



**JOB PROFILE 2024**

# **DIRECTOR OF RACIAL EQUITY**

**Leicester Diocese**



# A LETTER FROM BISHOPS MARTYN AND SAJU

**Thank you for your interest in the role of Director of Racial Equity for the Diocese of Leicester.** Whatever journey you have been on which has inspired a sense of calling to the work of racial justice, we are so grateful that you are committed to this ministry. As well as praying for this process of discernment and appointment, we hope to learn from, and be changed by, getting to know each applicant.

Leicester is one of the first cities in the UK where the White British population represents less than 50% of the total population. In the decades to come, it is very likely that many other cities and towns will reflect Leicester, so we sense a clear calling to set an example for the whole church (and indeed wider society) in our approach to racial justice and intercultural mission and ministry. This role offers an exciting opportunity to join us as we help to shape the local, regional and national agenda.

This role is of great significance to us as Bishops, to the leadership team within the diocese, and to our diocesan vision for the Kingdom of God to grow in Leicester

and Leicestershire. We do not believe we can truly fulfil our collective calling without attending to racial equity and until the dignity and gifts of all the members of the Body of Christ in our city and county are recognised and treasured (for evidence of our commitment to this, you might want to see our recently published book *An Intercultural Church for a Multicultural World – Reflections on Gift Exchange*). We are looking for a Director of Racial Equity to lead our learning (in partnership with other institutions such as the three universities in the area), to challenge us (as a part of all our governance structures as well as key events and gatherings), and to encourage and inspire us on this journey.

As part of your consideration, it is also important to know that the Diocese of Leicester, like every diocese in the Church of England, is in transition. After a long process of discernment, in 2021 our Diocesan Synod agreed a new framework for the diocese known as *Minster Communities*. This involves parishes, schools, fresh expressions of church, and chaplaincies in geographic groupings working more closely together



**THE RT REVD MARTYN SNOW**

**THE RT REVD SAJŪ MUTHALALY**

around a shared mission, and we expect worshipping communities across the whole diocese to be working in this way by 2026. This is a major change programme and anyone working for the diocese therefore needs to be flexible and open to new ways of doing things. We are also facing significant financial challenges as a diocese, and this post is one of a number which are being funded by a grant from the national church. We are committed to the work of Racial Justice for the long-term and we are determined to find a way of continuing beyond the initial three-year funding.

Please do take time to read about our diocesan vision and strategy, and five strategic priorities as you consider this role as we hope you will find opportunities to thread racial justice into and across all areas of our mission and ministry.

We hope that we may have the opportunity of meeting you in the near future, but in the meantime be assured of our prayers.

Yours in Christ,

+ Martyn + Saju

**The Rt Revd Martyn Snow**

Bishop of Leicester

and

**The Rt Revd Saju Muthalaly**

Bishop of Loughborough

## A LETTER FROM THE CHAIR OF THE RACIAL EQUITY UNIT

Systematic racial injustice continues in some form in our daily lives and as Christians to be a true witness for Christ we need to take responsibility to eradicate racism in our churches. The Diocese of Leicester has committed to addressing racial justice within its structures through its Racial Equity Strategy and recently the Bishop's Council approved the Racial Equity Policy which has been accepted at Diocesan Synod. I am delighted that the Diocese of Leicester is taking positive steps to embed cultural change and the work of Racial Equity Unit (currently consists of a small group of committed individuals) has started to play a pivotal role to set up processes to enable eliminating the racial injustice within its structures. The Director of Racial Equity is an additional commitment by the Diocese to move from lament to action. This opportunity whilst it will ensure it sets up the basic lacking process and help implement the actions

noted in the Strategy, it would also lay the good foundations to enable cultural change that would seek to eradicate racial inequality in the Diocese of Leicester.

Best wishes,

**Canon Chrispal Anand**

Chair of the Racial Equity Unit



# ABOUT THE ROLE

**Post:** Director of Racial Equity

**Role Type:** Full Time, 5 days a week

**Salary:** £60-£65k per year.  
Fixed term, three years

## Purpose:

The Director of Racial Equity is responsible for overseeing, coordinating and working with others to implement the Diocese's work in identifying and addressing systemic racial disparities. They will work with other Diocesan departments to look at existing policies, guidelines and processes and develop decidedly anti-racist policies, guidelines and processes. They work with our Diocesan Racial Equity Unit (REU) to implement the Diocesan Racial Equity Strategy (DRES).

