

TOGETHER IN CHRIST, SHARING HOPE

Diversity Analysis of Clergy and Licensed Lay Ministers

Introduction

Between November 2024 and January 2025, we surveyed all the clergy, readers, pastoral workers and chaplains in the diocese (including those holding PTO) in order to collect consistent information about the age, sex, gender identity, ethnic group or background, and disability information of people in these roles.

We want to use this data for equality, accessibility and diversity monitoring, and to enable us to plan and manage clergy/LLM recruitment, training and deployment.

The data we collected is considered sensitive personal data under Data Protection Act (GDPR) legislation and is being held securely within our existing Contact Management System (CMS) system in line with these requirements.

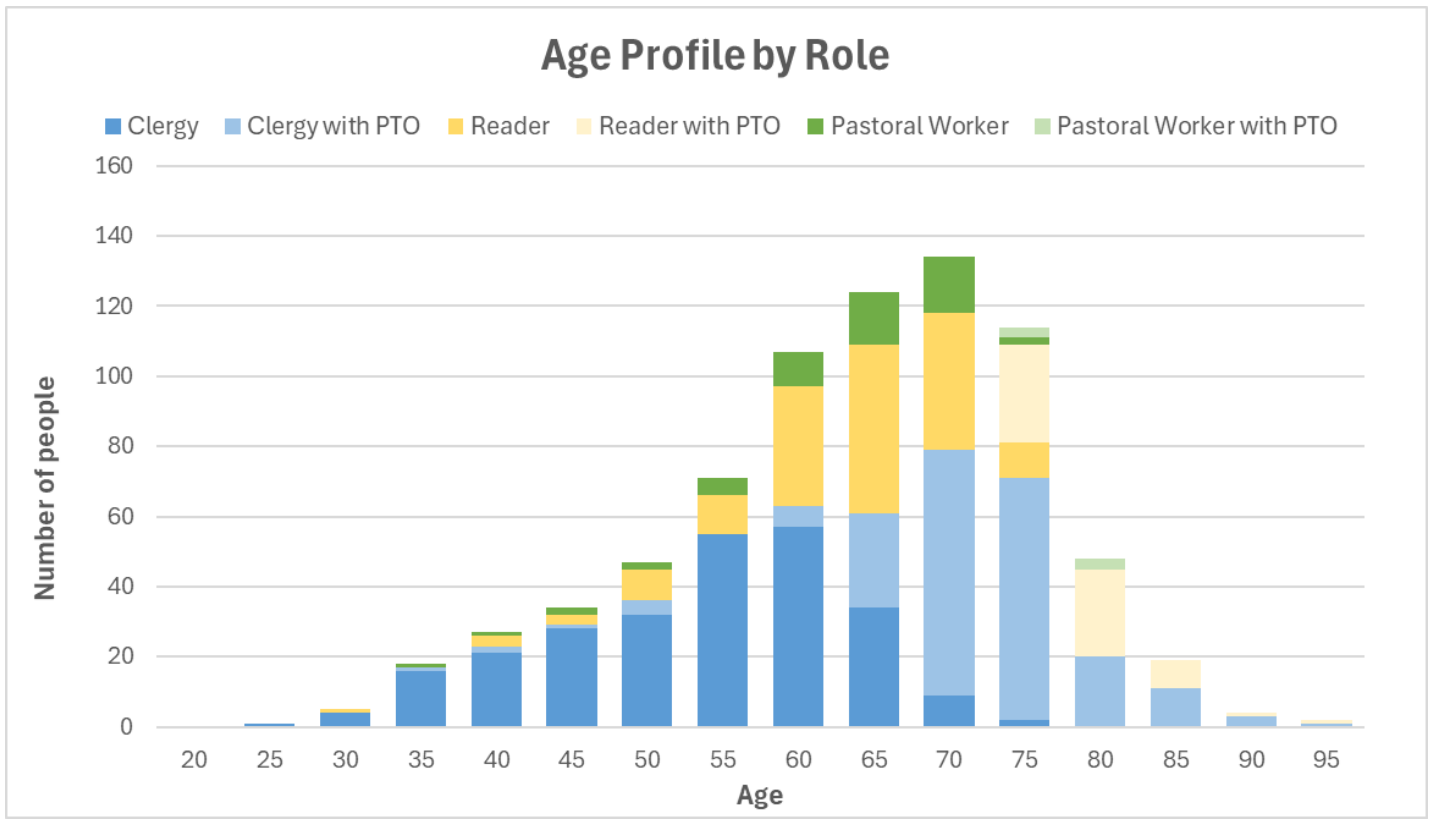
Of 877 people surveyed, 777 people responded with their data. Our aim was to make this an easy process to engage with, and 90% of people were able to complete the survey in under 3 minutes.

