

ARCHBISHOPS' COUNCIL

Celebrating Diversity in the Church of England 2014 Congregational Diversity Audit To Note

Summary

1. As requested by the Archbishops' Council, this paper provides plans for a national congregational diversity audit in 2014 to update the valuable information collected in 2007. The Audit will provide more recent information on the ethnic background of our congregations. It will also identify the age and gender profile of our congregations and what proportion has disabilities.
2. The design of this audit will include two different methods to collect the information, paper and electronic, to see whether it is feasible to collect information electronically. Electronic data capture will be considerably less expensive than a paper data collection. This design will also act as a pilot for a proposed Ecumenical Church Census in 2016.
3. The Archbishops' Council is asked to:
 - a) **Note the contents of the paper, and to offer any comments on the proposed methodology.**
 - b) **Note the proposed timing for the Congregational Diversity Audit in October 2014.**

Background

4. Previous ethnic monitoring exercises have been a mixed success. In 1993 "How We Stand" a survey of every parish, and in 2000 "Called to Lead" a survey of parishes in 9 dioceses, asked respondents for a visual categorisation of ethnicity of their church attendees. Both had very low response rates and didn't gain coverage in all dioceses. Another exercise in 2002, to coincide with the national revision of the parochial electoral rolls, asked every electoral roll member and Parochial Church Council member to indicate on their forms their ethnic background. Nine dioceses, predominantly rural, did not participate. Across the remainder the response rate among the parishes averaged 54% for the electoral roll enquiry and 33% for the parochial church council enquiry. A comparison of the three exercises conducted in 1993, 2000 and 2002 concluded that ethnic minority representation on the electoral roll in 2002 could approximately be at the same levels as in 1993 given that the margin of error was a significant one. In addition, minority ethnic representation among stipendiary clergy on PCCs remained very low and of concern. There was a small but significant representation (2%) of people from Black/Black British backgrounds among other clergy, readers etc, churchwardens, deanery synod and other PCC members, but little other minority ethnic representation.
5. In July 2003, as part of the Stephen Lawrence follow up work, General Synod established the principle of on-going monitoring of minority ethnic backgrounds. At the conclusion of the debate on the report *Called to Act Justly*, Synod requested that:

The Research and Statistics department undertake regular and reliable statistical ethnic monitoring of dioceses, deaneries and parishes using information on gender, age and office held.

6. By conducting such on-going national monitoring it was hoped that awareness of diversity issues would be heightened across the Church and dioceses would have further tools for mission. Building on the experience of the *Collection of 2002 Statistics of Ethnic Origin*, and an evaluation of the 2002 exercise (ref GS 1502), the Archbishops' Council recommended that a national diversity monitoring exercise was carried out in 2007 and thereafter every six years. This proposed audit is therefore one year outside this recommendation due to the pressure of other essential data quality work.
7. The sample survey in 2007 involved a cross section of parishes from each diocese sampled according to their location, the level of minority ethnic presence in the population and the congregation 'size'. It utilised the government recommended form of question on minority ethnic classification together with gender, (broad) age and 'office held' categories. The results were to be reported by each of these sample criteria and for each diocese, which is why a representative cross-section of parishes was required. Every diocese of the Church of England was invited to participate with the exception of Sodor and Man and Europe.
8. The exercise was administered in September/ October 2007. Questions were agreed with the Archbishops' Council and CMEAC. Forms were returned to a Freepost address, either in the large Freepost envelopes that were distributed to parishes or in individual envelopes. The form used in 2007 is attached as Annex A.

Main Finding from 2007 Diversity Audit

9. The audit revealed that in 2007 5% of Church of England core adult congregations were from minority ethnic backgrounds. Urban parishes recorded an average of 9% while suburban and rural parishes recorded 4%. Two in three of those in the congregations in the diocese of London, Southwark and Chelmsford were from minority ethnic groups.
10. Black Caribbean and Black African were by far the largest minority ethnic groups within the Church, each constituting as many as all other minorities combined. Indian, Pakistani and Chinese members of congregations responded in small but important numbers. Respondents with dual heritage accounted for over one in ten of the Church's minority ethnic congregation.
11. Over 1,700 parishes (13%) participated in the 2007 monitoring survey and 69% of those contacted responded. Although there is no way of definitively judging the response rates within parish congregations, they were estimated as in excess of 50%. These are commendable response rates for a postal survey and consequently, a high level of reliance can be placed on the survey results.

Other previous work

12. **The London Church Census.** The London City Mission wanted more information to enable it to work as strategically as possible in the years ahead, in particular to understand

what information could be gathered on the extent and effectiveness of church planting in London. It commissioned Brierley Consultancy to undertake this work. The London Church Census took place on Sunday, 14th October, 2012.

