

# Strategy for Justice, Dignity and Solidarity

MC/24/46

Date of meeting	13-15 April 2024
Contact name and details	The Revd Charity Nzegwu (JDS Committee Co-Chair) <a href="mailto:Charity.nzegwu@methodist.co.uk">Charity.nzegwu@methodist.co.uk</a>  The Revd Naomi Kaiga (JDS Committee Co-Chair) <a href="mailto:nkairotekaiga@hotmail.co.uk">nkairotekaiga@hotmail.co.uk</a>
Resolutions	46/1. The Council receives the report. 46/2. The Council recommends to the Conference that SO 336 is amended to provide for a Chair and Deputy Chair of the Justice, Dignity and Solidarity Committee in place of two co-Chairs.

## Summary of content

Subject and Aims	To show how the Strategy is being taken forward in practice.
Main Points	A summary of progress on the different recommendations of the Strategy.
Background context and relevant documents (with function)	The Strategy for Justice, Dignity and Solidarity was agreed by the 2021 Conference and can be found here <a href="https://www.methodist.org.uk/for-churches/the-inclusive-methodist-church/strategy-for-justice-dignity-and-solidarity/">https://www.methodist.org.uk/for-churches/the-inclusive-methodist-church/strategy-for-justice-dignity-and-solidarity/</a>

## Milestones in brief

- **Solidarity Circles** for Disability, LGBT+, Racial Justice and Women have met several times throughout this period and have engaged with members of the Connexional Team in regard to a number of strategic issues.

We are in the process of recruiting for new members of each solidarity circle group for the start of the new connexional year, in September 2024. The recruitment process will run from April to July 2024. An additional Solidarity Circle will be created for carers.

- **District EDI Officers** have been established for each District and to ensure knowledge and awareness of connexional strategies and procedures, a number of awareness events have been scheduled throughout the connexional year for the group.

This year is being treated as a year of consolidation and capacity building to ensure effective support and embedding of officers within each district. As a result the following series of seminars have been arranged:

February	<u>Complaints</u> Led by Donna Ely – 28.02.24
March	<u>Proposal for Language Fellowships</u> Led training by Leao Neto – 26.03.24
April	<u>Solidarity Circle Awareness</u> Led by the SC Co-ordinators – 11.04.24
June	<u>Justice Seeking Church</u> Led by Rachel Lampard – 20.06.24
September	<u>Disabilities</u> Led by Mo Onyett – <b>date TBC</b>

These sessions are also open to all Solidarity Circle members.

- **Susanna Wesley Foundation longitudinal study** into the impact of the strategy across the Connexion: A one day workshop took place in early January 2024 for members of the JDS Committee, Connexional Team Senior Management Group, representatives from Solidarity Circles, Connexional Team (including Learning Network) and District EDI Officers, to engage with the authors of the report to gain an understanding of the report and its findings and consider next steps.

Following the publication of the report and the response from the JDS committee, a small working group has been convened to produce worship material for circuit and local churches underpinning the principles of the JDS strategy and the Justice Seeking Church.

During the January residential meeting, the JDS Committee suggested another exercise to ascertain the reach and impact of the JDS strategy. As a result, the shape of that exercise will be scoped out during the coming months in discussion with the EDI Director and JDS Committee. It is anticipated that it will involve a variety of methods, including questionnaires, interviews and focus groups, with a larger number and wider range of respondents than in the first phase but with some attempt also to follow up with those previously interviewed in order to identify specific changes in awareness, perceptions and practice. Consideration will also be given to a third phase which would concentrate on circuits and will take the form of action research. This may achieve the additional objective of helping people to observe and articulate their experiences, with a view to extending those practices which are helping to change the culture of the Methodist Church. It might also create opportunities for people to be involved in imagining a new future for the Church.

- **The Discrimination and Abuse Response Service (DARS):**

In preparation for live implementation across the Connexion in 2024/25, the DARS team is developing the following:

- I. Staffing profile and plan
- II. Exploring the integration of DARS records onto the safeguarding case management system
- III. Developing training needs and development plan
- IV. Exploring a single point of contact for complaints, safeguarding, DARS cases which will operate a triage system to direct individuals to the appropriate service

The DARS team has been supporting and accompanying people through issues surrounding discrimination and abuse over the last eighteen months. DARS was first piloted within two districts, and then latterly has been opened up to further ten districts with a view to being available across the Connexion from September 2024. The DARS team has responded to 16 cases in the 18 months that DARS has been piloted; some of these cases were quickly and easily resolved, others are still ongoing.

