

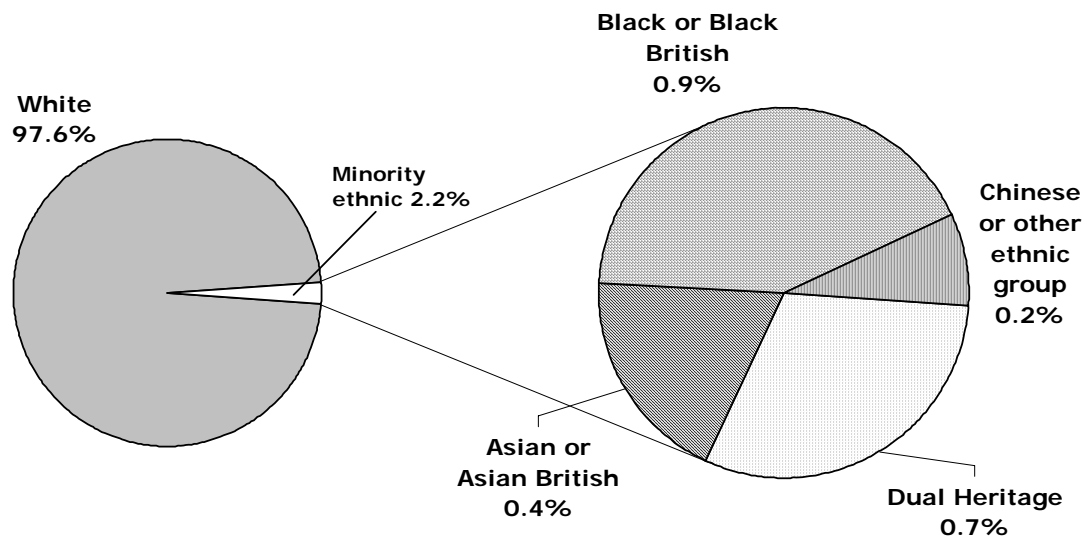
## 6. Results

### 6.1 Ethnicity of clergy

78. The audit recorded the main ethnic background of clergy as indicated by one of 15 different categories as shown on the questionnaire form (Appendix 3). As the numbers in many individual categories are small, responses have been grouped into the five aggregated ethnic background groups indicated on the form used by the Office for National Statistics.

79. Figure 15 shows that the vast majority of clergy in the audit were White. Among clergy from minority ethnic backgrounds the largest numbers were from either a Black/Black British background or from a Dual Heritage background.

**Figure 15: Ethnic backgrounds of clergy in the audit**



*Note: 'Dual Heritage' includes 'White and Black Caribbean', 'White and Black African', 'White and Asian' and 'Other Mixed backgrounds'. Refer to paragraph 7 for more details.*

80. Table 16 shows the percentage of groups of clergy in different roles from each ethnic background. It also compares these with the percentages of laity and of the whole population from each ethnic background from other statistical exercises (ref. Section 3).

**Table 16 : Clergy ethnic backgrounds, 2005**

	Diocesan licensed clergy *		TOTAL diocesan licensed clergy *	Chaplains (excluding European & military)	Diocese in Europe	Military chaplains	All clergy in Audit**	2002 Clergy on PCCs		2002 Laity on Electoral Roll	2001 government census		
	Stipendiary	Non-stipendiary						Stipendiary	Non-stipendiary		England	England & Wales – all ages	England & Wales – 25-64 yrs old***
<b>White</b>	97.7%	97.3%	97.6%	97.9%	96.5%	97.1%	<b>97.6%</b>	99.0%	97.9%	96.8%	90.9%	91.2%	92.1%
<b>Dual Heritage</b>	0.7%	0.5%	0.7%	0.2%	2.7%	2.9%	<b>0.7%</b>	0.4%	0.1%	0.4%	1.3%	1.3%	0.7%
<b>Asian/ Asian British</b>	0.4%	0.3%	0.4%	0.3%	0.0%	0.0%	<b>0.4%</b>	0.0%	0.3%	0.3%	4.6%	4.4%	4.0%
<b>Black/ Black British</b>	0.8%	1.5%	0.9%	0.9%	0.9%	0.0%	<b>0.9%</b>	0.5%	1.6%	2.3%	2.3%	2.2%	2.3%
<b>Chinese/ other ethnic group</b>	0.2%	0.2%	0.2%	0.5%	0.0%	0.0%	<b>0.2%</b>	0.0%	0.1%	0.2%	0.9%	0.9%	0.9%
<b>TOTAL ** (100%)</b>	<b>7,770</b>	<b>2,008</b>	<b>9,778</b>	<b>579</b>	<b>113</b>	<b>102</b>	<b>10,574</b>	<b>2,864</b>	<b>808</b>	<b>70,211</b>	<b>45 million</b>	<b>52 million</b>	<b>28 million</b>

\*Diocesan clergy excluding chaplains and clergy in the Diocese in Europe.

\*\*Totals include clergy for whom some information is unknown, hence rows and columns will not always sum to the totals shown.

\*\*\*Percentages for those aged 25 to 64 years old are shown to compare with those for clergy in the audit who, on the whole, are in this age group. Separate figures for 25 to 64 year olds in England alone are not available.

The high response rates mean that the overall results and those for large groups such as stipendiary clergy are well founded. For smaller groups of clergy, such as military chaplains, the results should be treated with caution as a small difference in clergy numbers could change the percentages of clergy from different ethnic backgrounds whereas the same movement would not affect the national percentages. More information on levels of accuracy is given in the footnotes to this section.

81. Overall 97.6% of clergy in the audit were from White backgrounds and 2.2%<sup>1</sup> were from minority ethnic backgrounds. The largest minority ethnic backgrounds among clergy were Black/Black British (0.9% of clergy) and Dual Heritage (0.7% of clergy).

82. Information is shown separately in table 16 for four groups of clergy: stipendiary and non-stipendiary **diocesan licensed clergy** (excluding those with their main appointment as a chaplain and also excluding the Diocese in Europe); **chaplains** (clergy with main appointment as a chaplain but excluding military chaplains and European chaplains); clergy in the **Diocese in Europe**; and **military chaplains**.

83. As the majority of clergy in the audit are diocesan licensed clergy (i.e. excluding chaplains and clergy in the Diocese in Europe) the proportions of diocesan licensed clergy from each ethnic background are very similar to the proportions for all clergy. The proportion of diocesan licensed clergy from all minority ethnic backgrounds is 2.2%<sup>2</sup>, the same as the proportion of all clergy in the audit who are from minority ethnic backgrounds.

84. Diocesan clergy include stipendiary clergy and non-stipendiary clergy including ordained local ministers. The proportion of stipendiary diocesan clergy from all minority ethnic backgrounds is 2.1%<sup>3</sup>, similar to that of all diocesan clergy. The proportion of non-stipendiary clergy (and ordained local ministers) from all minority ethnic backgrounds is 2.5%<sup>4</sup> which on statistical grounds is significantly higher than the proportion of all diocesan clergy who are from minority ethnic backgrounds. Among non-stipendiary diocesan clergy a noticeably higher percentage are from Black/Black British backgrounds (1.5% compared with 0.9% of all clergy in the audit).

85. For smaller groups of clergy the results should be treated with caution as a small change in the number of clergy from minority ethnic backgrounds responding to the survey would change the findings. Among chaplains (excluding Europe and military chaplains) a lower proportion are from minority ethnic backgrounds (1.9%)<sup>5</sup>, a lower proportion (0.2%) are from Dual Heritage backgrounds and a higher proportion (0.5%) are from Chinese/Other Ethnic backgrounds.

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<sup>1</sup> If the assumption is made that the audit respondents are typical of all clergy, we can estimate the possible error as only 0.1.

<sup>2</sup> Similarly, the possible error among diocesan licensed clergy is estimated as 0.1.

<sup>3</sup> Similarly, the possible estimated error among stipendiary diocesan clergy is estimated as 0.1.

<sup>4</sup> Similarly, the possible estimated error among non-stipendiary diocesan clergy is estimated as 0.2.

<sup>5</sup> Similarly, the possible estimated error among chaplains is estimated as 0.6.

86. The proportions of military chaplains (2.9%)<sup>7</sup> and of clergy from the Diocese in Europe (3.5%)<sup>8</sup> who are from minority ethnic backgrounds are broadly similar to those for diocesan clergy, but clearly there is a higher participation by clergy from Dual Heritage ethnic backgrounds (as the numbers are so small any slightly different results cannot be viewed as significant).

87. Table 16 also shows that the proportion of clergy from minority ethnic backgrounds is lower than the proportion of laity from minority ethnic backgrounds as measured in 2002 (3.2% of those on electoral rolls in 2002) and noticeably lower than the proportion of the population of England and Wales who are from minority ethnic backgrounds.

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<sup>7</sup> Similarly, the possible estimated error among military chaplains is estimated as  $\pm 2.1$ .

<sup>8</sup> Similarly, the possible estimated error among clergy in the Diocese in Europe is estimated as  $\pm 1.4$ %.

## 6.2 Ethnicity by diocese

88. Dioceses have different percentages of clergy, laity and population from minority ethnic backgrounds. Table I in Appendix 2 gives information on how the proportions of clergy, laity and population from minority ethnic backgrounds compare in individual dioceses. To study this further across the country *laity* and *population disparity indicators* were calculated for each ethnic background within each diocese.

89. The laity disparity indicator for each ethnic background for each diocese is the difference between the percentages of laity and clergy who are from minority ethnic backgrounds.

90. The population disparity indicator for each ethnic background for each diocese is the difference between the percentages of civil population and clergy who are from minority ethnic backgrounds.

