



St. Peter's Harrow

Anti-Racism Statement

We believe that every human being is made in the image of God and loved by God. The gospel is for everyone regardless of race, age, gender or disability. We acknowledge that at St Peter's Church and across society we have failed to live this out fully by not creating places where all can feel included.

We acknowledge that racism is unacceptable to God. To be Christian, therefore, must mean being actively anti-racist in both word and deed. We acknowledge that there is both direct and systematic racism in the world and sadly in the wider church. We, at St. Peter's Church, want actively to pursue a culture of integration, not segregation. We accept that we must actively challenge racism and seek to dismantle the systems, policies and processes that keep all forms of racism alive in the Church and wider society. We desire to implement effective change.

From consulting widely with individuals from ethnic minorities who belong to our congregation we are learning from their range of experiences. We know that those from minority ethnic groups are often under-represented in all aspects of church life and are therefore more likely to remain on the "fringe" compared to white members of the congregation.

St. Peter's strives to be a church where everyone is included and is an active member in the life of the church.

In order to achieve this vision, we passionately desire to engender greater representation of people from minority ethnic groups, being fully engaged as active members of St Peter's Church. Because there is a tendency to relate more easily to people who are most like ourselves, our human tendency is to seek out and integrate with such people. This is a significant contributory factor behind a predominance of white members of the congregation being more likely to be serving as leaders or in teams, and generally more fully engaged in the life of the church. In turn, this may reinforce a perception that St Peter's is not a church in which minority ethnic groups are wholly accepted and encouraged to participate fully in the church community and family. We wish earnestly to transform this situation.

It follows that it is necessary to make conscious decisions and commitments to do things differently to break this cycle of lack of racial integration. This represents the beginning of a process to bring about lasting culture change and to be a church family living out the kingdom values of accessibility, diversity, inclusivity and belonging.

Leadership: Intentionally selecting a leadership team that not only has the right skill set but is constituted from all ethnic backgrounds.

- a) We commit to making at least one warden someone of an Ethnic Minority background.*
- b) We will pursue a PCC with over half of the membership being from minority ethnic groups.*
- c) To review our recruitment procedures to identify ways to increase applications from minority ethnic groups. This could include, for example, changes in how job adverts are written and where adverts are posted. To be completed and implemented for the next recruitment campaign.

* To be reviewed each year by the Core Team in advance of the APCM.

Active Church Membership: Ensuring that people from minority ethnic groups are involved in all aspects of church life.

- a) We will ensure that people from minority ethnic groups are invited to lead or serve on teams within the church.
- b) We will strive to ensure that a person of a minority ethnic group either leads a Sunday service or preaches at least once a month.
- c) We will actively identify and encourage sisters and brothers from minority ethnic groups to lead and attend circles.

To enable follow-up, and to assess how well the aims are being fulfilled, 2a)-c) will be reviewed each quarter by the staff team, and a report submitted for consideration at each PCC meeting.

Training: To make every effort to enable our staff and congregation to understand the individual and corporate biases we hold, with the aim of becoming more inclusive.

- a) All Staff to attend unconscious bias training.
- b) Run a Conscious Inclusion Course for our congregation which will help us take steps to challenge our biases.

We passionately desire that St Peter's is able in every respect to reflect the diversity of its congregation and the community of Harrow.

Once implemented, it is our belief that this policy will have enabled us to have taken significant steps towards full inclusion into the life of the church of sisters and brothers from all ethnic groups, so that everyone who joins us in the future feels welcomed and valued as an integral participant in the life and ministry of St Peter's. We recognise that this will be an ongoing process as we foster a culture where we all continue to have open and honest conversations with one another, listening to the challenges those from ethnic minority backgrounds face that have prevented them from experiencing the completely unbiased

and unconditional love of Our Saviour Jesus Christ. Through this process we will be able better to serve our Lord, one another and our Borough.

To sustain active anti-racism within St Peter's Church, the PCC will monitor associated actions throughout the year. This policy, and the commitments therein, will be reviewed annually through the APCM, and such adjustments as agreed there will be incorporated.

Last reviewed: March 2023