DARS underwent a review which was reported to the Council in January 2024. Since then, the Director for Inclusions has been working with colleagues in Safeguarding and the area of Complaints and Discipline regarding the Part 11 review and the joining up of the three procedures. The team are working on the action points that came out of the review, which include recruiting further team members since the DARS team is currently only three people (Bevan Powell (who undertakes DARS work alongside his role as Director for Inclusion), Kate Little (who undertakes DARS work alongside her casework for Safeguarding) and Delyth Liddell (a presbyter who volunteers her time alongside her ministry). The team is supported by Donna Ely, Complaints Worker who assists on a consultation basis.

- **JDS Committee - engagement with the 'Justice Seeking Church' and 'God for All' strategies:** The JDS committee has actively engaged with the Director of Social Justice and Social Action and the Director of Evangelism and Growth to emphasise the complementary nature and need for support and collaboration between JDS, the 'Justice-Seeking Church' and God for All' strategies.

Members of the JDS committee continue to meet with colleagues from the Mission Team to identify areas of collaboration, intersection and opportunities and to re-state that these initiatives are complementary to each other and contribute to discipleship and mission.

- **JDS committee supporting the wider work of the church:** As the Church starts to embed the JDS strategy across all aspects of church life, JDS Committee members have given support to various connexional initiatives. These include engaging and supporting various connexional work

and with connexional committee working on Part 11 of CPD, the Stationing Review Group and Nominations Committee etc.

## Substantive items

### a. **EDI Induction for EDI staff and volunteers:**

A generic EDI Induction programme is being developed in collaboration with colleagues in the learning network. This will provide training in addition to the mandatory requirements. This training will support EDI Officers at District level, Solidarity Circle members, JDS Committee members and any volunteer or members who have been appointed to an EDI role at Connexional or District level.

### b. **Mandatory EDI training:**

The Connexional Team has achieved near 100% completion rate. The co-Chair of the JDS Committee, the Revd Charity Nzegwu, has written to each District Chair to ascertain the completion rate for Circuits and district members and staff. Data for online delivery suggest at least 5000 people have undertaken the training; however, this figure may be far higher as many Circuits have undertaken the training in groups, using only one online account.

The committee has requested figures from the District Chairs but, from the responses received, it has become clear that there is no agreed method for Districts to track the number of people who have completed the training.

### c. **Solidarity Circles**

Solidarity Circles have been established for Disability, LGBT+, Racial Justice and Women, each group now have a full complement of volunteer members, however, the Solidarity Circle for Racial Justice is seeking additional members.

Recruitment to the Solidarity Circles is currently taking place following the timetable below:

Solidarity Circles relaunched, SC member advert published with <u>closing date of 6 May</u>  Included in Weekly Methodist News, Minister signpost and other social media platforms.  Use all opportunities to filter this down to local churches and to District Synods.	8 Apr 2024
Recruitment panel meets	TBC (between 13 May – 3 June)
Appointment paperwork sent to successful applicants sent with induction date invitation	17 Jun 2024
References requested	17 Jun 2024
Induction for new SC members completed	By end of Jul 2024
First SC including new members completed	Sep 2024
Recruitment process 2024 reviewed and 2025 process agreed	Oct 2024

### d. **Truth and Reconciliation Process (TRP) Update**

The JDS Committee recognises that Council had expected a fully costed plan for the Truth and Reconciliation Process (TRP). However, this aspect has been further delayed until there is a clear understanding of process which is safe for the individual which attracts trust and confidence from the wider Connexion and is repeatable. It is envisaged that a costed plan will be in place by September 2024, ready for the next budget cycle.

## **Context: preparation for Gathering**

### Dialogue interviews

Accompaniment in the TRP work initially involved a number of dialogue interviews with members of the group who have been charged with developing and steering the Church's TRP process and taking forward the JDS recommendations. This builds from the research and report that constituted Phase 1 of the process and recommendations (involving this group) and recommendations that emerged from this process. This provides the baseline for the work ([report link here](#))

This group comprises Katie Deadman, Bevan Powell, Andy Fitchet, Lynita Conradie, Karl Rutledge and Arlington Trotman. Carolyn Merry (Place for Hope) has been added to this group. Megan Seneque conducted one-on-one interviews during December 2023 and January 2024, in preparation for a gathering in January.

