



THE CHURCH
OF ENGLAND

Diocese of Manchester

CHURCH
FOR A
DIFFERENT
WORLD

Racial Justice Support Officer

Information for Applicants

November 2025

A Message from Bishop David

Welcome and thank you for your interest in the role of Racial Justice Support Officer. As a diocese we share a long-held commitment to racial justice, firmly rooted in our mission to foster equality, unity, and inclusion, while actively confronting the realities of racism. We are working to create an environment in our parishes, chaplaincies and schools where the values of hospitality, welcome and generosity lie at the heart of our mission.

We are now looking to recruit a Racial Justice Support Officer to work as part of the core team that will assist in coordinating activities that promote cultural change and foster a diocese that fully welcomes and supports people from Global Majority Heritage backgrounds.

The Racial Justice Support Officer will play a key role in fostering a truly inclusive and supportive diocese where everyone, regardless of their background, feels valued. If you are passionate about racial justice, equality, and making a lasting impact in the Church, we encourage you to apply.

This is part of a ten-year Transformation Programme, aligned with the national Vision and Strategy, for which we are receiving significant funding from the Church Commissioners. We are therefore well-resourced to take forward a wide range of programmes and projects to ensure the future missional health of parishes across our diocese. This support along with the rich history of and variety in our diocese, makes it a wonderful place to engage in Gospel ministry.

We are very much looking forward to welcoming our new Racial Justice Support Officer to the diocese and supporting them with their work.

Yours in Christ,



The Rt Revd Dr David Walker,
Bishop of Manchester



About Us

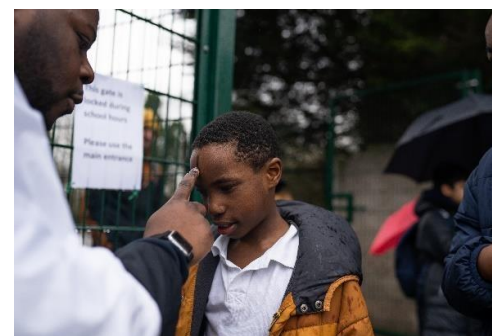
Manchester Diocese serves a vibrant, dynamic and creative community in the North West of England. It covers an area of 416 square miles and has a total population of 2.2 million. The diocese is divided into four archdeaconries, seven deaneries and 33 mission communities. There are more than 300 places of worship and chaplaincies, which are organised into 256 parishes and 175 benefices.

Geographically, the diocese takes in the two cities of Salford and Manchester and the metropolitan boroughs of Oldham, Rochdale, Bury and Bolton. Parts of the metropolitan boroughs of Wigan, Trafford, Stockport, Tameside and Blackburn with Darwen, and most of the borough of Rossendale in Lancashire, are also within the diocese. It has the fourth highest population density of any diocese in the Church of England.

While predominantly urban, a significant portion of the diocese is rural, although less than 3% of the diocese's population resides in these areas. 125 (48%) of our parishes fall within the 10% most deprived areas nationally. Additionally, 25% of the population in the diocese identifies as having a Global Majority Heritage background.

Parishes and chaplaincies across our diocese are supported by the Diocesan Board of Finance, based at St John's House in Bury town centre. This team works with churches and congregations across the diocese to achieve our strategy and our mission goals. It also provides support with clergy stipends and housing, finance, safeguarding and governance.

Across the diocese, 193 Church of England primary and secondary schools educate over 58,000 pupils. These schools are mostly funded by local authorities, with the diocese providing support with religious education and Christian ethos, governance, the recruitment of head teachers, admissions, and building projects. The team which supports these schools is also based at St John's House, as part of the Diocesan Board of Education.



Our Vision

Our work together grows out of Jesus's Great Commandment which is to 'love the Lord your God with all your heart and with all your soul and with all your mind...and love your neighbour as yourself'. (Matthew 22: 36-40)...

... and out of his Great Commission, 'to go and make disciples of all nations, baptising them in the name of the Father and the Son and of the Holy Spirit' (Matthew 28:19-20).

