

# Racial Justice, Disability and Deaf Church



**“Who is your Luke?”**

# Revd Katie Tupling

Disability Adviser - part time  
Oxford Diocese



**“To provide support,  
experience and expertise  
in policies and practices  
of inclusion of those with disabilities,  
across the spectrum of disability  
and marginalisation.”**

Job Description short summary



# Audits and site visits

## Disability Access Audit – a guide to begin the conversation before a Site visit

### Definition of disability

The definition of “disability” (which includes mental health challenges) in the Equality Act is much broader than we often think:

“a physical or mental impairment that has a substantial and long-term adverse effect on the ability to carry out normal day-to-day activities.”

Please note that this document gives general guidance regarding physical accessibility, and is designed to assist the conversation around Disabled access to and within our church buildings.

A small group should collaborate on working through these areas – rather than leaving it to one person. The group could comprise people with lived experience of disability; people with leadership responsibility for different areas of church life, and the incumbent or minister.

Church building:

Date:

Who has been part of this Audit:

1	<b>Introduction:</b> reason for this Audit
2	<b>Purpose:</b> what do we hope to achieve from this Audit
3	<b>Describe this church /parish in general:</b> the community, the congregation(s), and church user groups
4	<b>Current issues / concerns / projects:</b> what have you noticed, what plans do you have



**Web resources - 'Top Tips for making church more accessible'**  
<https://www.oxford.anglican.org/environment-and-social-justice/deafness-disability/disability-and-church/>



Contact us News Learning hub Safeguarding Education

- Who we are
- Everyday faith
- Environment & social justice
- Mission
- Ministry
- Parish support

### Environment & social justice

- Environmental action
- LGBTQIA+ chaplaincy
- Poverty and inequality
- Racial justice
- Cost-of-living crisis
- Deaf Church & Disability
  - Disability and church
    - Next steps
    - Deaf Church

## Disability and church



### Everything you need to know about disability and inclusion in the church

In this section, you will find a wide range of information, guidance, and tips to help make your church welcoming, accessible and inclusive, explore your calling and vocation, and celebrate the contribution and ministry of disabled people. Scroll down to find out more.

#### Top tips for churches

How can churches make a difference for autistic people in their community?



# What else do I do?

Within the **HR team** and the **Diversity Hub**

Conversations around **Vicarages/Clergy Housing** and appropriate adaptations

Planned and hosted a **Disability Awareness Day** on Zoom Oct 2021

Planned a **Vocations** day – ‘Ministry through the lens of disability’ in Spring 2023

Chair and develop the national network of **Diocesan Disability Advisers**, working alongside +Richard (Bedford)

Working with Comms to **create short videos and resources** - ‘Top Tips for making church more accessible’

**Teaching** on CMD, LMP and IME2 programmes – both in Oxford Diocese and other Dioceses

**Mentor** disabled clergy, ordinands and LLMs

**Bishops Adviser (PFA)** for Shared Discernment Panels (‘BAP’)

Member of **Living Ministry Stakeholder Group** researching Clergy wellbeing







## Revd Dr Hannah Lewis - Diocesan Chaplain among the Deaf Community

ODCD: Oxford Diocesan Council  
for the Deaf and Hard of Hearing

## What do I actually do?

- 80% Parish priest for the Deaf BSL Community
- 15% Diocesan role supporting Church House and Churches with Deaf awareness and access.
- 5% National Deaf church.

**It's all about equality and inclusion**



**BSL Church Worship >**

Public group · 2.2K members



**Hannah Lewis – Deaf chaplaincy**



# A (Deaf) church near you ...



Hannah Lewis – Deaf chaplaincy

When a foreigner resides among you in your land, do not mistreat them. The foreigner residing among you must be treated as your native-born. Love them as yourself, for you were foreigners in Egypt. I am the LORD your God.

(Leviticus 19:33,34)



## 18.3% UKME/GMH IN UK (2021 CENSUS)

- 46% Oxfordshire
- 20.1% Buckinghamshire
- 26.9% Berkshire

All above the national figure





## EXAMPLE OF DIFFERENT AREAS

Slough 46.7%

Reading 46.5%

Oxford 29.0%

Milton Keynes 28.2%

High Wycombe 27.0%

Banbury 15.7%

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## WHAT A DIFFERENCE 3 YEARS MAKE?

- Racial Justice page on diocesan website
- Racial Justice Adviser From 2.5 days pw to 5 days pw (one funded by RJU)
- Racial Justice included in staff inductions
- Cultural context embedded in IME training
- Second Intercultural Mission with over 200 bookings taking place this month
- Diocese leading the way on governance, engagement, including first ever UKME Chapter



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## CONTINUED...

- Racial Justice Days provided to Westcott House & Winchester TEIs
- Engagement with schools
- Racial Bias workshops held in parishes
- Racial Justice presentations to 5 Deanery Synods plus PCC's
- From 6 UKME Chapter members to 24
- Regular requests for advice & information from parishes, archdeacons and others



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## COMING UP.....



Potential link with Diocese of Jamaica & Cayman Islands



Ensuring UKME young people's voices are included in the Young People Strategy



Regional UKME & Allies networking event later in the year

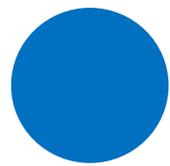


Further development of UKME Vocations



AND  
FINALLY.....





## Discussion Question:

**What one thing would positively impact diversity in diocesan life?**



## Additional Resources:

[www.oxford.anglican.org/environment-and-social-justice/racial-justice/](http://www.oxford.anglican.org/environment-and-social-justice/racial-justice/)

[www.oxford.anglican.org/environment-and-social-justice/deafness-disability/](http://www.oxford.anglican.org/environment-and-social-justice/deafness-disability/)