



GIG
CYMRU
NHS
WALES

Addysg a Gwella Iechyd
Cymru (AaGIC)
Health Education and
Improvement Wales (HEIW)

Addysg a Gwella Iechyd Cymru (AaGIC)
Health Education and Improvement Wales (HEIW)

Tŷ Dysgu, Cefn Coed,
Nantgarw CF15 7QQ

Ffôn | Tel: 03300 585 005

Ebost | Email: heiw@wales.nhs.uk

Gwefan | Web: aagic.gig.cymru / heiw.nhs.wales

Our Ref: DLIB/FOI/26-01-26

Thank you for your request for information under the Freedom of Information Act, received on 26 January 2026, reference number FOI 26/01/26. I can confirm that Health Education and Improvement Wales (HEIW) has completed a search of its records and has established that it does hold information falling within the confines of your request.

I am looking to obtain any EDI data on sex and ethnicity (protected characteristics) breakdown across dental postgraduate training. This includes dental core trainees and dental specialty trainees (including dental clinical academic trainees) by dental specialty type. I am asking for percentages for candidates appointed from 2018-19 to 2024-2025 (or the most recent data available). It would be great if you were able to share anonymised data in these key areas:

1. Entry/access - Application and job offer rates for each specialty by sex and ethnicity

National Recruitment

HEIW does not hold information in relation to application and job offer rates for nationally recruited dental core trainees, locally recruited dental core trainees and orthodontics.

In order to comply with our duty to advise and assist, as set out in section 16 of the Freedom of Information Act 2000, we suggest you contact the following organisations who may be able to provide this information:

- The National Recruitment Office in NHS England hold entry/access information (by region) for nationally recruited dental core trainees and orthodontics (including Wales): [NHS England » Freedom of Information Act and Environmental Information Regulations](#)
- Appointing Health Boards hold entry/access information for locally recruited dental core trainees. Please see below the link to the Welsh Government website 'Health in Wales' which provides information and links to the Health Boards and NHS Trusts within NHS Wales. <http://www.wales.nhs.uk/nhswalesaboutus/structure>

Local Recruitment

Job Offer Rates: All other specialties are locally recruited to Wales. The number of job offers for each specialty per year is less than 5. In accordance with the anonymisation managing data protection risk code of practice [Anonymisation: managing data protection risk code of practice \(ico.org.uk\)](#), please note that once the number of individuals drops below a certain level (less than 5), data may become identifiable. For this reason, job offer data has been suppressed for all specialties locally recruited to Wales.

Application Rates: Please see the response provided to question 2.

2. Training progression: Annual Review of Competence Progression (ARCP) outcomes for each specialty by sex and ethnicity

In accordance with section 12 of the Freedom of Information Act 2000, HEIW will not be able to provide data in relation to the following areas, on the basis that the cost of complying would exceed the appropriate limit set out in the Freedom of Information Act 2000:

Sex and Ethnicity Data:

- 1. Application Rates**
- 2. ARCP Outcomes: Dental Core Trainees**
- 3. ARCP Outcomes: Dental Specialty Trainees**

Application Rates: While it would be possible for HEIW to manually collate and present anonymised data, this would require manual review and extraction of recruitment records. We estimate this activity would take a minimum of 3.75 hours, and the resulting dataset would be limited, as not all relevant data fields are consistently available.

ARCP Outcomes: Dental Core Trainees: The review and extraction of this data would require manually reviewing sex and ethnicity data from multiple sources. We have estimated that it would take approximately 40 minutes to review 10 trainees' records. There have been 480 trainees (60 per year and 8 cohorts since 2018) which equates to at least 32 hours.

ARCP Outcomes: Dental Speciality Trainees:

For Dental Specialities, the number of individuals per specialty who received ARCP outcomes by sex and ethnicity per year is less than 5. In accordance with the anonymisation managing data protection risk code of practice [Anonymisation: managing data protection risk code of practice \(ico.org.uk\)](https://ico.org.uk/Anonymisation-managing-data-protection-risk-code-of-practice), please note that once the number of individuals drops below a certain level (less than 5), data may become identifiable. For this reason, the data has been suppressed for dental specialties.

For Orthodontics, the review and extraction of this data would require manual extraction, as this data is not currently available via the CODI platform or Intrepid. We have estimated that this would take approximately 3.75 hours and the resulting dataset would be limited.