Much of what we are doing in Manchester Diocese is already contributing to a culture of hope and an expectation of growth. This includes many forms of inherited as well as fresh expressions of church.

However, we face significant challenges:

- Only 1% of the population attends the Church of England in our diocese – we are in the lowest 25% of dioceses nationally for church attendance.
- Church attendance in our most deprived parishes averages 0.7% of the population.
- Over half of our churches have an average adult weekly attendance of fewer than 35 people.
- We have a large number of church buildings in poor condition and which serve small populations because of demographic changes.

As a diocese, we are completely focused on reversing this decline.

We have made good progress since getting underway with our Transformation Programme, for which we have been awarded over £20m by the Church Commissioners since 2017. Many of us have experienced first-hand how things are changing for the better across the diocese in our parishes, schools and chaplaincies. This is helping us achieve our vision - to be a growing, worshipping transforming Christian presence at the heart of every community - and our mission goals which are to grow our churches, nurture new and existing disciples, and serve the vulnerable, deprived and excluded.

Our achievements include moving to our new deanery structures, the creation of our 33 mission communities, investing in our lay leaders, supporting children's ministry in each deanery, and increasing the practical support for parishes. Most of these changes have focused on new ways of working together which are becoming embedded in the life of our diocese.



Building on these successes, we are shifting to the next level in setting our priorities and working out what we want to achieve next. Given the excellent start that has been made, we now have the opportunity to be even more creative and ambitious with our plans for the future.

Learning from our recent experience with the new projects and programmes that are underway, we are well-placed to develop the overall strategy and plans for our diocese based on the following distinct but interconnected themes:

- Growing younger
- Church planting and revitalisation
- Developing missional leaders – lay and ordained
- Supporting parish renewal.

These priorities align with the Church of England's overall vision which is to create a church of missionary disciples, where mixed ecology is the norm, and whose membership is becoming younger and more diverse.

We have been doing great work in the area of ***growing younger***, trialling new approaches with the Children Changing Places programme in Bolton, and Man Dio Growing Faith in the other deaneries. We are now bringing this experience and learning together to develop a comprehensive approach to engaging with children, young people, and their families across our diocese. Our particular focus is on how best to strengthen the links between our churches and our church schools.

We have had similar successes with ***church planting and revitalisation***. Over the last seven years, we have set up four new resource churches and over ten church plants. We now want to build on this learning, so that churches carrying a DNA of mission are established across our diocese particularly in communities where attendance is low.

Developing missional leaders is a key priority for us. We recognise the importance of investing in our clergy so they are equipped to grow our churches, especially given the number of newly ordained clergy who are being appointed to stipendiary roles. As a diocese we continue to focus on developing our lay people, particularly through our Authorised Lay Ministry, focal ministry and Reader programmes. These developments will inform our future plans for lay ministry to which we remain fully committed. Supporting clergy and lay vocations so we develop a new, diverse generation of church leaders with the calling and skills to grow new faith communities, continues to be important to us.



Providing direct support to ensure **parish renewal** is central to our Transformation Programme. Our Area Deans and Lay Chairs are working closely with our parishes to understand the opportunities and challenges they face and make sure they have access to the support they need. Mission communities are key to this, enabling parishes to work together on mission and ministry. Clergy deployment, parochial reorganisation and supporting our most fragile churches are important strands of this work. We are also strengthening the support we provide to church officers with training, resources and new technology.

Supporting our international congregations is key to achieving **racial justice**, as is ensuring that our clergy and lay leaders represent the diversity of our diocese in their governance roles.

We will continue our work towards the 2030 **net zero carbon** goal set by General Synod, by supporting our churches and schools with measuring their energy use and taking simple, practical steps to reduce their carbon footprint.

We continue to provide a safe environment for all by promoting effective **safeguarding**.

Across our diocese, people hold diverse views and express their faith through **different traditions**, united in a passion for Jesus Christ and his Church. Our bishops honour these differences by inviting church communities from across our diocese to learn together, support one another and listen to God.

