



MISSION COUNCIL

13 – 15 MAY 2013

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Issues from Equal Opportunities Committee Trustees, the Equality Act 2010

Trustees

The Equal Opportunities committee tries to see how balanced are all our organisations. Are women and men, lay and ordained, black minority ethnic and all ages represented on our committees and in our life and work? We have not yet found a way to check on the presence of people with disabilities.

We know that Nominations takes seriously the need of balance on Assembly committees although we are aware that there are very few black minority ethnic committee members. But in other areas of our church life we are not managing so well. Below is the analysis of Trustee membership at Assembly and Synod level. You will see that it is overwhelmingly white and male. We have not been able to fill in all the columns and will welcome the assistance of Mission Council in filling in the gaps.

What can we do to improve the balance?

	Male	Lay	Ord	BME	Young	Female	Lay	Ord	BME	Young
Northern	10	9	1	0	0	3	1	2	0	0
North Western	8	3	5			1	1	0		
Mersey	6	5	1			1	1	0		
Trust Property Mersey	7	6	1			1	0	1		
Yorkshire	5	3	2			3	3	0		
East Midlands	10	9	1			2	2	0		
Dennis George Webb Trust – East Midlands	3	2	1	0	0	0	0	0	0	0
West Midlands	8	7	1			1	1	0		
Eastern	4	2	2	0	0	3	2	1	0	0
South Western	8	4	4	0	0	3	3	0	0	0
Wessex	9	6	3	0	0	3	1	2	0	0
Thames North	9	5	4	1		3	1	2		
Synod Charities Thames North	8	4	4	1		3	1	2	1	
Southern	11	6	5			4	0	4		
Synod of Wales	6	5	1	0	0	1	1	0	0	0
Scotland	9	3	6	0	0	8	4	4	0	0

	Male	Lay	Ord	BME	Young	Female	Lay	Ord	BME	Young
URC Trust Includes Ex-Officio	15	9	6		1	6	5	1	1	
URC Pension Trust Includes ex-officio	6	1	5	0	0	5	2	3	0	0
URC History Society Rev Chris Damp (male?)	7	2	5	0	0	5	2	2	0	0
Total	149	91	58	2	1	56	31	24	2	0

There are also a large number of local church trusts which have not been included.

Synod of Wales and English Synods taken from Charity Commissioners website in February 2013
URC Trust and Pension Trust taken from 2012 Book of Reports – Ex Officio at Assembly 2012,
Secretary and Deputy Secretary included.

I'm not sure how we are describing 'young' but for the moment we are working on under 30.

The Equality Act 2010

The Equality Act 2010 is the law which bans unfair treatment and helps achieve equal opportunities in the workplace and in wider society. In respect of people with disabilities, the Act makes it unlawful to discriminate against disabled people in connection with employment, the provision of goods, facilities and services, or the management of premises.

Jim Merrilees of the Synod of Scotland has prepared a policy document in relation to the Equality Act 2010 and people with disabilities. It is full, detailed and helpful. It is essential that all churches take the Equality Act 2010 seriously and this is a helpful document. The Equal Opportunities committee wishes to add to the document, in particular to include contacts in England and Wales. The document is attached (not including the appendices).

Have all parts of the United Reformed Church considered these issues seriously?

What can we do to ensure that we are all providing equality for people with disabilities?

Elizabeth Nash
Convenor, Equal Opportunities Committee

28 March 2013