**Themes drawn from the interview process** (see attached for more detailed summary of dialogue interviews):

- There is strong shared intention across the group to use this process as a catalyst for the Church to change (and in a global context);
- There is a shared desire to get to the theological heart that inspires and animates the work together around building a justice-seeking Church;
- Each member articulated how the process itself needs to be a model for how the Church in all its dimensions could embark on the longer journey of transformation, where the process of engagement is what builds trust and confidence and models what a desired future could look and feel like;
- The recognition of the need to intentionally link with other initiatives in the Methodist Church and beyond that share this vision;
- The recognition that this needs engagement at all levels from the start ('centre and grassroots'), with a confident mandate - a 'visceral, full-throated agreement from significant voices'.

## **Gathering: Purpose and design**

### Outline

The purpose of the session was for the group to begin to map the journey of the Church towards transformative and systemic change and the actions, interventions and processes required.

### **Arc of the session**

- Reminding ourselves of the key recommendations from the report and guiding principles.
- Introduction to [Three Horizons](#) as a vehicle for 'convening the future' and developing future consciousness as a collective capacity as we convene or prepare a different future together.
- Individual envisioning of Horizon 3 (our future aspiration) and how we might use the process itself as a means to navigate transformative change and move towards that future (Horizon 2).
- Sharing individual visioning.
- Discerning patterns and next steps.

### **Where we are now**

The gathering in January was the first phase of developing a shared vision for the future of a justice-seeking Church, drawing from our personal visions (Horizon 3) and imagining what might be needed to transition from where we are now (Horizon 1). Horizon 2 is the transition work needed to co-create the conditions for realising this future through the very process of engagement. We need to be alert to all 3 horizons in the present moment, as we start navigating pathways for the Church to live this change.

We have completed the personal envisioning process and are in the process of sharing these in order to discern similarities, differences and patterns. These will inform the design of a pathway for the rest of the year, including our next steps together, whom we need to engage, and how we need to engage them. Learning from the process of engagement as we go will help us develop (co-create), refine and deepen the framework for the process. As we embark on the process, we are creating the conditions and building the container/safe trusting environment that we need for the ongoing work.

Once we have started the process of prototyping the framework (and the guiding principles that emerged through the research and report that constituted Phase 1 of the process and recommendations, we will start to develop an understanding of what is going to be required for the broader Church to be on this journey. This will enable us put together a costed plan.

**e. Evaluation of Leadership Models - JDS Committee**

Since its inception in 2021, the JDS Committee has explored two different leadership models to enhance collaboration and ensure efficient decision-making. The two models tested were: the co-chairs model and the chair and deputy chair model.

**1. Co-Chairs Model:**

The co-chairs model involved two individuals sharing equal leadership responsibilities. This model aimed to distribute the workload and provide a balanced perspective. However, after thorough evaluation, it was observed that this model lacked clear decision-making authority. The absence of a designated leader often led to delays in decision-making and hindered the committee's progress.

**2. Chair and Deputy Chair Model:**

The chair and deputy chair model, on the other hand, has been piloted in the last year. Under this model, a single chair leads the Committee, supported by a deputy who assists in fulfilling leadership duties. The evaluation of this model revealed several benefits. The clear authority and designated roles allowed for streamlined decision-making and improved efficiency. The chair's leadership and accountability ensured timely progress and effective coordination among committee members.

In conclusion, the evaluation of different leadership models implemented by the JDS Committee highlights the advantages of the chair and deputy chair model. This model provides a clear authority, accountability, and streamlined decision-making, ultimately leading to improved committee performance. It is recommended that the committee continues with this model to ensure effective leadership and successful execution of its objectives. The Council is therefore asked to recommend to the Conference that Standing Order 336 is amended to effect this change.

**\*\*\*RESOLUTIONS**

**46/1. The Council receives the report.**

**46/2. The Council recommends to the Conference that SO 336 is amended to provide for a Chair and Deputy Chair of the Justice, Dignity and Solidarity Committee in place of two co-Chairs.**

# APPENDIX A

Please note: the EDI Director for Inclusion and the JDS Programme Coordinator, when in post, will work together but the named person will take responsibility for the progress of the particular piece of work.

Delays, where they have happened, have been due to staff shortage, sickness or compassionate leave or Connexional Team capacity issues.

