

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: **Draft**

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 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				506*	147*	51*	
Band 3				154*	43*	14*	
Band 4				212*	49*	9*	

Band 5				95 *	25 *	6 *	
Band 6				82 *	22 *	5 *	
Band 7				79 *	18 *	2 *	
Band 8A				33 *	9 *	3 *	
Band 8B				23 *	5 *	4 *	
Band 8C				13 *	3 *	1 *	
Band 8D				12 *	2 *	0 *	
Band 9				5 *	0 *	0 *	
VSM				14 *	3 *	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				142 *	102 *	8 *	
Band 3				373 *	292 *	43 *	
Band 4				110 *	20 *	98 *	

Band 5				205 *	515 *	98 *	
Band 6				370 *	386 *	36 *	
Band 7				258 *	126 *	20 *	
Band 8A				77 *	23 *	3 *	
Band 8B				17 *	9 *	2 *	
Band 8C				6 *	3 *	3 *	
Band 8D				0 *	0 *	1 *	
Band 9				4 *	0 *	0 *	
VSM				1 *	0 *	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				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 *	
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Number of staff in Workforce

	Last Year			This Year			
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
				2941	2314	591	

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				1961 *	8226 *	396 *	
Number Appointed from Shortlisting				334 *	415 *	200 *	
Relative likelihood of appointment from shortlisting	%	%	%	%	%	%	
Relative likelihood of White staff being appointed from shortlisting compared to BME staff				3.38			

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				2941	2314	591	
Number of staff entering the formal disciplinary process				20 *	20 *	5 *	
Likelihood of staff entering the formal disciplinary process				0.68	0.86	0.85	
	%	%	%	%	%	%	
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff					1.26		

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				2941	2314	591	

Number of staff accessing non-mandatory training and CPD				882 *	1041 *	174 *	
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 - 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			
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Total Board members				12 *	3 *	0 *	
of which: Voting Board members				12 *	3 *	0 *	
Non-voting Board members				0	0	0	
Exec Board members				7 *	0 *	0 *	
Non-exec Board members				5	3	0	
Number of staff in workforce				2941	2314	591	

Total Board Members - % by Ethnicity				80	20	0	
	%	%	%	%	%	%	
Voting Board Members - % by Ethnicity				80	20	0	
	%	%	%	%	%	%	
Non-voting Board Members - % by Ethnicity				0	0	0	
	%	%	%	%	%	%	
Executive Board Members - % by Ethnicity				100	0	0	
	%	%	%	%	%	%	
Non-executive Board Members - % by Ethnicity				62.5	37.5	0	
	%	%	%	%	%	%	
Overall Workforce - % by Ethnicity				50.3	39.6	10.1	
	%	%	%	%	%	%	
Difference (Total board - Overall workforce)				29.7	-19.6	-10.1	
	%	%	%	%	%	%	

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...