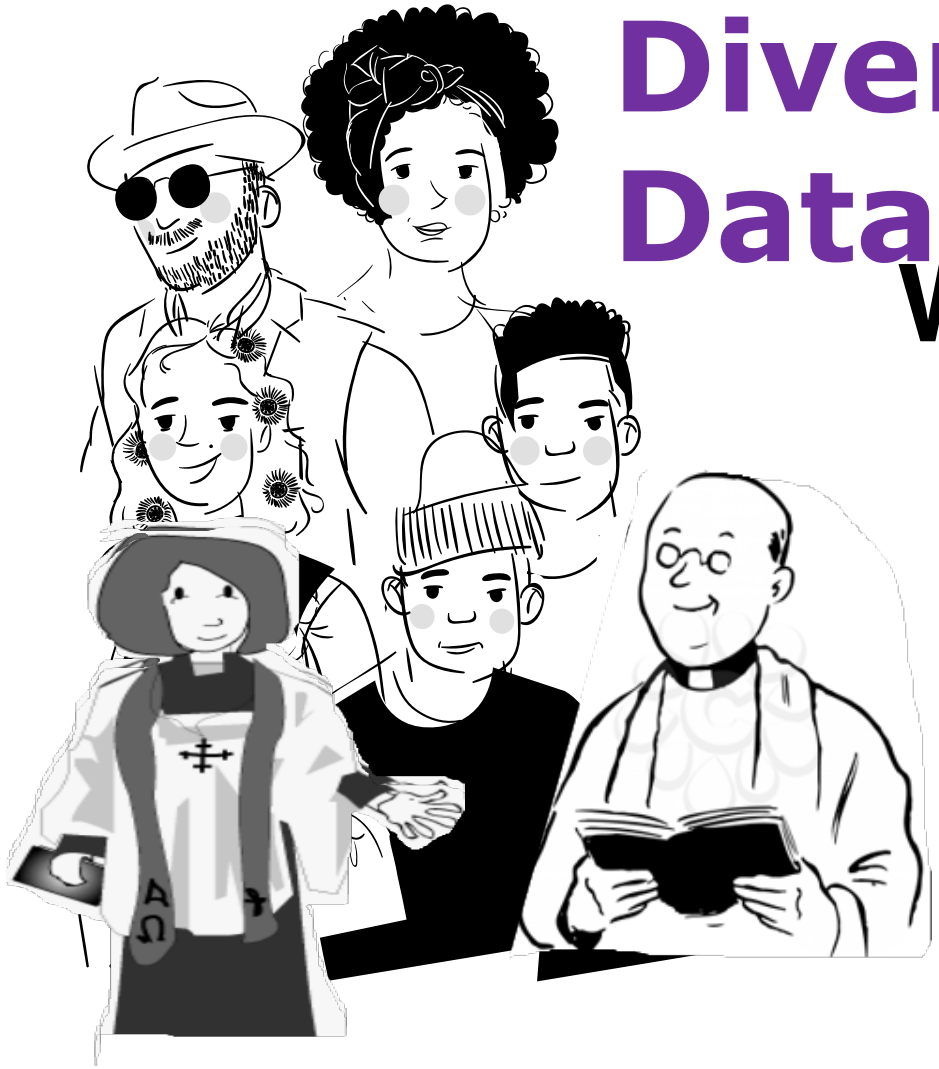


Diversity Monitoring Data

Why should it matter to everyone at Newcastle Diocese?

THE CHURCH OF ENGLAND DIOCESE OF NEWCASTLE
Seeking. Sharing. Sending.



The value of good diversity data is…

To help us **challenge** ourselves to **support** everyone at our Diocese

To increase our **knowledge** and ongoing learning about **changes** in diocesan **demographics** over periods of time

To **understand** the **composition** of our parishioners, **workforce** and meet **diverse** needs better.

Why disclosure is important

Although diversity data will never be perfect, we know that the more people who disclose their protected characteristics, the better able we are to meet and plan for their needs and improve our practice e.g. if we have an increasing number of older people



“Errors using inadequate data are much less than those using no data at all.”
~Charles Babbage
(Mathematician, Philosopher, Inventor, and Mechanical Engineer)

What robust diversity monitoring data can help us to improve

Resourcing

Allows for better distribution of our limited funds from areas of lesser need to greater needs **e.g. pastoral needs.**

Budgeting

Tells us the potential needs of those in our Diocese for future budgetary considerations for better infrastructure.

Intersectionality

Promotes visibility of less obvious/layered differences that combine to cause disadvantage between people; to maximise positive experiences for everyone in our diocese.

Awareness

Highlights areas of low representation; awareness; participation; perception and inclusion gaps; which require a change in practice.

Engagement

Amplifies our efforts to reach groups in our diocese that we engage less with and ensure all voices are heard and views captured.

Planning

Builds clergy and emloyee pipeline and talent management based on a proactive long-term recruitment and retention approach, as opposed to reactive recruitment.

Can good diversity data really make a difference?

