

Diocese of Newcastle

RACIAL JUSTICE REPORT and RECOMMENDATIONS for DIOCESAN SYNOD

“But God has put the body together...so that there should be no division in the body, but that its parts should have equal concern for each other. If one part suffers, every part suffers with it” (1 Corinthians 12 :24-26)

1. Introduction

1. An informal Racial Justice Group has met since April 2023, largely made up of members of Newcastle Diocese’s Committee for Inter Faith and Ethnic Relations (CIFER), as well as colleagues from Durham Diocese to draw on the experiences and initiatives of our neighbouring diocese which shares a similar racial demographic in line with the wider North East region.
2. This Group has been discerning the ways in which the diocese might engage more intentionally with racial justice and specifically the out-workings of [From Lament to Action](#) the landmark 2021 report from the Archbishops’ Anti-Racism Taskforce, including the further recommendations from the [Archbishops’ Commission for Racial Justice](#).
3. The Group has limited itself to scoping the work which might be realistically achieved in the next 1-5 years. The recommendations made to Diocesan Synod for implementation will require formal adoption, resource and clear accountability to further this work.
4. Racial Justice is part of our mission as God’s Church, and fully aligns with Seeking, Sharing and Sending, as Bishop Helen-Ann wrote in her Petertide Ad Clerum: *“I believe that as a diocese we are being called by God to turn outwards in mission and grow younger and more diverse: we are to be youthful in scope, mindful of the realities of our diverse contexts, and thinking of the audiences beyond the ones we see now.”*

The group has noted the diverse contexts all across our diocese and that these are not often reflected in our congregations, synods, clergy and lay leadership, particularly those from UK Minority Ethnic/Global Majority Heritage (UKME/GMH) backgrounds. Census data indicates that 13% of the population of the diocese are ‘non-white British’ people, however currently those from UKME/GMH backgrounds are represented by only 1 stipendiary cleric post, 1 cleric with Permission to Officiate (PTO), and 1 Licensed Lay Minister/Reader. Without intentional EDI (Equality, Diversity and Inclusion) monitoring, there is no current way of ascertaining the number of UKME/GMH colleagues in the non-ministerial workforce or Diocesan Synod although anecdotal observation suggests very few.

The Group proposes that viewing our mission through a lens of racial justice will help us look beyond the people we see now in our churches and enable greater engagement with, and inclusion of, those who are UKME/GMH.

5. The Group is aware that this report comes at a time when diocesan governance is being reviewed and hope this report is timely and will feed into any new processes to be introduced.
6. The members of the Group¹ are Yvette Daniel, Lesley Hillary, Remi Omole (Durham Diocese), Karenza Passmore, Malcolm Railton, Iain Shaw, Gavin Wort (Durham Diocese) and Mark Wroe.

¹ Membership in August 2023

2. Recommendations:

1. The Diocesan Synod **reaffirms** that all people are created in the image of God and are equal, and **recognises** that Racial Justice is a particular focus which sits within a larger commitment to equality, diversity and inclusion in our diocese.
2. The Diocesan Synod **affirms** Racial Justice as a key priority for each one of us in our mission and is an urgent response to some of the injustices, inequalities and prejudices experienced daily in our communities and churches, yet unseen by many in our congregations.
3. The Diocesan Synod **establishes** and **commissions** a Racial Justice Task Group (RJTG), with clear terms of reference drafted and agreed by Bishop's Council on behalf of the Synod, with membership appointed by Bishop's Council, and with the ability to co-opt further as the work may require. Responsibilities of this Group, in the short term will include:
 - i. To work towards the successful implementation of the recommendations adopted by Diocesan Synod;
 - ii. To maintain an awareness of the impact of communications and social media in promoting a broader and more diverse image of the diocese by having a member of the Communications Team in attendance at meetings;
 - iii. To prioritise application(s) for limited national funding, set aside for racial justice, to support the implementation of any of the accepted recommendations.
 - iv. To support the Diocesan Mission and Ministry Team in engaging with the relevant recommendations of *From Lament to Action*, particularly in relation to their core areas of work: Youth and Children, Vocations, Training and Formation;
 - v. To develop ways of encouraging deeper reflection in our congregations and communities about what it means to see themselves and all others (individually and corporately) as created in the image of God in daily life – this would seek to promote a deeper self-awareness and more intentional reflection on difference in general, reflecting on Scripture and experience.
4. The Diocesan Synod **identifies**, or **invests in** the appointment of, a lead officer or adviser (ideally paid) with capacity to enable this work and staff the RJTG (a draft role description based on an example from Chelmsford Diocese is included at **Appendix 1**).
5. The Diocesan Synod **commits** to increase UK Minority Ethnic/Global Majority Heritage (UKME/GMH) representation at every level, starting with:
 - i. Ensuring there is one person on every appointment panel, for stipendiary clergy or paid staff posts, who has done unconscious-bias/equality, diversity and inclusion training;
 - ii. Ensuring recruitment to diocesan leadership posts always includes a welcome to applications which will strengthen the diversity of the team, and where possible short-lists UKME/GMH applicants;
 - iii. Ensuring there is diversity of representation on Bishop's Council, including UKME/GMH;
 - iv. Ensuring annual reporting on recruitment and retention of clergy and lay appointments each year, recording number of UKME/GMH appointments made and number of UKME/GMH applicants shortlisted for interview, using information from Diversity monitoring forms or other methods.

