

CORFF LLYWODRAETHOL YR EGLWYS YNG NGHYMRU

**ADRODDIAD
AR GYNRYCHIOLAETH MERCHED
YN YR EGLWYS YNG NGHYMRU**

MAI 2019

THE GOVERNING BODY OF THE CHURCH IN WALES

**REPORT
ON REPRESENTATION OF WOMEN
IN THE CHURCH IN WALES**

MAY 2019

Report of the Working Group appointed by the Standing Committee to review Representation of Women in the Church in Wales 2018

I. Background

The Provincial Standing Committee of the Church in Wales set up a Working Group in 2006 to review and make recommendations concerning the Representation of Women in the Church in Wales in all aspects of Church life.

The Working Group was set up in response to the United Nations Millennium Development Goal of achieving equal representation of women in decision making at all levels of organisations and the commitment of the Anglican Consultative Council to strive towards this in all Anglican Provinces.

The 2006 Working Group was asked to review the representation of women in the structures of the Church in Wales and to make recommendations about the ways in which the Province could work towards the achievement of the Millennium Development Goal.

The Working Group carefully examined the issues relating to equality and the representation of women in the Church in Wales and was of the view that the Church was best placed to fulfil its mission when all its members were enabled to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals.

The Working Group reported to the Governing Body in 2008 and identified several concerns:

- the pattern of deployment of ordained women within Dioceses,
- the lack of senior appointments of women in the Church,
- the continued ordination of those opposed to the ordination of women,
- the existence in some parts of the Church of a culture of discrimination, bullying and the deliberate exclusion of individuals because of their gender.

The recommendations of the Working Group were accepted after debate by the Governing Body and a detailed schedule was prepared which allocated responsibility for carrying out the recommendations.

The Working Group at the request of the Standing Committee reviewed progress in achieving the recommendations of the 2008 report in 2011 and undertook a more detailed review in 2015.

The 2015 Report was discussed by the Governing Body in April 2015. This discussion took place at the same time as the debate about the appointment of women bishops in the Church in Wales. The Governing Body after debating the Report entitled "Report on Representation of Women in the Church" approved the following resolution:

“That the Governing Body:

- (i) receive and welcome the Report of the Working Group on Representation of Women in the Church in Wales dated April 2015;
- (ii) accept that the Church in Wales has not achieved in the last seven years the expected cultural change, the appointment of more women into senior posts and the greater involvement of women in Church decision making;
- (iii) recognise that the equality agenda is the responsibility of the whole Church;
- (iv) commend the Report to the Province, dioceses, deaneries and parishes for study and appropriate action;
- (v) request the Standing Committee to allocate the recommendations in the Report to the appropriate bodies for action;
- (vi) request the Standing Committee to report back on progress in implementing the recommendations within 3 years.”

The Standing Committee considered how to implement this resolution and agreed:

- a) to make the report available to parishes, deaneries and dioceses for study and action;
- b) to continue to collect and monitor annual data from dioceses and the Province;
- c) to bring a further Report to the Governing Body in 2018.

A new Working Group was set up by the Standing Committee in 2017 to report on the progress in achieving the recommendations of previous reports.

2. The 2018 Working Group.

The Standing Committee gave the 2018 Working Group the following Terms of Reference:

1. *To review the representation of women in the work and structures of the Church in Wales and in particular to review:*
 - (a) *Progress made in implementing the recommendations made by the Working Group on the Representation of Women and adopted by the Governing Body in April 2015; and*
 - (b) *The extent to which women are being appointed to senior posts in each diocese.*
2. *To report to the Governing Body by September 2018. (subsequently amended to May 2019)*

Dr Gill Todd, who had chaired the previous groups, agreed to chair such a group, and it was agreed this would enable continuity with previous membership.

The following members were appointed:

Dr Gill Todd (Chair) (Swansea & Brecon)
The Reverend Dr Manon Ceridwen James (St Asaph)
The Reverend Kim Williams (Bangor)
The Reverend Canon Dewi Roberts (St Davids)
The Reverend Canon Jenny Wigley (Llandaff)
The Reverend Canon Jennifer Mole (Monmouth)
The Reverend Dr Jean Prosser MBE (Monmouth)
Mr Sandy Blair CBE, DL (Monmouth)
Dr Siân Miller (Swansea & Brecon)

The Working Group met 5 times and took evidence from The Reverend Professor Jeremy Duff, Mrs Buzz Squires, Norma Jarboe OBE, the Reverend Canon Enid Morgan and Ms Juliet Jukes.

3. 2017- 2019 Context

The challenge to the Church in Wales in 2017- 2019, as it reviews the progress it has made in the last 13 years in achieving gender equality, is the need to review this progress not just in the context of the Church but also the societal changes which have taken place during this time.

One of the most far reaching of those changes relates to the use of social media and the widespread use of computers and the internet. *Twitter* is now embedded into public life and it has been interesting to observe how it has contributed to the debate of the Governing Body of the Church in Wales.

Another change has been the explicit nature of the discussion which has been generated around the world under the auspices of the MeToo movement. The MeToo movement (or #MeToo movement), with a large variety of local and international alternative names, is a movement against sexual harassment and sexual assault especially in the workplace. Legislative changes to address harassment and bullying in the workplace have also been enacted.

There is also an increased understanding that achieving equality is about creating an environment in which men and women are equally proud to identify with the issue and to promote positive behaviours.

There has also been a greater understanding of conscious and unconscious bias both in employment practices and in workplace activities. The national debate relating to the gender pay gap and the requirement for large organisations to publish the pay of men and women in their employment has also widened the scope of the debate on gender equality.

At the first meeting of the new Working Group concerns were raised that although several women had been appointed to senior posts there was a view that the culture of the Church in Wales had still not become fully inclusive. There had been an expectation that the work of the Diocesan groups, which it was recommended should be set up in the 2015 Report, would have achieved major change. The Working Group appreciated that it was still too soon for the women appointed to senior roles in the Province to influence the culture in a major way. However, change is anticipated. A review by FTSE 100 organisations of gender

equality has shown that organisations succeed when there are women in leadership roles and organisations embrace rather than tolerate diversity.

4. Restatement of underlying principles

In addressing the issues of equality and the representation of women this Working Group endorses the following principles which have underpinned the work done since 2008: -

- *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.*
- *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.*
- *It is essential that the Church promotes a culture where dignity, respect and fairness for all its members are paramount.*
- *True equality will be achieved as the result of a change in culture which will result in men and women working together in both the mission and ministry of the Church in Wales in a way which has the potential to transform.*

The experience from previous reports is that these principles are accepted without challenge. Nonetheless, there is evidence that the Church in Wales has not consistently grasped these principles in all areas and not yet ensured that they are achieved.

Twelve years should have allowed enough time for a major shift in understanding of the benefits of embracing equality. It is disappointing that the Church in Wales continues to have a number of all male or nearly all male Chapters and all male Ministry / Mission Area Teams, some all-male appointment committees and some all-male decision-making committees. It is very sad that some women, both ordained and lay, in parts of the Church in Wales still feel that their contribution is not valued.

