

**West Midlands Regional Racial Justice Project**

# Racial Justice Co-ordinator - Freelancer Brief

**Project Background:**

The West Midlands Regional Racial Justice Project was established by the six dioceses in the region (Birmingham, Coventry, Gloucester, Hereford, Lichfield and Worcester) to enable work to tackle racism and promote racial justice in our Church and in wider society.

*Racism has no place in the Church of England, but we must face the fact that it still exists. As West Midlands bishops, meeting on Stephen Lawrence Day, we strongly affirm the work of the Archbishops’ Anti-Racism Taskforce and the report ‘From Lament to Action’ … We acknowledge our part in past and present failures and recognise the challenges it presents. We wholeheartedly support its recommendations and look forward to taking them forward with energy and determination.”*

*Anglican Bishops in the West Midlands*

In Hereford Diocese, we are seeking to implement relevant Actions from the report ‘From Lament to Action’ but are conscious that we lack the capacity to do this work. As a result the Regional Racial Justice Project has made an allocation of funding to support 52 days of time on a consultancy basis, at a cost of £350 per day for the period 1 October 2025 -30 June 2026.

This brief outlines the work which Hereford Diocese would like to see done in the role of Racial Justice Co-ordinator, supporting our central aim, which is:

**To encourage and promote inclusion and equality for those from United Kingdom Minority Ethnic (UKME) / Global Majority Heritage (GMH) backgrounds in all aspects of discipleship, mission and ministry as well as our structures and governance.**

**Focus of the work (Phase 1):**

1. To coordinate and facilitate Diocesan engagement with the recommendations in the ‘From Lament to Action’ (FLA) Report, including specifically the target FLA outcomes for the West Midlands Regional Racial Justice Project.
2. To work closely with the Regional Racial Justice Team, the Diocese of Hereford Racial Justice Group, and key staff within the diocese to identify practical and achievable local objectives relating to FLA Actions and how these can be implemented. This should be done with the full collaboration and agreement of those who will be responsible for delivery of each objective.
3. To support and co-ordinate the work of the Diocesan Racial Justice Group, enabling the implementation of agreed local objectives based on FLA Actions.

**Focus of the work (Phase 2):**

1. To support in the delivery of any other related activities agreed by the group, taking advantage of resources provided by the Regional and National Racial Justice Teams.
2. To work with the Regional Racial Justice Comms officer and Diocesan Communications team to create and share content, including updating the Diocesan Web Pages relating to Racial Justice.
3. To work with Deaneries and parishes to engage with the racial justice initiative at a local level and to develop and submit bids to the Microgrants Scheme. To support parishes in delivering Microgrants projects and to participate in the year of celebration in 2026.

**Reporting:** This role will report to the Director of Mission and Ministry.

**Person specification:**

* Appreciation of and the ability to reflect practically and theologically on the barriers to ministry, employed roles and governance roles for those from UKME/GMH backgrounds and work creatively with those responsible for these areas to facilitate equity.
* Good networking, inter-personal and communication skills.
* The ability to travel to the various diverse communities across the geographical breadth of the diocese.
* Able to work constructively and appreciatively with the theological breadth and ecclesial diversity of the Church of England.
* Someone passionate about seeing people from UKME/GMH backgrounds realise their full potential in God’s mission and the church’s ministry.
* Self-motivated and able to work alone but who can demonstrate effective collaborative working with a variety of different people as peers and influencing where appropriate.

**Timescale for appointment:** 52 days, worked flexibly between October 2025 and 30th June 2026.

**Fee:** £350 per day including all activities, expenses and travel.