We have used the data to build age, ethnicity and disability profiles of the clergy and licensed lay ministers in the diocese. On the next three pages you can find some interesting summaries of the profiles created.

There is still time to contribute to this research, if you wish. Please drop an email to sarah.jones@chester.anglican.org and we can provide you with a fresh link to the survey.

Sarah Jones
Strategic Programme Officer
27 February 2025

Age

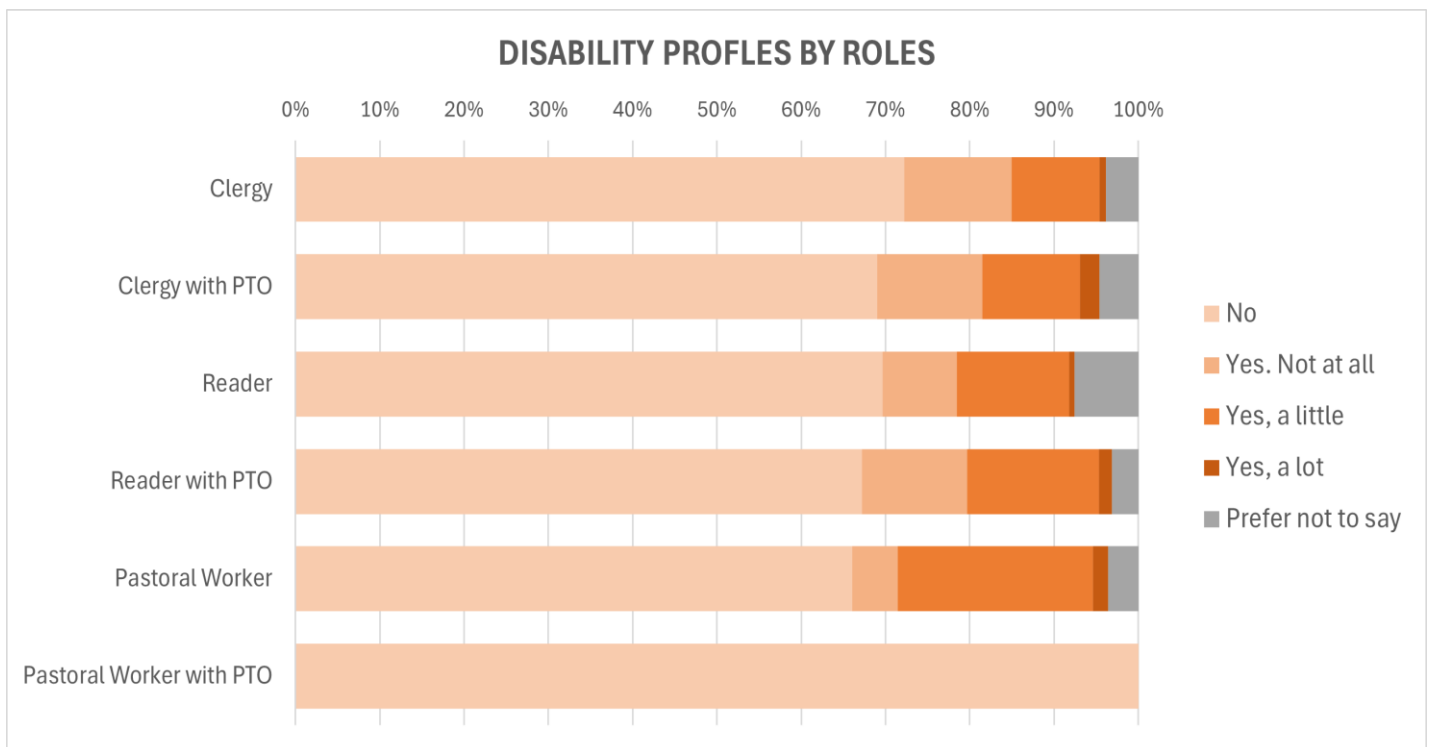


The age profile of the diocese shows that 54% of our active clergy and licensed lay ministers will reach retirement age in 10 years' time.