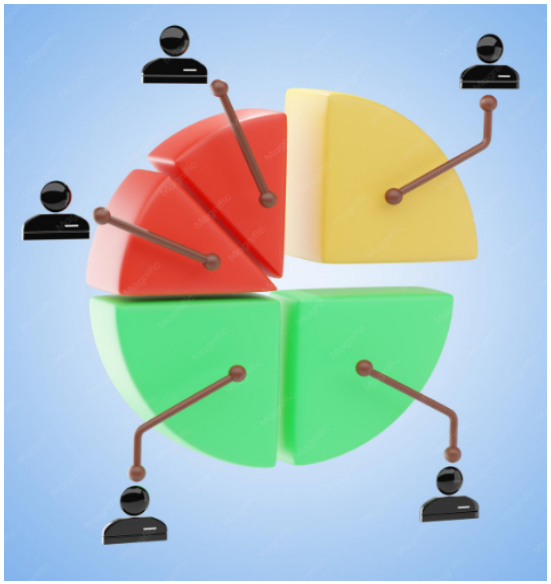
Yes! Here's an example…

When disclosure rates improved at "**Storm Harbour Diocese**" (not real name), their diversity monitoring data looked healthier. They did several things to fully understand their parishioner, clergy and employee data to uncover insights. This enabled the diocese to make more informed evidenced based decisions. They also performed detailed analyses, looked across their entire **employee & clergy lifecycle**, which is key to understanding where there may be **issues or differences**. They then, used this to **investigate differences** such as:

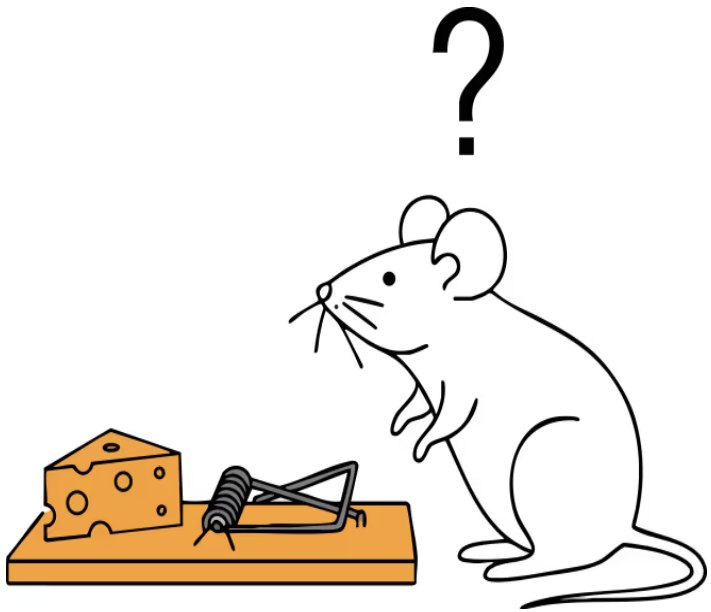
- How different groups join the Diocese **(e.g. exploring discernment/ responding to job adverts)**
- Their growth/development whilst in service **(progression)**
- How long they stay in the Diocese before they leave **(staff/clergy turnover)**
- The reasons why they leave the Diocese **(occupational mobility)**

Answers revealed by their data analyses provided a better understanding as to where **action** may have the **biggest impact** to **promote retention** and **save frequent recruitment/training costs.** This helped the diocese to reduce **high staff turnover** among staff and clergy groups at risk of leaving.

We are keen to address the issues we know are common for various minoritised groups in our Diocese (not only limited by ethnicity), and **improved disclosure** will help us do this.



What is the catch?



Absolutely none!
Your data is confidential and will remain anonymous.
However, there is value in it for you and our diocese, when we collect, analyse and report diversity data. We can make it work for the benefit and ultimate success of us all!

PROTECTED IDENTITIES: An expectation, not a surprise or novelty!



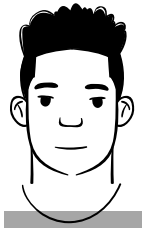
‘Abiola’

I am the only **black woman** among the Diocesan staff. I am **56** and **unmarried**



‘Mark’

I’m a caretaker at one of our schools. I recently became an **unpaid carer** to my **wife** who has **Stage 4 cancer**.



‘Youssef’

I fled the **Middle East** due to persecution from becoming a **Christian**. I just became a volunteer at my parish.



‘Keith’

I was a vicar until two years ago when I became **blind** from a road traffic accident in Barcelona.



‘Stephanie’

I am a **27-year-old** curate, ordained two years. I work under an older priest at a parish in rural Northumberland.



‘Bozena’

I’m a staff member at Church House **expecting** my first child in the autumn.

Be part of something special!

Help our diocese find those missing pieces of its diversity data jigsaw!



We hope this has helped you to reflect on your data – please see and share our flyer for how to disclose. Thank you!

If you have any questions, please send an email to:

- ❑ Kelechi Dibie(Racial Justice Development Officer) at: k.dibie@newcastle.anglican.org
- ❑ Richard Whaite (Director, Misson & Ministry) r.whaite@newcastle.anglican.org



Produced by the Diocesan Rachial Justice Team ~ June 2026