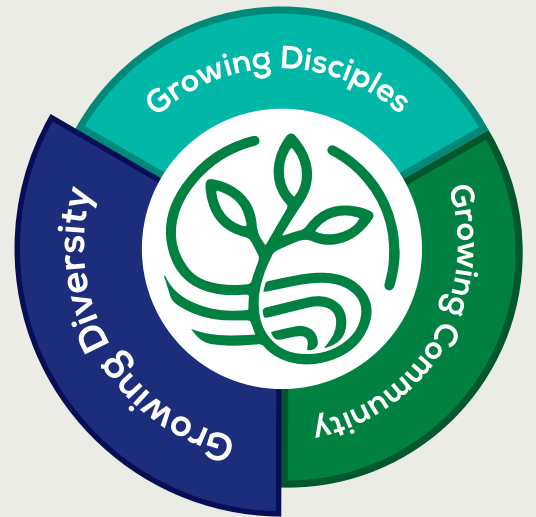


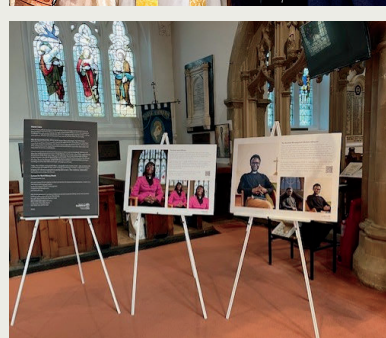
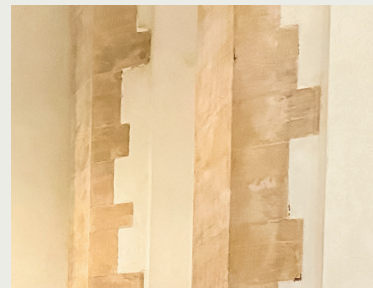
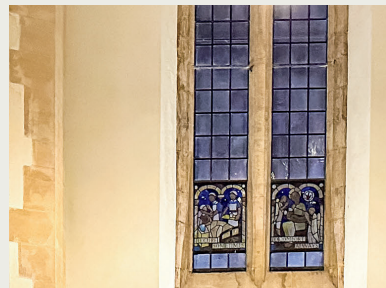
# Racial Justice Covenant

2026



Diocese of **Guildford** 

Transforming **Church**  
Transforming **Lives**

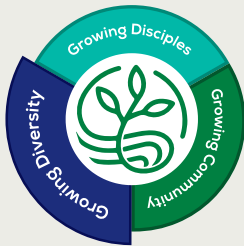


# Racial Justice Covenant

This covenant is intended to be a charter for change across the Diocese of Guildford, enabling leaders, congregations, parishes and chaplaincies to celebrate diversity, confront racism, and reflect more fully the racial diversity of the communities we serve. This covenant is for adoption by all PCCs and chaplaincies on a biennial basis. Each PCC and chaplaincy is encouraged to display the commitments prominently in their church buildings and online, and to recommit formally every two years, as part of the Archdeacon's visitation process or an equivalent diocesan process.

This refreshed covenant builds on and integrates the commitments adopted in May 2023, incorporating lessons learned and clarifying parish and chaplaincy level implementation so that churches and chaplaincies work from one coherent framework.

## Our Diocesan Strategic Objective



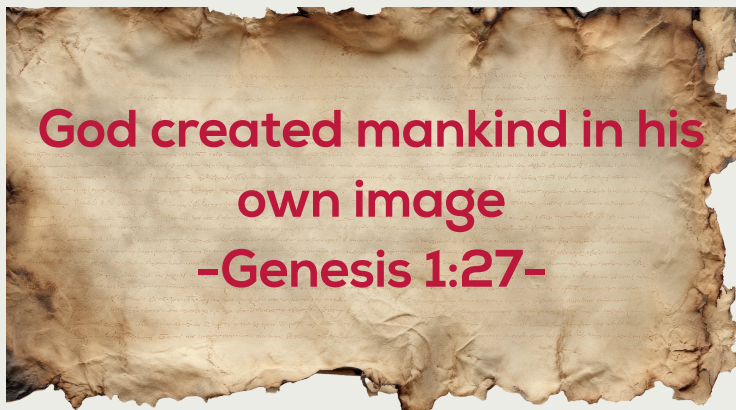
That our Cathedral, churches, schools, Church House and diocesan structures – including their leadership – reflect the racial diversity of their communities.

## Our Parish Objective

We, as a parish church or chaplaincy of Jesus Christ, affirm that every human being is made in the image of God (Genesis 1:27) and redeemed through the reconciling work of Christ on the cross (Ephesians 2:14–16). Racism contradicts the Gospel and the calling of the Church to be a sign and foretaste of God's kingdom (Revelation 7:9).



Therefore, we commit ourselves to seek racial justice, dismantle prejudice, and create a community where the love of Christ is shown to every person regardless of race, ethnicity, or culture.



**God created mankind in his  
own image  
-Genesis 1:27-**

## Our Theological Foundations

The Scriptures teach that every human being is created in the image of God, endowed with dignity and worth that no human action or prejudice can erase (**Genesis 1:27; James 3:9**). Sin distorts relationships, but through the cross, Jesus Christ has torn down the dividing wall of hostility that separates peoples (**Ephesians 2:14–16**), reconciling us to God and to one another. In Christ, a new humanity is formed in which there is “neither Jew nor Greek... but all are one” (**Galatians 3:28**), calling the Church to be a community of radical welcome, healing, and unity. God’s vision for the world is of a redeemed people gathered from “every nation, tribe, people and language” (**Revelation 7:9**), worshipping as one before his throne.



