

THE GOVERNING BODY OF THE CHURCH IN WALES

REPORT OF THE

STANDING COMMITTEE WORKING GROUP

ON REPRESENTATION OF WOMEN

IN THE CHURCH IN WALES

JUNE 2008

OVERVIEW OF REPORT

In addressing the issues of equality and the representation of women the Working Group shared the core view that the Church and any other institution is best placed to fulfil its mission when all of its members are enabled to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals.

The Group considers it is essential that the Church promotes a culture where dignity, respect and fairness for all its members are paramount.

The Working Group identified a large deficit in the representation of women in committees at Provincial and Diocesan level. It also identified a lack of commitment to addressing the issues of gender equality. It is of the view that the recommendations if implemented will ensure a slow but certain move towards gender equality and equality of opportunity in the Church in Wales. True equality will be achieved slowly as the result of a culture change and will result in men and women working together in both the mission and ministry of the Church in Wales.

SUMMARY OF RECOMMENDATIONS

I. Recommendation I

The Working Group recommends that:

- (i) The achievement of equality of opportunity for representation is a prerequisite for the achievement of equality of representation. It will take time to achieve change so the following proportions are suggested in the realistic pursuit of a change in culture.
 - Committee Representation
 - Aim for lay representation on all committees of at least 30% women by 2011 and 50 % women by 2013;
 - Aim, as soon as possible, for a gender mix of clergy which reflects the existing gender mix in ordained ministry.
 - Governing Body Representation
 - Aim for at least 50% women by 2013 in the house of laity
 - Aim for at least 30% women in the house of clergy by 2013 reflecting the existing gender mix in ordained ministry.
- (ii) The Working Group expects that in the next 5 years, as a result of 11 years of the ordination of women as priests and after 28 years ministry by ordained women, some Archdeacons, Deans and other senior post holders will be women.
- (iii) The Working Group expects there to be annual publication of gender representation at all levels in the Church.

2. Recommendation 2

It is recommended that all Church committees and conferences should:

- (i) examine their appointment, election and co-option mechanisms to ensure people are selected because of their skills and the contribution they can make;
- (ii) ensure their processes are clear, understandable and well publicised.

3. Recommendation 3

In order to achieve a greater awareness of the importance and relevance of equality it is recommended that:-

- (i) a set of equality policies is produced, and approved by the Governing Body;
- (ii) the leaders of the Church engaging in training should be required to provide sessions focused on the importance of equality of opportunity and experience;
- (iii) Church people are made aware of the statistics and facts about equality of representation. Only when the facts of gender representation are known to the majority of the Church will they grasp what needs to be done to provide the Church with the opportunity to utilise all the skills available;
- (iv) there should be ongoing support for those in positions of authority within the Church to enable and support them in fully empowering men and women in the Church;
- (v) those providing training for the clergy should be required to include gender equality understanding in the curriculum;
- (vi) resources need to be identified for training in gender awareness and confidence building, for use and promotion in our Churches, Church Schools, St Michael's College and Trinity College Carmarthen.

4. Recommendation 4

It is recommended that the Governing Body and all in authority in the Church support the achievement of the core values of respect, dignity, fairness and equality in the Church in Wales and are unequivocal in their condemnation of discrimination by gender and its associated behaviour.

5. Recommendation 5

The Working Group recommends that:-

- (i) The recruitment of ordinands takes account of their commitment to gender equality.
- (ii) The training of ordinands incorporates specific gender equality awareness training.
- (iii) That clergy responsible for the supervision and training of curates are required to have attended a gender equality course and to show a commitment to continued awareness.
- (iv) That gender equality is on the agenda for the continued ministerial education of clergy and trained laity.

6. Recommendation 6

It is recommended that the use of inclusive language in church worship is endorsed and encouraged.

REPORT OF THE STANDING COMMITTEE WORKING GROUP ON REPRESENTATION OF WOMEN IN THE CHURCH IN WALES

I. Membership of the Group

On the advice of the Bench of Bishops the Standing Committee appointed the Working Group comprising two members per diocese. The following members were appointed, based on gender and geographical balance. The reason for the establishment of the Working Group was due to the Governing Body resolution following the receipt of a Report from the UN Conference on the Representation of Women.

St Asaph:	The Reverend Canon Mary Stallard Mr James Eccleston
Bangor:	The Reverend Canon Madalaine Brady The Reverend John Butler
St Davids:	The Reverend Hugh James Mrs Rosemary O'Malley
Llandaff:	The Reverend Jennifer Wigley The Reverend Richard Spencer
Monmouth:	Mr 'Sandy' Blair The Reverend Helen Hall
Swansea & Brecon:	Dr Gillian Todd (Chair) Mr John Winchester

The Working Group has met on seven occasions and this is its Report.

