



## THE DIOCESE OF SHEFFIELD

### JOB DESCRIPTION

<b>JOB TITLE:</b>	Racial Justice Officer
<b>EMPLOYER:</b>	Sheffield Diocesan Board of Finance
<b>RESPONSIBLE TO:</b>	Bishop of Doncaster
<b>RESPONSIBLE FOR:</b>	N/A
<b>CONTRACT DURATION:</b>	Three-year fixed term with potential for renewal

### Introduction to the role

Having worked to develop a Racial Justice Vision with the Diversity & Participation Group the Board of Faith and Justice and UKME representation group, the Diocese of Sheffield seeks a senior practitioner to lead our project 'TURNING THE MAP DIVERSE (TMD) see page 5.

This 3 year capacity building project (TMD) will enable us to turn our aspirational vision (as agreed at March Diocesan Synod) into a road map with a clear accountability framework to meet objectives within our own diocese that align with the Church of England's Vision and Strategy (6 bold outcomes) and implement selected recommendations in the 2021 report From Lament to Action [https://www.churchofengland.org/sites/default/files/2021-04/FromLamentToAction-report.pdf?mc\\_cid=0b229668ae&mc\\_eid=c2376e8230](https://www.churchofengland.org/sites/default/files/2021-04/FromLamentToAction-report.pdf?mc_cid=0b229668ae&mc_eid=c2376e8230)

It is envisaged that the project will live through three key phases, with scope for the postholder to bring their own ideas, skills and experience.

It is also envisaged that the role would be supported by a part time Admin & Research Officer who will assist in the development and growth of the project.

### Job Purpose

*The Diocese of Sheffield is called to grow a sustainable network of Christ-like, lively and diverse communities in every place which are effective in making disciples and in seeking to transform our society and God's world.*

Within this vision, the Racial Justice Officer will promote:

- Equality, diversity, inclusion and belonging across the widest contexts of the Diocese of Sheffield.
- Anti-racism, participation and engagement opportunity; in learning and development; employment practices and initiatives; and in leadership relationships centrally and with our local communities.
- Role modelling professional behaviours and upholding principles and practices of equality of opportunity.

**Key Relationships:**

- Parishes and Mission Areas across the Diocese
- The Resourcing Mission and Ministry Team for support to access to networks across the Diocese
- The Diversity and Participation Group
- The Board of Faith and Justice
- Bishops and Archdeacons and other members of the Bishops' Senior Staff Team

**Main duties and responsibilities (three phases)****Phase One: Listening and Learning (2024)**

- (i) Building on the diocesan wide research we have done, establish and facilitate a strong network of voices of all ages and diverse heritage to enable us to identify and address the priority areas over the coming three years.
- (ii) Engage with other dioceses and organisations and National Church to learn about the most impactful way to bring change with regard to addressing anti-racism and tackling racial injustice.
- (iii) Engage with intercultural worshipping communities in our diocese and more widely to identify key principles to pay attention to. We want to understand and appreciate the value of ethnic diversity in relation to church growth.

**Phase Two: Training and Enabling (2025)**

- (i) Develop a suite of training which is accessible and strongly encouraged for all licensed ministers and key lay leaders throughout the diocese.
- (ii) Build on the areas in which there is ethnically diverse representation and participation in the life of our diocese and develop a tool to help every mission area understand how best to reflect their community's diverse heritage as well as how to access learning more widely where that is not readily available in their location.

**Phase Three: Celebration, Confidence and Cultivation (2026)**

- (i) Showcase our confidence, commitment and good practice through an increase in the reach of training and a potential series of large and small events and services, to encourage replication and inter-diocesan learning and engagement.
- (ii) We will share learning with other dioceses in the Church of England and any resources that we have developed and found to be of value in our context.

Key activities across the three phases will include:

