

> Diversity Data

monitoring equality, diversity and inclusivity

The Church of England's vision is to be a church for the whole nation, Jesus Christ centred and shaped by the five marks of mission – a church that is simpler, humbler, bolder. We can only be proactive in our work around fairness, engagement, inclusivity and more if we know who our people are. We need to monitor how diverse we are as an organisation, measure progress and demonstrate transparency. This transparency helps strengthen our accountability with both our internal and external audiences.

The **Diversity Data** project allows the Church of England to have a more data-driven approach to equality, diversity and inclusivity (EDI) and to tackle the underlying drivers of imbalance in the organisation. Only by being more aware of the unique challenges and opportunities faced by different groups within our church can we effectively plan for the future, provide effective pastoral care and address gaps in our resources or services as an organisation.

> What are we trying to achieve?

- drive engagement across the whole church and encourage our leaders, clergy and congregations to use existing systems to collect diversity data
- work with clergy churchwide to collect congregation diversity data



➤ Collecting diversity data

- **Clergy:** diversity data is currently collected using the People System. If you are a stipendiary clergy then you can submit your personal details. Currently, less than 50% of clergy who are able to update their details have done so. If you are self-supporting clergy, we are working to create an easy and effective way to collect diversity data for those who do not have access to the People System.
- **Congregations:** diversity data can be entered using the **Survey** function on the **Church Development Tool**. This tool is currently under refurbishment and will be relaunched in early 2026. We want clergy to be involved in planning what a congregation collection will look like.

➤ How can you help?

- Check that your details are up to date on the **People System**.
- Encourage your colleagues to update their details on the **People System**.
- Start to think about how diversity data collection can be promoted in your diocese, such as in newsletters, posters and services.
- Invite us to any spaces you may have to help promote this work.

➤ How to enter your diversity data on the people system

- 1 Log in using your Person Unique Number (PUN) and password. This is the same log in used to access your pay records and documentation:

<https://www.churchofengland.org/resources/clergy-resources/people-system>

If you need assistance logging in, please contact peoplesystemsupport@churchofengland.org or 020 7898 1618.

- 2 Click on Personal Information
- 3 Select Personal Details
- 4 Scroll down to Demographic Info and click the pencil icon to edit.
- 5 When you have updated all your information, click Submit to save the information.

For more information on the Diversity Data Project, contact Jonathan Ako at jonathan.ako@churchofengland.org