Racial justice is not a parallel agenda to the proclamation of the Gospel but an expression of it. Justice bears witness to the reconciling work of Christ and the radical hospitality of God’s Kingdom. In pursuing racial justice, we live out the mission entrusted to us: to make disciples, nurture diverse communities and embody God’s reconciling love.

## Our five commitments

### 1 Discipleship

We will teach, model, and embody Christ’s command to love our neighbours (Mark 12:31), recognising and confronting prejudice wherever it appears in our own hearts, our church or chaplaincy and our wider community. We will engage regularly in prayer, study and reflection on issues of racial justice and reconciliation, seeking the Spirit’s guidance in becoming more Christ-like in this area of discipleship.

### 2 Diversity

We will be a church or chaplaincy where all people are welcomed, valued, and honoured, regardless of racial or cultural background. We will intentionally celebrate diversity in our worship, fellowship and community life as a reflection of God’s good creation and His vision for His Church.



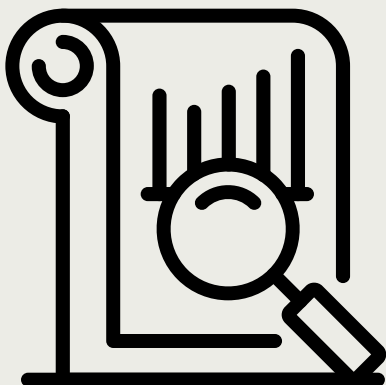
### 3 Community

We will nurture a community of belonging, where justice and reconciliation are woven into our daily life together. We will link our commitments to our Church Development Plan and the diocesan TCTL priorities, ensuring racial justice is integral to our mission in the parish.



### 5 Accountability and Transparency

We will set clear, measurable goals for racial inclusion each year and review them as part of our PCC process. These will be aligned with our Church Development Plan, Parish Needs Process (PNP), and diocesan TCTL priorities. We will invite review from the diocesan Racial Diversity Advisory Group and ensure safe ways to raise concerns, with swift and transparent response



### 4

### Representation & Leadership

We will identify and mentor UK Minority Ethnic and Global Majority Heritage (UKME/GMH) leaders and emerging leaders, intentionally nurturing vocations and creating pathways for leadership at every level of church life and chaplaincy life, including PCC, ministry teams, and other roles. We will ensure leadership better reflects the diversity of our congregation and the wider community we serve.

## Implementation steps

### Each year, we will:

- Offer opportunities for learning and theological reflection on racial justice.
- Review our church's culture, worship, and ministries to ensure they are racially inclusive.
- Partner with local community organisations and churches to promote racial harmony and shared witness to Christ's kingdom.



# Public Witness and Healing

We will display this Covenant in our church buildings and online, mark Racial Justice Sunday, and regularly pray for healing and reconciliation. Each year we will include prayers of lament or hold a service of reconciliation, recognising the pain of racial injustice and seeking God's renewing grace.

## Our prayer

Lord Jesus Christ, who welcomed all people and made us one family through your cross:

Forgive us where we have failed to love our neighbour without distinction.

Break down the walls of division among us.

Teach us to honour your image in every person, and to build your kingdom of justice, peace and reconciliation.

Amen.



# The Racial Diversity Toolkit

This Toolkit, which was originally launched in 2023 (and will be updated intermittently), offers churches a variety of practical resources for putting these commitments into practice. Their outworking will include:

- Teaching and learning in such a way as to build the vision and enable the reality for the whole multicultural Pentecost people of God.
- Identifying potential, recognising gifts and graces and nurturing all, especially minority ethnic people, to increase mutual flourishing in the Body of Christ.
- Committing to identify and address instances of racism – individually or corporately – with the aim of bringing recognition, repentance, and reconciliation, leading to changes in attitudes, language and behaviours

# Addressing Racist Concerns

The Diocese is committed to a zero-tolerance approach to bullying, harassment and discrimination, including racism. Our response framework begins with the [Dignity at Work Policy](#) (Anti-Bullying and Harassment Policy), which sets out how concerns involving protected characteristics are addressed across the Diocese. Parishes are expected to adopt this policy or maintain an equivalent.

## Formal processes for raising concerns are as follows:

- **For Church House staff:** the Grievance Policy contained within the Employee Handbook.
- **For external concerns relating to DBF activities:** the Guildford Diocesan Board of Finance Complaints Policy.
- **For Clergy:** The Clergy Complaints Measure and where appropriate, the Clergy Discipline Measure.

## For Cathedral staff

### **Guildford Cathedral's Complaints or Grievance Policy, as appropriate.**

The Diocese also has a Whistleblowing Policy, which applies to clergy, LLMs and staff. This provides protection for individuals who raise concerns in the public interest, particularly where there may be evidence of systemic wrongdoing or concealment. It is not a substitute for individual grievance or complaints procedures, but it ensures that wider cultural concerns can be raised safely and appropriately.

Cathedrals and parishes are responsible for ensuring they have appropriate complaints and grievance procedures in place in line with statutory and diocesan expectations. For any matters that could involve safeguarding matters, the Diocesan Safeguarding Officer should also be apprised.

## Signed

Adopted by the Parochial Church Council of

Date: