

Invitation to Tender

Understanding the Wellbeing of UK Minority Ethnic/ Global Majority Heritage Clergy

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Key dates:

Deadline for submissions: 6th August 2021

Project completion: 31st January 2022

1. The National Ministry Team

The National Ministry Team is a department of the Church of England's National Church Institutions and directed by the Ministry Council. The task of the National Ministry Team is to renew lay and ordained ministry throughout the Church of England. We do this by providing advice and support to dioceses, bishops and numerous theological education institutions. We oversee the selection, training and deployment of ordained ministers, ensuring the Church is well equipped to serve God in living out its mission for many generations to come.

2. Background

Within the Church of England there are disproportionately low numbers of UK minority ethnic (UKME) or global majority heritage (GMH) clergy. While the 2011 Census counted people from Asian, Black, Mixed and 'other' ethnic groups as making up 14% of the population of England and Wales, in 2019 only 3.8% of stipendiary clergy and 7.8% of ordinands beginning training were from these groups. Very little research has been undertaken to explore the experiences of UKME/GMH clergy from a wellbeing perspective; however, reports over several decades and recent publications such as France-Williams's book, *Ghost Ship*, highlight longstanding institutional racism within the Church of England.¹ Following the 2021 report of the Archbishops' Anti-Racism Taskforce, *Lament to Action*,² a new Racial Justice Commission will spend three years scrutinising the activities of the Church of England and making recommendations for its future ministry.

¹ France-Williams, A. (2020), *Ghost Ship: Institutional Racism and the Church of England*, London: SCM.

² <https://www.churchofengland.org/sites/default/files/2021-04/FromLamentToAction-report.pdf>.



The issue of clergy wellbeing is currently being addressed by the National Ministry Team through a ten-year research project, *Living Ministry* (<https://www.churchofengland.org/living-ministry>), exploring how ordained ministers flourish in ministry. The research follows four cohorts of clergy through their ministry at two-year intervals, each wave comprising a large-scale quantitative survey and a smaller-scale qualitative study. While this method is effective for identifying trends and patterns across large datasets and contextualising those through in-depth qualitative analysis, its capacity to assess the experiences of minority groups is limited because numbers are often too low to reach any statistical conclusions or to allow anonymisation within reports. Only about 3% of respondents to each wave of the survey have identified as belonging to a UKME/GMH group, possibly also reflecting low levels of trust in the national church. Questions of race and ethnicity have therefore been glaringly obvious by their absence. To understand how wellbeing and illbeing are experienced by UKME/GMH ordained ministers, the National Ministry Team is therefore seeking to commission a stand-alone, qualitative research project.

3. Aims & objectives

Aim

To understand and contribute to improving the experiences and wellbeing of UKME/GMH clergy.

Objectives

- Identify specific wellbeing issues and challenges facing UKME/GMH clergy, as well as similarities of experience with other clergy.
- Understand how wellbeing varies among clergy of UKME/GMH groups.
- Identify ways of improving the wellbeing of UKME/GMH clergy.

Anticipated questions to be explored

- How do UKME/GMH clergy experience wellbeing and barriers or threats to wellbeing in the following interrelated areas:
 - Spiritual and vocational wellbeing
 - Physical and mental wellbeing
 - Financial and material wellbeing
 - Relationships
 - Participation
- How do experiences vary between and within different ethnic groups and how does ethnicity intersect with other factors affecting wellbeing?
- On what strategies and resources do UKME/GMH clergy draw to sustain, enhance and overcome barriers and threats to their wellbeing?
- How and how far is their wellbeing supported or hindered by the church at different levels?



Anticipated policy implications

- Support the work of the Ministry Council:
 - Inform diocesan senior clergy and staff about structural barriers to the wellbeing of UKME/GMH clergy and how best to support these ministers;
 - Inform those working on and within national and diocesan processes for UKME/GMH clergy, ordinands and people in the discernment process;
- Inform the work of the Facilitation Group for the Covenant for Clergy Care and Wellbeing and the 'Big Conversation' on clergy wellbeing at all levels of the church;
- Inform the work of the Racial Justice Commission and the Committee for Minority Ethnic Anglican Concerns (CMEAC).

4. Method

The detailed methods to be employed will be determined by the researcher, in consultation with the Advisory Group. We envisage the main method to be qualitative individual or group interviews with UKME/GMH clergy, making use of the Living Ministry wellbeing framework.³ The Church of England does not hold adequate data on clergy ethnicity to allow sampling from national records; however, it will be possible to work with groups such as the Anglican Minority Ethnic Network (AMEN).

5. Deliverables

The following outputs will be required:

- 1) A full report of the research findings, to be published on the Church of England website and disseminated within the national church, dioceses and theological education institutions as appropriate.
- 2) A practical resource, based on the research findings, for senior clergy, diocesan staff and individual clergy, to be published on the Church of England website alongside other Living Ministry resources.

³ See *Negotiating Wellbeing: Experiences of Ordinands and Clergy in the Church of England*, p. 10-11 <https://www.churchofengland.org/sites/default/files/2018-10/Living%20Ministry%20Qualitative%20Panel%20Study%20Wave%201%20Report.pdf>, and the Living Ministry Wellbeing Map, <https://www.churchofengland.org/sites/default/files/2020-10/Wellbeing%20map%20updated%2024-09.pdf>.

6. Contractor

We welcome applications from individuals and teams. As well as possessing expertise in qualitative research methods, the researcher(s) should:

- Include UKME/GMH members;
- Be sympathetic to the Christian faith;
- Be familiar with the structures and processes of the Church of England.

7. Contract management

Dates

We expect the research to begin in September and be completed by 31st January 2022. Flexibility with dates may be considered.

Management

The research is commissioned by the Church of England's National Ministry Team and funded by Clergy Support Trust. It will be managed on a day-to-day basis by Liz Graveling and supported by the project Advisory Group.

Budget

The research budget is £20,000, to include all expenses and VAT.

8. How to apply

Dates

- Deadline for tender submissions: 5pm Friday 6th August 2021
- Notification of decision by: 20th August 2021

Submission

Please send submissions via email to liz.graveling@churchofengland.org, including the following information:

- A detailed method for undertaking the study;
- An indication of what a practical resource might look like;
- Details of the researcher or team, including relevant experience, allocation of time and roles where appropriate, and main contact;
- Details of how personal information and confidential data will be handled;
- A timescale for the project;
- A breakdown of costs, including daily rates.