<b>RESOURCES</b>			
<b>Area of work</b>	<b>Update as of December 2023</b>	<b>Next Steps</b>	<b>Lead for area of work</b>
Ref: RESOURCE 1 User guide for the Strategy: for engagement across the Connexion	Published March 2022  <b>COMPLETED</b>	January 2024 Measure its use  • Downloads to date - 1295 <b>LOWER PRIORITY</b>	JDS Programme Coordinator Comms team (for stats)
Ref: RESOURCE 2 Inclusive Language Guide (Jointly with Publications Team)	Published March 2022  <b>COMPLETED</b>	Review content at least annually, involving Solidarity Circles Review use January 2024  • Downloads to date - 1609 <b>LOWER PRIORITY</b>	JDS Programme Coordinator Publications Team (content) Comms team (for stats)
Ref: RESOURCE 3 Equality Impact Assessment (Recommendation 6b for use by all Methodists, especially in key reviews and policy-making)	Published March 2022  <b>COMPLETED</b>	January 2024 Measure its use  • Downloads to date - 312 <b>LOWER PRIORITY</b>	JDS Programme Coordinator Comms team (for stats)
Ref: RESOURCE 4 Personal Responsibility Commitment:	Published March 2022	January 2024 Measure its use, through stats of views and downloads.	EDI Director for Inclusion

<p>To encourage an approach of life-long-learning about diversity across the Connexion (Recommendation 4b, see below)</p>	<p style="text-align: center;"><b>COMPLETED</b></p>	<p>Begin to plan review process for longer-term measurements of its effectiveness</p> <ul style="list-style-type: none"> <li>Downloads to date – 47</li> </ul> <p style="text-align: center;"><b>LOWER PRIORITY</b></p>	
<p>Ref: RESOURCE 5 Guidance on establishing and responding to Support Needs produced with the Solidarity Circle for Disability</p>	<p>Published June 2023</p> <p><a href="https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/accessibility/accessibility-support-needs-for-volunteers-and-employees/">https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/accessibility/accessibility-support-needs-for-volunteers-and-employees/</a></p>	<p>By February 2024 Ensure the Council (March 2023) decision is followed: to issue this guidance to all appointing and employing bodies.</p> <ul style="list-style-type: none"> <li>Review with Solidarity Circle group September 2024.</li> </ul>	<p>EDI Director for Inclusion</p>
<p>Ref: RESOURCE 6 Guidance on “How to create accessible documents”</p> <p>Produced by the Learning Network, the Comms Team and the Solidarity Circle for Disability</p>	<p>Published June 2023</p> <p><a href="https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/accessibility/how-to-create-accessible-resources/">https://www.methodist.org.uk/about-us/the-methodist-church/the-inclusive-methodist-church/accessibility/how-to-create-accessible-resources/</a></p>	<p>By February 2024 Ensure the Council (March 2023) decision is followed: to issues this guidance to all appointing and employing bodies. Highlight this resource in the Comms ‘launch’ of the ‘accessibility resources’</p> <ul style="list-style-type: none"> <li>This is ongoing – driven by members of the Connexional Teams’ Comms team.</li> <li>The Solidarity Circle groups feed into this.</li> <li>Review to take place in September 2024</li> </ul>	<p>JDS Programme Coordinator</p>
<p>Ref: RESOURCE 7 New resources for ‘Making Buildings Accessible’</p> <p><a href="https://www.methodist.org.uk/for-">https://www.methodist.org.uk/for-</a></p>	<p>Published June 2023</p> <p><a href="https://www.methodist.org.uk/for-churches/property/making-buildings-accessible/">https://www.methodist.org.uk/for-churches/property/making-buildings-accessible/</a></p>	<ul style="list-style-type: none"> <li>This is complete, the Property team have produced a lot of guidance around this.</li> </ul>	<p>JDS Programme Coordinator</p>

<a href="#">churches/property/making-buildings-accessible/</a>		<ul style="list-style-type: none"> <li>An annual review is in place, led by the Property Team.</li> </ul>	
Produced by the Property Team with the Solidarity Circle for Disability			
Ref: RESOURCE 8 Induction training		<ul style="list-style-type: none"> <li>A generic EDI Induction programme is being developed in collaboration with colleagues in the learning network.</li> </ul>	Learning network and director for inclusion

