Collection name: Workforce Race Equality Standard (WRES) Data Collection
For: MEDWAY NHS FOUNDATION TRUST (RPA), FY2024/25
Submitted: Thu, May 29, 2025, 10:58 AM by Alister McClure (alister.mcclure@nhs.net)
Status: <b>Draft</b>

## Welcome to the WRES 2025 Data collection

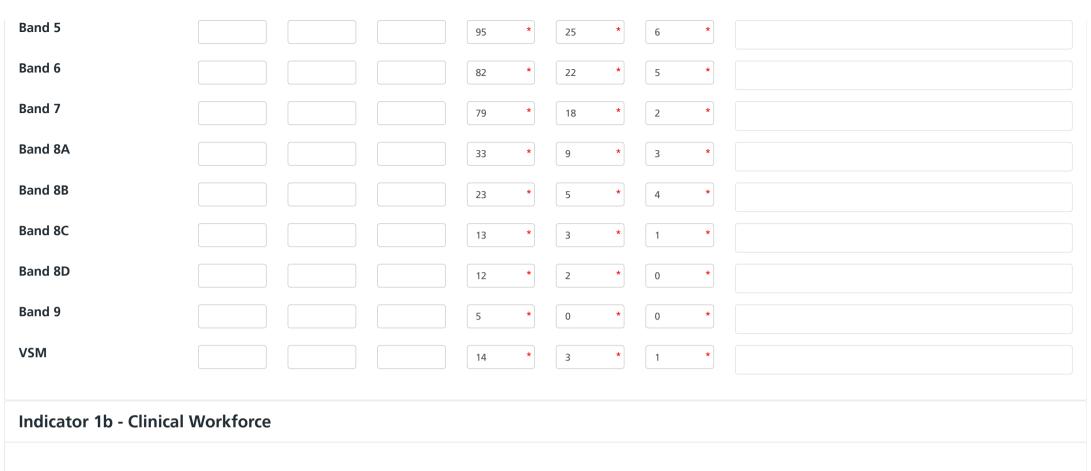
Please exclude all NHS held bank worker data from your submission. Bank workers are defined as workers who in your organisation work solely on a zero hour/'bank only' contract.

Guidance and additional information can be viewed here: Guidance (Link: ) and Additional Information (Link: )

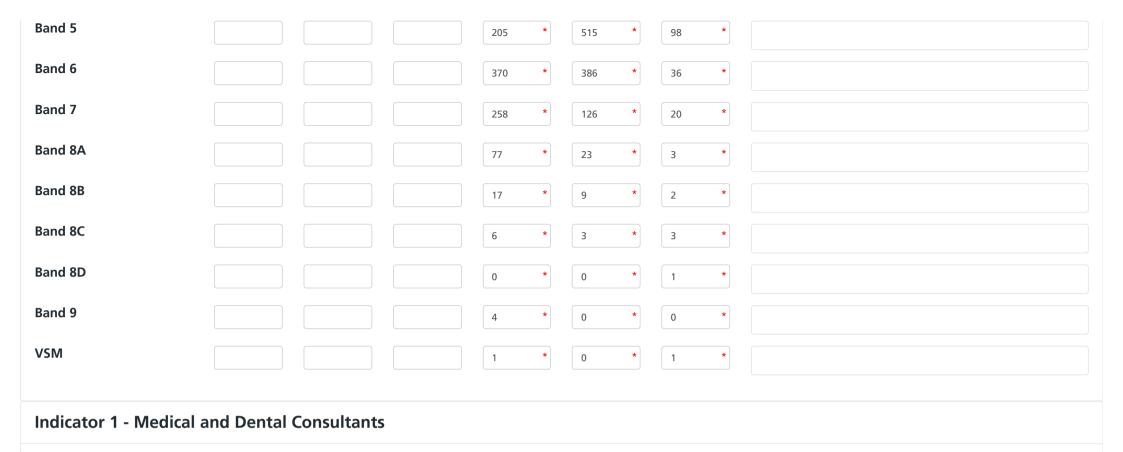
- Our information governance notice can be viewed here: Information Governance Notice (Link: )
- Web form technical support queries and queries about your account and password should be sent to: Data Collections Framework (DCF) Customer Support (Link: )
- Requests for additional users to access the web 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 Yea	r			This Y	ear			
	White	ВМЕ	Ethnicity Unknown/ Null	White		ВМЕ		Ethnic Unkno Null		Comments
Under Band 1				0	*	0	*	0	*	
Band 1				0	*	0	*	0	*	
Band 2				506	*	147	*	51	*	
Band 3				154	*	43	*	14	*	
Band 4				212	*	49	*	9	*	