5. Review of the recommendations authorised for action by the Governing Body in April 2015

The following recommendations were made by the Working Group in 2015 and each is followed by detail of the progress made in its implementation: -

5.1 2015 Recommendation authorised for action 1 - The Role of Women in the Church

The Bench of Bishops and the Governing Body must reaffirm the role of women in the Church, ensure the existence of role models for women's ministry and monitor and review on a regular basis the appointment of women to senior posts.

Progress made:

- The appointment of women Bishops to the Diocese of St David's and Llandaff, women Deans to Bangor and St David's Cathedrals and three women Archdeacons signifies major progress since the 2015 report. This affirmation by the Bench of Bishops is very welcome;

- These women will be role models for women's ministry and as such the Working Group expects them to influence the Province towards developing a culture of inclusion and one which embraces diversity.

5.2 2015 Recommendation authorised for action 2 - Diocesan Reviews

It is recommended that all the Dioceses prepare a review of their position, make a plan as to the change they require and appoint a small group to oversee the change and report to the Diocesan Standing Committee. These review reports should include targets to be aimed at, a clear plan to ensure that Ministry Teams are led by both men and women and that secondary roles are shared. The Dioceses should consider how to plan to achieve gender balance on Chapters and Diocesan Conferences.

Progress made: -

- We understand five of the Dioceses set up groups to oversee the implementation of the 2015 Report and one Diocese is planning to do so;
- The appendix to this report includes an up to date summary of the progress made in each Diocese and the way in which each has identified different issues on which to concentrate.

5.3 2015 Recommendation for action 3 - 2020 Vision

The Standing Committee is charged with the implementation of 2020 Vision and should consider the Working Group's Report in relationship to the establishment of Ministry Teams which focuses on the need to establish Ministry Teams which are gender balanced or have a plan to achieve such balance. This is the opportunity for the Church to ensure the stereotyping of men in leadership roles and women in supporting roles is unacceptable because it provides to the young and old a clear message of a Church which discriminates on grounds of gender.

Progress made: -

- The speed and process of establishing Ministry Teams or their equivalent has varied across the Dioceses. In addition, there have been many constraints and challenges. Dioceses have attempted to develop those in post so that they are able to undertake the new challenges of working in teams;
- The opportunity to move straight to gender balanced teams has in many places not been available but in some parts of the Province teams have been achieved which reflect a good gender balance;
- The Standing Committee, following the 2015 report, sent letters and a schedule of actions to be taken, to all those allocated an action by the Standing Committee;
- It is considered that further guidance is required and gender balance in teams should continue to be monitored.

5.4 2015 Recommendation authorised for action 4 - Gender Equality and Training

There needs to be a reaffirmation by the Church in Wales that it embraces gender equality and that Gender Equality must be reaffirmed as integral to the training of all ordinands, clergy and laity.

Reports on ordinands should include the quantification of and an evaluation of their understanding and commitment to gender equality. Those in training as ordinands should be required to abide by the policy of the Church with regard to discrimination.

Progress made: -

- St Padarn's Institute reports that Gender Equality is now an integral part of the training it provides to all ordinands, clergy and laity. As a constituent part of the Church in Wales it shares the wider Church's policies on discrimination and gender equality;
- In the two years since its formation in 2016, St Padarn's has moved decisively to ensure as far as possible gender equality within its staff team. Individual appointments are made on merit and given the relatively small number of staff there will never be complete equity;
- In November 2018 the proportion of staff in key categories who are female were: senior team (67%); ordinand tutors (38%); tutors (42%). The Working Group was told that feedback from female ordinands indicated they find St Padarn's a positive atmosphere and culture;
- St Padarn's reports that the ability to work positively with those of different genders is seen as an integral part of formation and is taken seriously throughout an ordinands time. Where there are weaknesses in this area this is indicated in reports to the sponsoring bishop;
- The issue of Gender Equality and training is dealt with in more detail by the 2019 Working Group and further recommendations will be made in the report.

5.5 2015 Recommendation authorised for action 5 - Vocation

The Church must invest in the promotion of ordained and lay ministry as a vocation for men and women equally. There is a need for Dioceses to review their systems and structures for identifying and encouraging those with a vocation. It needs to ensure that the appropriate policies are in place to enable men and women with domestic commitments to fulfil their vocations. The Church accepts the vocation of those who are self-supporting and benefits greatly from their selfless service. The enabling of those with domestic commitments and geographic immobility to respond to their vocation and be considered for stipendiary ministry needs careful consideration.

Progress made: -

- Some Dioceses have worked hard to review their systems and structures for identifying and encouraging those with a vocation.
- There have been conferences, and quiet days as well as dedicated input by Diocesan Officers.
- This remains an important ongoing issue for the Province and has been considered again in the 2018 Report.

5.6 2015 Recommendation authorised for action 6 - Cathedral Ministry

All the Cathedrals should have a clergy team which reflects a gender balance and is able to set an example of men and women working together to demonstrate excellence in all aspects of ministry.

Bishops, Cathedral Deans and Cathedral Chapters should take positive action and move towards equality of representation in ministry and sacramental duties.

Progress made: -

- Significant progress has been made and two of the Cathedral Deans are now women.
- Cathedrals have a small number of staff and turnover is slow but all report being enthusiastic to improve the gender balance of their teams when the occasion arises.
- The gender balance of Cathedral Chapters has improved but there is potential for further progress.

Gender composition of Cathedral Chapters in the Church in Wales

Cathedral Chapter Trustees

	Male	Female	Total
St Asaph	10	4	14
Bangor	6	5	11
St Davids	13	7	20
Llandaff	12	3	17 (3 vac)
Monmouth	11	1	12
Swansea & Brecon	7	1	9 (1 vac)

NB Chapters usually consist of the Dean, Archdeacons and Canons. Honorary Canons are not members of the Cathedral Governing Body, the Chapter.

5.7 2015 Recommendation authorised for action 7 - Review of the Appointing Process and Trends in the Movement of Clerics.

There needs to be a review of the appointment process and the outcome of appointments from the point of view of gender equality. This review should include a review of the advertising of posts and the gender makeup of the appointing committee. There also needs to be a review of the movement of clerics which would provide helpful information to those responsible for recruitment and deployment.

Progress made: -

- This remains an important ongoing issue for the Province and St Padarn's and has been considered again in the 2018 Report. A working group set up by the Standing Committee to review and modernise the Appointments and nomination System reports to the Standing Committee in February 2019.

5.8 2015 Recommendation authorised for action 8 - New Training Body

The new Training Institute which is to be established for the whole Church is an opportunity to build on the work already being carried out to achieve gender equality, provide role models for male and female ministry and create a training environment in which diversity is understood and celebrated. In addition, there is a need to deal with the practical working out of the Bench of Bishops' policy of continuing to accept ordinands who are opposed to ordination of women in a Church that accepts women's ordination in its Constitution.

Progress made: -

- The first part of this recommendation has been dealt with under recommendation 4.
- There have been occasions when ordinands have been accepted for training and for ordination who are opposed to the ordination of women; this is a matter for the policy of the Bench and is not the policy of St. Padarn's Institute.

5.9 2015 Recommendation authorised for action 9 - Provincial Committee Representation

The Standing Committee and the Representative Body need to produce a plan for achieving gender balance in the membership of Standing Committee Sub-committees and the Representative Body. A system of co-option may be required.