The diocesan statistics were defined as follows:

**Laity Disparity Indicator** for each ethnic background =

$$\begin{array}{l} \textit{Percentage of} \\ \textit{clergy from the} \\ \textit{ethnic} \\ \textit{background} \end{array} - \begin{array}{l} \textit{Percentage of laity} \\ \textit{from the ethnic} \\ \textit{background} \end{array}$$

**Population Disparity Indicator** for each ethnic background =

$$\begin{array}{l} \textit{Percentage of} \\ \textit{clergy from the} \\ \textit{ethnic} \\ \textit{background} \end{array} - \begin{array}{l} \textit{Percentage of} \\ \textit{diocesan} \\ \textit{population from the} \\ \textit{ethnic background} \end{array}$$

91. The formula calculates the difference between the proportions of clergy and laity, or clergy and population, who are from a particular ethnic background. The proportions of members of the 2002 PCC electoral roll from different ethnic backgrounds were used to give a measure of the proportion of laity

from each ethnic background. Statistics on the proportion of laity from each ethnic background were not available for the Dioceses of Carlisle, Chester, Exeter, Hereford, Oxford, St. Edmundsbury & Ipswich, Salisbury, Sodor & Man and Europe so these dioceses were not included in this analysis.

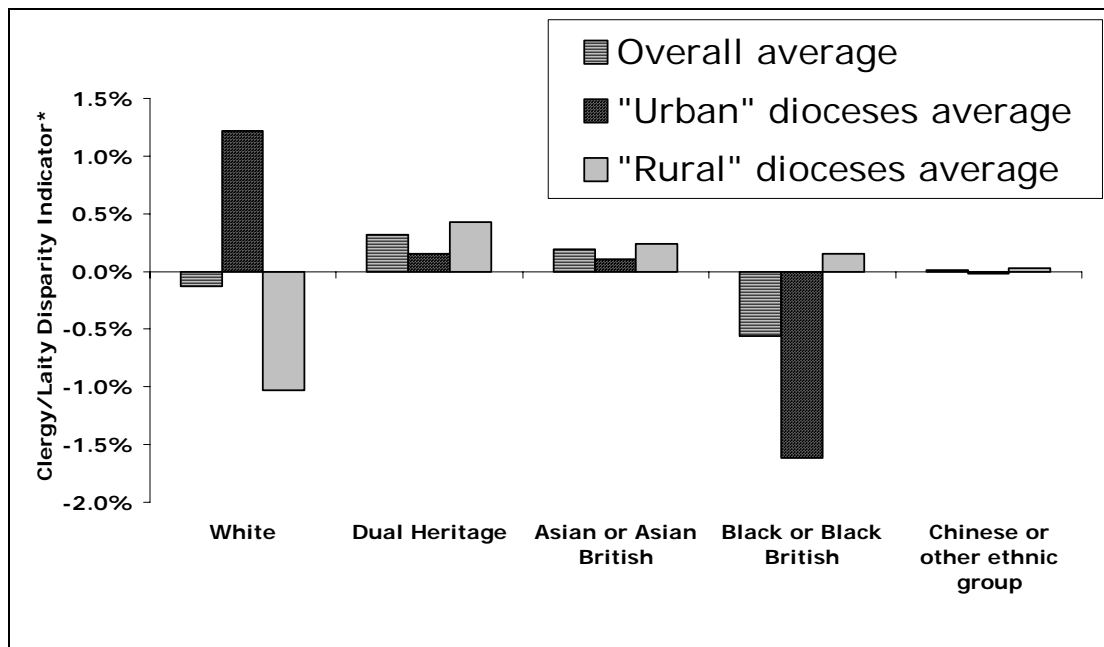
92. For the purposes of the current analysis only, dioceses were grouped according to whether the majority of their parishes are *rural* or *urban* (based on information from the government's Rural and Urban Area Classification 2004; see Appendix 2 for more details). Where more than half the parishes are rural/ urban, dioceses have been classified as urban/ rural. The averages of the disparity indicators for these so classified *rural* and *urban* dioceses were then calculated. The following chart, figure 17, shows the average laity disparity indicators for all dioceses and for such *rural* and *urban* dioceses separately.

93. Figure 17 reveals that on average dioceses over represent the laity from White backgrounds by having a larger percentage of White clergy than would be needed to reflect the proportion of laity from White backgrounds. Again on average, dioceses under-represent the laity from Black/Black British backgrounds. This is illustrated by the positive White laity disparity indicator and negative Black/Black British laity disparity indicator. Dioceses very slightly over-represent those of Dual Heritage and Asian/Asian British ethnic origin.

94. The average of the White laity disparity indicators for dioceses where urban parishes dominate (in number) is much higher than the average across all dioceses showing that clergy in *urban* dioceses in particular over represent the White laity. The average of the Black/Black British laity disparity indicators across *urban* dioceses is a larger negative value showing that the clergy in *urban* dioceses does not directly reflect the numbers of laity from Black/Black British backgrounds in urban dioceses. In fact the proportions of clergy from Black/Black British backgrounds are lower than the proportions of electoral roll members from Black/Black British backgrounds.

95. The average laity disparity indicator for dioceses where rural parishes dominate (in number) in contrast shows that clergy in *rural* dioceses slightly under-represent the laity from White backgrounds, slightly over represent the laity from Dual Heritage and Asian/Asian British backgrounds, and very slightly over-represent the laity from Black/Black British backgrounds.

**Figure 17: Laity disparity indicators for *urban* and *rural* dioceses**

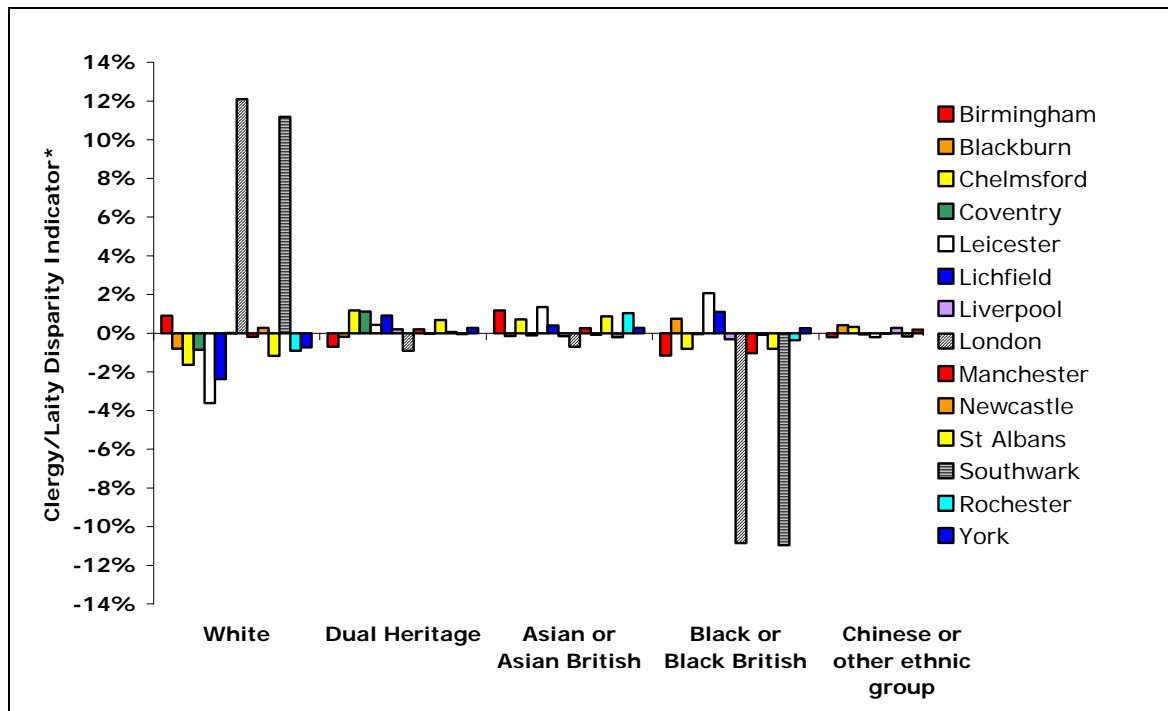


\*The clergy/laity disparity indicator for each ethnic background for each diocese is the difference between the percentages of laity and clergy who are from minority ethnic backgrounds.

96. The following chart, figure 18, shows laity disparity indicators for a selection of individual dioceses. The dioceses shown are those that were part of the 2000 exercise reported in *Called to Lead* and additional dioceses which in the 2005 audit showed a relatively high percentage of clergy from minority ethnic backgrounds. It shows that the Dioceses of London and Southwark have large positive White laity disparity indicators and large negative Black/Black British laity disparity indicators. That is to say that these two dioceses have much higher proportions of laity than clergy from minority ethnic backgrounds. By comparison other dioceses tend to have similar proportions of clergy and laity from various ethnic backgrounds

97. London and Southwark are special cases as both have particularly large proportions of laity from Black/Black British ethnic background (London 14.4% and Southwark 15.1%). These are not fully reflected in their proportions of clergy from Black/Black British backgrounds (London 3.5% and Southwark 4.1%). Across the rest of the country clergy slightly over-represent the laity from Black/Black British ethnic backgrounds and slightly under-represent the laity from White backgrounds.

