| Collection name: Workforce Race Equality Standard (WRES) Data Collection |
|---|
| For: Medway NHS Foundation Trust (RPA), FY2023/24 |
| Submitted: Fri, May 31, 2024, 12:22 PM by Alister McClure (alister.mcclure@nhs.net) |
| Status: Completed |

Welcome to the WRES 2024 Data collection

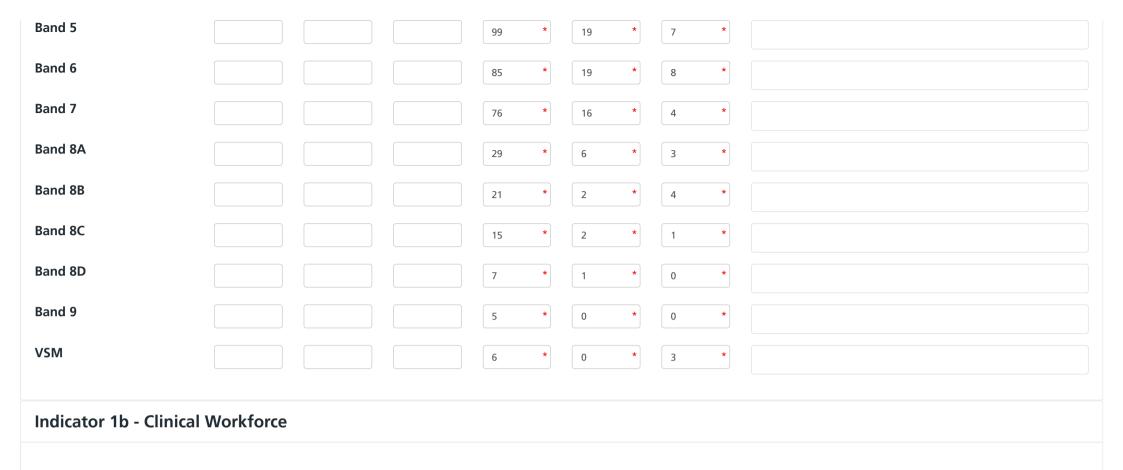
Please exclude all NHS held bank worker data from your submission. Bank workers are defined as workers who in your organisation work solely on a zero hour/'bank only' contract.

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

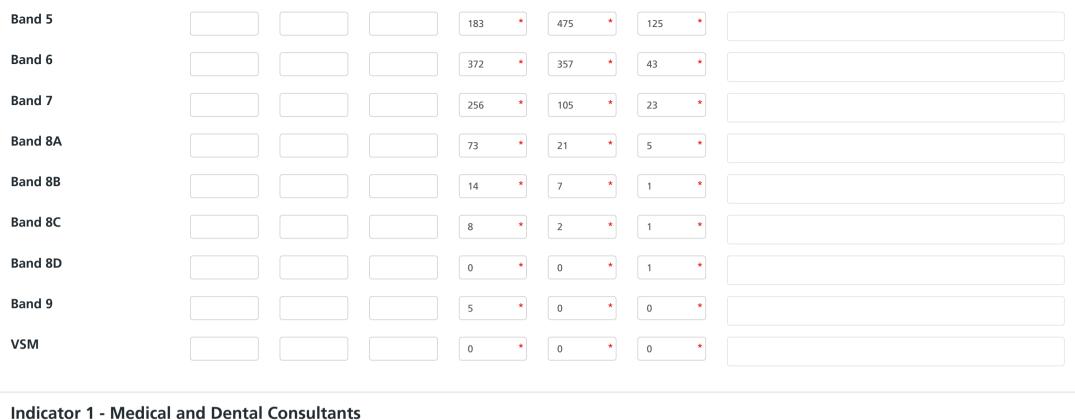
- Our information governance notice can be viewed here: Information Governance Notice (Link:)
- Web form technical support queries and queries about your account and password should be sent to: ips.servicedesk@england.nhs.uk (Link:)
- Requests for additional users to access the web form should be sent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