The equality policies and procedures provide a competent framework for the achievement of a Church where men and women are encouraged and enabled to play a full part in both decision making and day to day working. Regular audits of the reach and implementation of these policies should enable the Human Resources Committee to identify why the policies are not leading to a faster achievement of gender equality. The results of these audits should be made available.

Progress made: -

- This remains an important ongoing issue for the Province and St Padarn's and has been considered again in this Report.

5.10 2015 Recommendation authorised for action 10: - Use of Inclusive Language in Church Worship

While the language of more recent liturgical texts is more inclusive, guidance is needed to use the 1984 Prayer Book with sensitivity. Hymn books and bible translations also vary in their use of inclusive language. Guidelines and resources should be made available to clergy and anyone producing 'in house' booklets and service sheets.

Progress made: -

- This remains an important ongoing issue for the Province and St Padarn's and has been considered again in this Report.

5.11 2015 Recommendation authorised for action 11 - Need to report on progress in three years

It is recommended that the position should be reviewed in 3 years.

Progress made: -

- Detailed in this Report.

6. Review by the 2018 Working Group.

The 2018 working Group was asked to review the representation of women in the work and structures of the Church in Wales and in particular to review the progress made in implementing the recommendations made by the Working Group on the Representation of Women and adopted by the Governing Body in April 2015; and the extent to which women are being appointed to senior posts in each Diocese.

The review of the progress made in implementing the recommendations of the 2015 Working Group is detailed in the preceding paragraphs. In the 2015 Report it was said “that action is required over the next five years throughout the Church in Wales to devote energy and planning to achieving a Church able to fulfil its mission of enabling all of its members to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals”.

The Working Group considers that, while there has been considerable effort in parts of the Province to achieve this, work remains to be done. The major shift in in culture which should have been engendered by the last Report has not been achieved in all areas.

The intervening years have given many opportunities to address the issues identified in previous reports and this the fourth report describes what Dioceses have achieved - some of which, for example the appointment of two female Diocesan Bishops, two female Cathedral Deans and three female Archdeacons and a gender balance in people in training in some Dioceses, is both significant and positive. Progress has been variable and achieved at a different pace in different dioceses.

There are two further areas in which progress has been made but more needs to be done. Firstly, the balance of men and women in the laity undertaking roles in the Church indicates that the roles reflect the talents available and, in many churches, a good gender balance is achieved. There do remain some churches where the majority of the office holders are men or women, but the Working Group is of the view that the churches across the Province in the main use the talent they have positively. This is reflected in the gender balance of the lay representatives on the Governing Body. There is however no reason for complacency as there are significant committees at Provincial and Diocesan level on which women are poorly represented and in some there are very few women at all. Examples of these are as follows:

Audit and Risk Committee, 1 woman to 3 men; Cathedrals and Churches Commission 6 men to no women; Investments Committee, 7 men to no women and Property Committee, 8 men to 1 woman.

Secondly, the Church in Wales has produced some very active, enthusiastic teams which are working to further the mission of the Church and encourage the Evangelism which is at the heart of the initiative of the Bench of Bishops. Evidence and research show that when teams are gender balanced and reflect other skills and attributes in an appropriate way, they are most likely to be successful. The Working Group believes that those in authority in the Church in Wales should use every opportunity to encourage gender balance. That includes ensuring that high-profile events, services and meetings reflect a gender balance in those officiating or appearing on the platform.

There have been a number of initiatives in the Province which have been influential in moving forward the objective of the Church to achieve gender equality in all it does.

St Deiniol's Group

In 2011, the Standing Committee of the Church in Wales approved for reimbursement a one-off budget of £1000 to support the formation of the St Deiniol's Group (named because that was where it first met) convened by the Archdeacon of Llandaff, the Venerable Peggy Jackson. The aim of the Group was to establish a network of consultation and action on matters concerning women in the Church in Wales. It became affiliated to the newly formed Wales Assembly of Women, (which was contributing to the Welsh Government's equality process). It had held a meeting with Ann Beynon OBE prior to her presentation as a guest of the Governing Body and also hosted a conference on matters relating to the consecration of women bishops. This group comprises senior Church in Wales women, lay and ordained. In 2017, members of St. Deiniol's Group organised the 20th Anniversary of the Ordination of Women as Priests in Wales with simultaneous services in each Welsh Cathedral. The Group continues to act as a discussion forum for senior women, both lay and ordained.

MAECymru

MAECymru - Merched a'r Eglwys Ministry and Equality is an independent registered Charity committed to ending gender discrimination in the Church in Wales. It has a membership of women and men, lay and ordained, across Wales. MAECymru holds two conferences annually and provides Diocesan groups for support, information and fellowship, meetings, events and Quiet Days. In 2018, MAECymru celebrated the 100th Anniversary of Women's Suffrage with lunches in two Dioceses, hosted by Bishop June in Llandaff and Bishop Joanna in St. David's. The lunches were attended by over one hundred women leading organisations working to achieve gender, race and sexual equality in Wales. MAECymru continues to provide personal support and advice, information, and action on gender equality issues at national and Diocesan levels.

Dioceses

In all the dioceses there are now active plans to implement the recommendations of the 2015 Report. The dioceses are seeking feedback from female clergy in order to inform diocesan policy and to guide the diocese on future progress.

7. **Moving forward in 2019**

The Working Group, in making recommendations for the future, accepts progress has been made, but much remains to be done. We are enthusiastic about the future but keen that the principles included in the 2008 Report are again acknowledged as an essential part of the future.

- (i) Clear leadership of the gender equality agenda;
- (ii) Championship of those with skills regardless of gender;
- (iii) A plan to achieve 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.

8 **Issues for consideration by the Church in 2019**

The Working Group in reviewing the representation of women in the work and structures of the Church in Wales undertook as in previous reports to satisfy itself that the appropriate policies and procedures were in place to achieve gender equality. The Group also considered how the Church was responding to the context of the Church in 2017-2019. As a result of evidence given to the Working Group and input on changes since 2015, the following issues were considered in detail.

8.1 **Bias (conscious and unconscious)**

The Working Group considered evidence from Norma Jarboe OBE who spoke to the group on forms of bias, both conscious bias, and the more difficult area of unconscious bias. She explained that as human beings we can't avoid instinctive reactions but in making decisions we need to be aware of bias. In fact, our unconscious preferences play a primary role in how we engage with people and the decisions we make about them.

We are quick to categorise people and we use the most obvious indicators to do this: age, body weight, physical attractiveness, skin colour, gender and disability. We may also use less visible dimensions such as accent, social background, sexual orientation, and education. We automatically assign a set of unconscious characteristics - good or bad. Such categorisation is automatic, happens unconsciously and influences everyone however unbiased we think we are. As is often said "We get what we have always got because we do what we have always done". Unless we understand bias then the Church will not change. If we look at the representation of women, ethnic minorities and the disabled in our Church we at least must understand bias and take steps to ensuring that it is not contributing in a negative way.

The Working Group considered the work being done in the Diocese of London in the Church of England on unconscious bias and how they aimed to minimise it by a positive training programme. The Group is of the view that training in the understanding of bias in all its aspects is important for all clerics, ordinands, selectors and lay Ministry Area chairs to receive as part of the Church's ongoing commitment to tackling inequality. All those in the Church who sit on appointment committees or take part in recruitment should also receive training. Recognising the existence of bias and minimising it through training enables one to look forward to being part of a diverse group of people who bring on a diverse group of

people and consequently reflect a diverse Church and society. This is very much the message of Jesus in the New Testament and the mission of all God's people.