2. Background

The Reverend Joanna Penberthy and the Reverend Canon Mary Stallard represented the Church in Wales at the United Nations Conference on the Status of Women in New York. They reported on the conference to the Governing Body and the Governing Body passed a resolution, (set out below as part of the Terms of Reference for the Group) that asked the Standing Committee to set up the Working Group. It is necessary to report back to the Anglican Consultative Council (which meets next in May 2009) to tell them what the Church in Wales has done about the issues of equality for women, as agreed by the Governing Body. Consequently this Group will be making its Report to the Standing Committee during 2008.

3. Terms of Reference

The Working Group was given the following terms of reference agreed by the Standing Committee.

'At its meeting in September 2006 the Governing Body passed the following resolution:

That the Governing Body:

- (i) take note of the Report of the Provincial Delegates to the 50th UN Commission on the Status of Women (UNCSW);
- (ii) acknowledge the Millennium Development Goal of equal representation of women in decision making at all levels and the commitment of the ACC in Resolution 13.31 to strive towards this in all Anglican Provinces;
- (iii) request:
 - (a) that our Province gives consideration to this at every level of our work and in our structures;
 - (b) that a group is commissioned to identify ways in which this can be taken forward; and,
 - (c) that a report from Wales, detailing our progress, should be sent to ACC 14 (in 2008);
- (iv) thank ECUSA for funding our participants at the 50th Session of UNCSW, and ask the Bench of Bishops to consider funding a delegate for the 51st Session in 2007 in solidarity with all women of the Anglican Communion.

In the context of this Resolution, the Working Party is invited to:

- (a) review the representation of women in the work and structures of the Church in Wales;
- (b) make recommendations to the Standing Committee by December 2007 about ways in which the Province can work towards the achievement of the Millennium Development Goals in these respects.'

The Working Group requested more time to complete the task and the deadline to report to the Standing Committee was amended to July 2008.

4. Equality Issues.

4.1 Introduction – Addressing the Issues

The Working Group has examined carefully the issues of equality and the representation of women in the Church in Wales - looking in detail at the existing

position in the Church together with that of the secular world and the available data from other Churches.

In addressing the issues of equality and the representation of women the Working Group shared the view that the Church is best placed to fulfil its mission when all of its members are enabled to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals.

The Group was also of the view that the culture of the Church should be based on ensuring dignity, respect, fairness and equality.

4.2 Experiences of other Organisations.

The Working Group accepted that legislation in the United Kingdom requires all organisations to look at issues of equality. Although the Church in Wales is exempt from certain provisions within the legislation surrounding gender equality it nevertheless has a responsibility to examine the issues with care and ensure that best practice is adhered to where appropriate.

Current legislation requires all organisations to continuously evaluate the way in which they ensure that they do not discriminate by race, gender or disability. This has been part of the UK experience of central government, local government and the world of work for many years. Increasingly society has found discrimination unacceptable and younger people in particular in Britain today expect to have equality of opportunity and experience and would find any sort of discrimination on the grounds of gender unacceptable.

A brief examination of other organisations identified that the key to achieving gender equality is the presence of leadership which requires and enables it to become a reality.

4.3 International Context

The Group was aware that the Anglican Consultative Council (ACC) had approved resolutions following the 49th Meeting of the United Nations Commission on the Status of Women, that acknowledged the Millennium Development Goal (MDG) of equal representation of women at all levels, and asked the Standing Committee of the ACC to identify ways in which this goal might be adopted appropriately for incorporation into the structures of the Instruments of Unity, and other bodies. The Working Group noted, for example, that in September 2006 of the 800 people who were decision makers in the Anglican Communion Instruments of Unity, only 30 were women indicating the size of the problem internationally.

The methodology used by the United Nations when addressing issues of discrimination makes use of a process in which the first step is the collection of data, the next step the setting of goals and finally the measuring of achievement in order to aid accountability. The group found this methodology helpful and decided to follow a similar pattern.

4.4 Current Legislation

The *Equality Act 2006* has amended the *Sex Discrimination Act of 1975* and the *Equal Pay Act 1970* (as amended by the *Employment Equality (Sex Discrimination Regulations 2005)*).

The Act creates The Commission for Equality and Human Rights (CEHR) which replaces the Equal Opportunities Commission), the Commission for Racial Equality and the Disability Rights Commission.

It is intended (apart from certain exemptions in Part 2 of the Act relating to religious organisations) to make unlawful discrimination on the grounds of religion or belief or sexual orientation in the provision of goods, facilities and services, the management of premises, education and the exercise of public functions.

