 percentage points.
- BME staff percentage (18.08%) was significantly higher than the White staff percentage (7.52%).
- A total of 3,977 White staff and 918 BME staff responded.

Answer: For BME staff, a positive decrease of 0.3%.

Indicator 9

Clinical	BME	Percentage	White	Percentage	Not stated	Percentage	Total Headcount
Total Board members	1	5.00%	17	85.00%	2	10.00%	20
of which: Voting Board members	1	9.09%	8	72.73%	2	18.18%	11
Non-Voting Board members	0	0.00%	9	100.00%	0	0.00%	9
of which: Exec Board members	1	10.00%	9	90.00%	0	0.00%	10
Non-Executive Board	0	0.00%	8	80.00%	2	20.00%	10
Overall Workforce - by Ethnicity	2980	28.81%	7237	69.97%	126	1.22%	10343
Difference (Total Board – Overall workforce)		-24%		15%		9%	
Difference (Voting membership - Overall Workforce)		-20%		3%		17%	
Difference (Executive membership - Overall Workforce)		-19%		20%		-1%	

28.81% of the Trust Workforce is BME, 5.0% of the Board is BME.

Answer: Therefore, 5.0% - 28.81% = - 24%*