The Working Group welcomes in particular the work started in the diocese of Monmouth in this area.

8.2 Gender Pay Gap

Unequal pay for the same job for men and women has been illegal for 45 years in the UK and, of course, stipendiary ministry is paid equally. The Group is aware that the gender pay gap does not show differences in pay for comparable jobs. The gender pay gap is an equality measure used by Government to show the difference in average earnings between women and men. It is a valuable indicator of the relative inequality of pay between men and women. The UK gender pay gap is at its lowest level ever - just over 18 per cent.

The causes of the gender pay gap are complex; for example, a higher proportion of women are employed in occupations which offer less financial reward and many high paying sectors are disproportionately made up of male workers. The Government is taking action in a number of ways: -

- such as requiring large employers, including the public sector, to publish their gender pay gap and gender bonus gap;
- offering 30 hours of free childcare for working families with 3 and 4-year-olds;
- and encouraging girls to consider a wider range of careers, including those in higher paying sectors traditionally dominated by men.

The Government has commissioned a review to look at how the barriers can be removed which prevent women getting to the top of their careers. The recent attention in the media to the discovery that holders of many senior posts in the Boardrooms of large organisations and, for example the BBC, were affected by a gender pay gap has caused concern.

The Working Group was told about married couples, both of whom are ordained, but who are not both paid in the same way or the same amount for the same work. Some were in stipendiary roles and some were in non stipendiary roles. It was recognised that due to diocesan budgets, the roles were defined as stipendiary or non-stipendiary, and not the individuals. There are complexities related to accommodation but there is a need to examine these discrepancies and ensure fairness within the Church. There are also consequences for progression because a higher proportion of women clerics are in NSM roles.

8.3 Equality of Opportunity

There are several ways of considering equality of opportunity. Increasingly over the last thirty years working people and children have become used to living with equality of opportunity in Welsh society. Clerics and laity in the Church do not expect their children or their parishioners' children to be excluded from medical school, engineering or ordination on the grounds of gender. Girls and boys are encouraged at school to work

towards the achievement of the best results possible and to have equitable access to training or education regardless of gender. People are used to working and learning in an environment which strives to uphold values of respect, dignity, equality and fairness

Gender equality in the future depends on balance in the cohort of clerics who are the 'face of the Church' in communities throughout Wales and who are responsible for the organisation of worship and pastoral care. The current statistics for clergy by stipendiary / non-stipendiary status and by gender illustrates the context in which we work. Figures show a snapshot at November 2018 and demonstrate the gap in gender equality in all but two Dioceses, that, in turn, limits opportunities to promote women into senior positions. The deployment of stipendiary clerics shows a disparity between the numbers of stipendiary clergy across the genders that is not reflected in the NSM numbers in the Dioceses of Llandaff, Monmouth and Swansea and Brecon, which the Group suggests needs to be addressed urgently.

Clerical Deployment – November 2018

	Stipendiary			NSM			TOTAL
	M	F	% Female of total	M	F	% Female of total	
St Asaph	48	30	38.5%	9	10	53%	97
Bangor	34	16	32%	4	8	67%	62
St David's	58	22	27.5%	18	19	51%	117
Llandaff	80	26	24.5%	9	6	40%	122
Monmouth	36	13	26.5%	27	23	46%	99
Swansea & Brecon	48.5	8	14%	6	7	4%	69.5
TOTAL	305	115	27.5%	73	73	50%	567

Gender Analysis of Governing Body – January 2019

* This includes Ex-officio and Elected Deans.

		Male	Female	Total
Co-opted *	Clerics	7	2	9
	Lay	8	6	14
St Asaph	Clerics	5	2	7
	Lay	5	7	12
Bangor	Clerics	5	2	7
	Lay	2	8	10
St Davids	Clerics	7	0	7
	Lay	5	5	10
Llandaff	Clerics	4	3	7
	Lay	5	6	11
Monmouth	Clerics	5	2	7
	Lay	5	7	12
Swansea & Brecon	Clerics	7	0	7
	Lay	3	8	11
Totals		73	58	131

Gender Analysis of Governing Body – November 2018

Summary Table 2018 with co-options

Governing Body	Male	Female	Total
Clerics	40	11	51
Lay	33	45	78
Bishops	4	2	6
All	77	58	135

The membership of the Governing Body is overall reasonably well balanced between men and women and several Dioceses have a balanced representation of laity. The deficit is in the Order of Clerics where only a third are women and two Dioceses have no women clerics on the Governing Body. The numbers of women on the Governing Body in some Dioceses reflects the number of female clerics in post.

8.6 Changes in expectations

The years between 2008 and 2018 have seen much change proposed in the Church in Wales as a result of the Church in Wales Review (Harries Report), the approval of the appointment of Women Bishops and an increasingly open debate on human sexuality. All these issues have led to change and the appointment of two female Bishops, two female Cathedral Deans and three female Archdeacons provides the Province with several female role models at senior levels in the Church. Role models are demonstrably an important part of the development of professionals in all careers and the Church is no different in this respect.

Culture was referred to in the first Report and the attention of the Working Group has been drawn over 10 years to a concerning trend by some people to be disparaging about the skills and abilities of women. The Working Group considers that there has been considerable effort in parts of the Province to achieve a change in culture and a celebration of the success of achieving an improved gender balance, but much remains to be done.

Shifting culture is an exciting goal and is considered by the working Group to be achievable by the new positivity of the Church and the way in which skills and ability are more important than gender. This however is not yet universal within the Church and progress needs to continue. The next sections of this report relate to areas where more work needs to be undertaken.

8.7 Experience of women in training

The working group is aware that there remain difficulties for young women who wish to train in the Church. There are several issues which require careful consideration. The first of these is that there is a need for the Church to continue to develop its programmes of part time training for young men and women with domestic responsibilities, who have been selected for training for stipendiary ministry. Part time training schemes have been very successful in other professions. Those who have trained on a part time basis have shown themselves to be very competent and able to bring to the work place skills relating not just to their training but also in relationship to their other responsibilities. Such schemes however need to ensure that part time training is not just an add-on to already fully committed lives. The Group welcomes the St Padarn's part time training programme started in 2016, and recognises that this needs time to work through.

8.8 Candidates training full-time at St Padarn's

	<u>November</u>	<u>2017</u>	<u>November</u>	<u>2018</u>
Age	Female	Male	Female	Male
20-34	2	10	4	9
35-54	5	6	6	4
55	0	0	1	1
Total	7	16	11	14

The figures involved are statistically small, and thus there is fluctuation between years. However, the data from St Padarn's for full-time ordinands in November 2017 and November 2018 reveals a lack of younger female ordinands. This is particularly concerning because generally it is those ordained into stipendiary ministry at a younger age, who form the next generation of senior leaders in the Church.

8.9 Behaviour and workplace culture affecting clerics

There is ample evidence that successful organisations have an inclusive culture where employees are valued and respected; provide work-life balance with 'family-friendly' working arrangements; and there is investment in training, support and career opportunities to

inspire everyone to be 'the best they can be'. These conditions drive the culture of the workplace, impact on recruitment and retention and the well-being of everyone.

