

Project Violet Requests for Change – R28

Short title	Monitoring data throughout the vocational pathway
Identifying number	R28
Request for action by	Ministries Team in collaboration with Colleges and Associations
Text of request	<p>Ensuring equality of access and opportunity in any group of workers requires collecting data about their characteristics and monitoring that data to ensure that no group is being left behind. There has been a reluctance to do this for accredited Ministers, recognising that they are employed by a large number of different legal entities.</p> <p>A theological theme from Project Violet is that whilst Ministers occupy particular appointments, they provide a resource for the whole Baptist community and so ownership of their wellbeing and development needs to be part of the covenant relationship between the various entities that make up Baptist life. Exclusion can occur at any point on the vocational pathway meaning that collaboration on collecting data and its monitoring will be required.</p> <p>Agreement is needed on how, when, and by whom data will be collected, stored, and monitored and a commitment to act upon identified inequalities.</p> <p>The requests for change are:</p> <ul style="list-style-type: none"> • The data we ask to be collected and monitored is: Age, age on entry to ministry, gender, race, disability and chronic health conditions, and caring responsibilities that impact ministry; marital status; contracted hours; type of ministry • It is for Ministers to decide which characteristics they declare given appropriate assurances about confidentiality and data disclosure • A priority for the use of this data is monitoring the gender pay gap for Ministers with a confidential report annually to the Core Leadership Team • Ministries Team, Colleges, and Associations to agree a series of points across the vocational pathway at which it would be important to gather data, look for patterns in the data that need investigating, and agree an annual point at which anonymised aggregated data will be shared, discussed, and potential inequalities identified for further investigation • The use of a standard approach to data specification, a timetable for gathering data, and standard points at which it is considered

<p>Relevant co-researcher reports</p>	<p>What is the difference that MagnifyYou has made to the women who took part and why was it needed?</p> <p>What does affirming women leaders in our Association look like?</p> <p>Marital Status and Ministry</p> <p>Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union</p> <p>Understanding the financial barriers to training and accreditation for women whose calling is recognised</p> <p>How do caring responsibilities, across the life cycle, shape and impact the ministry and experiences of women in Baptist chaplaincy and church ministry roles?</p> <p>The experiences of Deaf women Ministers</p>
<p>Relevant Theological Reflections</p>	<p>Group 3</p>
<p>Location on Requests Map</p>	<p>Ways of working - Data collection</p>

Agreed at the Project Violet Co-researchers conference on 17 April 2024.