13. **British Religion in Numbers** reported on the London Church Census in June 2013. Growth was especially to be found among black majority and immigrant churches, which together accounted for 27% of all Christian places of worship in London in 2012 and 24% of churchgoers. 14% of all churches used a language other than English and 52% of attenders were in evangelical churches. By contrast, many traditional, smaller places of worship (with congregations under 200) were still contracting; they represented 50% of churches but just 22% of churchgoers.
14. Other work that provides a context and support for a congregational diversity audit includes:
 - i) **Turning Up the Volume**, a report regarding a strategy for increasing the number of Black and Minority Ethnic (“BME”) clergy in senior appointments. The House of Bishops (12-13 December 2011) endorsed the vision set out in the report and agreed the appointment of a bishop as a Diversity Champion and the formation of a Task Group to promote an increase in the proportion of BME candidates in senior appointments.
 - ii) The **Committee for Minority Ethnic Anglican Concerns (CMEAC)** resource ‘Called to Participate: The CMEAC Guide to General Synod Elections and Practices 2010’.
 - iii) An **Amazing Journey** (published September 2012) gives insights into the Church of England's response to race issues and presents a fascinating view of the Church at the start of the twenty-first century. It highlights examples of good practice and demonstrates the progress that has been made since the publication in 1991 of *Seeds of Hope*, a seminal report of a survey on combating racism in the Church of England.
15. Disability awareness - Recent government legislation has encouraged the Church to focus on provision for the disabled. However, there is no information held nationally on levels of disability among our congregations. Therefore information on disability levels would be useful to local parishes and would complement information on ethnicity. It would also provide a useful comparator at national level to the information collected from those in licensed ministry and from the national Census.

Plans for 2014 Audit

16. A Steering Group has been set up to oversee the planning stage and will remain in place to monitor progress and act as champions for this work. The group includes: Dr Elizabeth Henry - Adviser for Minority Ethnic Anglican Concerns, Roy McCloughry - part-time National Disability Adviser, Gill Behenna - National deaf advisor, and Janice Price – Adviser on World Mission policy. Also we will ensure that moving forward the Steering Group includes diocesan representatives to work with us throughout the process and liaise with the distribution of questionnaires.
17. Proposed Timescale: The previous audit was held during the autumn of 2007. We therefore propose to follow the same timescale to provide a good basis for comparison.

Collecting data for the Diversity Audit in autumn 2014 will enable results to be released in summer 2015.

18. Proposed design: Given recent advances in technology and the savings inherent in using technology, it could be more cost-effective to collect the information electronically. However, this mode of data collection has not previously been tested with our congregations. Therefore the proposed design is to run two simultaneous samples, each random, with one sample of churches completing their returns using digital media, and the other sample of churches using paper forms. The samples will be selected such that each is independently representative of our congregations and stratified identically.
19. This design will ensure we can provide trusted results using the previous paper-based methodology, whilst testing the collection of data electronically. Therefore, if the responses from those who complete the form through a web based solution are too small or too biased to be representative, we know the remaining paper-based sample will be representative and provide the results required by the Archbishops' Council.
20. The planned web-based data collection solution is to develop additional functionality in the on-line service register that is currently being piloted. The advantages of this method of data collection is that it will utilise further a development funded by the Church Commissioners, and it can take advantage of the 'app' functionality developed for the on-line service register. This is also the most cost-effective solution as other commercial survey collection instruments would be more expensive once licence fees or 'per response' fees are included.
21. Piloting the proposed on-line collection tool will help test concerns raised during the planning stage. These included whether a web based system may crash given that most services are in the three hour slot from 9am to 12noon on a Sunday. Also some churches may not have broadband access or Wi Fi and therefore not everyone would have the means to connect to an external site using a smart phone or tablet. Another concern was that someone collecting the information on behalf of others on, for example, using a tablet, could take longer than individuals each completing a one-page paper questionnaire. Wherever possible we would hope to have more than one data collector in each selected church.
22. If the results from the web-based sample are representative and the response rate is of sufficient quality, then this will provide extremely useful methodological information as we work with colleagues ecumenically to begin to plan a Church Census in 2016 and for other surveys in the future.
23. The proposed audit will include the whole worshipping community aged 18 and over, to match the Audit in 2007. In the 2007 audit some churches expressed disappointment at not being able to include their younger teenage congregations. They were left out only to avoid the extra burden, imposed by data protection guidelines, of obtaining parental consent. Discussions are on-going to try to identify an acceptable way to include children and young people in the 2014 audit.
24. Questions asked- The survey will ask each member of the congregation how often they come to Church, whether they are on the electoral roll, any roles they hold within the church, their gender, their age, their ethnicity and whether they have any disabilities. These questions are very similar to those used in 2007. The question asked about ethnic

group will be exactly the same as that used in the 2011 national Census to enable comparisons to be made. The church currently holds no information about the prevalence of disability amongst our congregations. Therefore it is proposed that the Audit will also collect some information on disability, again based on questions in the 2011 Census. The questionnaire used in 2007 is attached at Annex A.