The Government of Wales Act includes a commitment to equality of opportunity for everyone in Wales.

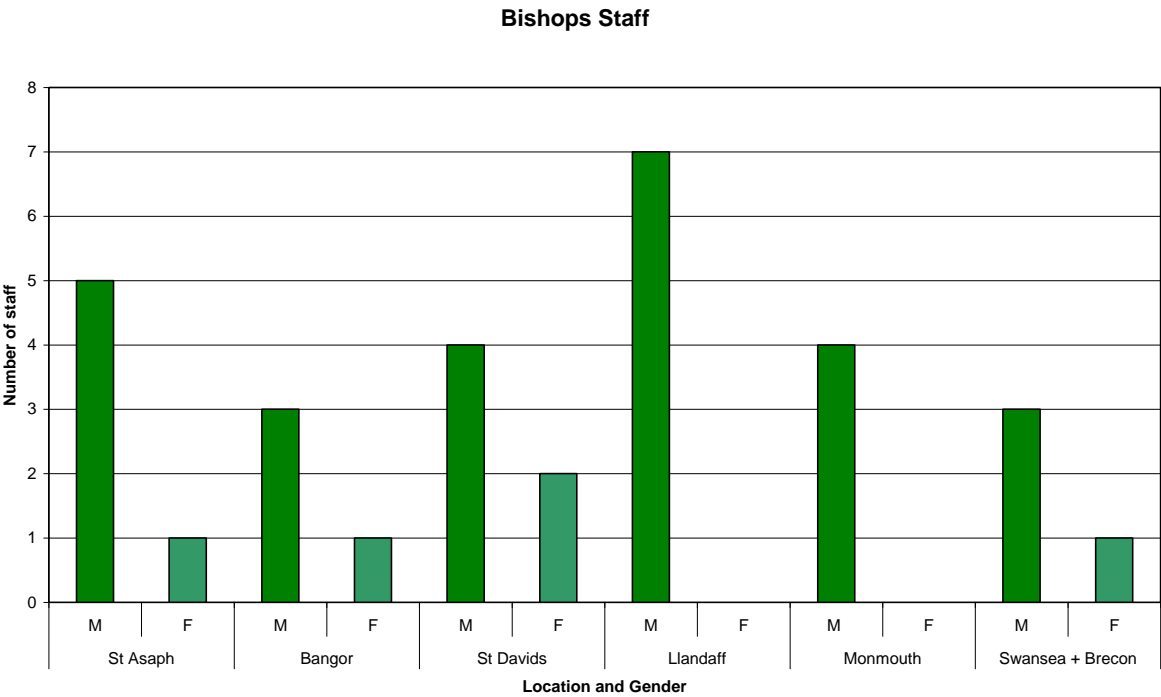
4.5 Church in Wales Current Context

4.5.1 Representation of women – the existing position

The following graphs illustrate the under representation of women on committees at Provincial and Diocesan level: more information is detailed later on in the report. Women are however taking a more equitable responsibility for work in Parishes.

Bishops' Staff

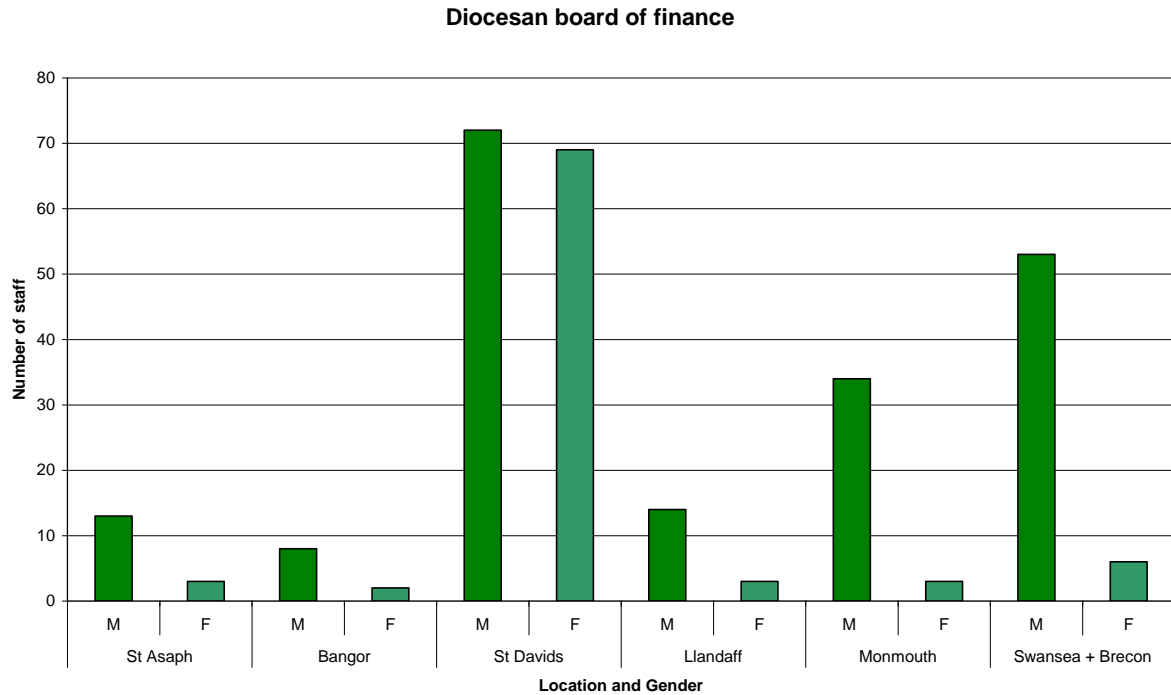
Only 6 of the 33 Bishops' staff are women, no Cathedral Deans or Archdeacons are women.



