

Job Description: Racial Diversity Enabler (RDE)

Salary	£41,901 - £45,298 (depending on experience) (Salary supplement depending on location/experience)
Grade	Grade 4 – Senior Technical/Advisory
Team	Mission Team
Line Manager	Mission Enabler Team Lead
Matrix Manager	Director of People and Safeguarding
Line Reports	NA
Contract Duration	Fixed Term 3-years
Contract Type	Full time (0.8FTE will be considered)
DBS Check Requirement	NA

Background

In 2022, the Diocesan Synod adopted a refreshed strategy “**Transforming Church, Transforming Lives**” (TCTL). Within this one of the priority areas is Racial Diversity: the vision is “*That our cathedral, churches, schools, Church House, and diocesan structures – including their leadership – reflect the racial diversity of their communities*”. The senior leadership team is committed to ensuring the realisation of this vision led by the Bishop of Dorking who holds the diversity portfolio and chairs our Racial Diversity Advisory Group.

Although we have not to measure the racial diversity of our schools and churches, we are aware that, while several of our churches are very diverse, many of our church congregations are less racially diverse than their communities, and the leadership teams even less diverse. In our schools, although diversity of school pupils reflect the local community, we know that the teachers and the school leadership teams are less racially diverse.

The diocesan population is slightly less racially diverse (13% non-white) than the UK (16% non-white). The leadership and governance structures in the diocese are less diverse than the population of the diocese apart from the Bishop’s Council.

The diocese has an Anti-Racism Toolkit and a Racial Justice Charter, and only a few churches have contested heritage because Surrey was historically agricultural with few international links to the slave trade. Considering these factors, there is less emphasis on Racial Justice in our Diocesan strategy, and more on overcoming the hurdles to racial diversity at all levels of our churches and church schools.

Job Purpose

The Racial Diversity Enabler (RDE) plays a leading role in changing the culture of the diocese so that racial diversity is increased and celebrated. The RDE works across the diocese to support the greater racial diversity of our congregations, parish clergy and their teams (lay and ordained), senior clergy and Church House staff, developing, enabling diversity champions in each deanery, in Church House and in the Diocesan Board of Education.

Relationships:

Internal

- Bishop of Guildford and Bishop of Dorking (Diversity lead)
- Archdeacons of Surrey and Dorking
- Dean of Guildford Cathedral
- Director of People & Safeguarding (DPS)
- Diocesan Director of Ordinands (DDO)
- Dean of Licensed Ministry Programme (LMP)
- Diocesan Director of Education
- Diocesan Training Lead and E-learning Coordinator
- Head of Communications

External

- Racial Diversity Advisory Group
- Area Deans
- Church leaders and parish leadership teams
- National Church of England Racial Justice Unit
- National Church diversity champions
- Racial Diversity Officers and Racial Justice Officers in other dioceses
- Bishop's Advisors for Interfaith, Modern Slavery, and Refugees
- Woking Interfaith Advisor
- Anglican Network for Intercultural Churches
- Committee for Minority Ethnic Anglican Concerns (CMEAC)

Responsibilities

Training

- Develop awareness raising and training materials for senior clergy and Church House staff to champion diversity across the diocese and for churches to help them improve their welcome/inclusion of UKME/GMH people.
- Develop Equality, Diversity and Inclusion (EDI) training materials with a Christian perspective, including versions which applies EDI to lay and ordained parish leaders and Church House staff and, in collaboration with Diocesan Board of Education, a version appropriate for school governors.
- Ensure appropriate EDI and racial inclusion resources are made available on the diocese's online learning platform so clergy, parishes and learners on different courses can easily access materials.
- Recruit and train deanery Diversity Champions to facilitate diversity training within parishes in their deaneries.
- In collaboration with diversity champions, promote uptake of EDI training by ordained and lay leadership including Parochial Church Councils and children & family workers and youth workers.

- Collaborate with diocesan staff to ensure training pathways are inclusive.