**Figure 18: Clergy/Laity disparity indicators for a selection of dioceses**

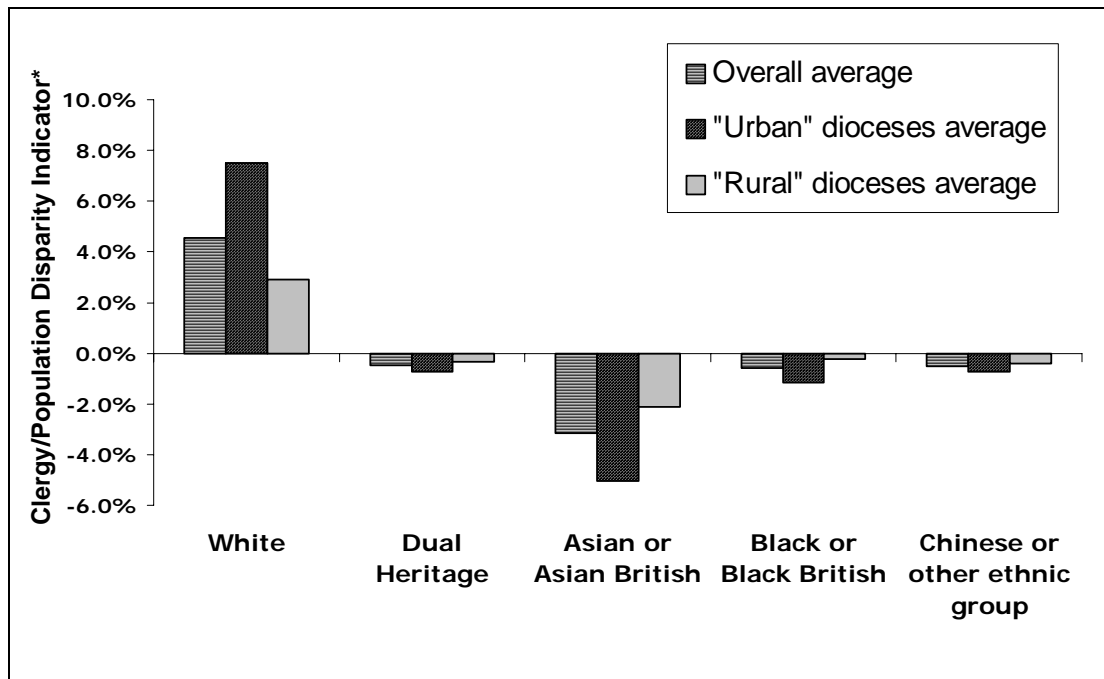


\*The clergy/laity disparity indicator for each ethnic background for each diocese is the difference between the percentages of laity and clergy who are from minority ethnic backgrounds.

98. The following chart, figure 19, shows the average population disparity indicators for all dioceses and for dioceses where urban parishes predominate and dioceses where rural parishes predominate separately. The positive White population disparity indicators shows that, on average, clergy over-represent the White population by having larger proportions of clergy from White ethnic backgrounds than people in the population. The negative population disparity indicators show that, in general, clergy under-represent the population from minority ethnic backgrounds. The magnitude of all the indicators is greater for *urban* dioceses than for *rural* dioceses. This shows that the disparity between the proportion of the clergy who are from minority ethnic backgrounds and the proportion of the whole population who are from minority ethnic backgrounds is greater in *urban* dioceses than it is in *rural* dioceses.



**Figure 19: Population disparity indicators for *urban* and *rural* dioceses**



*\*Note: The population disparity indicator for each ethnic background for each diocese is the difference between the percentages of civil population and clergy who are from minority ethnic backgrounds.*

99. The following chart, figure 20, shows the population disparity indicators for the same selection of dioceses as before. All the dioceses shown have positive White population disparity indicators showing that they all have higher proportions of clergy from White ethnic backgrounds than they have proportions of population from White ethnic backgrounds. The White population disparity indicators for Southwark and London are particularly large showing large disparities between clergy and population proportions. Those for Chelmsford and Birmingham are the next largest.

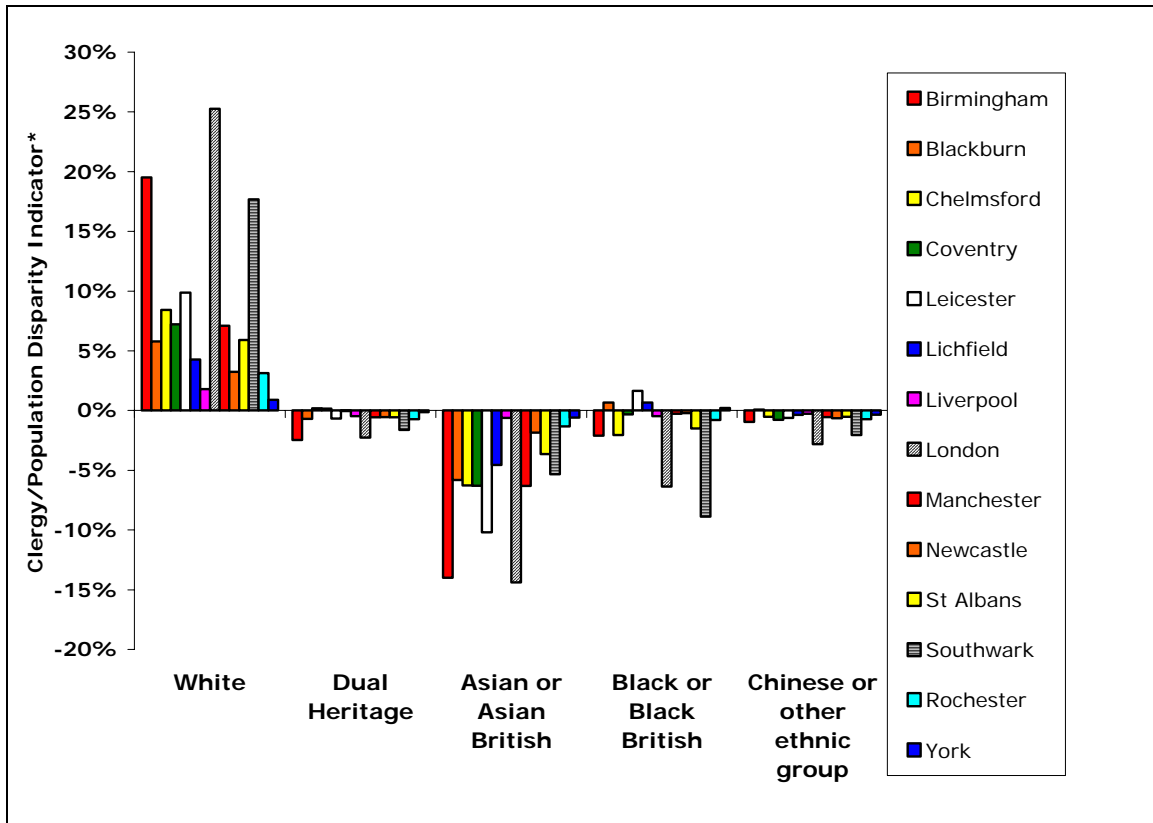
100. The population disparity indicators for the Asian/Asian British ethnic background are negative for all the dioceses shown. This shows that the percentage of the clergy from Asian/Asian British ethnic backgrounds is lower than the percentage of the population from Asian/Asian British backgrounds for all these dioceses. The indicator for London is particularly large. The next largest indicators are for Chelmsford, Birmingham and Southwark.

101. London and Southwark have relatively large negative population disparity indicators for the Black/Black British ethnic background. This shows that the proportions of clergy from Black/Black British ethnic backgrounds that they

have are lower than their proportions of population from Black/Black British ethnic backgrounds.

102. London has a relatively large negative population disparity indicator for the Chinese/Other Ethnic background showing that it has a lower proportion of clergy from these backgrounds than it has of the population from these backgrounds.

**Figure 20: Clergy/Population disparity indicators for a selection of dioceses**



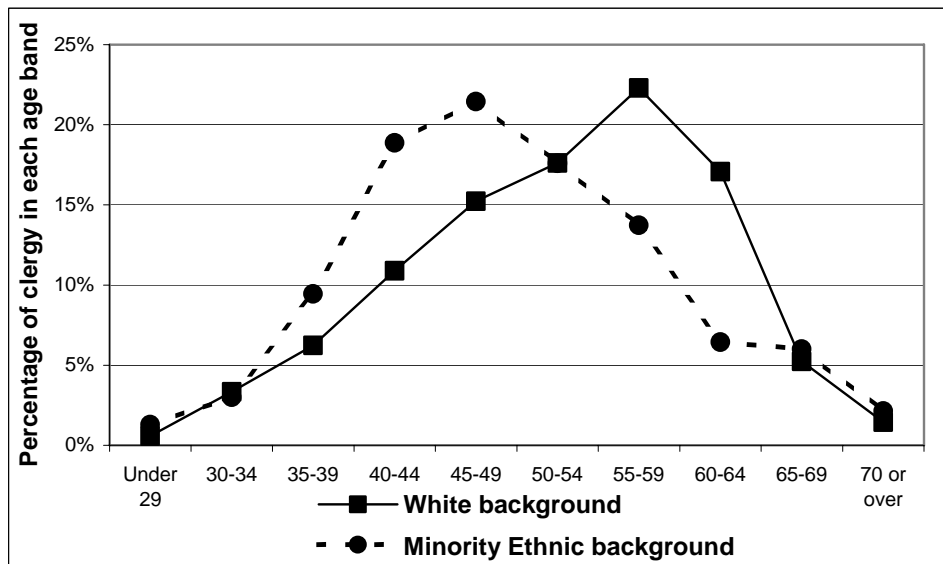
\*Note: The clergy/population disparity indicator for each ethnic background for each diocese is the difference between the percentages of civil population and clergy who are from minority ethnic backgrounds.

103. Further information for individual dioceses is given in Table I in Appendix 2. The table shows the percentage of clergy from a minority ethnic background for each diocese and compares these percentages with the percentage of members of 2002 church electoral rolls who are from minority ethnic backgrounds and with the percentages of diocesan civil populations who are from minority ethnic backgrounds.