Bishop's Staff are defined as the Dean, Archdeacons, Assistant Bishop, Chaplain and Diocesan Secretary.

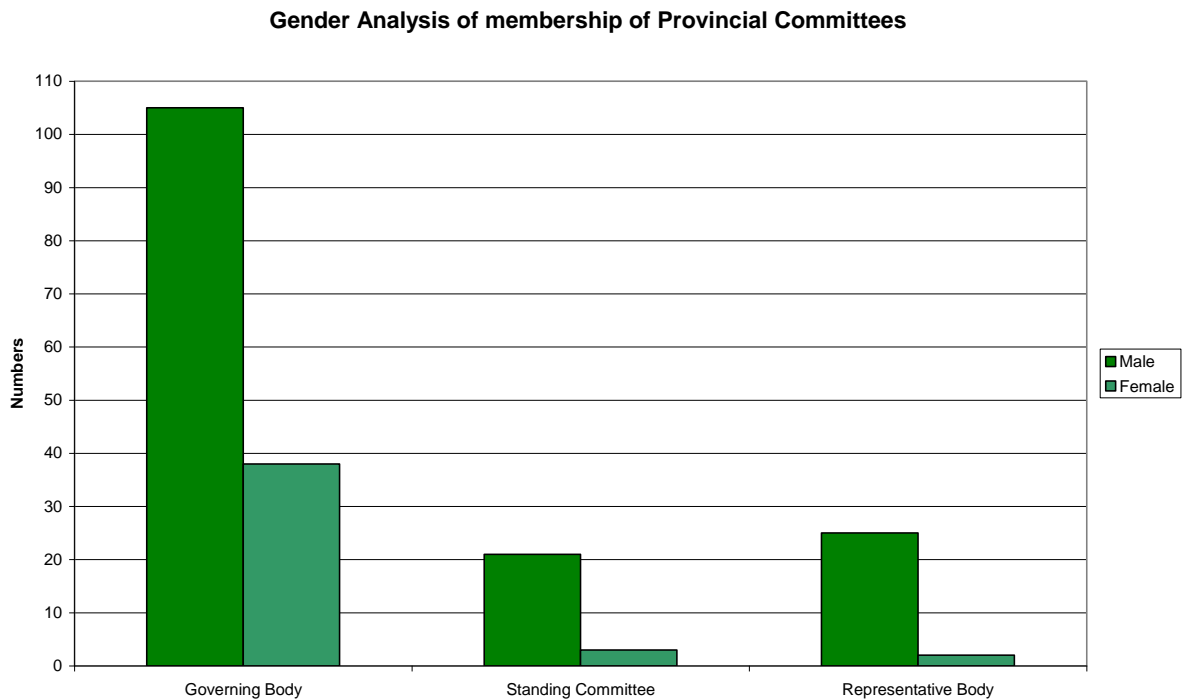
Diocesan Board of Finance

In five of the dioceses less than 20% of the members of the Board of Finance are women.



Provincial Committees

The gender inequality of representation on Provincial committees is evident in the following graph



4.5.2 Current Church in Wales Policies

Over the past few years, in response to the need to ensure that the Church has considered the significance of the development of a national legislative framework that addresses a range of employment and human resources issues, work has taken place to produce and approve for use a number of policies. The use of these policies is aimed at the implementation of best practice and ensuring the Church is an exemplary employer.

Representative Body Policies

The Representative Body as a principal employer within the Church in Wales has adopted an equal opportunities policy that supports the Church in its Christian mission to the people of Wales in 2006.