**Responsible to:** Bishop of Loughborough

## Key Relationships:

Racial Equity Unit  
Bishop's Leadership Team  
Intercultural Ministry Enabler  
Diocesan departments

## Secondary Relationships:

Intercultural Ministry Director  
Churches and worshipping communities in the Diocese  
Diocesan Board of Education  
Leicester Cathedral  
The Church of England national Racial Justice Unit

## Key Responsibilities:

1. **Overseeing, co-ordinating, developing and implementing racial equity across the Diocese (60%)**
- Lead, support and challenge the Diocese regarding racial justice and equity by working collaboratively with other members of the Diocesan departments to ensure that goals and objectives for equity are incorporated in all of the Diocese's policies, guidelines, processes and operations and providing support and assistance where needed
- Identify gaps and learnings that can be used to develop Diocesan policies and operations

- Work in adherence to the Church of England's guidance on Racial Equity, working with the Diocese to implement on a diocesan level the recommendations of 'Lament to Action.'
- Work at senior level by being a full member of the Bishop's Leadership Team, attend Nominations and Remunerations Committee, Trustees Board and Bishop's Advisory Forum, and provide regular

evaluations and updates of the Racial Equity work to them.

- Provide regular evaluations, reviews and analyses of the Diocese's ongoing work on Racial Equity, in view of both internal and external policies, practices and operations.
- Work with the Racial Equity Unit (REU), including:
  - Coordinating and delivering the implementation of the Diocesan Racial Equity Strategy (DRES) within the agreed timeline.
  - Alongside the Chair, arranging and overseeing the preparation of documentation and agendas for REU meetings, validating minutes of meetings and ensuring all documentation is distributed to all relevant parties.
- Collaboratively recruiting, selecting, and orienting new REU members, with an awareness of the need to recruit from people from Global Majority Heritage backgrounds among the Diocese's congregations.
- Provide content for publications and media, and respond to requests of information and incoming communications, where needed.



## 2. Developing and delivering relevant training and talks and engagement at parish level (30%)

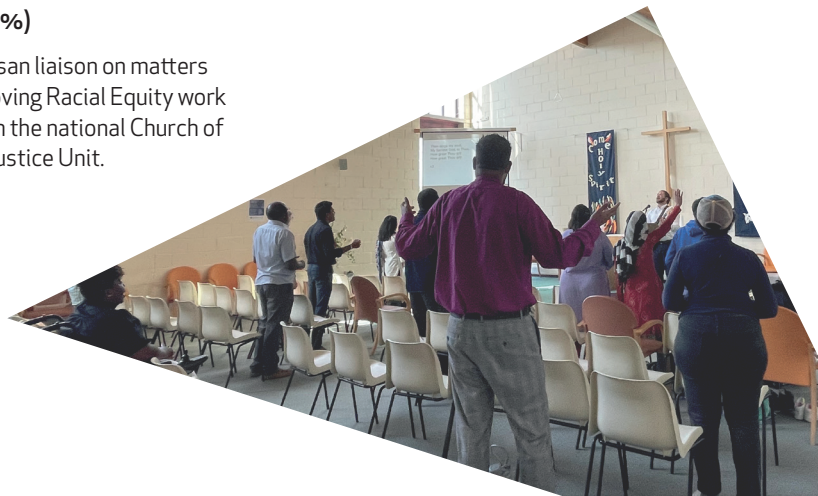
- Develop and deliver anti-racism training in collaboration with the Intercultural Ministry Enabler – both in-person and online – for staff and volunteers, lay and ordained across the Diocese, taking into account the training that both majority and minority groups need.
- Preach and teach on racial justice and equity from a Christian perspective.
- Be visible and accessible to people from Global Majority Heritage backgrounds among the Diocese's congregations and engage with the wider Diocesan communities.
- Engage with worshipping communities and work with them in their contexts, for example around parish appointments.

- Identify and seek opportunities to acknowledge lived experiences.
- Encourage the contributions and input of communities and engagement through conversations, surveys, forums, focus groups, interviews and participatory research.
- Engage with churches (that would mean regular evening and weekend working).

## 3. Liaising and networking with the national Church and other dioceses on racial justice matters (10%)

- Act as the Diocesan liaison on matters relating to improving Racial Equity work and practice with the national Church of England Racial Justice Unit.

- Keep abreast of external developments and progress in racial justice matters.
- This would require attendance at networking events and conferences.





# PERSON SPECIFICATION

We are looking for someone with a strong Christian faith and a passion for racial justice and equity, who has the following qualities and experience:

## PERSONAL ATTRIBUTES

### Essential

- Passionate about racial justice and equity
- Able to work well with a widely diverse range of people
- Integrity and honesty
- Great ability for networking, influencing and inspiring change
- Able to facilitate conversations with and between different groups, and demonstrate objectivity and openness to others' views and ideas
- Strong work ethic and self-starter
- Able to work independently and in a team
- Organised and resourceful, balancing team and individual responsibilities, needs and interests
- Able to juggle tasks and prioritise so that deadlines can be met under pressure

- Strong interpersonal skills and demonstrable ability to build constructive and healing relationships within and across Diocesan executive and governance structures
- Ability to see how this role fits into the bigger picture of the work of the Diocese and to work across the various church traditions represented in the Church of England

## SKILLS & COMPETENCIES

### Essential

- Excellent communication skills (written and verbal)
- Knowledge of Safeguarding and a willingness to learn and develop
- Good understanding of Unconscious Bias and Anti-Racism and ability to communicate the key concepts effectively
- Good IT skills for general office work
- Ability to train others and facilitate discussions sympathetically

- Understanding of ethnic and cultural diversity
- Ability to teach from the Bible

### Desirable

- Project management, reporting and record keeping
- Able to prepare content for communications across a range of channels

## EDUCATION/QUALIFICATION

### Essential

- Educated to A Level standard or equivalent or relevant professional skill and/or qualification.

### Desirable

- Educated to degree level or equivalent qualification or experience

## REQUIRED EXPERIENCE

### Essential

- Experience of leading change and transformation with qualities as a lead change agent in racial justice/social change

- Experience of articulating the theology of racial justice from a Christian perspective
- Up-to-date knowledge on racial equity tools, strategies, trends, best practice, current issues, research and intercultural principles
- Experience of developing and providing training, preferably in a church context
- Experience of working with and developing policies and best practice
- Experience of working sensitively with people from different cultures and backgrounds

### **Desirable**

- Track record of working effectively and collaboratively in teams
- Experience and understanding of the Church of England
- Understanding of mission and ministry in interfaith context
- Track record of producing accurate and clear quality of work

## **OTHERS**

### **Essential**

- Commitment to learning, and continuing personal and professional development
- Ability to arrange own transport
- Willingness to be flexible in working patterns and available outside regular working hours, including evenings and weekends

### **Desirable**

- Direct or indirect lived experience of racial injustice and Othering
- Experience of having engaged in healing in relation to racial trauma

## **DIVERSITY STATEMENT:**

As an equal opportunities employer, we particularly welcome applications from United Kingdom Minority Ethnic / Global Majority Heritage (UKME/GMH) candidates who are currently underrepresented in our organisation. All appointments will be made on merit of skill and experience relative to the role. If you have a disability or long-term illness that otherwise prevents you from meeting any of the essential criteria, please contact us to discuss whether reasonable adjustments can be made. There is a general occupational requirement for the postholder to be a Christian.





# APPLICATION INFORMATION

Applicants are required to apply by filling in an application form, which is available from the diocesan website at

**[www.leicester.anglican.org/job-vacancies](http://www.leicester.anglican.org/job-vacancies)**

References are normally taken up prior to interview: please indicate any referees to whom an approach should only be made after the interview.

## APPLICATIONS SHOULD BE SENT

- by email to Dinta Chauhan  
Dinta.Chauhan@leicestercofe.org
- or by post to Mrs Dinta Chauhan, Diocese of Leicester, St Martins House, 7 Peacock Lane, Leicester LE1 5PZ

For an informal conversation, with Bishop Saju, please contact:

Mr Peter Collett,  
Executive Assistant to the Bishop of Loughborough

Tel: 0116 270 8985

Email: [peter.collett@leicestercofe.org](mailto:peter.collett@leicestercofe.org)

## The closing date for applications is Thursday 27th June

Shortlisting will take place in the first week of July and every effort will be made to contact applicants as soon as the shortlist has been drawn up.

## Interviews will take place on Monday 22nd July

This post is subject to DBS enhanced disclosure.



## OTHER INFORMATION

### Employment Status

Fixed term of 3 years. Potential clergy applicants should note that this is an employed post and cannot replicate the terms and conditions of clergy office holders. The Racial Equity Director will be an employee of the Leicester Diocesan Board of Finance, based at St Martins House, 7 Peacock Lane, Leicester LE1 5PZ.

### Salary

£60-65k per annum dependent on qualifications and experience.

### Hours

This is a full-time post (35 hours per week) with working times varying according to the needs of the work including unsocial hours. Regular weekend and evening working will be involved as well as overnight stays at some residential events. Considerable flexibility is required.

### Pension

Defined Contribution pension of 10% of salary (existing members of the Church of England Clergy Pension Scheme may opt to remain in membership of that scheme).

### Annual leave

25 days plus Bank Holidays.

### Probationary period

4 months

### Anticipated start date

1 October 2024

There is an occupational requirement that the postholder is a Christian. The successful applicant, if not already an Anglican, is expected to become a member of the Church of England while in this role and will hold the Bishop's licence either for lay or ordained ministry.

The successful applicant will need to provide proof of right to work in the UK before taking up post. The post is subject to an enhanced DBS disclosure.