### 6.3 Ethnicity by age

104. The following graph and charts, figures 21 to 24, show the age distributions of clergy from different ethnic backgrounds. The first graph, figure 21, compares the age distribution of White clergy with that of clergy from all minority ethnic backgrounds. It shows that clergy from minority ethnic backgrounds tend to be younger than those from White backgrounds. This is consistent with the younger age profile for people from minority ethnic backgrounds recorded by the 2001 census as shown in figures 10 to 12.

**Figure 21: Age distributions for White clergy and for clergy from all minority ethnic backgrounds**

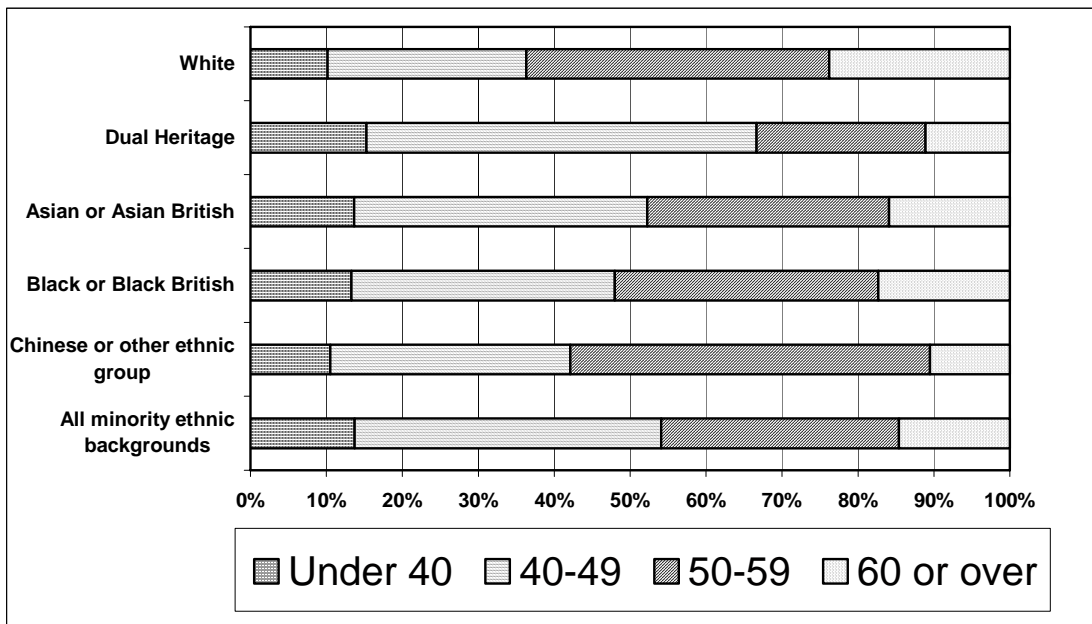


105. Figure B in Appendix 1 shows the age distributions of clergy from Black/Black British backgrounds and from Dual Heritage backgrounds. It shows that clergy from Dual Heritage backgrounds tend to be younger than clergy from Black/Black British backgrounds. To aid the reader figure A (in Appendix 1) repeats the White comparisons.

106. Figure C in Appendix 1 shows that clergy from Asian/Asian British backgrounds tend to be younger than those from Chinese/Other Ethnic backgrounds. However as there are so few clergy from Chinese/Other Ethnic backgrounds it is difficult to draw conclusions from their age distribution.

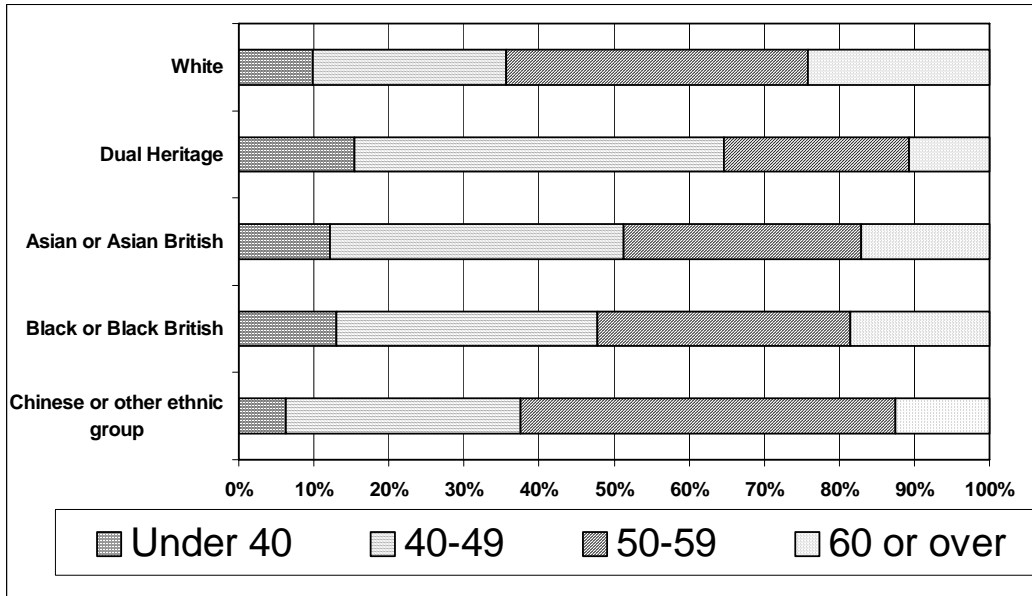
107. Figure 22 shows clergy from each of the main ethnic backgrounds, and from all minority ethnic backgrounds, by broad age group. It shows clergy from White ethnic backgrounds have the oldest age profile. Only 10% of clergy from White ethnic backgrounds are under 40 and 36% are under 50. The small number of clergy from Chinese/Other Ethnic backgrounds are slightly younger with 11% under 40 and 42% under 50. Among clergy from Black/Black British backgrounds 13% are under 40 and 48% are under 50. Among clergy from Asian/Asian British backgrounds 14% are under 40 and 52% are under 50. The youngest age profile is for clergy from Dual Heritage ethnic backgrounds where 15% are under 40 and 67% are under 50. Clergy from all minority ethnic backgrounds combined have a younger age profile than clergy from White ethnic backgrounds; 14% of clergy from all minority ethnic backgrounds are under 40 and 54% are under 50.

**Figure 22: All Clergy in audit**



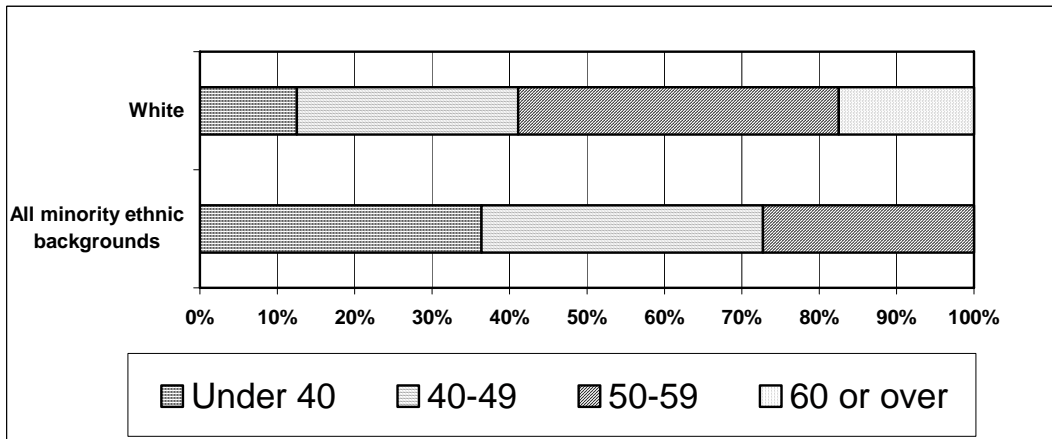
108. The following chart, figure 23, shows age profiles for diocesan clergy excluding chaplains. It shows a very similar picture to that for all clergy. This is because diocesan clergy excluding chaplains make up the majority of all clergy.

**Figure 23: Diocesan clergy excluding chaplains**



109. Figure 24 shows age profiles for chaplains (excluding military chaplains and the Diocese in Europe). 13% of White clergy in these roles are under 40 years' old and 41% are under 50 years' old. As the numbers of these chaplains from minority ethnic backgrounds are small only a single age profile for all those from minority ethnic backgrounds is shown.