## RECOMMENDATIONS

Area of work	Update as of December 2023	Next Steps	Lead
<u>Recommendation 1</u>  Reviewing our systems and structures (p.768)	Equality Impact Assessment published so that every Methodist has a tool with which to review our EDI work.  Connexional Team asked to use this tool, via the intranet.  Council 2022 agreed to use the EIA for its own work by requesting a completed EIA for specific pieces of work.  <p style="text-align: right;"><b>COMPLETED</b></p>	Autumn Council 2023 to begin requiring and collecting EIAs for review groups, along with the Terms of Reference for each piece of work.  <ul style="list-style-type: none"> <li>BP will post a reminder on the Intranet in coordination with CN's reminder letter to Chairs</li> <li>See <i>RESOURCE 3</i></li> </ul> <p style="text-align: right;"><b>HIGH PRIORITY</b></p>	Council
<u>Recommendation 2a</u>  Celebrations and Festivals (p.768)	Making EDI Officers aware of this.  Evangelism and Growth work on 'Methodists at Pride'.  <p style="text-align: right;"><b>COMPLETED</b></p>	Work with Evangelism and Growth on 'Methodists at Carnival'  <ul style="list-style-type: none"> <li>This has been fed into the EDI Officers group – no update on this at present.</li> </ul> <p style="text-align: right;"><b>LOWER PRIORITY</b></p>	JDS Programme Coordinator

<p><u>Recommendation 2b</u></p> <p>An Affirmation Scheme (p.768)</p>	<p>Affirmation Scheme: piloted Summer 2022.</p> <p style="text-align: right;"><b>COMPLETED</b></p>	<p>Pilot to be worked into a developed scheme.</p> <ul style="list-style-type: none"> <li>This is in relation to a system of affirming churches/circuits doing well in aspects of JDS Work. The LN is leading on this.</li> </ul> <p style="text-align: right;"><b>LOWER PRIORITY</b></p>	<p>Learning Network</p> <p>JDS Programme Coordinator</p>
	<p>Resolution to Council proposing a Conference service of repentance, recommitment, thanksgiving and celebration to be used across the Conference following Conference 2022.</p> <p style="text-align: right;"><b>COMPLETED</b></p>	<p>Plan this service to be shared for use around the Connexion.</p> <p>Milestones to be agreed by JDS Committee – January 2024.</p> <ul style="list-style-type: none"> <li>Delyth Liddell to liaise with Mark Rowland on the Res available.</li> <li>The Resources to be made available for use around the Connexion.</li> </ul> <p style="text-align: right;"><b>HIGH PRIORITY</b></p>	<p>JDS Committee</p>
<p><u>Recommendation 2c</u></p> <p>Review of Language (p. 769)</p>	<p>Inclusive Language Guide published</p> <p style="text-align: right;"><b>COMPLETED</b></p>	<p>Summer 2023</p> <p>Further training resources for work including with Local Preachers and Worship Leaders</p> <ul style="list-style-type: none"> <li>This will be scheduled for review with the Publishing team.</li> <li>See <i>RESOURCE 2</i></li> </ul> <p style="text-align: right;"><b>LOWER PRIORITY</b></p>	<p>JDS Programme Coordinator</p>

	An 'Inclusive Images Guide' has been agreed by the Publications team to accompany the Inclusive Language Guide, as it was asked for. <b>COMPLETED</b>	Text has been produced and the work is scheduled for design and publication. <b>LOWER PRIORITY</b>	JDS Programme Coordinator
<u>Recommendation 2d</u> Narrative research project (p. 769)  (with the Susana Wesley Foundation)	Designed a process for 'capturing' some of the narratives around the Connexion and, in this way, 'taking the temperature' of this work for Justice.	Findings from this first round of research will be brought to the Council. It is intended that this will be a longitudinal study.  <ul style="list-style-type: none"> <li>• The SWF and JDS Committee met on 12.01.24 to discuss the report and its findings.</li> <li>• A decision to agree the next stage of research to be made.</li> </ul>	Sue Miller (Susanna Wesley Foundation)  EDI Director of Inclusion
	Dignity and Solidarity Liaison with the Walking with Micah Project. The first round of research for this 'evaluative project' has begun.  While this will collect some narratives we are no longer describing it in this way. <b>COMPLETED</b>	<b>HIGH PRIORITY</b>	
<u>Recommendation 3a &amp; 3b</u> 3a Symposia and gatherings 3b Partners for this work (p. 770)	Racial justice event March 2022	The offering of expertise about transformational change.	Ermal Kirby (Task Group Facilitator)