The Working Group has seen evidence that this culture is not universal in the Church in Wales. In an interview survey undertaken by St Deiniol's Group members across Wales in 2017, stipendiary female clerics were all invited to speak informally about their experiences as women in ministry, both positive and negative. The take up was uneven geographically, so the findings did not permit statistical conclusions to be drawn. There were, however, some common points which emerged from the responses which were recorded: -

39% had felt undermined by a lack of challenge to the bad behaviour they had experienced from colleagues, even when it had been reported to someone in authority;

17% had felt undermined by their training incumbent;

27% said that better support and understanding by the 'hierarchy' would have helped their situation;

only 20% felt that they had received good encouragement from the 'hierarchy'.

32% spoke of problems arising from the culture of colleagues, and/or the need to alter ongoing culture and attitudes in the Church in Wales;

37% had found their main support from their parishioners, rather than senior clerics.

The mutual flourishing of all members of the Church in Wales cannot be assured while women are still disproportionately subject to these experiences. And as long as women are unable, because of these factors, to realise their full potential in ministry, the whole Church is suffering, through the loss of the gifts (and sometimes of the people) who could otherwise be contributing so much to its growth. It is the responsibility of everyone to refuse to tolerate unacceptable behaviour. Such behaviour, may include:

- Removing areas of responsibility without discussion or notice;
- Isolation or non-cooperation;
- Persistently picking on someone in front of others;
- Overloading with work without paying attention to any protest;
- Verbal or written harassment – offensive jokes or language, gossip and slander;
- Spreading malicious rumours to third parties; making false accusations;
- Coercive or menacing behaviour;
- Unwanted physical contact ranging from touching to serious assault;
- Demanding confidentiality in order to silence individuals;
- Inappropriate sexual or racist jokes or stories.

This report recommends that each Diocese provides training for Ministry /Mission Area Teams, lay and ordained, in achieving an open and inclusive workplace; and consideration by the Church in Wales to the setting up of a confidential help line for those affected by unacceptable behaviour and for those in need of additional support.

Since the Group met, a Report on Clergy Remuneration has been commissioned by the Representative Body which is to report to the Governing Body later this year. During the course of the detailed survey of all clerics undertaken by the Remuneration Group, it was discovered that clergy, regardless of gender, were experiencing difficulties in fulfilling their ministry that went much wider than how they were paid. It is noted that many clergy experience such problems as

- not being able to take their leave requirement, (51%)
- lack of support in their ministry, (27%)
- many (38%) made suggestions around well being and pastoral support for clergy.

This should be taken into account when progressing ways to achieve a better workplace experience for clergy, and particularly the statistics that clergy tend to experience stress and difficulties across the board, and such experiences are gender blind.

The Clergy Remuneration Group says in its Report:

“We are aware that the Governing Body will be receiving a report on the Representation of Women in the Church in Wales in May 2019. We welcome this work and will be interested to see the initiatives and changes that will be recommended to address inequities between male and female members of clergy, especially around the recruitment and selection of candidates for discernment, the appointment of existing clergy into leadership positions, and the gender balance of stipendiary and non-stipendiary posts. Whilst gender pay-gap reporting does not apply to stipendiary posts, individuals should be equally rewarded for undertaking work of equal value, and the working group believes that clarity of roles and consistency in expectations are a fundamental part of achieving equity in remuneration packages.

The data and findings on gender in this report could add to the research undertaken by the Representation of Women group. Our recommendation to repeat the clergy survey provides an opportunity to include more questions on the experience of clergy, and we would welcome expanding the scope of future surveys to gather data to inform the work on the representation of women in the Church in Wales.”

8.10 Inclusive Language and Liturgy

This subject is part of the setting of the tone of an organisation, to establish a standard by using language that does not exclude any part of the community, and to be careful to consider the words we use and how they might affect other people.

The Working Group is encouraged by the efforts of the Standing Liturgical Advisory Committee, and the various Select Committees which scrutinise Liturgical Bills coming before the Governing Body in the provision of new liturgies that use inclusive language and avoid exclusive language.

A recent example of this proactive work was the Select Committee which considered possible amendments to the Schedule of the Bill to include an Alternative Ordinal within the Book of Common Prayer, to remove all references to a Bishop being exclusively male, and specifically to provide for Bishops being female, following the promulgation of the Canon to enable the Consecration of Women as Bishops in September 2013.

While the language of more recent liturgical texts is more inclusive, guidance is needed to use the 1984 Prayer Book with sensitivity. Hymn books and bible translations also vary in their use of inclusive language. Guidelines and resources should be made available to clergy and anyone producing 'in house' booklets and service sheets.

8.11 Appointments, Recruitment and Retention

The Group noted that since the Governing Body had made the Canon to permit the consecration of Women Bishops, there had been two opportunities since the promulgation of the Canon to elect Bishops to the Sees of St David's and Llandaff. On both occasions, the Church in Wales has chosen to appoint women, Bishop Joanna Penberthy to St David's, and Bishop June Osborne to Llandaff.

The Group heard evidence from Buzz Squires, a former HR adviser to the Diocese of Chester, and from Juliet Jukes the head of Human Resources in the Province, on aspects of best practice in recruitment and retention of clerics.

The Group was made aware that the Standing Committee had commissioned a Small Group to review present arrangements for clerical appointments (The Nomination System) and make recommendations as to what might be done to ensure the system better reflects both the way in which the modern Church aims to work and good employment practice. That Group had sought to identify best practice within the Church in Wales at the moment, reflect on recent shifts in the culture of clerical deployment and encourage flexibility by keeping prescriptive regulations in this area to a minimum.

Its conclusions are broadly that the current process is no longer fit for purpose, and amongst its detailed recommendations it felt that the appointments process should be informed by the following general principles:

- Responsibility for various roles within the appointments process needs to be clearly delineated via a local action plan to help establish clarity and enhance transparency;
- It is recommended that anonymous exit surveys (not interviews) of outgoing office holders be undertaken as a matter of course to help Dioceses to plan ahead for the future and better identify needs;
- The principles of equality, dignity and respect for candidates for all posts need to be set down in the way the Appointment Panel works in order to eliminate any perceived disadvantage from potential applicants as the Panel seeks to identify the most appropriate people for ministerial posts;
- All opportunities for clerics should be published Province-wide;
- Advertising for volunteers should be appropriately worded;
- Ways to encourage applications ought to be developed, avoiding any kind of discrimination, but ensuring a wide range of candidates could apply;

- Appointing Panels need to identify good reasons to make an appointment or not to appoint. Equally, the process needs to be authoritative and the status of the Panel's nomination should reflect this;
- Training for Appointment Panel members in understanding inclusivity and conscious/unconscious bias should be provided;
- It is essential that all those involved in the Appointments Panel are part of a confidential process, until the announcement of the successful applicant for the post.

The Standing Committee Nominations Group hopes that these general principles will be incorporated as far as practicable into the proposed changes to the chapter in the Constitution that relate to Appointments and Nomination. The Working Group welcomes the proposals of the Standing Committee Nominations Group as they are very similar to the views developed by the Working Group.