The Representative Body in its policy stated that it will not discriminate on grounds of sex, race, disability or age in the:-

- Advertising of vacant posts
- Recruitment and appointments
- Terms, benefits and conditions of employment.

Over the last six years this policy had been put into action with the introduction of:

- A recruitment policy which focuses on securing the best person for the job, based on open recruitment advertising, the use of application forms and assessment tests;
- induction of all new staff which includes a specific section on the ethos of the Representative Body towards equality of opportunity in training, promotion and language;
- introduction of flexible working to meet the needs of working parents in line with statutory provisions;
- an equal pay audit and the introduction of a new pay and grading structure based on an analysis of every job using a process of job evaluation;
- improved maternity, paternity and adoption provisions in line with statutory provisions (these have also been granted to clergy);
- the development of and distribution of a staff handbook;
- a revised retirement policy to meet the requirements of the Age Discrimination Regulations.

Other office procedures which ensure that information about the Representative Body and the way in which the Representative Body is able to meet the needs of disabled people have been introduced including:-

- Standardised logo, typeface and layout for all written communications
- Intranet facilities
- Updated computer equipment
- Work station assessments.

Province wide policies

- *Disability Discrimination Strategy*

A Disability Discrimination Strategy has been approved by the Governing Body in April 2002. (This policy formed Appendix II to the Report of the Standing Committee)

- *Bullying and Harassment Policy*

A Bullying and Harassment policy has been developed with the backing of the Bench of Bishops.

- *Language Policy*

In 1999 the Governing Body developed a set of policy guidelines for the use of Languages in the Province, and in 2007 the Governing Body approved a full Language Scheme for the Province, which was acceptable to the Welsh Language Board.

Training and ongoing work in the wider Church

Training and awareness raising has been undertaken with the Bench of Bishops, all Archdeacons, and the Area Deans in the dioceses of St Asaph, Monmouth and Swansea & Brecon on a range of issues including the Disability Discrimination Act and its impact on health and the ability to work, fair recruitment procedures and statutory leave and pay provisions.

Extension of Employment Rights to Clergy

Over the last five years the development of Terms of Service has provided an opportunity to highlight potential areas for discrimination including women's issues.

The Clergy Terms of Service Project, chaired by the Bishop of Monmouth, is proceeding through the consultation stage. Its two reports have already been provided to the Governing Body and this is likely to provide a much broader

platform on which to develop an equalities strategy, particularly in relation to the extension of statutory employment rights to clergy which are underpinned by equality.

4.6 Theological Context

The admission of both men and women to baptism, and the long-held statement of our church that there are no theological objections to the ordination of women are important indicators of an intention towards inclusion of women and men on an equal basis in all parts of the service and leadership of the Church.

Being charged with the tasks of reviewing the representation of women in the Church in Wales, and making recommendations for best practice, we have started from the belief that all humans are created in God's image, with equal dignity, potential and responsibility. Striving for gender equality is about working to enable women and men to be better co-recipients and ministers of God's grace and salvation.

Our theology of inclusion, which leads us to strive for this equality, draws from the many streams that combine to form the Anglican tradition. At its heart is the recognition that the God revealed to us in scripture, revelation and tradition is far bigger than any of us can imagine. All have some understanding or experience of God that can help to build a wider vision.

The God we worship, whose love we begin to know and uncover, is one who creates and loves diversity. God shows us from the beginning of the world that all women and men are created in the divine image. In Christian theology this dynamic diversity continues to be revealed in the God we encounter as Trinity and who calls men and women to participate through baptism in the work of reconciliation.

The Anglican Communion has already recognised this in aiming for greater inclusion of women. Women from every part of the Communion, including the Church in Wales, have been represented at the International United Nations Commission on the Status of Women. Involvement in this work has led to wider recognition that the Christian Church has much both to offer and to receive in work for equality.

God is not detached or remote from creation; the Bible, Christian history and experience consistently show how God is involved in the world. God breaks into created life, standing alongside the suffering, the oppressed and the disempowered and longing for all of creation to find healing and wholeness. This finds fullest expression for Christians in the doctrine of the incarnation from which we draw inspiration and encouragement in our vocations and discipleship.

How we work out what this means for our understanding of our diverse gifting has always been a journey of exploration. We can chart a radical movement of some Christian attitudes, for example, towards slavery, even in recently remembered history. Our ideas about God have similarly been enriched and expanded by a greater appreciation of both the power and the limitations of the language we use to

speak of God. Gendered language about God has been used with increased care and imagination by many Christian writers to enable both women and men to feel closer to God.