**Figure 24: Chaplains excluding military chaplains**

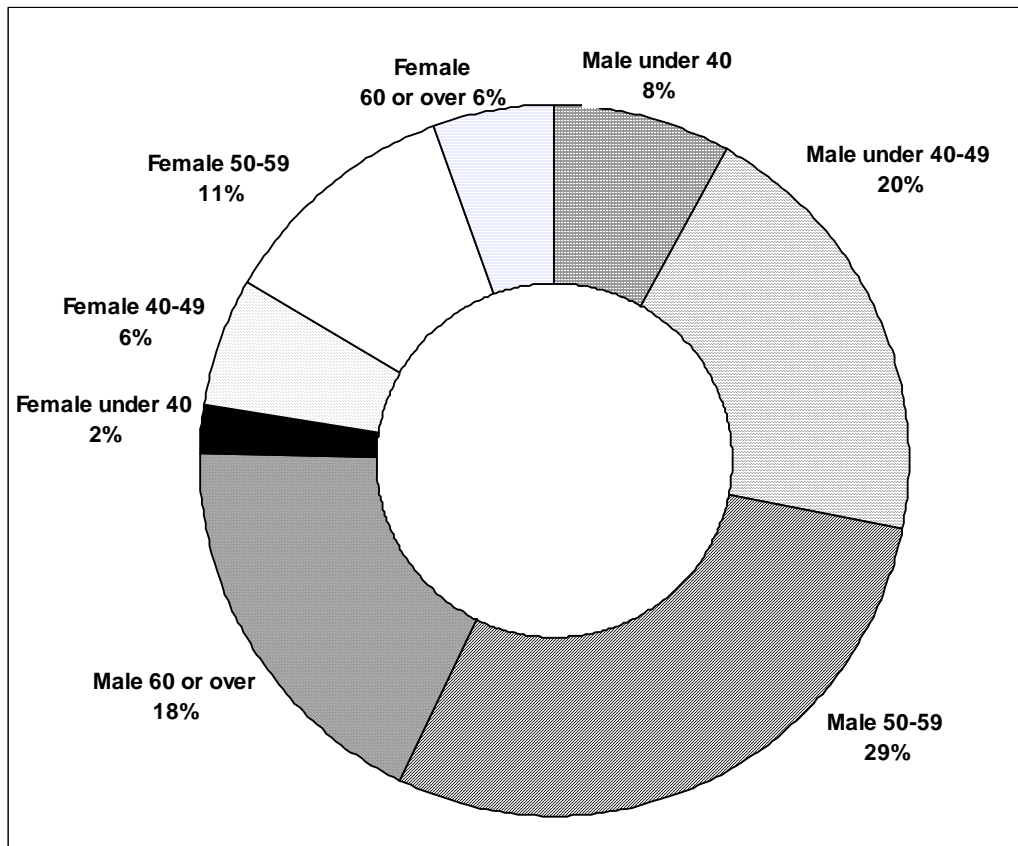


110. Tables D to H in Appendix 1 show the age distribution by ethnic background for all clergy in the audit and for diocesan clergy and for chaplains separately. As there are so few clergy from minority ethnic backgrounds with appointments either in the Diocese in Europe or as military chaplains the age distributions for these groups of clergy are not shown by ethnic background.
111. Table D in Appendix 1 for all clergy in the audit shows that clergy from minority ethnic backgrounds tend to be younger than those from White backgrounds.
112. Table E in Appendix 1 for diocesan clergy confirms that diocesan clergy from minority ethnic backgrounds have a younger age profile than White diocesan clergy. This is in line with the table for all clergy as the majority of clergy have diocesan posts.
113. Table F in Appendix 1 shows that chaplains have a similar age distribution to that for diocesan clergy which is shown in the table above. As the number of chaplains from a minority ethnic background is so small all minority ethnic backgrounds have been grouped together in the chaplains table. The small number of chaplains in the audit who are from minority ethnic backgrounds tend to be younger than the chaplains from White backgrounds.

## 6.4 Ethnicity by gender and age

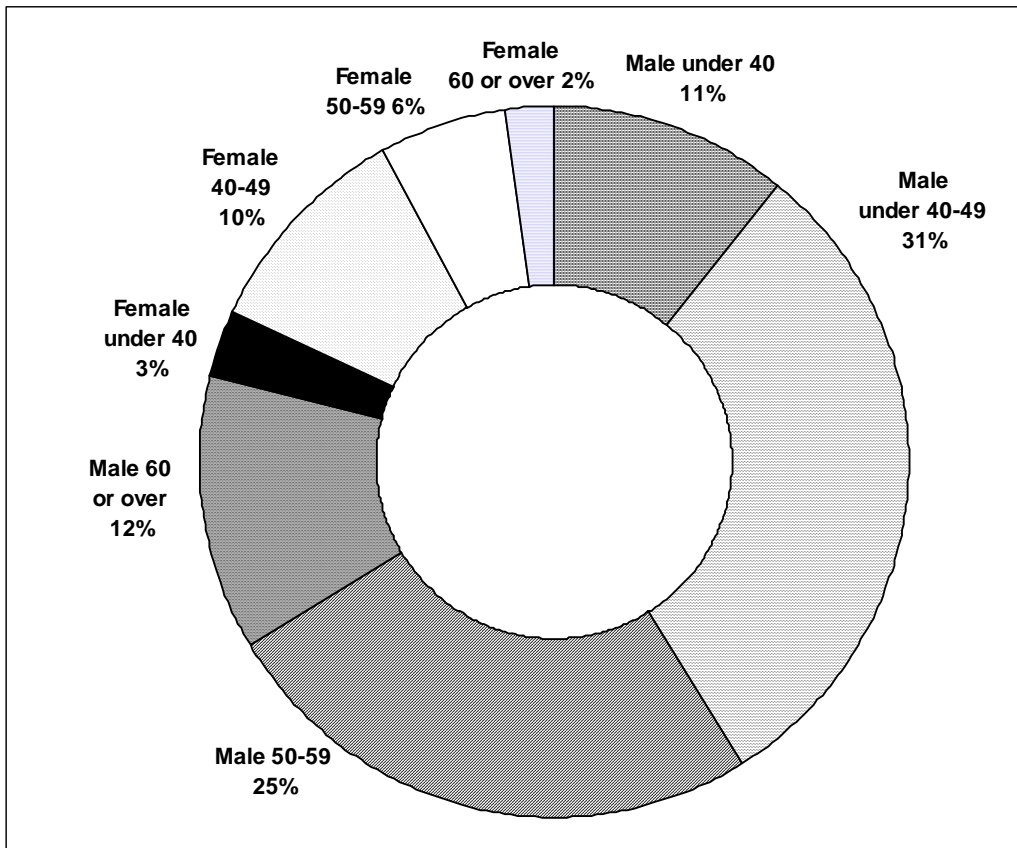
114. The following charts, figures 25 and 26, show age and gender distributions for all clergy in the audit. Figure 25 shows the proportions of White clergy by age and gender. It shows that around three quarters of White clergy in the audit were male. Male clergy under 40 years old comprise 8% of all White clergy and female clergy under 40 years old comprise 2% of all White clergy. Male clergy over 60 make up 18% of all White clergy and female clergy over 60 make up 6% of all White clergy.

**Figure 25: White clergy by age and gender**



115. Figure 26 shows that a slightly higher proportion of clergy from a minority ethnic background are male (79%). It also shows two-thirds (67%) of clergy from a minority ethnic background are men under 60; whereas the chart for White clergy showed a smaller proportion (57%) of White clergy to be men under 60.

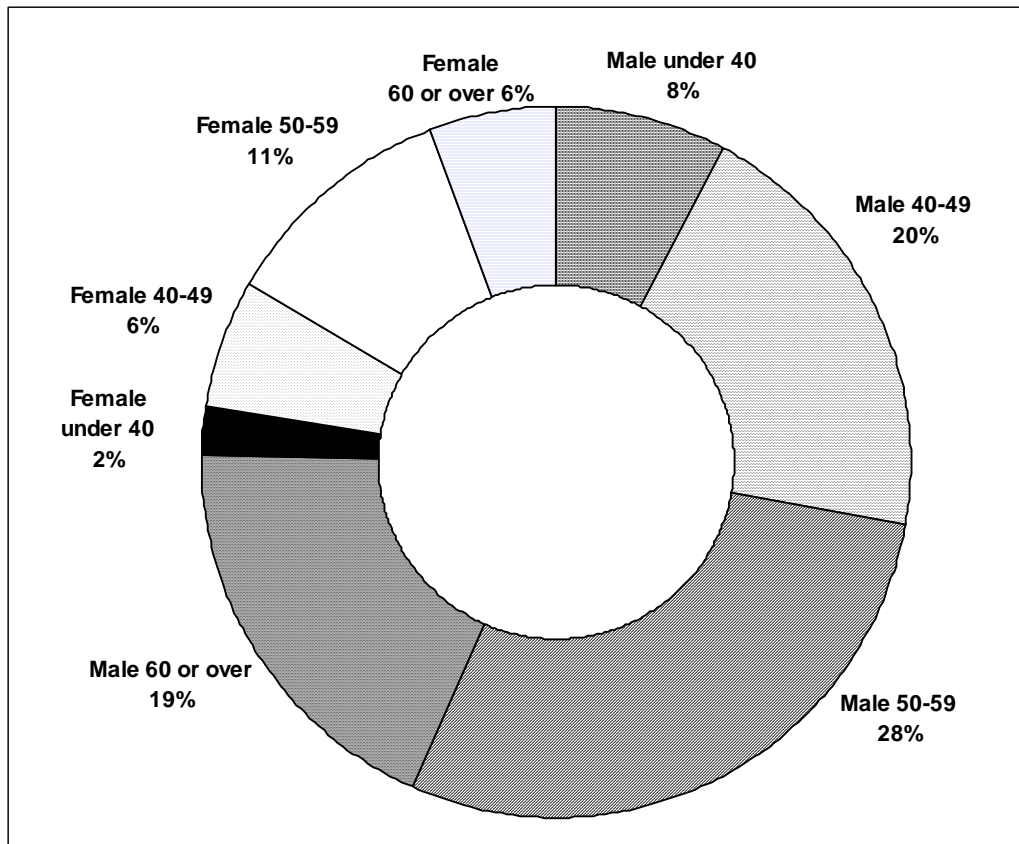
**Figure 26: Clergy from a minority ethnic background by age and gender**