8.12 Training for Leadership

The Working Group considered how women and men should be prepared for leadership roles in the Church. There is at present no consistent Leadership Training in the Church although some individuals are funded by Dioceses to go on Leadership courses. It is recognised that it is essential to equip people adequately for the roles they should be taking. All organisations train those whom they expect to take senior leadership roles in the future. The Church must tackle this issue of leadership training positively.

Those applying for and being appointed to senior leadership roles need to have had appropriate training. The Working Group considers that there needs to be an investment by the Church in Wales in a Leadership programme for women clerics to ensure that they are prepared for senior appointments but also that they develop their leadership skills.

There should also be the development of a similar programme for men and once the first few cohorts have been trained it might be right to train men and women together. Such training should be commissioned from an experienced provider with knowledge of Church organisations. One of the first objectives would be to empower ordained women to succeed. At present a number of the senior ordained women in post in Wales have been trained post ordination in England where leadership training programmes have empowered and enabled women to gain confidence and challenge the glass ceiling. One of the important aspects of the programmes is working with women who are role models as in the Athena programme, a leadership programme for women funded by the King's Fund.

8.13 Mentors

The aim of "In career" mentoring is to support an individual to realise their potential in the workplace and to successfully negotiate the steps necessary to achieve job satisfaction, earnings potential and contribution to the well-being of the organisation. A mentor is not a friend and not a spiritual director. There are good role models in the laity in Wales who could be asked to take on a mentoring role. It is important that a variety of role models undertake the mentoring, from across the spectrum of tradition in the Church, represented by women and men, to fully reflect the diversity of theological opinion in the Church today, from liberal, catholic, evangelical to traditional.

Many professions and organisations have adopted mentoring schemes as an aid to increasing equality and diversity in the workforce or to support workers to realise potential (for example, a mentoring scheme for dentists increased the number of women becoming practice partners and senior partners).

Mentoring is especially beneficial at the beginning of a career, when moving to a new area and at times of transition to a higher level of responsibility. Mentoring should be in addition to induction and familiarisation programmes and continuing professional development.

A mentor should be conversant with the way the Church (or a similar professional workplace) operates, its culture and hierarchies, and understand the skills, training, qualities and attributes needed to realise job satisfaction. A mentor should be trained to understand the boundaries of confidentiality and requirements of the mentoring scheme and be someone who can gain the confidence of the mentee.

In the first instance, a pilot scheme could be administered within the auspices of St. Padarn's Institute (with specified funding) and made available to those leaving training for a role in the Church in Wales from September 2019.

It is important to establish clearly the role description for the mentors and for those who are being mentored, so that people are clear about what was expected of them from the start. The establishment of a mentoring scheme would enable issues of concern to be dealt with and provide a better way of dealing with issues of behaviour. The Group considers that there is a need for introducing mentoring for Ministry Area Leaders.

Working Group 2019 Recommendations

The recommendations in this report build on the recommendations of the 2015 Report and in that way reinforce them. The Working Group recognises the work that is going on across the Province which is already resulting in an improvement in the representation of women. Some areas of the Province have yet to fully embrace the recommendations of the 2015 Report, but all have made progress, and this is acknowledged.

2019 Recommendation 1 - Diocesan Reviews

It is recommended that the work of the Diocesan groups set up as a result of the 2015 Report continues to address issues of inequality in those Dioceses. Dioceses which have yet to establish such a working group should now do so and all the Dioceses should consider the issues raised in and the recommendations of this Report.

2019 Recommendation 2 - Vocation

The Church must invest in the promotion of ordained and lay ministry as a vocation for men and women equally. There is a need for Dioceses to review their systems and structures for identifying and encouraging those with a vocation. They need to ensure that the appropriate policies are in place to enable men and women with domestic commitments to fulfil their vocations. The Church accepts the vocation of those who are self-supporting and benefits greatly from their selfless service.

The enabling of those with domestic commitments and geographic immobility to respond to their vocation and be considered for stipendiary ministry needs careful consideration.

2019 Recommendation 3 - Cathedral Ministry

All the Cathedrals should have a clergy team which reflects a gender balance, and which is able to set an example of men and women working together to demonstrate excellence in all aspects of ministry. Bishops, Cathedral Deans and Cathedral Chapters should take positive action and move towards equality of gender representation in ministry and sacramental duties.

2019 Recommendation 4 - Recognition of and Training in Bias

The Group considers that training in the understanding of bias in all its aspects is important for all clerics, ordinands, selectors and lay Ministry Area chairs to receive as part of the Church's ongoing commitment to tackling inequality. All those in the Church who sit on appointment committees or take part in recruitment should also receive training.

2019 Recommendation 5 - Use of Inclusive Language in Church Worship

While the language of more recent liturgical texts is more inclusive, guidance is needed to use the 1984 Prayer Book with sensitivity. Hymn books and bible translations also vary in their use of inclusive language. Guidelines and resources should be made available to clergy and anyone producing 'in house' booklets and service sheets.

2019 Recommendation 6 - Recruitment and Retention of Clergy

The Working Group supports the recommendations of the Nominations Group set up to review present arrangements for clerical appointments (The Nomination System).

2019 Recommendation 7 - Culture and Unacceptable Behaviour

The Working Group recommends that each Diocese provides training for ministry /mission area teams, lay and ordained, in achieving an open and inclusive workplace; and consideration by the Church in Wales to the setting up of a confidential help line for those affected by unacceptable behaviour and in need of additional support.

2019 Recommendation 8 - Welsh Leadership Training

The Working Group considers that there needs to be an investment by the Church in Wales in a Leadership programme for women clerics to ensure that they are prepared for senior appointments but also that they develop their leadership skills.

There should also be the development of a similar programme for men and once the first few cohorts have been trained it might be right to train men and women together. Such training should be commissioned from an experienced provider with knowledge of Church organisations

2019 Recommendation 9 - Mentoring

The aim of "In career" mentoring is to support an individual to realise their potential in the workplace and to successfully negotiate the steps necessary to achieve job satisfaction, earnings potential and contribution to the wellbeing of the organisation. A mentor is not a friend and not a spiritual director. In the first instance, it is recommended that a pilot scheme could be administered

within the auspices of St. Padarn's Institute (with specified funding) and made available to those leaving training for a role in the Church in Wales from September 2019.

The Group considers that there is a need for introducing mentoring for Ministry Area Leaders. It is recommended that dioceses give early consideration to invest in providing mentors for Ministry Area leaders.

9. Conclusions

The Working Group has made nine recommendations which build on the recommendations in the 2015 Report. The appendix to the Report lists the considerable efforts made in all the dioceses in their different ways to secure lasting improvements, however a major shift in culture recommended as a result of the last Report still can be reinforced.

There is still work to do to implement more transparent, inclusive and fairer working at every level in the Church in Wales: in its governing structures, in Diocesan decision-making, and in parishes and Ministry / Mission Areas. A Church whose core function is to proclaim a Gospel of love, respect and justice for all people must continue to work for a culture of equality and fairness of treatment for all involved in it, and tolerate nothing less from its members.

Progress in the last 12 years has been encouraging in many areas but not been sufficient everywhere and it is still evident "that action is required over the next five years throughout the Church to devote energy and planning to achieving a Church able to fulfil its mission of enabling all of its members to fully acknowledge their gifts and duties and to exercise their unique talents and vocations as individuals" (2015 Report). The Working Group considers that although some progress can be seen and it welcomes this, the credibility of the Church in Wales depends on implementing this Report's Recommendations with enthusiasm and diligence at every level.