	<p>(task group with the Learning Network, Walking with Micah and Agents for Change)</p> <p>A series of conversations with Connexional Team members about transformational change theory. (Autumn 2022)</p> <p>Consideration about how cultural change comes about and how to enable transformational change is important to this work, with a paper to the JDS Committee about the future of this work.</p> <p style="text-align: center;"><b>COMPLETED</b></p>	<p>Milestones to be agreed by JDS Committee – January 2024.</p> <ul style="list-style-type: none"> <li>• Members of the group to be invited to a CANDO meeting to discuss further work.</li> <li>• Adrian Brazier and Gauri Taylor-Nayar leading on this on behalf of the JDS Committee.</li> </ul>	<p>JDS committee to oversee this work</p>
<p><u>Recommendation 4a</u></p> <p>Discrimination and Abuse Response Service (p. 770)</p>	<p>Design of the DARS (April – July 2022)</p> <p>Pilot of DARS in two districts. Extended to 10 Districts to take in Connexional complaints enquiries with a discriminatory element (July 2022).</p> <p>Work with Complaints and Discipline and Safeguarding to consider how the Pilot extended to Methodist staff, students and families at Queen’s.</p>	<p>Review March – April 2023</p> <p>Extend pilot to 10 more districts.</p> <p>DARS due to launch across the Connexion in the next Connexional Year.</p> <p>Staffing requirements to be defined by the DARS group – Delyth Liddell, Donna Ely, Kate Little and Bevan Powell.</p> <p>DARS review by Review Group, complete and discussion on next steps ongoing.</p> <p>Consideration for the creation of common interface for reporting</p>	<p>EDI Director for Inclusion</p>

		<p>bullying/discrimination to safeguarding/complaints/systems.</p> <ul style="list-style-type: none"> <li>The Safeguarding Team have purchased a case management system. Discussions are ongoing as to how the above might be integrated with their system.</li> <li>BP to provide a costed resources and implementation plan.</li> </ul>	
<p><u>Recommendation 4b</u> Personal Responsibility Commitment (p. 771)</p>	<p>This has become a 'voluntary' undertaking (except in DARS cases) alongside the mandatory training which we will encourage every Methodist to use.</p> <p>Summer 2022 Encouragement for us all to use this PRC, through the district EDI Officers.</p> <p>Rollout of the use of this for learning, beyond and additional to the EDI training materials.</p>	<p>Measure its use, through stats of views and downloads.</p> <p>Begin to plan review process for longer-term measurements of its effectiveness.</p> <p>Use as ongoing training, after mandatory EDI module.</p> <p>Delayed because of delays to training announcements (See Rec 5a below)</p> <ul style="list-style-type: none"> <li>The Learning Network continue to promote the Commitment and its use.</li> <li>The Comms Team to provide an update of its usage.</li> <li>See <i>RESOURCE 4</i></li> </ul>	<p>EDI Director for Inclusion</p>

<p><u>Recommendation 4c</u></p> <p>Tracking the rate of 'discrimination' (p. 771)</p>	<p>Agreement and planning with IT to develop an app which will help us track all cases which come into the pilot DARS with their outcomes (Rec 4a above).</p> <p>Delayed by time limitations for getting all the involved parties together</p>	<p>January 2023 forward</p> <p>Developing the use of this app in order to help with understanding of what is happening within our systems.</p> <p>Providing the DARS cases, for learning even if the app is not developed</p> <p>Work to begin in January 2024</p> <p style="text-align: center;"><b>COMPLETED</b> <span style="float: right;"><b>DELAYED</b></span></p>	<p>EDI Director for Inclusion</p>
<p><u>Recommendation 4d</u></p> <p>Critical Incident Response System (p. 772)</p>		<p>This recommendation will be designed later during the implementation.</p> <p>This was not prioritised, due to time pressures on recommendations considered more urgent.</p> <p>Consider withdrawal as a Recommendation, as Mechanism already in place.</p> <ul style="list-style-type: none"> <li>• After consultation with the Connexional Team, it was agreed this was no longer needed as adequate systems are in place.</li> </ul> <p style="text-align: right;"><b>LOWER PRIORITY</b></p>	<p>EDI Director for Inclusion</p>

