

Collection name: Workforce Race Equality Standard (WRES) Data Collection

For: MEDWAY NHS FOUNDATION TRUST (RPA), FY2025/26

Submitted: Sat, May 30, 2026, 11:21 AM by Alister McClure (alister.mcclure@nhs.net)

Status: Completed

Welcome to the WRES 2026 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.

Thank you for completing this data submission.

Further Information

- Guidance on how to complete the submission can be found in the [Guidance](#) (Link:) and [Additional Information](#) (Link:) documents.
- Answers to common questions about the Data Collection Framework (DCF) system that is used to collect your data can be found in the [DCF submitting data support guide](#) (Link:).
- If you have a query about the data definitions used by the collection, or a business or policy query, not answered by the links above please contact us by emailing: england.mandatedstandards@nhs.net (Link:).
- For all other queries including technical queries, adding or removing users, problems logging in and password resets, please contact us by creating a ticket at the [National Service Desk NHS customer portal](#) (Link:).
- Guidance on the National Service Desk Portal can be found in the [DCF support request guide](#) (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				518 *	170 *	47 *	

Band 3				147 *	43 *	13 *	
Band 4				207 *	43 *	9 *	
Band 5				111 *	28 *	7 *	
Band 6				103 *	38 *	6 *	
Band 7				97 *	44 *	3 *	
Band 8A				46 *	20 *	1 *	
Band 8B				29 *	12 *	5 *	
Band 8C				12 *	6 *	1 *	
Band 8D				11 *	2 *	2 *	
Band 9				6 *	1 *	1 *	
VSM				10 *	3 *	0 *	

Indicator 1b - Clinical Workforce							
	Last Year			This Year			
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Under Band 1				0 *	0 *	0 *	
Band 1				0 *	0 *	0 *	
Band 2				52 *	18 *	15 *	

Band 3				379 *	354 *	49 *	
Band 4				93 *	19 *	16 *	
Band 5				207 *	547 *	98 *	
Band 6				355 *	364 *	35 *	
Band 7				248 *	119 *	19 *	
Band 8A				66 *	10 *	4 *	
Band 8B				11 *	5 *	0 *	
Band 8C				4 *	1 *	2 *	
Band 8D				1 *	0 *	0 *	
Band 9				4 *	0 *	0 *	
VSM				1 *	1 *	0 *	

Indicator 1 - Medical and Dental Consultants							
	Last Year			This Year			
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Medical & Dental Consultants				63 *	158 *	34 *	
Of which Senior Medical Manager				3 *	11 *	0 *	

Relative likelihood of White staff being appointed from shortlisting compared to BME staff

1.47

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	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Number of staff in workforce				2868	2397	501	
Number of staff entering the formal disciplinary process				23 *	28 *	8 *	
Likelihood of staff entering the formal disciplinary process				0.8	1.17	1.6	
	%	%	%	%	%	%	
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff					1.46		

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

	Last Year	This Year

	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Number of staff in workforce				2868	2397	501	
Number of staff accessing non-mandatory training and CPD				1248 *	1803 *	212 *	
Likelihood of staff accessing non-mandatory training and CPD	 %	 %	 %	43.51 %	75.22 %	42.32 %	
Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff				0.58			

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

	Last Year			This Year			
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	Comments
Total Board members				9 *	4 *	2 *	
of which: Voting Board members				9 *	4 *	2 *	
Non-voting Board members				0	0	0	
Exec Board members				4 *	1 *	2 *	

Non-exec Board members				5	3	0	
Number of staff in workforce				2868	2397	501	
Total Board Members - % by Ethnicity				60	26.7	13.3	
	%	%	%	%	%	%	
Voting Board Members - % by Ethnicity				60	26.7	13.3	
	%	%	%	%	%	%	
Non-voting Board Members - % by Ethnicity				0	0	0	
	%	%	%	%	%	%	
Executive Board Members - % by Ethnicity				57.1	14.3	28.6	
	%	%	%	%	%	%	
Non-executive Board Members - % by Ethnicity				62.5	37.5	0	
	%	%	%	%	%	%	
Overall Workforce - % by Ethnicity				49.7	41.6	8.7	
	%	%	%	%	%	%	
Difference (Total board - Overall workforce)				10.2	-14.9	4.6	
	%	%	%	%	%	%	