6. The Diocesan Synod **commits** to holding and advocating for at least 2 education or awareness raising events each year; for example, marking Racial Justice Sunday and Stephen Lawrence Day in 2024 by highlighting resources and local events; offering an Advent or Lent Course in 2025 for parishes; and, longer term, acquiring and commending racial justice awareness raising resources for use with congregations (exploring questions like: What is racism? What are micro and macro aggressions? What is institutional racism? What's this got to do with me/church/faith?).
7. The Diocesan Synod **commissions** the drafting of a diocesan anti-racism policy for adoption by the end of 2024.
8. The Diocesan Synod **requests** consideration of commissioning or contracting unconscious bias training, or an anti-racism learning programme, to complement existing clergy and lay leader training across the diocese, and ideally delivered in a coordinated way with other training (e.g. safeguarding, continuing ministerial formation, etc).
9. The Diocesan Synod **encourages** fruitful collaboration in this area with other partners and co-workers; for example, with schools and education, community projects, local authorities and Durham Diocese; and also connecting with the many networks serving racial justice in the wider church, including:
 - [Archbishops' Racial Justice Commission](#)
 - [AMEN: Anglican Minority Ethnic Network](#)
 - [Committee for Minority Ethnic Anglican Concerns](#)
 - [The Gypsy, Roma and Travellers Friendly Church](#)
 - [The Teahouse](#), supporting Chinese Heritage Clergy; Persian and Farsi Church networks,
 - and the [New UKME Ordinands and Curates network](#).
10. The Diocesan Synod annually **reflects** on this work and **reviews** the targets and expectations of the RJTG.

Racial Justice Group
September 2023

APPENDIX 1

Draft Role Description

- Job Title:** Racial Justice Officer/Adviser
- Reports to:** Director of Mission and Ministry, as part of the Mission and Ministry Team
- Salary:** £30,000 to £35,000 per annum pro rata, subject to experience and qualifications
£15,000 to £17,500 actual part time salary (17.5 hours per week)

Purpose Statement:

Newcastle Diocese seeks to be a leading example in the way it conducts itself in the systematic treatment of all people. This is part of the diocesan response to world-wide events and acknowledging the challenges our sisters and brothers of UK Minority Ethnic / Global Majority Heritage (UKME/GMH) backgrounds have faced historically and still face currently on a daily basis.

Reporting Structure:

The line management relationship is with the Director of Mission and Ministry, although there will be reporting lines into the Racial Justice Task Group.

Nature and Scope:

As a diocese we are being called by God to turn outwards in mission and grow younger and more diverse: youthful in scope, mindful of the realities of our diverse contexts, and thinking beyond the congregations we see now. We have a vision to be seeking, sharing and sending. **Seeking** through being open to God's transforming love; **sharing** through being generous with God's transforming gifts; **sending** through being engaged in God's transforming work in the world.

It is our hope and prayer that this role takes an instrumental place in bringing about cultural, structural and strategic shifts to combat racism in the Diocese of Newcastle and our communities at large, and enables us to live out the [Fourth Mark of Mission](#): *To transform unjust structures of society, to challenge violence of every kind and pursue peace and reconciliation.*

Principal Accountabilities:

1. Working with others within the Diocese to create an environment that is positive towards ethnic diversity.
2. Play a lead role in developing and establishing the Diocese's approach to ethnic diversity, inclusion, and equity.
3. Be the central point of contact for internal and external individuals and agencies on racism, ethnic diversity and inclusion.
4. Represent the Diocese at external meetings related to racism, ethnic diversity and inclusion.
5. Assist with the dissemination of relevant policy, procedures and resources throughout the Diocese.
6. Provide confidential advice and support to Bishop's Staff, the Mission and Ministry Team and Senior Clergy in the Diocese on issues related to racism, ethnic diversity and inclusion.
7. Advise on the Diocese's training needs and the development of training strategies; and provide training where appropriate.
8. To contribute to develop the knowledge, skills and understanding of Diocesan employees, office holders, members of PCC and the wider community on racism, ethnic diversity and inclusion.

9. Work with the Racial Justice Task Group in maintaining and reviewing the Diocesan Synod's implementation of racial justice recommendations.
10. Foster strong and appropriate links externally, specifically links with relevant community groups, other charities, and organisations to capture and share learning and best practices.
11. Draft relevant reports on findings and statistics to contribute to the Racial Justice Task Group development of further strategic plans.
12. Ensure good standards on ethnic diversity and inclusion are met and maintained.

Key Relationships

- Bishops, Director of Mission and Ministry, Dean, Archdeacons, Diocesan Secretary.
- Racial Justice Task Group
- Diocesan Safeguarding Adviser/Officer and Safeguarding Team
- Mission and Ministry Team
- Joint Education Team

Person Specification

Essential:

- Educated to degree level or equivalent
- Demonstrated experience of communicating and promoting racial equality and inclusion in the workplace.
- Enabling organisational change and embedding these changes firmly in an organisation, either on a small or large scale.
- A desire to serve the church in the Diocese of Newcastle and passionate about enabling cultural change.
- Excellent interpersonal skills
- Excellent communicator with highly developed oral, written and presentation skills
- Ability to handle sensitive situations with tact and diplomacy and maintain confidentiality.
- Strong influencing skills, with the ability to bring order to complex situations and find innovative ways of solving or pre-empting problems.
- Practical attitude with a strong record of organisational skills and self-motivation in the workplace.
- Ability to think strategically and act pragmatically; able to produce plans and deliver results without losing sight of the strategic context.
- Strong written and verbal communication skills
- Collaborative and diplomatic, with experience of building effective and successful relationships with internal and external stakeholders
- Good IT skills, particularly MS Office and ideally Microsoft Teams.
- Willing and able to travel across the diocese for business purposes.

Desirable:

- Understanding of the organisational structure, breadth and dynamics of the Church of England.
- Clean driving licence, access to a private car with business insurance for travel on business purposes

This role is open to a lay or ordained person.