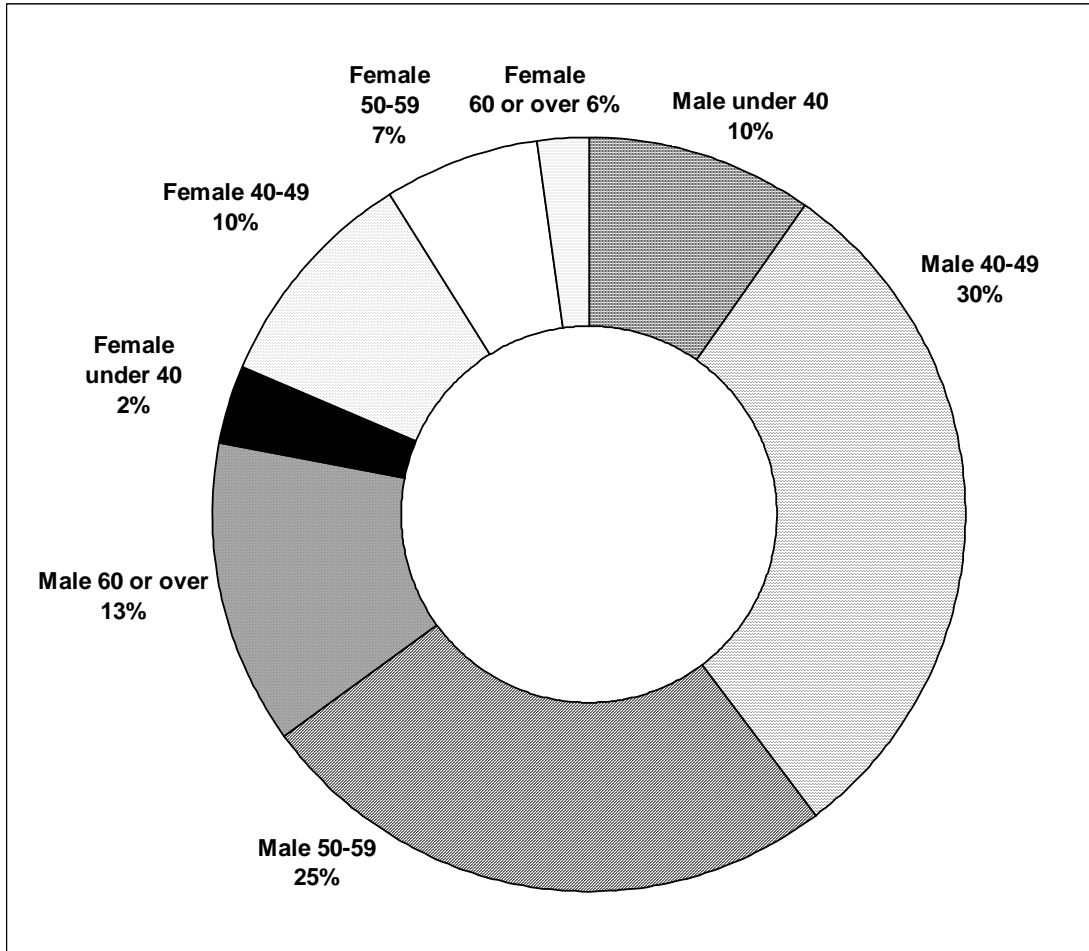
116. The following charts, figures 27 and 28, show the age and gender distributions for diocesan licensed clergy (i.e. excluding chaplains and the Diocese in Europe). Figure 27 for White diocesan licensed clergy shows a similar age and gender distribution to that for all White clergy in the audit i.e. around three-quarters male and relatively few clergy under 40.

**Figure 27: White diocesan clergy by age and gender**



117. Figure 28 for diocesan licensed clergy from a minority ethnic background shows that diocesan clergy from minority ethnic backgrounds tend to be younger than White diocesan clergy. It also shows a slightly higher proportion of diocesan clergy from minority ethnic backgrounds are male.

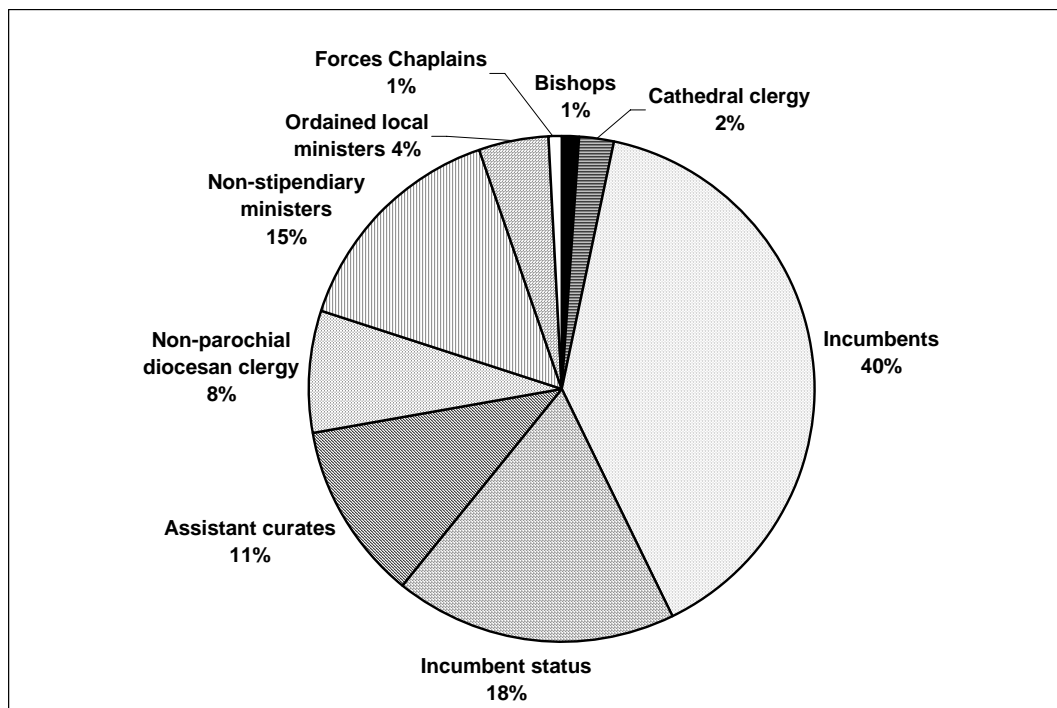
**Figure 28: Diocesan clergy from a minority ethnic background by age and gender**



## 6.5 Ethnicity by type of appointment

118. The following charts, figures 29 and 30, for all clergy in the audit, show separately for White clergy and for clergy from minority ethnic backgrounds the proportions of clergy with each type of appointment. For example, figure 29 for White clergy shows that 40% are incumbents; 18% are of incumbent status and 11% are assistant curates.

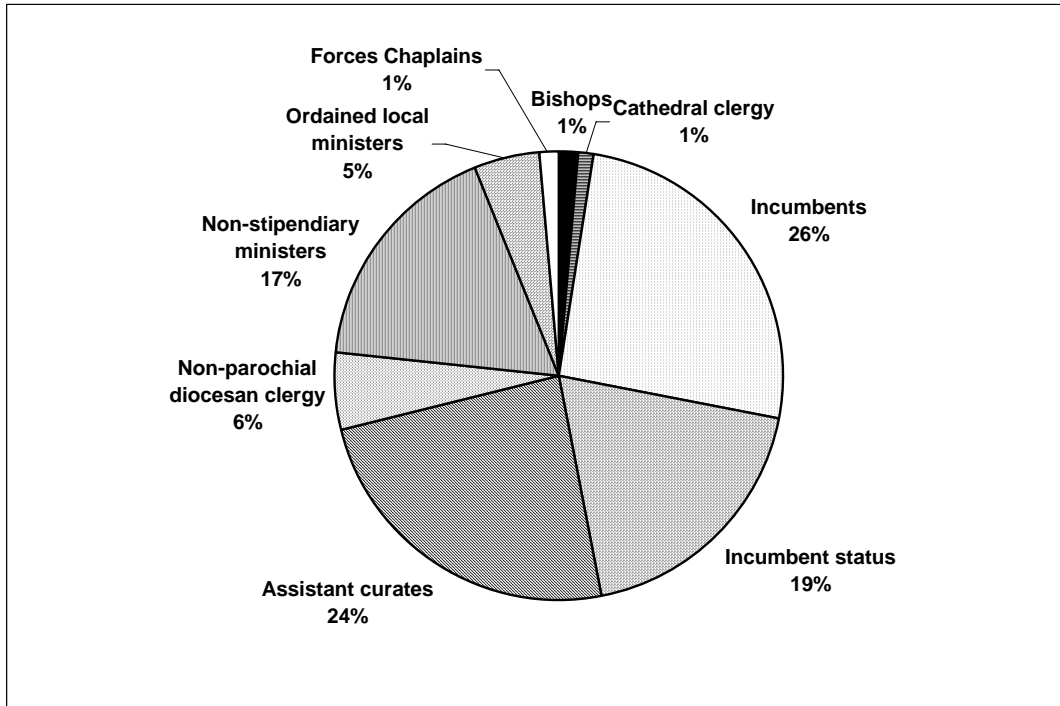
**Figure 29: White clergy by appointment**



119. Figure 30, shows that a smaller proportion (26%) of clergy from minority ethnic backgrounds are incumbents and a larger proportion (24%) are assistant curates. For most of the other types of appointments the proportions are similar to those for White clergy.

120. The higher proportion of clergy from minority ethnic backgrounds who are assistant curates and the lower proportion who are incumbents may, in part, be related to: the length of time since ordination for clergy from different ethnic backgrounds; and the younger age profile of clergy from minority ethnic backgrounds. These factors would need to be explored before any conclusions could be drawn.