Church people may feel tempted to disengage from this debate about gender equality, because it is difficult and they fear conflict. It can seem safer to stay with words, ideas and behaviour that are familiar. The Group looked at some difficult questions about the limits of inclusion and tolerance asking in particular who was marginalised or excluded by any theological stance that we take. It was recognised that there is a dangerous attraction for Christians who feel that their view-point is marginal or unpopular to regard themselves as victims.

There is much work to be done at every level of church community to create a transfiguring and reconciling church. A mature understanding of power dynamics recognises the peril for all Christians in this.

The Working Group's view is that the Church should be an inclusive community because God is an inclusive God.

4.7 Social Context

Church members reflect a cross-section of society. Increasingly over the last thirty years working people and children have become used to living with equality of opportunity. People are used to working and learning in an environment which strives to uphold values of respect, dignity, equality and fairness.

The Working Group considered the stereotyping of certain roles in the church, for example being a member of a Provincial Finance Committee or being Parochial Church Council (PCC) secretary. It was recognised that stereotypes could often be perpetuated by concentrating on the role of one gender. It was keen to ensure that the recommendations of this Report enable men and women to perform the tasks they wish to do or feel able to do best, and that a culture is encouraged where tasks are undertaken by the best person for the job. Other institutions which have improved gender equality over a prolonged period of time are shown by research to display the following characteristics:-

- (i) Clear leadership of the gender equality agenda;
- (ii) Championship of those with skills regardless of gender;
- (iii) Early sensitivity to the issue of balanced representation particularly on committees and public platforms;
- (iv) A clear fairness framework in which those who are uncomfortable about change feel that they are not discriminated against;
- (v) An inclusive agenda which is open and exciting.

4.8 Ecumenical Context

Cytûn – Churches Together in Wales - have undertaken some work in the area of Women in the Churches and in Society, which resulted in the publication by Cytûn

in 2004 of the Book entitled *Women, Church and Society* - which was produced as a series of papers on issues for a Welsh context arising from the Ecumenical Decade of Solidarity with Women. These were researched by cross-denominational issue groups. The book includes the responses to the papers from denominations, including one from the Church in Wales, and it was commended to the Churches for prayerful, practical and theological discussion.

In the chapter *Women in Church Structures*, the authors assert that progress for women in this area has been tardy and try to look at why this might be so. Their report recommends a structured focus group or forum to promote, monitor and evaluate women's issues, suggests that methods, systems and ways of working be questioned and that audits be undertaken

4.9 Educational Context

The Church in Wales has a significant involvement in statutory education in the province with 168 Church in Wales Schools and a close involvement also with Roman Catholic denominational education. Through chaplaincy work and other investments we are also stakeholders in Higher and Further Education. We have 22,000 pupils currently in our schools and 2,500 teachers and support staff. This is not to mention the significant part Church in Wales members play in non-denominational education. Throughout the world of statutory education and the lifelong learning organised and supported through our local authorities, policies on equal opportunities are the expected and standard practice. They have become one of the norms of good practice and are taken as read. Significantly the focus in schools is not just in having policies in this area but the focus is on dealing with discrimination and bullying. A policy that simply recognises bad behaviour is not sufficient, our schools have to map out effective strategies to address and tackle the issues.

In the internal educational life of the Church in Wales we are on a journey towards the targets that have already been met in the world of statutory education. Education in a church context affects every part of our church; from parish Sunday schools and study groups through to the training offered for lay and ordained ministries at deanery, archdeaconry, diocesan and provincial level. Our Clergy undertake initial and continuing courses of training and there are many opportunities for the equality agenda to be addressed and supported. Specific Equal Opportunity training tends to be implicit rather than explicit in current patterns of training. With the growing introduction of policies on such issues as bullying there is a growing awareness of the need for specific and focussed training at every level. The work that has already been done across the Province on child protection offers a good model of how this is possible, and can be highly effective.

5. A Review of the Representation of Women in the Work and Structures of the Church in Wales

5.1 Introduction.

The Working Group reviewed gender representation in the work and structures of the Church in Wales. It recognised early in its work that although it is simple to present the facts concerning representation at a point in time, it is trends which are more relevant. These statistics provide the background information against which change can be measured.

The Working Group in presenting the data has identified the point in time it relates to and has ensured that where possible the data is correct for that date. Trend data can then be established by collecting this data on an annual basis.

5.2 Analysis of Gender Representation in the Church in Wales on 1 April 2008

The two tables in Appendix I of the report provide the detail of gender representation at Provincial, Diocesan and Parish level in the Church in Wales.

5.3 Summary of Results of an Analysis of Gender Representation

The data concerning gender representation in the Church in Wales in April 2008 will form a baseline against which change can be measured. (The data is set out in Appendix I to the Report).