	<b>Activities and outcomes</b>	<b>To do this by...</b>
<b>1</b>	To explore how a church in a multi-ethnic community can best reflect the ethnic diversity of the wider community.	Facilitating greater ethnic diversity in the local church as worshippers and in leadership by working with a number of churches in highly ethnic diverse communities Listening to, learning from, and engaging with the wider community by engaging with parishes/ churches in highly ethnic diverse communities
<b>2</b>	To raise awareness of racial diversity within the structures of local communities in ways that will enable the Church to have a significant voice in community cohesion.	Develop an understanding of the structures of local communities to equip churches to better engage with the spread of apparent diversity (including not only those that are predominantly UKME/GMH but also those that are predominantly white) raising awareness of the value of ethnic diversity and enabling an understanding of appropriate provision for those of different ethnic backgrounds.
<b>3</b>	To enable a system of fruitful engagement with Clergy and lay Officers, PCCs and congregations to facilitate a step change at local, deanery and diocesan levels.	Developing culturally appropriate approaches to worship and the invitation to explore faith and discipleship. Supporting opportunities which will help increase in the number of UKME/GMH ordained and lay vocations.
<b>4</b>	To and work with the diocesan central structures on initiatives which will promote our commitment to the equality, diversity, inclusion and belonging agenda. This includes the potential to challenge unjust structures where necessary.	Supporting colleagues, spotting opportunities to be collaborative and supportive eg HR, leadership colleagues, Mission and Ministry colleagues, the Dean of Women, Diocesan Director of Vocations & ADOV and Vocations.
<b>5</b>	Acting as an advocate for Racial Justice in Diocesan structures	Working with the Diversity in Participation Group, the Board of Faith and Justice and other bodies as required. Help identify and promote best practice regarding racial justice, diversity and inclusion.
<b>6</b>	Identifying and/or creating resources and making them available in order to promote equality, diversity, inclusion and	Learning and good practice across the wider church and communities, and within the diocese regarding culture,

	belonging with a focus on racial justice.	diversity and inclusion with specific regard to ethnicity and racial justice.
<b>7</b>	Engaging with younger people within congregations with the potential to become advocates and mentors to others with regard to anti racism and racial justice.	Developing ways of sharing ideas and learning together. Speaking and engaging with younger audiences and groups which encourage and nurture.
<b>8</b>	Invest in professional development as appropriate to this role.	Keeping up to date with current research, good practice trends and developments, legislation etc

General requirements of colleagues in the Diocese.

- Where line managing ensure colleagues are appropriately supported, encouraged, are set clear objectives and targets; and receive feedback.
- Behave at all times with integrity and in line with the values of the Diocese, demonstrating an understanding and an empathy for the mission of the Church of England and an appreciation of the historical significance of church buildings endowed to the Diocese, work to conserve church buildings and enable them to become places for mission suited for future community use.
- Work collaboratively with colleagues to create a safer culture in all parts of the Diocese of Sheffield and complete and implement all SDBF training e.g. safeguarding, Data Protection, and Health and Safety training as required.

## **TURNING THE MAP DIVERSE**

The language of 'turning the map diverse' is not yet in place in our diocese but we want to encourage prayer and action for diversity in a similar way to our prayer and action for church growth. We are also considering the possibility of alternative titles such as Celebrating Our Racial Diversity (CORD). We are open to exploring this with the successful candidate.

We believe that healthy church communities are diverse communities and we know we have significant work to do together if we are to bring about the change we long to see, that is the people of our communities in all their diversity reflected in our church communities!

We have some evidence to build on. Our pipeline of Curates, Focal Ministers, Bishop's Selectors, Community of Evangelists and Ministry Experience Scheme have all seen greater diversity than in previous years. Some of our churches and especially our cathedral continues to be a beacon in this area and among the young adults' group especially. It's a long road ahead but this is changing... come and join us!

**Rt Rev Dr Pete Wilcox, Bishop of Sheffield says:**

*Like almost every other Diocese in the country, the Diocese of Sheffield has been lamentably slow to grasp the real benefits of a fully diverse church and leadership, slow to celebrate the distinctive contributions which individuals and communities of Global Majority Heritage can make. With this hugely significant grant funding, we are intending to make a step change, to deliver church attendance and leadership across the Diocese which reflects the rich diversity of the communities we serve, as we look forward to that day when saints 'from every tribe and language and people and nation' will join together in the worship of the Living God.*

**Rev David Eastwood, Priest in Charge, St John's Park Church says:**

*St John's Park Church is situated in a very deprived, multicultural parish in the inner city of Sheffield. Three years ago we had a congregation of around 35 - all Caucasian adults, a small number of children, and one Nigerian family. Since the pandemic the congregation has grown rapidly to around 80 adults and children (75% of whom are from Nigeria (in the main young mature students and their families), Kenya, Cameroon, Ghana and Iran, and the remaining 25% are local English people).*

*This diversity has enriched and enlivened our worship and our life together in so many ways, and we are delighted that one of our number, a Nigerian who was ordained some years ago in the Anglican Church in Nigeria, is to be licensed on 1 October as a self-supporting Associate Minister at St John's.*

*We feel privileged to journey with our sisters and brothers from overseas, many of whom face issues and barriers with language, accommodation, food poverty, work, and some with visas and asylum seeker matters.*