The number of hours to retrieve and extract information for application rates, ARCP outcomes for Dental Core Trainees and ARCP outcomes for Dental Specialty Trainees equates to at least 39 hours. Based on a national hourly rate of £25 per person per hour, the cost of responding to the request for information is estimated to be £975.

Section 12 of the Freedom of Information Act makes provision for public authorities to refuse requests for information where the cost of dealing with them would exceed the appropriate limit. For HEIW, the cost limit is set at £450.

HEIW may be able to provide some information in the scope of your request if you reduce or refine your request to bring the cost of compliance under the limit. For instance, this could be achieved by:

- Limiting the request for information to one recruitment year only; and
- Limiting the request for information to one cohort, for example Dental Core Trainees or Dental Speciality Trainees only

3. Training outcomes: ARCP outcomes 6 for each specialty by sex and ethnicity

Dental Core Trainees: Outcome 6 does not apply to Dental Core Trainees. The equivalent would be outcome 1. Please see the response to question 2 in relation to outcome 1.

Dental Speciality Trainees: The number of individuals per specialty who received ARCP outcomes 6 by sex and ethnicity per year is less than 5. In accordance with the anonymisation managing data protection risk code of practice [Anonymisation: managing data protection risk code of practice \(ico.org.uk\)](https://ico.org.uk/Anonymisation-managing-data-protection-risk-code-of-practice), please note that once the number of individuals drops below a certain level (less than 5), data may become identifiable. For this reason, the data has been suppressed for dental specialty trainees who received outcome 6.

4. What data do you hold across other protected characteristics for trainees? If you are able to provide an idea of the quality of this data that would also be helpful.

Please see appendix 1 for information in relation to Dental Core Trainees and Dental Speciality Trainees.

Appendix 1

Please see the below table which provides information about the information held in relation to other protected characteristics for trainees.

| | | 2018/2019 DCT Cohort | 2019/2020 DCT Cohort | 2020/2021 DCT Cohort | 2021/2022 DCT Cohort | 2022/2023 DCT Cohort | 2023/2024 DCT Cohort | 2024/2025 DCT Cohort | 2025/2026 DCT Cohort | 2018-2026 DST |
|---------------------------------------|---|---|--|---|--|--|--|--|--|---|
| Other Protected Characteristics | Age | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Gender | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Ethnicity | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | ✓ |
| | Sexual orientation | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | |
| | If living/ working in gender other than that assigned at birth | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | |
| | Religion | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | |
| | Disability | ✓ | ✓ | ✓ | ✓ | No | No | No | No | |
| | Marital status | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | |
| | Pregnancy/ Maternity Leave | ✓ | ✓ | No | No | No | No | No | No | |
| | Nationality | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ | ✓ |
| Country of Birth | ✓ | ✓ | ✓ | No | ✓ | ✓ | ✓ | ✓ | | |
| Quality of Data | Data held on individual Oriel application forms | Data held on individual Oriel application forms | Data held on Oriel allocation sheet on SharePoint Site | Data held on Oriel allocation sheet on SharePoint Site and 2021 Spreadsheet and historic Intrepid records | Data held on Oriel allocation sheet on SharePoint Site | Data held on Oriel allocation sheet on SharePoint Site | Data held on Oriel allocation sheet on SharePoint Site | Data held on Oriel allocation sheet on SharePoint Site | Data held on Oriel allocation sheet on SharePoint Site | Age and gender for DST is collected via Form R and was recorded on Intrepid and transferred over to CODI. |

Dental Core Trainees: In relation to the quality of the data held, HEIW can confirm that the information held for different years is held on various different systems, including through individual Oriel application forms, through SharePoint and Intrepid records. In relation to data for 2021/2022, the data held may not be accurate as individuals may have updated their equality and diversity information on Intrepid after starting in post. In relation to the data held for years 2022/2023, 2023/2024, 2024/2025, and 2025/2026, the Oriel allocation spreadsheet does not include disability data, however a field exists which asks applicants if they are applying for reasonable adjustments or the disability confidence scheme. The fields included in the Oriel allocation spreadsheets, depend on the fields selected to be part of that report, therefore some data is missing for some years.

Dental Speciality Trainees: In relation to the quality of data held, nationality and ethnicity data on CODI is sporadic as these characteristics and the remaining ones were not mandatory fields on Intrepid.