25. Communication –there will be wide communication with dioceses starting in early June. Our initial plans are to work with diocesan diversity monitoring officers or another nominated member of staff in each diocese who can help act as a ‘champion’ for the audit within their diocese. We will also work closely with the national and diocesan communications officers.
26. The analysis and report writing will be undertaken by staff within Research & Statistics.

Cost

27. The Archbishops’ Council funded the 2007 Diversity Audit, which cost £40,000. The cost to conduct a similar exercise in autumn 2014 is estimated to be £51,500. This will include processing paper forms from a representative sample of churches, and reply postage (£39,000) plus the design and programming work to trial the on-line collection of data from a similar representative sample (£12,500). This programming work would also provide a new resource which could be reused for future surveys and censuses.
28. The cost does not include research staff time to work with dioceses and to analyse and write the final report as this will be met within existing staff resources in the Archbishops’ Council Research and Statistics team.
29. The congregational diversity audit will be supported with funding from the Research and Development allocation as this will help further develop the work being undertaken on the profile of the Church's congregations, and the extent to which they reflect the communities they serve.

Dr Bev Botting
Research and Statistics
May 2014



Church of England Diversity Monitoring 2007

The Church of England celebrates its diversity and to understand this diversity better its General Synod has requested regular monitoring of clergy and congregations across the dioceses, parishes and beyond.

Rather than contact every church across the country, your church has been chosen to be part of a statistically structured sample. From the responses to this sampling exercise conclusions can be validly drawn across the whole Church. It is very important that YOU complete this form which is anonymous and confidential so that the profile of your church is as accurate as possible. **If you have any queries regarding this exercise please telephone 0207 898 1592 or email statistics.unit@c-of-e.org.uk**

Name of church/ parish Diocese

Please indicate your answers to the following questions by circling all that apply

- 1. Apart from weddings, funerals and christenings, about how often do you attend church these days?**
- 1 More than once a week
 - 2 Once a week
 - 3 Once a month *Circle*
 - 4 Once a quarter *one*
 - 5 Christmas/ Easter Day only *only*
 - 6 Once a year
 - 7 Less often

- 2. Please indicate whether you are:**
- 1 A member of the electoral roll of this parish?
 - 2 A member of the church council? *Circle*
 - 3 A churchwarden/ member of deanery synod? *as*
 - 4 A licensed reader/ lay worker? *appropriate*
 - 5 A non-stipendiary minister/ priest?
 - 6 A stipendiary minister/priest?
 - 7 Other office holder (state)

- 3. Can you tell us a little about yourself? (circle as appropriate)**
- | | | |
|----------|-------------|-----------------|
| 1 Male | Age? | 1 18 – 24 years |
| 2 Female | | 2 25 - 34 |
| | | 3 35 - 44 |
| | | 4 45 - 54 |
| | | 5 55 - 64 |
| | | 6 65 and over |

- 4. What is your country/ continent of birth?**
- 1 UK
 - 2 Other European country *Circle*
 - 3 Africa *one*
 - 4 Asia *only*
 - 5 North or South America
 - 6 Australia/ New Zealand

- 5. What is your ethnic group?** *Choose one section (a) to (e), then indicate your cultural background*
- | | | | |
|---------------|------------------------------|--------------------|------------------------------|
| a) White | 1 British | d) Dual Heritage | 1 White and Black |
| Caribbean | | | |
| | 2 Other White background | | 2 White and Black |
| | African | | |
| | | | 3 White and Asian |
| | | | 4 Any other mixed background |
| b) Asian or | 3 Indian | | |
| Asian British | 4 Pakistan | e) Chinese or | 5 Chinese |
| | 5 Bangladeshi | other ethnic group | 6 Any other |
| | 6 Any other Asian background | | |
| c) Black or | 7 Caribbean | | |
| Black British | 8 African | | |
| | 9 Any other Black background | | |

THANK YOU for completing this form. Please return to your church co-ordinator or: **Research & Statistics Department, Archbishops' Council, Church House, Great Smith Street LONDON SW1P 3NZ**