<p><u>Recommendation 4e</u></p> <p>Truth and Reconciliation Process (p. 772)</p>	<p>A group was formed for careful consideration of how to design this process.</p> <p>A (pilot) Phase 1 has been commissioned and carried out by Katie Deadman-Vernall (at the University of Winchester). The report from this work came to the JDS Committee Jan 2023.</p> <p style="text-align: right;"><b>COMPLETED</b></p>	<p>Develop a budgeting plan for the second phase of this work will be submitted to the April Council.</p> <ul style="list-style-type: none"> <li>• The second phase would be to describe what this would be.</li> <li>• Caroline Merry from Place for Hope and Megan Senegue from Susanna Wesley Foundation are assisting with this work also.</li> <li>• Karl Rutledge represents the JDS Committee on this group.</li> </ul> <p style="text-align: right;"><b>HIGH PRIORITY</b></p>	<p>EDI Director for Inclusion</p>
<p><u>Recommendation 4f</u></p> <p>EDI Support Systems: Solidarity Circles (p. 772)</p>	<p>February 2023 – Four voluntary Coordinators have been recruited to run Solidarity Circles for</p> <ul style="list-style-type: none"> <li>- Disability</li> <li>- LGBT +</li> <li>- Racial Justice</li> <li>- Women</li> </ul>	<p>March 2023 – selection of 14 additional members for each Solidarity Circle.</p> <p>April – June 2023 – First Solidarity Circle meetings take place.</p> <p>July 2023 – First review of how these Solidarity Circles are working.</p> <p>Further progress reports will be submitted to April 2024 Council</p>	<p>EDI Director for Inclusion</p>

	<p style="text-align: right;"><b>COMPLETED</b></p>	<ul style="list-style-type: none"> <li>• A discussion on establishing a Solidarity Circle for Rural Communities is underway.</li> <li>• A discussion on establishing a Solidarity Circle for Carers to take place.</li> <li>• The Connexional Team are engaging with the Solidarity Circles. Currently engagement has taken place with the Comms Team, Property Team and Safeguarding Team.</li> <li>• BP to contact Coordinators in relation to a discussion on whether 'allies' should be admitted to groups.</li> <li>• Training for Coordinators to be offered.</li> <li>• Meetings with Coordinators to take place every two months.</li> <li>• Further recruitment to the Solidarity Circles to take place April 2024.</li> </ul> <p style="text-align: right;"><b>HIGH PRIORITY</b></p>	
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<p><u>Recommendation 5a</u></p> <p>Mandatory EDI Training (p. 773)</p>	<p>Unconscious Bias Training now on MCBX.</p> <p>Mandatory EDI Training Module now available on MCBX.</p> <p>The period for completion of the mandatory training is now the end of 2023.</p> <p>Off line training available. Off line training material from Inclusive Church web pages with support from the learning network.</p> <p style="text-align: right;"><b>COMPLETED</b></p>	<p>May/June 2023</p> <p>Review the completion rates of mandatory EDI training module.</p> <p>Progress update to follow Training Group meeting 13.12.23.</p> <ul style="list-style-type: none"> <li>• This is ongoing, the Training Group meets regularly and is Chaired by Richard Armiger and Charity Nzegwu.</li> <li>• The deadline for training has been extended to the end of February 2024.</li> <li>• On the question of individuals who refuse to undertake the mandatory training, sanctions will be decided by Council.</li> <li>• It is essential that all accessibility issues are resolved to allow all to be able to engage with the training.</li> </ul> <p style="text-align: right;"><b>HIGH PRIORITY</b></p>	<p>EDI Training Group</p>
<p><u>Recommendation 5b</u></p> <p>Positive Actions (p. 774)</p>	<p>Open Sessions for JDS Shadow Committee recruitment</p>	<p>Positive Actions to be implemented by the HR team in relation to Connexional Team Employment</p> <p>Director of HR and EDI Director for Inclusion to</p>	<p>Director of HR</p>

		<p>meeting early 2024 for a status report.</p> <ul style="list-style-type: none"> <li>• BP and HR to discuss the possibility of looking at this from outside the perspective of the Connexional Team but within all aspects of recruitment in the church.</li> <li>• BP and Claire Potter are exploring how Positive Action may support the Candidating process in terms of encouragement of underrepresented groups.</li> </ul> <p><b>HIGH PRIORITY</b></p>	
<p><u>Recommendation 5c</u></p> <p>Placements, mentoring and shadow-mentoring</p> <p>(p.774)</p>		<p>Resource produced with guidance on how to set up placements, mentoring and shadow-mentoring: for use in any area of Methodist life, including the Connexional Team and Connexional Committees.</p> <p>The text has been produced, the implementation of this to be carried forward by the JDS Programme Coordinator.</p> <p><b>LOWER PRIORITY</b></p>	JDS Programme Coordinator
<p><u>Recommendation 5d</u></p> <p>A 'Guide' to Methodism</p>	A draft is ready in plain English as one of the Comms Team 'campaigns'.	Work with Publications to design how this can be made	JDS Programme Coordinator