*Jesus calls us to make disciples of all nations, and we have all nations on our doorstep!*

*We are very supportive of the Racial Justice bid which could provide St John's with much needed support.*

**Rev Dr Claire Dawson, Vicar St Mary's Bramall Lane Sheffield says:**

*As the Vicar of St Mary's Church, I am delighted to support the TMD project for the Diocese of Sheffield. St Mary's supports a community which is culturally and ethnically diverse; a high percentage of those who come through our doors are people from GMH. With over 50% of our congregation being GMH I am acutely aware how important it is that the ambition behind the TMD is properly funded and resourced. The inherent racism within the structures of the Church constantly thwarts the flourishing of people from GMH; the TMD project is a bold step in the right direction.*

**Very Rev Abi Thompson, Dean of Sheffield Cathedral says:**

*'It has been a joy and a blessing to see the rapid increase in diversity in the congregation at Sheffield Cathedral. As one of the most culturally diverse cities with more than 120 different languages spoken, it is great to see our vision to be 'a place for all people' reflected in the people who come to worship. We are excited to see how this diversity will begin to shape our worship, our music, our preaching and our common life together and how our shared love for Jesus will be expressed in new ways, celebrating vastly different cultures united in love and friendship.'*

It is fair to say that where we are seeing greater intercultural work impacting our church communities positively, they are largely concentrated in Sheffield hence the need to TURN THE MAP DIVERSE.

*This role description provides a guide to duties and responsibilities of the post and is not an exhaustive list. The post holder may be asked to undertake any other relevant duties appropriate to the post. The role description will be amended over time, in full consultation with the post holder, to meet the needs of the Diocese.*

**PERSON SPECIFICATION: RACIAL JUSTICE OFFICER**

<b>CRITERIA</b>	<b>ESSENTIAL</b>	<b>DESIRABLE</b>
<b>Qualifications/ Key Attributes</b>	<ul style="list-style-type: none"> <li>• A theologically literate person who can navigate the complexities of the different traditions represented within the Diocese of Sheffield</li> <li>• Committed to the overall vision of the Church of England and able to grasp and communicate the overall vision of the Diocese of Sheffield</li> <li>• Educated to undergraduate degree level of equivalent experience</li> <li>• Experience of leading change projects with deliverable outcomes</li> <li>• Experience of contributing to strategic vision and delivery models</li> </ul>	<ul style="list-style-type: none"> <li>• Qualification or learning in Black Theology</li> </ul>
<b>Experience</b>	<ul style="list-style-type: none"> <li>• Understanding of current racial justice, social action, inclusion and equality issues and a Christian approach to transformation</li> <li>• Negotiation skills, able to maintain strong working relationships with church and para-church and wider community organisations</li> <li>• Experience of devising and delivering training</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of project planning and strategic development</li> <li>• Able to demonstrate a working knowledge of the structures, faith, worship and mission of the Church of England and good knowledge of the Renewed, Released, Rejuvenated strategy of the Diocese of Sheffield</li> <li>• An understanding of risk management and experience in handling complaints relating to Racial Justice</li> <li>• Experience of management of complex data and reporting in governance structure</li> <li>• Experience of working in and with an international context within the wider Anglican Communion</li> </ul>
<b>Skills &amp; Knowledge</b>	<ul style="list-style-type: none"> <li>• Able to inspire and develop others</li> <li>• Collaborator with people who have many different perspectives</li> </ul>	<ul style="list-style-type: none"> <li>• Experience of working within a church context</li> </ul>

	<ul style="list-style-type: none"> <li>• Excellent communication skills with an ability to engage with and persuade people effectively at all levels</li> <li>• Good time management</li> <li>• Ability to handle a range of diverse tasks and prioritise according to demands</li> <li>• An eye for detail and to work to deadlines</li> <li>• Able to deal with personal information sensitively and maintain appropriate confidentiality</li> <li>• Able to demonstrate a friendly, sensitive, co-operative and diplomatic manner</li> <li>• Ability to remain calm under pressure</li> <li>• A great colleague, able to build &amp; maintain a wide network of relationships</li> <li>• Able to work alone and in a team</li> </ul>	
<b>Personal</b>	<ul style="list-style-type: none"> <li>• Able to work flexibly according to the demands of the role, e.g. occasional evening and weekend working</li> <li>• Able to travel across and sometimes outside the diocese</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to drive and access to own vehicle</li> </ul>

This post carries an Occupational Requirement under the provisions of the Equality Act for the postholder to have a committed Christian faith. We are especially keen to hear from candidates from a Global Majority Heritage background

**Last updated February 2024**