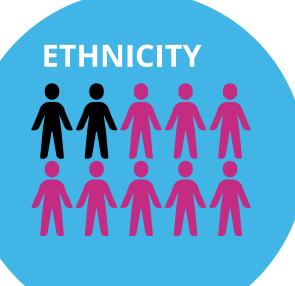




UHS Workforce Profile as of 31st March 2024

UHS is one of the largest employers in Southampton, with 14,200 staff working across a diverse range of healthcare fields as well as non-clinical career pathways. Our profile is as follows:



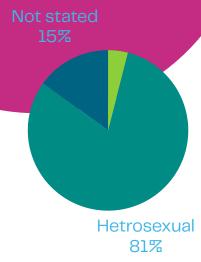
The UHS workforce comprises of 29% of people from Black, Asian and Global majority backgrounds (4118 staff), which is in line with the local population. The largest ethnic groups outside of White are Filipino (6.40%), Indian (6.05%), Other Asian backgrounds (3.55%) and Black/Black British - African (4.82%).

SEXUAL ORIENTATION

4% (568 employees) of the UHS workforce have declared their sexual orientation as lesbian, gay or bisexual. 15% (2,130 staff) have not stated their sexual orientation.

GENDER

UHS has a majority female workforce (10508) employees), Females, are however under represented at the most senior levels in the organisation. We recognise that an individual can identify as more than male or female. Currently our national system mandates the use of male and female as comparators and therefore may not be representative of everyone at UHS.



DISABILITY

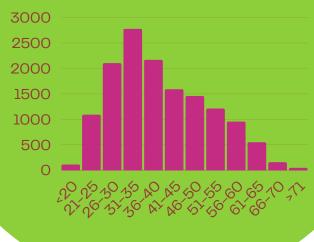
UHS has seen a steady decrease in declaration of disability since March 2023.





AGE

The majority of UHS staff fall within the 31-35 and 26-30 age brackets.



MARRIAGE & CIVIL PARTNERSHIP



47.1% of UHS staff are married, 41.8% are single. 1.5% are in civil partnerships, 4.1% divorced, 0.5% legally separated and 0.6% widowed.

FAITH AND RELIGION

Christianity is the most declared religion amongst UHS staff.

*OTHER IS INCLUSIVE OF BUDDHISM, HINDUISM, SIKHISM, JAINISM AND JUDAISIM

Other Atheism` 11.1% 18.8% Not declared 19.2% Islam 3.8% Christianity 44.9%