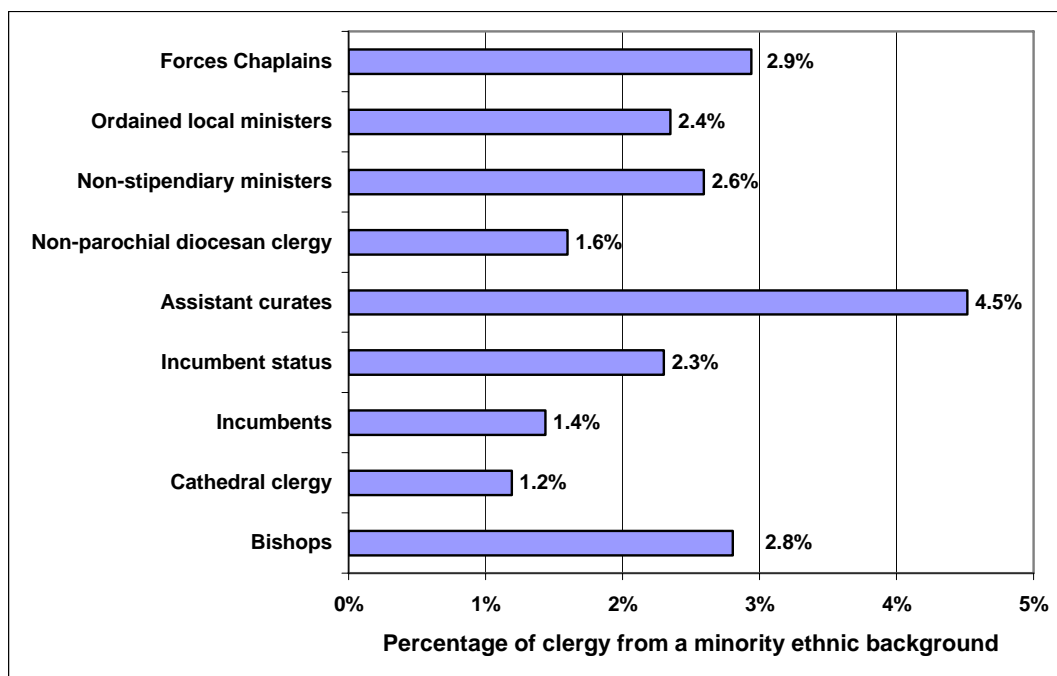
**Figure 30: Clergy from minority ethnic backgrounds by appointment**



121. Overall 2.2% of clergy come from minority ethnic backgrounds. The following chart shows the percentage of clergy who are from minority ethnic backgrounds for each type of appointment. It shows that assistant curates are the group with the highest percentage of clergy from minority ethnic backgrounds and incumbents are the group with the lowest percentage from minority ethnic backgrounds.

122. As the assistant curates from minority ethnic backgrounds go on to other roles, such as incumbents or non-parochial diocesan clergy, then the proportions of incumbents etc that are from minority ethnic backgrounds may be expected to increase. This will depend upon the rate at which assistant curates progress to other roles.

**Figure 31: Clergy from minority ethnic backgrounds by type of appointment**

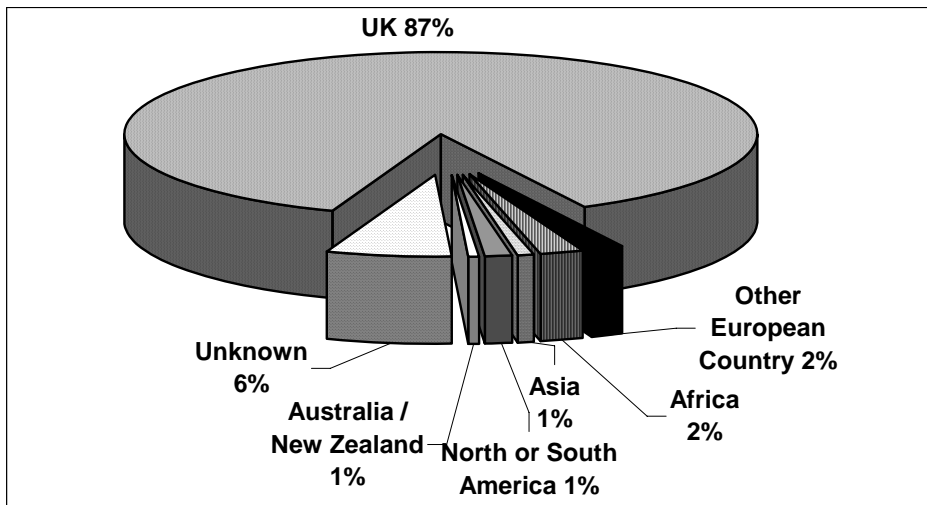


123. Table G in Appendix 1 shows the ethnic backgrounds of clergy with each type of appointment. It shows that cathedral clergy, incumbents and non-parochial diocesan clergy have the smallest percentages of clergy from minority ethnic backgrounds. Assistant curates have the largest percentages of clergy from minority ethnic backgrounds; *Dual Heritage* and *Asian/Asian British* backgrounds are the largest minority backgrounds among assistant curates. The proportion of bishops who are from minority ethnic backgrounds is similar to the overall proportion of clergy who are from minority ethnic backgrounds.

## 6.6 Continent of birth

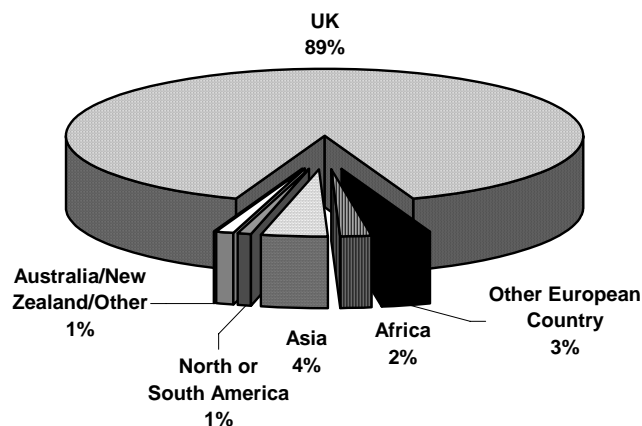
124. The following pie chart, figure 32, shows the country or continent of birth for all clergy in the audit. It shows that 87% of clergy indicated that they were born in the UK. In total 7% that they were born outside the UK leaving around 6% who did not indicate where they were born.

**Figure 32: Place of birth, all clergy in the audit**



125. The following chart, figure 33, shows the country or continent of birth for the population of England and Wales aged 16 to pensionable age. It suggests that the proportion of the 'working age' population of England and Wales who were born in the UK appears to be higher, at 89%, than the proportion of clergy who were born in the UK, although it is difficult to be sure as 6% of clergy did not say where they were born. The percentage of the all age population of England and Wales who were born in the UK is 91%, the same as that for England alone. The percentages of the 'working age' population of England and Wales who were born in other continents are similar to the percentages of Church of England clergy who were born in other continents.

**Figure 33: Place of birth for the population of England and Wales aged 16 years to pensionable age**



*Source: 2001 government census. Note: Information for England alone is not available.*

126. Table 34 shows the reported country or continent of birth for clergy in different roles. It shows that a much higher percentage of clergy in the Diocese in Europe were born outside the UK (27%) than were clergy in English dioceses (6%). Clergy in the Diocese in Europe were also much less likely not to give their country of birth. Only 1% of clergy in the Diocese in Europe did not give their country of birth compared with 6% of clergy in dioceses in England. Stipendiary clergy and non-stipendiary clergy (including ordained local ministers) show very similar patterns of country of birth.

**Table 34: Clergy by country or continent of birth**

	Diocesan Clergy*			Chaplains (excluding European & military)	Diocese in Europe	Military chaplains	All Clergy**
	Stipend- iary	Non- Stipend- iary***	All diocesan clergy				
<b>UK</b>	87%	88%	87%	83%	73%	89%	87%
<b>Other European Country</b>	2%	1%	1%	3%	11%	1%	2%
<b>Africa</b>	2%	2%	2%	2%	4%	2%	2%
<b>Asia</b>	1%	1%	1%	1%	0%	2%	1%
<b>North or South America</b>	1%	1%	1%	2%	8%	0%	1%
<b>Australia / New Zealand</b>	1%	0%	1%	1%	4%	0%	1%
<b>Unknown</b>	6%	7%	6%	8%	1%	6%	6%
<b>Total (100*)</b>	7,770	2,008	9,778	579	113	102	10,574

\*Diocesan clergy excluding chaplains and clergy in the Diocese in Europe.

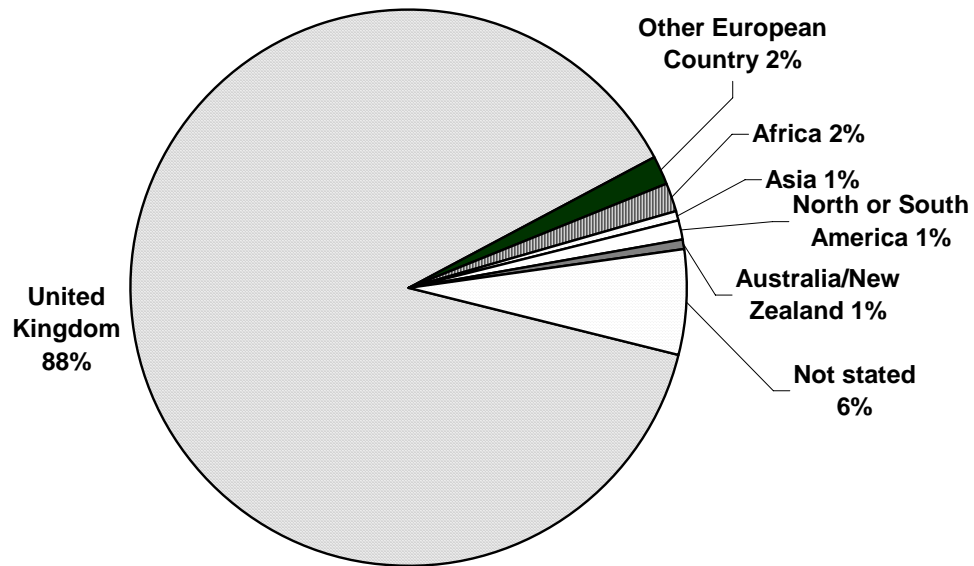
\*\*Totals include clergy for whom some information is unknown.