		<p>accessible for those who do not use the internet.</p> <p>Delay in this work as a new website design is being worked on. This principle will be incorporated into that design.</p> <p><b>LOWER PRIORITY</b></p>	
<p><u>Recommendation 6b</u></p> <p>Equality Impact Assessment (p. 775 and 781)</p>	<p>EIA published (see above) for use by all Methodists (either formally or informally) as a 'usual practice' (like risk assessments) in all of our work.</p>	<p>Methodist Council, JDS Committee and other Connexional Team members begin to use this work 'as usual' habit.</p> <p>Training with Council to commence</p> <p>JDS Committee Chair to contact District Chairs to check their usage of the EIA.</p> <ul style="list-style-type: none"> <li>• See <i>RESOURCE 3</i></li> </ul> <p><b>COMPLETED</b> <b>HIGH PRIORITY</b></p>	<p>JDS Committee</p>
<p><u>Recommendation 6c</u></p> <p>EDI toolkit (p. 776)</p>	<p>All modules updated</p> <p>New versions of some modules planned.</p>	<p>Council for Christians and Jews have advised they will use the toolkit, updating however they will update the document in relation to Anti-Semitism.</p> <p><b>COMPLETED</b></p>	<p>Learning Network and EDI Director for Inclusion</p>
<p><u>Recommendation 7</u></p> <p>EDI Officers</p>	<p>Establishment of District EDI Officers network and gatherings online.</p>	<p>Sept 2022 – July 2023</p> <p>Encouragement of circuits to recruit circuit EDI Officers</p>	<p>EDI Director for Inclusion</p>

(p.776)	<p>Database of EDI Officers</p> <p>Regular 'open sessions' about the role to encourage these appointments.</p> <p>Learning Network developing EDI Officer induction programme</p>	<p>Support for the district EDI Officers as they support the circuit EDI Officers.</p> <p>All EDI Officers to complete mandatory EDI training by Summer 2023.</p> <p>Training sessions for all EDI Officers arranged for February, March, April, June and September 2024.</p> <p>EDI Officer support meetings arranged for February, May, August and November 2024.</p> <ul style="list-style-type: none"> <li>EIAs to be discussed with the EDI Officers in relation to how they might record the use of this.</li> </ul> <p style="text-align: center;"><b>COMPLETED</b></p> <p style="text-align: center;"><b>HIGH PRIORITY</b></p>	
<p><u>Recommendation 8</u></p> <p>Review of Faith and Order Work in the light of the Strategy (p. 777)</p>	<p>Review of Faith and Order work carried out in the light of the JDS Strategy – 2021-2022</p>	<p>This now becomes a usual event as there is an annual F&amp;O Committee review of F&amp;O work which (like all committees) will now be undertaken in the light of the JDS strategy.</p> <p>It does not, therefore, need to be prioritised by the EDI Director for Inclusion.</p>	<p>Faith and Order Secretary (Mark Rowland)</p>

		<ul style="list-style-type: none"> <li>• BP and Mark Rowland currently meet on a regular basis to review this work.</li> <li>• Worship Resources – BP, Adrian Roux, Patricia Mukorombindo and Gauri Taylor-Nayar to begin scoping the work, then progress to the next phase of working with F&amp;O to produce resources by the start of the new connexional year 24/25.</li> </ul>	
	<b>COMPLETED</b>		
<u>Recommendation 9</u> JDS Committee	<p>Open recruitment for additional members of the Committee.</p> <p>Adoption of Terms or Reference and 'Ways of Working' documents</p> <p>Confidentiality and Volunteer Agreements in place.</p>	Four additional members successfully recruited to join the Committee	JDS Committee
	<b>COMPLETED</b>		
<u>Future Staffing</u>	<p>An initial estimate of future staff hours for this work has been drawn up.</p> <p>A first draft of Job Description and Person Spec for the role to replace the Implementation Officer has been drawn up.</p>	<p>Recruitment of a JDS Programme Coordinator has taken place, the post holder will join the Connexional Team in September 2024.</p> <ul style="list-style-type: none"> <li>• BP to report on DARS staffing profile and roles.</li> </ul>	EDI Director for Inclusion
	<b>COMPLETED</b>		