		Last Year				This Y	ear		
	White	вме	Ethnicity Unknown/ Null	White		ВМЕ		Ethnicity Unknown/ Null	Comments
Under Band 1				0	*	0	*	0 *	
Band 1				0	*	0	*	0 *	
Band 2				142	*	102	*	8 *	
Band 3				373	*	292	*	<b>4</b> 3 *	
Band 4				110	*	20	*	98 *	



		Last Year				This Y	'ear		
	White	ВМЕ	Ethnicity Unknown/ Null	White		ВМЕ		Ethnic Unkno Null	
Medical & Dental Consultants				69	*	181	*	24	*
Of which Senior Medical Manager				3	*	11	*	0	*
Non-consultant career grade				14	*	71	*	10	*
Trainee Grades				67	*	260	*	148	*

Other				0 *	0 *	0 *		
Number of staff in W	/orkforce							
		Last Year			This Year			
	White	вме	Ethnicity Unknown/ Null	White	вме	Ethnicity Unknown/ Null	Comments	
				2941	2314	591		
Indicator 2 - Relative	likelihood o	of staff bein	ıg appointe	d from shor	tlisting acro	oss all posts		
		Last Year			This Year			
	White	Last Year BME	Ethnicity Unknown/ Null	White	This Year BME	Ethnicity Unknown/ Null	Comments	
Number of Shortlisted Applicants	White		Unknown/	<b>White</b> 1961 *		Unknown/	Comments	
	White		Unknown/		вме	Unknown/ Null	Comments	
Applicants  Number Appointed from	White		Unknown/	1961 *	<b>BME</b> 8226 *	Unknown/ Null	Comments	

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		
	White	ВМЕ	Ethnicity Unknown/ Null	White	вме	Ethnicity Unknown/ Null	Comments
er of staff in orce				2941	2314	591	
er of staff ng the formal linary process				20 *	20 *	5 *	
nood of staff ng the formal linary process	%	%	9%	0.68	0.86	0.85	
ve likelihood of taff entering the I disciplinary as compared to staff					1.26		
ator 4 - Relative I	ikelihoo	d of staff a	ccessing non	-mandato	ry training a	nd CPD.	
		Last Year			This Year		

		Last Year					
	White	ВМЕ	Ethnicity Unknown/ Null	White	ВМЕ	Ethnicity Unknown/ Null	Comments
Number of staff in workforce				2941	2314	591	

Number of staff accessing non- mandatory training and CPD				882	* 1041 *	174 <b>*</b>	
Likelihood of staff accessing non- mandatory training and CPD	%	%	%	29.99	44.99	29.44	
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff				0.67			
Indicator 9 - Percenta	age differe	nce betwe	en the organ	nisations <sup>6</sup>	' Board votir	g membersl	nip and its overall workforce.
Note: Only voting members of the	Board should be i	ncluded when con	nsidering this indicator	r.			
		Last Year			This Year		
	White	Last Year BME	Ethnicity Unknown/ Null	White	This Year BME	Ethnicity Unknown/ Null	Comments
Total Board members	White		Ethnicity Unknown/	White		Unknown/	Comments
Total Board members  of which: Voting Board members	White		Ethnicity Unknown/		вме	Unknown/ Null	Comments
of which: Voting Board	White		Ethnicity Unknown/	12	<b>BME</b> * 3 *	Unknown/ Null	Comments
of which: Voting Board members Non-voting Board	White		Ethnicity Unknown/	12	* 3 *  * 3 *	Unknown/ Null  0 *	Comments
of which: Voting Board members Non-voting Board members	White		Ethnicity Unknown/	12	* 3 *  * 0	Unknown/ Null  0 *  0 *	Comments

Total Board Members - % by Ethnicity				80	20	0		
	%	%	%	%	%	%		
Voting Board Members - % by Ethnicity				80	20	0		
70 <b>2y 2</b> 000000	%	%	%	%	%	%		
Non-voting Board Members - % by				0	0	0		
Ethnicity	%	%	%	%	%	%		
Executive Board				100	0	0		
Members - % by Ethnicity	%	%	%	%	%	9/0		
Non-executive Board				62.5	37.5	0		
Members - % by Ethnicity	%	%	%	%	%	%		
Overall Workforce - %				50.3	39.6	10.1		
by Ethnicity	%	%	%	%	%	%		
Difference (Total board -				29.7	-19.6	-10.1		
Overall workforce )	%	%	%	%	%	%		

How would you describe your trust's preparedness in measuring and monitoring Ethnic Pay Gap (EPG)?

We are developing the necessary systems and processes and have not yet produced an EPG rep...