

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 \(Link: \)](mailto:ips.servicedesk@england.nhs.uk)
- Requests for additional users to access the web form should be sent to: [england.wres@nhs.net \(Link: \)](mailto:england.wres@nhs.net)
- Any queries about how to populate this data collection should be sent to: [england.wres@nhs.net \(Link: \)](mailto:england.wres@nhs.net)

Indicator 1a - Non-Clinical Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	<input type="text"/>
Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	<input type="text"/>
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	501 *	103 *	57 *	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	166 *	30 *	19 *	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	211 *	35 *	12 *	<input type="text"/>

Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	99 *	19 *	7 *	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	85 *	19 *	8 *	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	76 *	16 *	4 *	<input type="text"/>
Band 8A	<input type="text"/>	<input type="text"/>	<input type="text"/>	29 *	6 *	3 *	<input type="text"/>
Band 8B	<input type="text"/>	<input type="text"/>	<input type="text"/>	21 *	2 *	4 *	<input type="text"/>
Band 8C	<input type="text"/>	<input type="text"/>	<input type="text"/>	15 *	2 *	1 *	<input type="text"/>
Band 8D	<input type="text"/>	<input type="text"/>	<input type="text"/>	7 *	1 *	0 *	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	5 *	0 *	0 *	<input type="text"/>
VSM	<input type="text"/>	<input type="text"/>	<input type="text"/>	6 *	0 *	3 *	<input type="text"/>

Indicator 1b - Clinical Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Under Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	<input type="text"/>
Band 1	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	<input type="text"/>
Band 2	<input type="text"/>	<input type="text"/>	<input type="text"/>	381 *	262 *	74 *	<input type="text"/>
Band 3	<input type="text"/>	<input type="text"/>	<input type="text"/>	127 *	19 *	9 *	<input type="text"/>
Band 4	<input type="text"/>	<input type="text"/>	<input type="text"/>	105 *	34 *	45 *	<input type="text"/>

Band 5	<input type="text"/>	<input type="text"/>	<input type="text"/>	183 *	475 *	125 *	<input type="text"/>
Band 6	<input type="text"/>	<input type="text"/>	<input type="text"/>	372 *	357 *	43 *	<input type="text"/>
Band 7	<input type="text"/>	<input type="text"/>	<input type="text"/>	256 *	105 *	23 *	<input type="text"/>
Band 8A	<input type="text"/>	<input type="text"/>	<input type="text"/>	73 *	21 *	5 *	<input type="text"/>
Band 8B	<input type="text"/>	<input type="text"/>	<input type="text"/>	14 *	7 *	1 *	<input type="text"/>
Band 8C	<input type="text"/>	<input type="text"/>	<input type="text"/>	8 *	2 *	1 *	<input type="text"/>
Band 8D	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	1 *	<input type="text"/>
Band 9	<input type="text"/>	<input type="text"/>	<input type="text"/>	5 *	0 *	0 *	<input type="text"/>
VSM	<input type="text"/>	<input type="text"/>	<input type="text"/>	0 *	0 *	0 *	<input type="text"/>

Indicator 1 - Medical and Dental Consultants

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Medical & Dental Consultants	<input type="text"/>	<input type="text"/>	<input type="text"/>	71 *	169 *	28 *	<input type="text"/>
Of which Senior Medical Manager	<input type="text"/>	<input type="text"/>	<input type="text"/>	1 *	1 *	1 *	<input type="text"/>
Non-consultant career grade	<input type="text"/>	<input type="text"/>	<input type="text"/>	22 *	169 *	33 *	<input type="text"/>
Trainee Grades	<input type="text"/>	<input type="text"/>	<input type="text"/>	62 *	186 *	76 *	<input type="text"/>

Other

Number of staff in Workforce

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
	<input type="text"/>	<input type="text"/>	<input type="text"/>	2900	2039	582	<input type="text"/>

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

	Last Year			This Year			Comments
	White	BME	Ethnicity Unknown/ Null	White	BME	Ethnicity Unknown/ Null	
Number of Shortlisted Applicants	<input type="text"/>	<input type="text"/>	<input type="text"/>	1144 *	772 *	757 *	<input type="text"/>
Number Appointed from Shortlisting	<input type="text"/>	<input type="text"/>	<input type="text"/>	111 *	153 *	63 *	<input type="text"/>
Relative likelihood of appointment from shortlisting	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	<input type="text"/>
Relative likelihood of White staff being appointed from shortlisting compared to BME staff	<input type="text"/>			0.49			<input type="text"/>

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	<input type="text"/>	<input type="text"/>	<input type="text"/>	2900	2039	582	<input type="text"/>
Number of staff entering the formal disciplinary process	<input type="text"/>	<input type="text"/>	<input type="text"/>	17 *	20 *	0 *	<input type="text"/>
Likelihood of staff entering the formal disciplinary process	<input type="text"/> %	<input type="text"/> %	<input type="text"/> %	0.59 %	0.98 %	0 %	<input type="text"/>
Relative likelihood of BME staff entering the formal disciplinary process compared to White staff		<input type="text"/>			1.66		<input type="text"/>

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	<input type="text"/>	<input type="text"/>	<input type="text"/>	2900	2039	582	<input type="text"/>

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 - 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				10 *	3 *	3 *	
of which: Voting Board members				10 *	3 *	3 *	
Non-voting Board members				0	0	0	
Exec Board members				4 *	1 *	2 *	
Non-exec Board members				6	2	1	
Number of staff in workforce				2900	2039	582	

**Total Board Members -
% by Ethnicity**

62.5

18.8

18.8

%

%

%

%

%

%

**Voting Board Members -
% by Ethnicity**

62.5

18.8

18.8

%

%

%

%

%

%

**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**

66.7

22.2

11.1

%

%

%

%

%

%

**Overall Workforce - %
by Ethnicity**

52.5

36.9

10.5

%

%

%

%

%

%

**Difference (Total board -
Overall workforce)**

10

-18.0

8.3

%

%

%

%

%

%