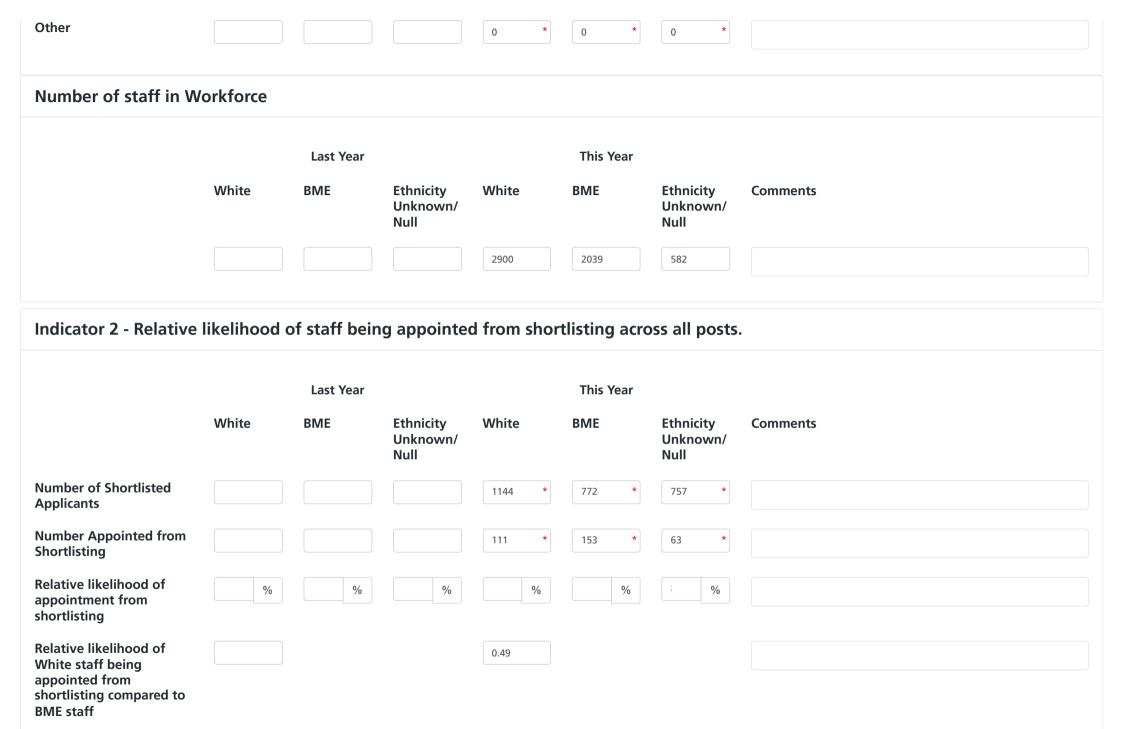
| | | Last Year | r | | | This Y | ear | | | |
|--------------|-------|-----------|-------------------------------|-------|---|--------|-----|---------------------------|---|----------|
| | White | вме | Ethnicity Unknown/ Null | White | | ВМЕ | | Ethnici Unknov Null | | Comments |
| Under Band 1 | | | | 0 | * | 0 | * | 0 | * | |
| Band 1 | | | | 0 | * | 0 | * | 0 | * | |
| Band 2 | | | | 501 | * | 103 | * | 57 | * | |
| Band 3 | | | | 166 | * | 30 | * | 19 | * | |
| Band 4 | | | | 211 | * | 35 | * | 12 | * | |



| | | | | | | | ear | | |
|--------------|-------|-----|-------------------------------|-------|---|-----|-----|-------------------------------|----------|
| | White | ВМЕ | Ethnicity Unknown/ Null | White | | BME | | Ethnicity Unknown/ Null | Comments |
| Under Band 1 | | | | 0 | * | 0 | * | 0 * | |
| Band 1 | | | | 0 | * | 0 | * | 0 * | |
| Band 2 | | | | 381 | * | 262 | * | 74 * | |
| Band 3 | | | | 127 | * | 19 | * | 9 * | |
| Band 4 | | | | 105 | * | 34 | * | 45 * | |



| | | Last Year | | | | This Y | 'ear | | |
|------------------------------------|-------|-----------|-------------------------------|-------|---|--------|------|-------------------------|---|
| | White | ВМЕ | Ethnicity Unknown/ Null | White | | ВМЕ | | Ethnic Unkno Null | |
| Medical & Dental Consultants | | | | 71 | * | 169 | * | 28 | * |
| Of which Senior Medical Manager | | | | 1 | * | 1 | * | 1 | * |
| Non-consultant career grade | | | | 22 | * | 169 | * | 33 | * |
| Trainee Grades | | | | 62 | * | 186 | * | 76 | * |



| 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 |
| lumber of staff in vorkforce | | | | 2900 | 2039 | 582 | |
| lumber of staff entering the formal lisciplinary process | | | | 17 * | 20 * | 0 * | |
| Likelihood of staff entering the formal disciplinary process | % | % | % | 0.59 | 0.98 | 0 % | |
| Relative likelihood of BME staff entering the formal disciplinary process compared to White staff | | | | | 1.66 | | |
| Indicator 4 - Relativ | e likelihoo | od of staff ac | cessing non | -mandato | ry training a | nd CPD. | |
| | | Last Year | | | This Year | | |
| | White | BMF | Fthnicity | White | BMF | Ethnicity | Comments |

| Number of staff accessing non- mandatory training and CPD | | | | 2900 | * 2039 * | 580 * | |
|---|-------------------|------------------|-------------------------------|------------|------------------|-------------------------------|--------------------------------|
| Likelihood of staff accessing non- mandatory training and CPD | % | % | % | 100 | 100 | 99.66 | |
| Relative likelihood of White staff accessing non-mandatory training and CPD compared to BME staff | | | | 1 | | | |
| Indicator 9 - Percenta | age differe | nce betwe | en the organ | nisations' | ' Board votin | g membersh | nip and its overall workforce. |
| Note: Only voting members of the | Board should be i | ncluded when con | sidering this indicator | r. | | | |
| | | | | | | | |
| | | Last Year | | | This Year | | |
| | White | Last Year BME | Ethnicity Unknown/ Null | White | This Year | Ethnicity Unknown/ Null | Comments |
| Total Board members | White | | Unknown/ | White | | Unknown/ | Comments |
| Total Board members of which: Voting Board members | White | | Unknown/ | | вме | Unknown/ Null | Comments |
| of which: Voting Board | White | | Unknown/ | 10 | BME * 3 * | Unknown/ Null | Comments |
| of which: Voting Board members Non-voting Board | White | | Unknown/ | 10 | * 3 * * 3 * | Unknown/ Null 3 * | Comments |
| of which: Voting Board members Non-voting Board members | White | | Unknown/ | 10 | * 3 * * 3 * | Unknown/ Null 3 * 0 | Comments |