The data shows that at a Provincial level only 47 out of the 268 committee places are occupied by women. At a Diocesan committee level there is also a low representation of women with the exception of the Diocese of St Davids where there is a more equitable representation.

In comparison, at Parish level representation shows that between 53 and 58% of church wardens are women and between 67 and 80% church secretaries. In between 43 and 57% of parishes the post of PCC treasurer is held by a woman. It is difficult to understand why the women undertaking these roles are not chosen to represent the Church at Provincial and Diocesan level.

6. Key Issues and Recommendations

The Working Group has concluded that the Church and any other institution is best placed to fulfil its mission when all of its members are enabled to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals. As a result of analysing the existing position regarding the representation of women in the Church in Wales and the context within which the Church is working the Group has identified the following key issues and recommendations. The Group is of the view that the implementation of these recommendations will result over time in a Church in which men and women are better able to work together to further the mission and ministry of the Church.

6.1 Equality of Representation

At present men and women do not have an equal opportunity to be elected or nominated to take up roles of decision making in the Church even though they are shown to be playing a full part in the working of the church at parish level. This is considered to be because of:-

- (i) existing culture including unacceptable discriminatory behaviour;
- (ii) concern about the theological basis of equality;
- (iii) the existence of a male orientated culture which has become institutionalised.

The Working Group explored what would appear to be perpetuating the stereotypes - it did not, however, want to do this by concentrating on one gender at the expense of the other. It explored ways of developing recommendations which would encourage a culture of gender neutrality and an understanding of “men and women” not “men or women”.

It is recognised that in the Church in Wales there is a long way to go before structures are achieved where at every level there is equality of representation. This is not simply an issue about the ordination of women, but about the culture and behaviour of the whole body of the Church, from Parochial Church Council Committees to Diocesan Boards of Finance, the Representative Body and the Governing Body, all of whom need to be aware of the need to encourage and empower those involved in the church to utilise their skills to the full.

There is a need to encourage the development of positive role models, and to remove any vestiges of institutional unfriendliness. The Church in Wales needs to ensure that there is scope for these issues to be widely and openly discussed, and that support is available to all who feel marginalised, excluded and uncomfortable. The Working Group recognised that the existing culture has been very difficult for some women and wishes to encourage not just equality but also a culture where all are aware of their rights, responsibilities and also obligations.

The Church must work towards the achievement of structures at every level which reflect gender equality and professional working practices. The Working Group considered the practicalities of this, and considered gender balance is not an end in itself, but that the aim should be to achieve a genuine equity of opportunity by taking positive steps to consider the issues of equality. Women have been appointed as Cathedral Canons and Area Deans in a number of areas in Wales.

The experience of organisations is that if steps are taken to empower men and women equally and to have equal expectations then over time equality of representation will be achieved.

Recommendation 1

The Working Group recommends that:

- (i) The achievement of equality of opportunity for representation is a prerequisite for the achievement of equality of representation. It will take time to achieve change so the following proportions are suggested in the realistic pursuit of a change in culture.
 - Committee Representation
 - Aim for lay representation on all committees of at least 30% women by 2011 and 50 % women by 2013;
 - Aim, as soon as possible, for a gender mix of clergy which reflects the existing gender mix in ordained ministry.
 - Governing Body Representation
 - Aim for at least 50% women by 2013 in the house of laity
 - Aim for at least 30% women in the house of clergy by 2013 reflecting the existing gender mix in ordained ministry.
- (ii) The Working Group expects that in the next 5 years, as a result of 11 years of the ordination of women as priests and after 28 years ministry by ordained women, some Archdeacons, Deans and other senior post holders will be women.
- (iii) The Working Group expects there to be annual publication of gender representation at all levels in the Church.

6.2 Committee Representation

The working Group considers it important that the Church in Wales makes explicit how committees are set up and how membership is achieved. It is recommended that the Church gives serious consideration to adopting fully transparent selection systems for all committees and appointments.

The Working Group is aware that the procedures of the Provincial Board of Nomination have been adopted by the Diocesan Boards in recent years in an effort to be seen as more open. The Working Group endorses this action.

Recommendation 2

It is recommended that all Church committees and conferences should:

- (i) examine their appointment, election and co-option mechanisms to ensure people are selected because of their skills and the contribution they can make;
- (ii) ensure their processes are clear, understandable and well publicised.

6.3 Equality Policies and Training

The Group recognised that considerable work has been undertaken over the past few years, in response to the need to ensure that the Church has considered the significance of the development of a national legislative framework that addresses a range of employment and human resources issues. The policies which have been developed were aimed at the implementation of best practice and ensuring the Church was an exemplary employer.

