Collection name: **Workforce Race Equality Standard (WRES) Data Collection**
For: **Medway NHS Foundation Trust (RPA)**, FY2022/23
Submitted: **Wed, May 31, 2023, 4:58 PM** by **Alister McClure (alister.mcclure@nhs.net)**
Status: **Completed**

Welcome to the WRES 2023 Data collection

We will be introducing a separate WRES collection for NHS held Bank Workers later in the year, so please exclude all NHS held bank worker data from this submission Bank workers are defined as workers who in your organisation work solely on a zero hour/'bank only' contract. This data collection will be known as Bank WRES (BWRES).

As Clinical commissioning groups (CCG's) will be subsumed into the integrated care systems (ICS's), there is no requirement for CCG's to submit data for this collection. There will be a separate collection later this year for ICS's and ICB's.

- Guidance and additional information can be viewed here: Guidance (Link:)and Additional Information (Link:)
- Our information governance notice can be viewed here: Information Governance Notice (Link:)
- Web form technical support queries and queries about your account and password should be sent to: ips.servicedesk@england.nhs.uk (Link:)
- Requests for additional users to access the web form should be sent to: england.wres@nhs.net (Link:)
- Any queries about how to populate this data collection should be sent to: england.wres@nhs.net (Link:)

Indicator 1a - Non-Clinical Workforce

	Last Year			This Year			Comments
	White	**BME**	**Ethnicity Unknown/ Null**	**White**	**BME**	**Ethnicity Unknown/ Null**	**Comments**
Under Band 1				0 *	0 *	0 *	
Band 1				0 *	0 *	0 *	
Band 2				470 *	78 *	74 *	
Band 3				152 *	21 *	18 *	

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	
Band 4				207 *	30 *	16 *	
Band 5				84 *	12 *	12 *	
Band 6				75 *	15 *	11 *	
Band 7				71 *	11 *	13 *	
Band 8A				18 *	2 *	11 *	
Band 8B				23 *	4 *	3 *	
Band 8C				16 *	2 *	1 *	
Band 8D				6 *	1 *	0 *	
Band 9				4 *	0 *	1 *	
VSM				6 *	0 *	1 *	

Indicator 1b - Clinical Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	
Under Band 1				0 *	0 *	0 *	
Band 1				0 *	0 *	0 *	
Band 2				362 *	148 *	117 *	
Band 3				120 *	16 *	6 *	

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	
Band 4				101 *	37 *	30 *	
Band 5				157 *	410 *	133 *	
Band 6				373 *	304 *	41 *	
Band 7				240 *	86 *	34 *	
Band 8A				68 *	16 *	7 *	
Band 8B				15 *	8 *	1 *	
Band 8C				5 *	1 *	0 *	
Band 8D				1 *	0 *	1 *	
Band 9				2 *	0 *	3 *	
VSM				5 *	1 *	1 *	

Indicator 1 - Medical and Dental Consultants

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/Null	White	BME	Ethnicity Unknown/Null	
Medical & Dental Consultants				66 *	147 *	37 *	
Of which Senior Medical Manager				14 *	16 *	3 *	
Non-consultant career grade				26 *	118 *	57 *	

Trainee Grades				65 *	148 *	88 *	
Other				5 *	1 *	1 *	

Number of staff in Workforce

	Last Year			This Year			
	White	**BME**	**Ethnicity Unknown/ Null**	**White**	**BME**	**Ethnicity Unknown/ Null**	**Comments**
				2743	1617	718	

Indicator 2 - Relative likelihood of staff being appointed from shortlisting across all posts.

	Last Year			This Year			
	White	**BME**	**Ethnicity Unknown/ Null**	**White**	**BME**	**Ethnicity Unknown/ Null**	**Comments**
Number of Shortlisted Applicants				1070 *	2806 *	66 *	
Number Appointed from Shortlisting				308 *	692 *	50 *	
Relative likelihood of appointment from shortlisting	%	%	%	%	%	%	
Relative likelihood of White staff being appointed from shortlisting compared to BME staff				1.17			

Indicator 3 - Relative likelihood of staff entering the formal disciplinary process, as measured by entry into a formal disciplinary investigation.

Note: This indicator will be based on year-end data.

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Number of staff in workforce				2743	1617	718	
Number of staff entering the formal disciplinary process				16 *	10 *	4 *	
Likelihood of staff entering the formal disciplinary process	%	%	%	0.58 %	0.62 %	0.56 %	
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff					1.07		

Indicator 4 - Relative likelihood of staff accessing non-mandatory training and CPD.

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Number of staff in workforce				2743	1617	718	

	Last Year White	BME	Ethnicity Unknown/Null	This Year White	BME	Ethnicity Unknown/Null	Comments
Number of staff accessing non-mandatory training and CPD				2674 *	1576 *	657 *	
Likelihood of staff accessing non-mandatory training and CPD	%	%	%	97.48 %	97.46 %	91.5 %	
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff				1			

Indicator 9 - Percentage difference between the organisations' Board voting membership and its overall workforce.

Note: Only voting members of the Board should be included when considering this indicator.

	Last Year			This Year			Comments
	White	**BME**	**Ethnicity Unknown/ Null**	**White**	**BME**	**Ethnicity Unknown/ Null**	
Total Board members				13 *	3 *	0 *	
of which: Voting Board members				12 *	1 *	0 *	
Non-voting Board members				1	2	0	
Exec Board members				7 *	1 *	0 *	
Non-exec Board members				6	2	0	
Number of staff in workforce				2743	1617	718	

Total Board Members - % by Ethnicity	%	%	%	81.3 %	18.8 %	0 %	
Voting Board Members - % by Ethnicity	%	%	%	92.3 %	7.7 %	0 %	
Non-voting Board Members - % by Ethnicity	%	%	%	33.3 %	66.7 %	0 %	
Executive Board Members - % by Ethnicity	%	%	%	87.5 %	12.5 %	0 %	
Non-executive Board Members - % by Ethnicity	%	%	%	75 %	25 %	0 %	
Overall Workforce - % by Ethnicity	%	%	%	54 %	31.8 %	14.1 %	
Difference (Total board - Overall workforce)	%	%	%	27.2 %	-13 %	-14.1 %	