



 THE CHURCH  
OF ENGLAND  

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ARCHBISHOPS'  
COUNCIL

Ministry Division  
*Rt Revd the Bishop of  
Chelmsford*  
Chairman

6 June 2005

Dear

### **Survey of ethnic make-up of Church of England Clergy**

Since 2000 the General Synod has debated a number of reports that have challenged the Church to identify and address racism in its own life and promote greater ethnic and cultural diversity. These reports were prepared in response to the findings of the public inquiry into the death of Stephen Lawrence. In July 2003 the General Synod accepted the recommendations of the report *Called to Act Justly*. One of these proposed that there should be an audit of the clergy to establish the proportion that are from minority ethnic backgrounds and the offices that they hold, with special reference to gender and country of birth. The information will be used to assess how far the Church's ministry reflects the ethnic diversity of the country and capacity to relate to a multi-ethnic society and any strategies that need to be developed.

On the back of this letter is a questionnaire, based on that used in the national census. I urge you to complete it. The information that you give will be seen only by the data processors and relevant staff of the National Church Institutions and will be held on a confidential record linked to the Crockford database. No individual details will be published but the information will be used to derive statistics aggregated to diocesan or national level. Information about future clergy will be added to the database when they join the Church of England's ministry.

The questionnaire also includes a question on disability. Again it is hoped that greater understanding will lead to better inclusion and valuing of people's abilities.

It would be helpful if you could return the questionnaire in the enclosed envelope as soon as possible but no later than **Friday 24 June 2005**.

Yours sincerely

+ John Chelmsford

A handwritten signature in black ink, appearing to read 'John Chelmsford', written over a faint printed name.



# Confidential Licensed Ministry Enquiry

NI number

General Synod has requested that those in licensed ministry in the Church of England are analysed in terms of their ethnicity and other relevant information. We would be grateful if you could supply the following information. The information supplied in this form is confidential, will be kept securely and will only be made available to data processors, to the staff of the Archbishops' Council's Research and Statistics Department (for the purpose of producing statistics prepared on a diocesan and/or national basis) and, where relevant and with your agreement, to the adviser to the Archbishops' Council on deafness and disability issues.

1. Gender: MALE  FEMALE  (tick box as appropriate)

2. Date of birth 

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 (insert if missing)

3. What is your ethnic group? Choose one section (a) to (e), then **tick** the appropriate box to indicate your cultural background:

- (a) White  British
- Any other White background
- (b) Mixed  White and Black Caribbean
- White and Black African
- White and Asian
- Any other Mixed background
- (c) Asian or Asian British  Indian
- Pakistani
- Bangladeshi
- Any other Asian background
- d) Black or Black British  Caribbean
- African
- Any other Black background
- (e) Chinese or other ethnic group  Chinese
- Any other

4. What is your country of birth?  UK

*tick the appropriate box*  Other European country

Africa

Asia

North or South America *For office use only*

Australia / New Zealand

If outside UK please also write the present name of the country .....

5. Disability  
'A person has a disability if he or she has a physical or mental impairment which has a substantial and long-term effect on his or her ability to carry out normal day to day activities'  
(Code of practice, Rights of Access - Goods, Facilities, Services and Premises (2002). Issued in relation to the Disability Discrimination Act 1995.)

On the basis of this definition, **do you have a disability?** YES  NO

If **YES**, would you be willing to be contacted by the Revd Philip Maddock, adviser to the Archbishops' Council on deafness and disability issues? YES  NO

**THANK YOU** for helping us in this way.

If you have any queries please get in touch with: *Research and Statistics Department, Church House, Great Smith Street, LONDON SW1P 3NZ*