The Church must continue to transform into a Body that can use the gifts of all its people to the full. This is a goal which is exciting and achievable.

Dr Gill Todd
On behalf of the Working Group
February 2019

Representation of Women in the Church 2018 Report from the Diocese of St Asaph



Introduction

The Diocese of St Asaph continues to actively monitor the representation of women across the diocese and regular quantitative and qualitative reports are presented to the Diocesan Standing Committee for review and action.

Report to the Diocesan Standing Committee

The Standing Committee has been pleased to note that 50% of the Mission Area Leaders in the diocese are now female. It supported the Bishop in his wish to conduct a fair and open selection process for the appointment of two new archdeacons in 2018, although the proportion of female applicants was disappointing. We will try to identify the reasons for this.

The representation of lay women across the diocese is a cause for celebration: in addition to appropriate gender balance in positions of responsibility in our churches and Mission Areas, representation on diocesan and provincial committees and bodies is balanced. The Board of Finance and the DAC are both chaired by women. All three Steering Groups have female Lead Officers.

We were delighted to be able to send Laura Lloyd-Williams as the Church in Wales' representative at the United Nations' Commission on the Status of Women in April 2018 in New York. Laura is a former member of our Youth Forum.

Diocesan Commission on the Role of Women

The Commission reports regularly to the Diocesan Standing Committee and during 2017, completed a qualitative research project, investigating the experiences of women in the diocese of St Asaph, both lay and ordained. The results were received and considered by the Diocesan Standing Committee. As a result of this research, Unconscious Bias training was completed by 20 people in leadership roles across the diocese. This training was excellent and well-received. There are now plans to roll this out to all our Mission Area Leaders.

MAECymru

The Diocesan MAECymru Group continues to thrive and meets regularly. During 2018, it organised a Hearth event to celebrate 21 years of women priests in the Church in Wales and a special service in the Cathedral for Revd Margaret Harvey, the first woman to be ordained to the Order of Deaconess in the Diocese of St Asaph and who was celebrating 50 years of ministry. Members also celebrated the book launch of "Women, Identity and Religion in Wales" by Revd Dr Manon Ceridwen James, our Director of Ministry, at a reception in the Cathedral.

Bangor Diocese Response to the Recommendations of the Governing Body 2015 **Report on the Representation of Women in the Church in Wales**



**Esgobaeth
Bangor**
The Diocese
of Bangor

Yr Eglwys yng Nghymru
The Church in Wales

The Diocese of Bangor is seeking to develop and focus its response to the Report of the Working Group on Representation of Women in the Church in Wales by continuing to be attentive and intentional in its attitudes and practice with regard to gender and wider issues of inclusion.

The Diocese of Bangor recognises that, in many levels of our work and administration, we have already made some good progress. We are aware of the need to continue to develop and monitor this.

To this end we are seeking to develop an Equality & Diversity Statement for the diocese that can undergird our policy at all levels. We recognise the complications of this, and that members of the Church in Wales represent a spectrum of commitment towards welcoming diversity. We are seeking to prevent our range of theological commitments from becoming a barrier to welcoming everyone, and valuing each person affirming that we are all made in the image of God. Our hope is that such a statement will remind us of our values and help us to measure up appointments and membership of committees so that we can be intentional and aspirational in forming church structures.

The Bishop has requested that the ordained women of the diocese give feedback on their ideas and experience of ways that promote inclusion. The first of two such meetings with women clergy has taken place. A formal report will follow the second meeting. These meetings build on similar meetings undertaken in light of the Governing Body's reception of the Working Group's report in 2015.

We also hope and intend to be attentive to issues of gender and diversity in our plans for evangelism funded through the Evangelism Fund, especially in relation to our hopes for work with young people.

St Davids Diocese Response to the Recommendations of the Governing Body 2015 Report on the Representation of Women in the Church in Wales

The Bishop of St Davids has considered carefully how the diocese can best respond to the invitation to prepare a review of their position, plan for changes needed and then to appoint a group to oversee change and to report to the Diocesan Standing Committee.

The Bishop has confirmed that while St Davids Diocese has been dealing with substantial and diocesan-wide organisational change for the last two years in the transition to Local Ministry Areas, it has not been able to focus on the issues around Women's Representation to the extent she would have liked.

However, the Bishop has directed that a review of the position of St Davids will take place and the outcome of this will be considered by a Working Group which will, inter alia, having considered all the consequent data, identify good practices and areas for change before reporting to the Diocesan Standing Committee on relevant matters including potential targets; planning to ensure that Ministry Teams are led by both men and women and that secondary roles are shared; and how to manifest gender balance in Chapters and Diocesan Conferences.

In this way, the diocese of St Davids is currently working to be fully engaged with making progress in response to the Recommendations.

Howard Llewellyn
Diocesan Secretary

Report from the Diocese of Llandaff: March 2019

This report covers the period since 2016, which was when we last reported on our Diocesan implementation of the “Todd” Report.

Recommendation 2: Diocesan Reviews

In June 2018, following a report from the Gender Working Party (GWP) on gender balances within the Diocese, the Diocesan Standing Committee agreed the targets and actions shown below. Each target has been allocated to an individual or a committee, and the GWP will be monitoring their progress over the next few years.

Increasing the number of women in senior clerical roles:

[Target: To have the same gender balance as currently found amongst serving clergy]

Action on this target needs to be taken at every level of ministry and in the discernment of vocations.

Preparing women to be ready for senior appointments:

- CMD for stipendiary women, looking at ministry development and work-life balance
- Mentoring for all stipendiary women by women in senior roles
- Creating opportunities for shadowing senior roles
- Assertiveness training
- Creating opportunities for senior staff to meet and hear from women clergy (see para 5 below)
- Following-up why women don't apply for more senior roles
- Ensuring all appointing Boards/panels have a mix of genders

Reinforcing helpful practices in ministry:

- Encouraging all clergy to work to their contracts and set appropriate boundaries around their personal/family life. Monitoring this through MDR.
- Exit Interviews – establish an independent system for exit interviews with all clergy (see para 4).

Establishing better models, in discernment and fostering of vocations:

- Creating opportunities for the diocese's female ordinands to meet together
- Asking the Diocesan Vocations Team to consider whether there is a bias operating (conscious or unconscious), which directs male candidates more towards stipendiary ministry and female candidates more towards non-stipendiary ministry
- Raise at a provincial level the question of continuing to select men who do not recognize the validity of women's orders
- Use Vocations Sunday to raise, as an issue, the apparent reticence of women to put themselves forward for vocational discernment, and explicitly seek to reverse this trend.
- Encourage occasional preaching explicitly on women's vocations

Cathedral:

[Target: To have the same gender balance as currently found amongst serving clergy]

- Ask the Bishop to give priority consideration to the gender balance when considering new appointments to the Chapter and Cathedral staff.