Equality policies had hitherto not been part of the mainstream culture of the Church in Wales. It is suggested that the only way to raise awareness of the need for equality is by training and awareness raising in the mainstream of Church life. It is necessary to persuade people to feel that they need to sign up to equality, and either to reflect the society in which the Church lives or to lead the society the Church lives in where it is seen to be lacking.

A set of Equality policies needs to be produced, and approved by the Governing Body which would enable the Church in Wales to achieve the highest standards of human resource management. There is also a need to increase training and awareness raising throughout the Church.

Recommendation 3

In order to achieve a greater awareness of the importance and relevance of equality it is recommended that:-

- (i) A set of Equality policies is produced, and approved by the Governing Body.
- (ii) The leaders of the Church engaging in training should be required to provide sessions focused on the importance of equality of opportunity and experience;
- (iii) Church people are made aware of the statistics and facts about equality of representation. Only when the facts of gender representation are known to the majority of the Church will they grasp what needs to be done to provide the Church with the opportunity to utilise all the skills available;
- (iv) There should be ongoing support for those in positions of authority within the Church to enable and support them in fully empowering men and women in the Church;
- (v) Those providing training for the clergy should be required to include gender equality understanding in the curriculum;

- (vi) Resources need to be identified for training in gender awareness and confidence building, for use and promotion in our Churches, Church Schools, St Michael's College and Trinity College Carmarthen.

6.4 Culture

The Working Group became aware of the existence in some parts of the church of a culture of discrimination, bullying and deliberate exclusion of individuals because of their gender. This culture has and does cause hurt and the group feels that there is a need for the Church to be unequivocal in its condemnation of such attitudes.

The Church must work towards achieving at every level of the organisation a culture which has at its core the values of respect, dignity, fairness and equality. It needs to ensure that individuals;-

- (i) Are treated with dignity,
- (ii) Behave with dignity,
- (iii) Show appreciation,
- (iv) Show fairness and respect, and
- (v) Are enabled to make the full use of their gifts

All of these issues need to be part of a long term process of culture change.

Recommendation 4

It is recommended that the Governing Body and all in authority in the Church support the achievement of the core values of respect, dignity, fairness and equality in the Church in Wales and are unequivocal in their condemnation of discrimination by gender and its associated behaviour.

6.5 Ordained Ministry

The Working Group identified a major concern as being the deployment of ordained women within dioceses and the Province. There are no senior appointments of women in the Church and there is concern that a wealth of experience is not being utilised. It should not be assumed that because a particular incumbent is opposed to the ordination of women, that the parish would not be willing to accept a women priest as their next incumbent. Empowered ministry is a success story - it is about getting the right people in post.

The Working Group found it difficult to understand why the ordination of those opposed to the ordination of women continues in a Church committed to the ordination of women. The group was concerned that commitment to gender equality did not form part of the selection of ordinands.

It is considered essential that all new ordinands are recruited in a fair way and that the need to ensure gender equality is part of their basic training for the priesthood.

Recommendation 5

The Working Group recommends that:-

- (i) The recruitment of ordinands takes account of their commitment to gender equality.
- (ii) The training of ordinands incorporates specific gender equality awareness training.
- (iii) That clergy responsible for the supervision and training of curates are required to have attended a gender equality course and to show a commitment to continued awareness.
- (iv) That gender equality is on the agenda for the continued ministerial education of clergy and trained laity.

6.6 Worship Experience

The use of exclusive language in liturgy is a problem for some people, men and women. The group emphasises the need for inclusive language.

The Holy Eucharist 2004 and *Services for Christian Initiation 2006* represent great steps forward in this respect, and offer a breadth of imagery which enlarges our vision of God and our understanding of Christian discipleship. However, a large number of parishes still use the *1984 Book of Common Prayer* (Green Book). Those leading worship need to be sensitive to how language is heard and interpreted. A passion for traditional language need not go hand in hand with the use of exclusive language.

There are occasions when apparently small changes in wording represent an important theological understanding for example the dropping of the promise 'to obey' on the part of the bride in the marriage service stresses the mutual responsibilities of both partners who now make the same vows to each other. To pray "for 'for all' or 'for all people' according to their needs" makes clear that the needs of women and children are included in our intercessions.

Recommendation 6

It is recommended that the use of inclusive language in worship is endorsed and encouraged.

7. Conclusion

The Working Group identified a large deficit in the representation of women in committees at Provincial and Diocesan level. It also identified a lack of commitment to addressing the issues of gender equality. It is of the view that the recommendations if implemented will ensure a slow but certain move towards gender equality and equality of opportunity in the Church in Wales. True equality will be achieved slowly as the result of a culture change and will result in men and women working together in both the mission and ministry of the Church in Wales.