We are working to ensure that we are **financially sustainable** over the medium- to long-term as we recover from the challenges of the pandemic and the cost-of-living crisis. This includes talking with parishes about mutual support and the need to pay Parish Share so that the current levels of stipendiary clergy – 175 – can be maintained. We are also paying close attention to the management of the diocese's assets to ensure optimal investment returns and capital growth.

Our emerging strategy is enabling us to bring together the key areas of opportunity and challenge in our diocese, so that we can support each other in a positive and co-ordinated way. We need to continue to work together to ensure that our Church thrives and grows, supporting even more people in their faith. Developing positive, inspiring and relevant plans for the future mean that we will be well placed to make a bid for significant further funding to the Church Commissioners for this vital work.



Racial Justice

In Manchester Diocese we recognise that we still have much to learn in a world where many still struggle for racial justice. We are committed to advancing this cause, grounded in our Christian calling to promote equality, unity, and inclusion and tackle racism. Our aim is to create an environment where people of all heritages can thrive and fully participate in the life of the Church, reflecting the diversity that God has created; and where the values of hospitality, welcome and generosity are at the heart of our life together.

Manchester is a diverse diocese, and our commitment to racial justice is a direct response to the call to embrace all people as part of God's Kingdom. While 75% of the population identify as being White British, 25% of the population identify as being of Global Majority Heritage – 15% as Asian or Asian British, 4% as Black African, and 2% as Black Caribbean. New members of our Christian communities from Hong Kong, Iran and Afghanistan are further enriching the diversity of our diocese.

Our recent work on racial justice was launched in 2019 when Diocesan Synod passed a motion confirming the need to affirm that Black lives matter in our country, and recognising the ongoing challenge to all forms of continuing racism in the Church of England. Significant progress has been made since then and the Church of England's Racial Justice Unit has recently awarded our diocese funding to help this work develop further.

In September 2025 we began a new season in the life of the Diocese in our work in Racial Justice, especially with the appointment of Diane Gray-Stephenson as Racial Justice Programme Lead. The renewed work has four areas of focus:

- Rolling out the Shades diversity and anti-racism programme beyond its successful pilot in Bolton Deanery, making it available for young people in our schools and parishes across the diocese.
- Providing direct support for our Global Majority Heritage congregations, through the work of our Intercultural Mission Enabler, Canon David Onabanjo.



- Focusing on development and training for our clergy and lay leaders, enabling our parishes to welcome people from all backgrounds and ensure they are supportive of and open to the recruitment of clergy and lay people from GMH backgrounds.
- Awarding grants for innovative local parish projects.

The Racial Justice Support Officer has a key role to play in embedding these initiatives in the life of our diocese, as well as supporting the development of good practice and innovation with regard to racial justice. This will include monitoring impact and progress, learning from other dioceses, and supporting the implementation of other recommendations set out in *From Lament to Action*, the report from the Church of England's Anti-Racism Taskforce.

As we reflect on God's call for unity, we remember that in Christ, "There is neither Jew nor Gentile, neither slave nor free, nor is there male and female, for you are all one in Christ Jesus." Galatians 3: 28.

Together we are creating a space where people of all heritages can thrive and fully participate in the life of the Church, reflecting the beautiful diversity that God has created.

Read more at www.manchester.anglican.org/racial-justice



Role Description

Purpose

The Racial Justice Support Officer will promote the rollout of key initiatives in our racial justice work across the Diocese of Manchester. They will work alongside parishes, mission communities and deaneries, pioneering development and training opportunities, and equipping people to recognise and respond to racism in their contexts.

Accountability & Key Relationships

The post holder is line managed by the Racial Justice Programme Lead. The post holder will have close working relationships with clergy, PCC members in parishes, colleagues at deanery level and the wider work of the Mission and Ministry team.