\*\*\*Non-stipendiary includes ordained local ministers.

## 6.7 Ethnicity and continent of birth

127. The following pie charts, figures 35 and 36, for all clergy in the audit show country or continent of birth for White clergy and for clergy from minority ethnic backgrounds. Figure 35 for White clergy shows that 88% of White clergy reported that they were born in the UK. A notable proportion of White clergy (6%) did not complete the question on country of birth.

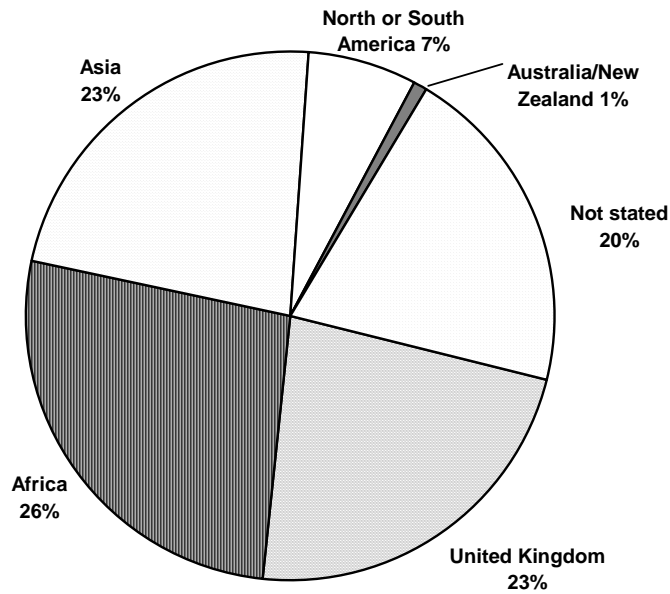
**Figure 35: White clergy**





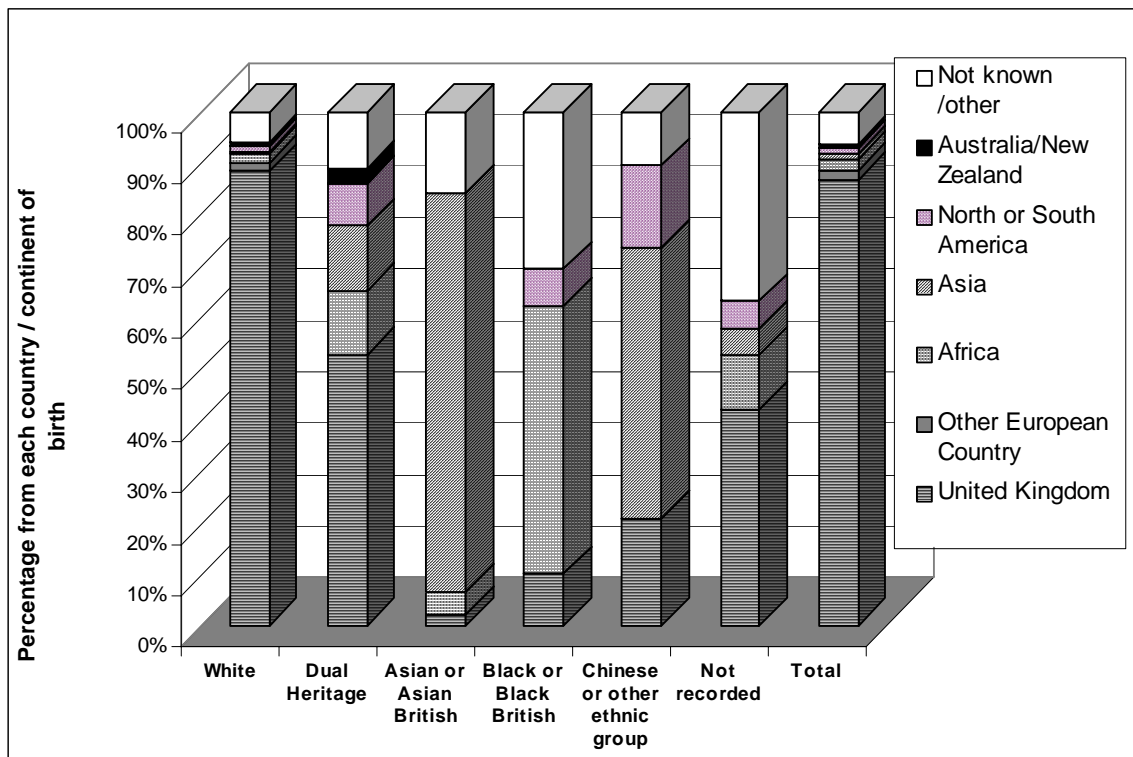
128. Figure 36 for clergy from minority ethnic backgrounds shows a very different picture. It shows just under a quarter (23%) reported that they were born in the UK; just over a quarter (26%) born in Africa; just under a quarter (23%) born in Asia. As a fifth (20%) did not answer the question then some of the other proportions must be understated.

**Figure 36: Clergy from minority ethnic backgrounds**



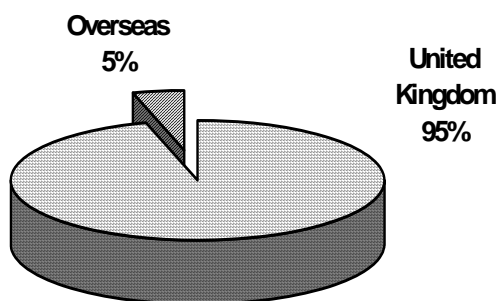
129. The following chart, figure 37, shows the reported country or continent of birth for clergy from each ethnic background. It shows that around half of all clergy from Black/Black British backgrounds were born in Africa. Of the clergy from Dual Heritage backgrounds around half were born in the UK. Clergy from Asian/Asian British backgrounds or Chinese/Other Ethnic backgrounds were more likely to have been born in Asia than in any other continent.

**Figure 37: Countries of birth of clergy by ethnic background**



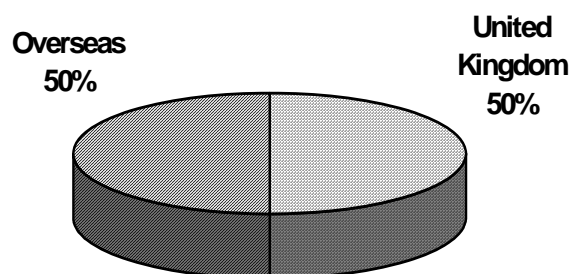
130. The following pie charts, figures 38 and 39, show the country of birth for the (all age) population of England and Wales by ethnic background. Figure 38 shows that 95% of the population from White ethnic backgrounds were born in the UK and figure 39 shows that 50% of the (all age) population of England and Wales from minority ethnic backgrounds were born in the UK.

**Figure 38: Country of birth for the all age population of England and Wales from White ethnic backgrounds**



*Source: 2001 government census. Note: Information for England alone is not available.*

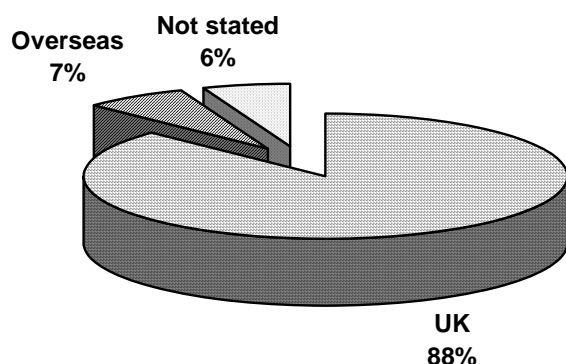
**Figure 39: Country of birth for the all age population of England and Wales from minority ethnic backgrounds**



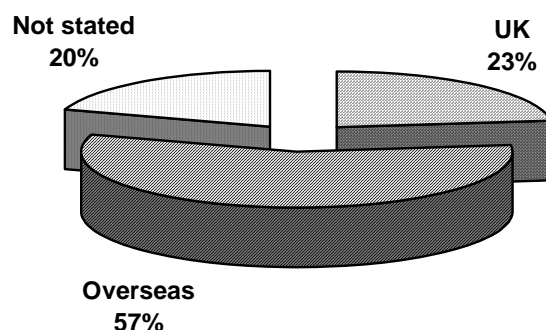
*Source: 2001 government census. Note: Information for England alone is not available.*

131. The following pie charts, figures 40 and 41, show the country of birth for clergy from White ethnic backgrounds and for clergy from minority ethnic backgrounds. As 6% of clergy from White ethnic backgrounds and 20% of clergy from minority ethnic backgrounds did not tick a box on the form to indicate their country of birth it is difficult to compare the country of birth of clergy with that for the population. However the proportion of clergy from minority ethnic backgrounds who were born outside the UK (57%) appears to be higher than the proportion of the population (adults and children) of England and Wales from minority ethnic backgrounds who were born outside the UK (50%). The proportion of clergy from White ethnic backgrounds born outside the UK (7%) also appears higher than for the overall population (5%).

**Figure 40: Country of birth for clergy from White ethnic backgrounds**



**Figure 41: Country of birth for clergy from minority ethnic backgrounds**



132. Table H in Appendix 1 shows the percentage of clergy born in each country / continent for each ethnic background. It also shows the total number of clergy born in each country / continent. In particular, over three-quarters (77%) of Asian/Asian British clergy were born in Asia. Over half of Black/Black British clergy were born in Africa and over half of Chinese/Other Ethnic clergy were born in Asia.