Belonging

- Participate in Parish Needs Processes, ensuring that racial diversity is considered, providing facilitation and advising as needed.
- Develop awareness raising materials for churches to assess the diversity of their roles of responsibility and leadership and to take steps to increase racial diversity.
- Develop materials that exemplify what it means for UKME/GMH church members to have a sense of belonging in a church. Seek out and develop examples and case studies of UKME/GMH church members that feel they belong and actively participate in all aspects of church life.
- Facilitate training events for ordained and lay leaders on what it means to make someone feel welcome in the church and welcome into roles of responsibility. Training to be integrated into other training events where possible e.g. Church warden training.

Advocacy and Inclusion

- In collaboration with the DPS, support and advise Bishop's Leadership Team and Church House Leadership Team on issues of racial diversity as needed.
- In consultation with different racial groups in the diocese, identify suitable days in the year that are relevant to the UKME/GMH communities in different parishes which can be celebrated in those parishes.
- With the communications team, create resources for key events and cultural celebration (e.g. Black History Month, Stephen Lawrence Day, Windrush Day, India Independence, Hong Kong Handover, Nepal Republic Day) that can be used by parishes and on the diocese's website.
- Promote the diocese's Racial Justice Charter in parishes (to be renewed every 2 years).
- Update and communicate the diocese's Anti-Racism Toolkit.
- Work with churches and providers of materials for children's church and youth groups to ensure they are racially inclusive.
- Work with senior clergy and the Communication Team on visible leadership and engagement in racial diversity using social media, the diocese's website and other communication channels.
- Work with the Vocations Team to increase the diversity of those exploring lay and ordained ministry so that churches' leadership better reflects the diversity of the communities they serve.
- Update the diocese's action plan for the implementation of the recommendations of "From Lament to Action".
- Contribute to CMEAC and advocate for implementation of its recommendations.

Encourage racial diversity of clergy

- Work with DDO and Dean of LMP to encourage and welcome UKME/GMH considering ordained ministry and lay training pathways, identifying sponsors and mentors for UKME/GMH participants in LMP and UKME/GMH ordinands and curates and UKME/GMH participants.
- Organise training for clergy on equality, diversity, inclusion and unconscious bias.
- Be available for selected interview panels.

Racial justice

- Advise the diocese on the implementation of the recommendations of "From Lament to Action".
- Advise parishes and senior leaders on how to address issues of contested heritage
- Support ordained and lay leaders on responding to issues of racial diversity and racial conflict.

General

- Carry out duties in line with Diocesan Board of Finance's policies and procedures, including safeguarding, data protection, health and safety and equal opportunities.

This job description is issued as a guideline to assist you in your duties, it is not exclusive or exhaustive. Due to the evolving nature and changing demands of our service to the diocese this job description may be regularly reviewed to ensure it is an accurate representation of your post. You may, on occasions, be required to undertake additional or other duties as may reasonably be expected within the scope and grading of the post and according to the needs of the Organisation.

Person Specification: Racial Diversity Enabler (RDE)

	Essential	Desirable
Qualifications	<ul style="list-style-type: none"> Educated to degree level in a related specialism 	<ul style="list-style-type: none"> Bachelors or masters in equality, diversity & inclusion or related subject Theological qualification
Experience	<ul style="list-style-type: none"> Significant experience of working on diversity and inclusion issues in a large charity or public sector organisation Experience of organisational change management Experience of adult learning and development, including facilitation of training Experience of advocacy, influencing, and advisory work 	<ul style="list-style-type: none"> Experience of delivering training to ordained and lay leaders and school governors
Skills & Knowledge	<ul style="list-style-type: none"> Deep understanding of Church of England culture Good IT skills appropriate for developing engaging training and persuasive presentation materials Understanding of adult learning principles Confident public speaker 	<ul style="list-style-type: none"> Understanding of emerging adult educational trends Able to give theological basis for racial equality and inclusion in the church
Personal	<ul style="list-style-type: none"> Being a practising Christian is a Genuine Occupational Requirement Passionate about seeing organisational cultural change with respect to diversity and inclusion The ability to handle queries from a wide range of people, especially around diversity and inclusion Flexibility and the ability to adapt as priorities change within the project Good planning & organisational skills Good presenter and verbal communicator The ability to work independently as well as contributing to the success of the team Able to travel around the diocese, with a full driving licence. 	<ul style="list-style-type: none"> A personal understanding of the challenges of life in a racial minority A member of a CofE church