This highlights that identifying and recruiting younger leaders, through our vocation, discernment and training processes needs to be one of our strategic priorities.

The insights from this age profile will guide our planning for the deployment of ministers and retired ministers, ensuring we make the most effective use of the resources available to us.

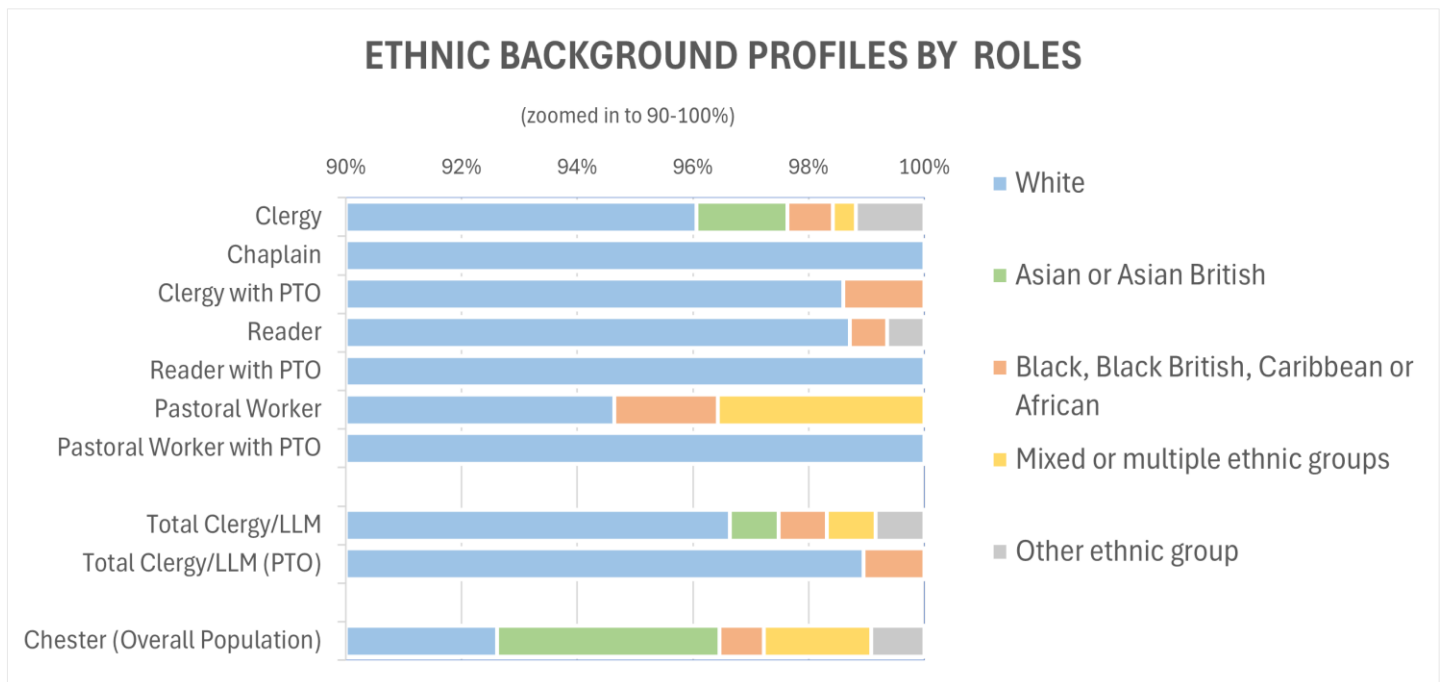
Disability



The data collected reveals that (while around 25% of our ministers report having some level of disability) fewer than 2% report that their disability significantly impacts them.

As we develop the diocesan strategy, it is important that we continue to place a strong emphasis on inclusion and disability within the vocation, discernment, and training processes, alongside prioritising ministerial wellbeing.

Ethnicity



The demographic profile of clergy and licensed lay ministers in the diocese is currently less diverse than that of the overall population.

However, when comparing ministry roles to those with Permission to Officiate (PTO), there is a noticeable increase in the representation of different ethnic backgrounds, indicating that our leadership is gradually becoming more diverse.

Despite this progress, we recognise that improving our vocational pathways to better serve individuals from all backgrounds and contexts remains an essential priority in our strategy to cultivate a more diverse leadership.