Parochial Officers:

[Target: To achieve and maintain an equal gender balance]

- Contact PCCs before the Annual Vestry Meetings, to ask them to evaluate their situation and, if necessary, seek to improve their gender balance
- Run a social media campaign prior to Vestry meetings [This was first done in 2018, linked to the centenary of the first women to get the vote].
- Offer taster sessions for PCC roles, and induction training for those newly- appointed
- Put generic/outline job descriptions on the Diocesan website

Diocesan Committees:

[Target: To achieve and maintain an equal gender balance]

- Write to the Chair of each committee, with their gender statistics
- Encourage the positive use of co-options and nominated places to improve gender balances
- Reporting gender balances in literature related to elections to diocesan and provincial boards and committees

DBF employees:

[Target: To achieve and maintain an equal gender balance]

- Explicitly state that the DBF is an equal opportunities employer
- Ensure all interviewing panels are mixed gender

Other actions

- The Bishop invited all of the female clergy in the Diocese to meet with her in July 2018 to discuss areas of concern and common interest
- The Bishop's Staff have been mandated to introduce a system of independent Exit Interviews
- On-going monitoring of gender balances amongst clergy, parochial officers and committee and board members, with an annual report to the Diocesan Standing Committee
- On-going monitoring of the use of inclusive language in Diocesan liturgies
- Preliminary investigation into "other inequalities" (based on protected characteristics)

Rowena Small
Diocesan Secretary

Monmouth Diocese Response to the Recommendations of the Governing Body 2015 Report on the Representation of Women in Senior Roles in the Church in Wales

The Bishop of Monmouth set up the current monitoring group in response to the GB recommendations and work carried out by a previous Monitoring group following the 2016 Diocesan Conference and widened its remit to Equality and Diversity. A simple definition of Equality is that people are treated fairly and, particularly, have equality of access to employment and services. Diversity can be defined as recognising and embracing differences in people, while maintaining a culture of fairness, inclusivity and equality of access to opportunities, employment and services. Under the chairmanship of the Rev. Dr. Jean Prosser MBE, the Equality and Diversity Monitoring Group comprises lay and ordained, male and female members drawn from ministry and professional groups. Group members cover interests in disability and mental health, training and support, and experience of increasing the representation of women in other fields. It meets 4 times a year on a Saturday morning and covers work between meetings with ad hoc meetings and correspondence by email. The group is open to anyone with an interest in, and / or experience of, working with these issues.

Remit The EDM Group's gender monitoring role is defined by the GB as: To review the representation of women in the work and structures of the Church in Wales and in particular to review: (a) Progress made in implementing the recommendations made by the Working Group on the Representation of Women and adopted by the Governing Body in April 2015; and (b) The extent to which women are being appointed to senior posts in each diocese. This is extended to cover diversity: and (c) The extent to which the diocese embraces equality of access to employment and services for all its people, irrespective of race, gender, sexual orientation or physical /mental disability.

Monitoring The GB requires each diocese to monitor the progress annually on women in senior roles, representation on committees and in cathedral services. As well as an annual review of statistics, the GB in its 2015 report set out recommendations for improving the representation of women in senior roles in the Church (see the report for details). It is clear from the slow progress of the last 5 years, as well as from studies in other fields, that simply counting numbers of women in senior positions will not lead to cultural change.

Action Plan The EDM started its work in 2017 with a round of interviews with senior diocesan staff: the Bishop's senior team, diocesan secretary, director of vocations, director of training and Cathedral senior staff. The aim of these meetings was to learn what action was being taken to implement the GB recommendations. This led to a draft Action Plan for the diocese, presentations to the diocesan Standing Committee and a stand at the 2017 diocesan conference, again to gather views from delegates on equality and diversity issues.

The round of meetings with senior staff was repeated in 2018 to gather responses to the draft Action Plan and reports of progress. A day course on Unconscious Bias was held in March 2018 for senior staff and clergy. The digital presentations from the course were subsequently circulated to attendees and those who expressed an interest, in the hope that the material would be shared and discussed in Ministry teams and PCCs. The Action Plan was adopted at the diocesan conference in October 2018.

Next Steps The work of the EDM group (and similar teams in other dioceses) is to support the Church with workable strategies to encourage and support women from first discerning a vocation through to positions of responsibility. It is encouraging that cohorts in Vocations and in Training (that is the next generation coming into ministry) and in the next cohort in Ministry Area Leadership training, this diocese has a balance in the numbers of women and men. This indicates that, at some point in the future, strategies towards gender equality may cease to need special emphasis. It is also clear that the Church has great opportunities to actively strive to increase

equality and diversity in the creation and support of Ministry Area teams. In organisations beyond the Church, this has led to growth and to a more supportive culture and better working practices for women and for men. This is a huge agenda and there is some way to go, but the serious support of senior staff and the benefits to be gained for the mission of the Church make the work crucial.

Gender Assessment – Diocese of Swansea and Brecon

The Diocese established a small sub-committee to prepare a review of our position. The following raw data was gathered showing the male/female distribution over the last 20 years and the development of gender balance:

	1996 *		2007		2016	
	M	F	M	F	M	F
Parish Priests	75	0	61	7	46	5
Ministry Area Leaders					17	1
Non Stipendiary Clergy	15	5	8	3	4	8
Curates	6	6	7	2	1	1
Readers	32	11	26	21	23	23
Lay Worship Leaders	0	0	0	0	33	68
DBF					46	9
DSC					12	2
Governing Body					11	9

* *It should be noted that the first date was set before the ordination of women.*

Gender Balance Audit (April 2016)

The following groups were asked to complete a confidential Gender Balance Audit:

- Bishop's staff
- Administrative staff

Plus, women throughout the Diocese in the following roles:

- Local Church Officers
- Clerics
- Lay Licenced Leaders

The audit was adapted from the InterAction group (US alliance of voluntary organisations) and was based on a framework theory of change called Gender Integration Framework (GIF). The results were presented to the Diocesan Standing Committee and communicated throughout the Diocese.

Consultation

The results of the audit were varied but highlighted the need to promote women's ministry and gender equality within the Diocese. A consultation of female clerics concluded that although they agreed with the premises of gender equality, appointing a Bishop's Officer for Women's Ministry would create an unhelpful distinction. The Bishop's staff therefore resolved to consider gender equality when making future appointments.

Gender Balance Comparison 2016/2019

Below is a table showing the current gender balance in comparison to our 2016 figures.

Gender Balance Comparison 2016/2019

	2016				2019			
	M	F		% F	M	F		% F
Senior Staff	4	1	5	20.0	4	1	5	20.0
Parish Priests	46	5	51	9.8	41	4	45	8.9
Ministry Area Leaders	17	1	18	5.6	18	2	20	10.0
Non Stipendiary Clergy/OLM	4	8	12	66.7	2	6	8	75.0
Curates/Asso. Curates	1	1	2	50.0	6	9	15	60.0
Readers	23	23	46	50.0	13	22	35	62.9
Lay Worship Leaders	33	68	101	67.3	90	192	282	68.1
DBF	46	9	55	16.4	23	3	26	11.5
DSC	12	2	14	14.3	9	2	11	18.2
Governing Body	11	9	20	45.0	11	8	19	42.1

Maintained % of Females in post

Increased % of Females in post

Decreased % of Females in post

As we can see, whilst we do still have some decreases in female representations, the passive approach of appointment consideration and encouragement does have a positive impact. It should also be noted that, as with many of our sister Dioceses, we have experienced difficulties in filling vacancies and the opportunities to consider gender balance are not necessarily available to us.

Louise Pearson
Diocesan Secretary
Swansea and Brecon Diocese