Responsibilities & Key tasks

- Work closely with the Racial Justice Programme Lead, to deliver a programme of development and training for parishes to:
 - i. engage parishes with issues of racial justice, supporting them to understand, reflect on, and address the impact of racism within their contexts
 - ii. enable parishes to combat racism, with a particular emphasis on fostering a culture of welcome and invitation for all
 - iii. promote open and inclusive approaches to the recruitment and selection of clergy, ensuring fairness, transparency, and equality of opportunity.
- Support the development of good practice and creative approaches to promote racial justice and tackle racism
- Assist in communication and sharing relevant policy, procedures and resources
- Liaise with clergy and Mission and Ministry colleagues to link parishes with other development and training opportunities in the diocese
- Develop appropriate external partnerships to share learning and capture best practice
- Liaise with the Racial Justice Unit and ensure that optimal use is made of national training resources.
- Be a prophetic voice for issues of racial inequality in the diocese.

There is an occupational requirement for the post holder to be a practising Christian, in accordance with Schedule 9 of the Equality Act 2010.

Person Specification

Requirements	
Qualifications	- Degree level education or equivalent experience in a relevant field (e.g., theology, social justice, delivering training and development programmes) - Evidence of continuing professional development in areas related to equality, diversity, and inclusion is desirable
Experience and Understanding	- Proven experience in delivering training and development programmes, ideally related to racial justice or inclusion - Experience of working in a faith-based, voluntary, or community sector setting - Experience of partnership working across different organisations or sectors - Experience of engaging with diverse communities, particularly those of Global Majority Heritage - A strong working knowledge of safeguarding best practices
Knowledge	- Understanding of racial justice issues within the UK context, particularly as they relate to faith communities - Awareness of the structures and culture of the Church of England or similar ecclesial settings - Familiarity with national racial justice initiatives and resources, including those from the Church of England's Racial Justice Unit
Skills and Competencies	- Strong interpersonal and communication skills, with the ability to engage and influence a wide range of stakeholders - Ability to deliver effective training and development programmes - Excellent organisational and time management skills. - Competent in using digital tools for communication, training delivery, and resource sharing - Ability to work independently and as part of a team - Skilled in facilitating sensitive conversations and creating safe spaces for dialogue
Personal Attributes	- Commitment to the values of racial justice, equity, and inclusion - Respectful and empathetic approach to working with people - Open-minded, reflective, and willing to learn from others - Resilient and adaptable in the face of challenges - Generous in working with a breadth of traditions and spirituality in the Church of England - Sympathetic with the aims and values of the Church of England

Work-related circumstances	• Willing to work flexibly and attend occasional evening and weekend meetings and events – with notice • Willingness to travel across and sometimes outside the diocese
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Summary of Terms and Conditions of Employment

Employer	Manchester Diocesan Board of Finance
Line Manager	Racial Justice Programme Lead
Normal place of work	St John's House, 155-163 The Rock, Bury, BL9 0ND
Hours	The role is full-time (35 hours per week). Flexi-time policy in place
Salary	Diocesan Pay Scale – £40,566 (Band 4.3) Spot Grade
Contract	Fixed term contract until 30 th June 2028
Pension	Auto-enrolment into the Church Workers Pension Fund – Pension Builder Classic Product
Annual Leave	Enjoy 22 days annual leave per year, rising to 25 days after 12 months' service, in addition to Bank Holidays and three church days
Closing date	Monday, 24 th November 2025 at 5:00pm
Interviews	Monday 8 th December at St John's House. Further details will be provided to shortlisted candidates

Additional Information

Application timetable

The closing date for applications is Monday, 24th November at 5:00pm.

Shortlisted candidates will be informed by Tuesday 25 November.

The interviews are scheduled for Monday 8th December at St John's House, 155-163 The Rock, Bury BL9 0ND. Further details will be provided to shortlisted candidates.

For an informal conversation about this post please contact Diane Gray-Stephenson, Racial Justice Programme Lead dianegray-stephenson@manchester.anglican.org

Queries can be directed to jobs@manchester.anglican.org

Eligibility and pre-employment enquiries

The post will be offered to the successful candidate subject to an enhanced check with the Disclosure and Barring Service (DBS), proof of eligibility to work in the UK and satisfactory references.