



Women and the Church
Affirming ✦ Challenging ✦ Transforming

A Report on the Developments in Women's Ministry in 2018

WATCH Women and the Church

A Report on the Developments in Women's Ministry 2018

In 2019 it will be:

- 50 years since women were first licensed as Lay Readers
- 25 years since women in the Church of England were first ordained priests
- 5 years since legislation was passed to enable women to be appointed bishops

In 2018

- The Rt Rev Sarah Mullaly was translated from the See of Crediton to become Bishop of London (May 12) and the Very Rev Viv Faulk was consecrated on July 3rd, and installed as Bishop of Bristol on Oct 20th. Now 4 diocesan bishops (out of a total of 44) are women. In December 2018 it was announced that Rt Rev Libby Lane has been appointed the (diocesan) Bishop of Derby.
- Women were appointed to four more suffragan sees during 2018, so at the end of 2018 12 suffragan sees were filled by women (from a total of 69 sees).
- The appointment of two more women to suffragan sees in 2019 has been announced.

Ordained ministry is not the only way that anyone, male or female, serves the church. Most of those who offer ministries of many kinds are not counted in any way. However, WATCH considers that it is valuable to get an overview of those who have particular responsibilities in diocese and the national church, and this year we would like to draw attention to The Church Commissioners.

This group is rarely noticed publicly, but the skills and decisions of its members are vital to the funding of nearly all that the Church of England is able to do. Some are elected by General Synod, some are appointed by the Archbishop or the Crown.

Currently, the three most senior Church Commissioners are women:

- Ms Loretta Minghella is the First Estates Commissioner since the end of 2017
- The Rt Hon Caroline Spelman is the Second Estates Commissioner (from the end of 2017), being a link between the C of E and the House of Commons
- Dr Eve Poole is the Third Estates Commissioner.

Ordinands

Statistics provided by the Church of England show an increase in the number of ordinands this year, including an increase in female ordinands. However, the significant imbalance between young male and female ordinands continues. In 2017, of those under 40 who began training, 160 were male and 90 were female.

TABLE 1

Proportion of women in each diocese who are stipendiary and in incumbent or incumbent status roles. In this table we have compared this proportion from 2013-2017. The good news is that the number of dioceses with women making up at least 30% of incumbent and incumbent status roles has been rising over these years. The bad news is that there are still dioceses with under 20% of these roles held by women.

TABLE 1

Proportion of incumbents/incumbent status who are women		2013		2015		2017
40% and over	Ely	41	Ely	43	Ely	41
35%-39%	Hereford Ripon and Leeds	38 38			Liverpool Truro	35 37
30%-34%	St Edmundsbury and Ipswich Manchester Peterborough Southwell	31 30 30 30	Hereford Truro Manchester Salisbury Southwell St Edmundsbury and Ipswich Peterborough Portsmouth Gloucester	34 33 32 32 32 32 31 31 31 30	Hereford Portsmouth St Eds and Ipswich Durham Gloucester Peterborough Lincoln Manchester Salisbury Southwell St Albans Worcester	33 32 32 31 31 31 30 30 32 30 30 30 30
25%-29%	Bath and Wells Sheffield Leicester St Albans Leeds Salisbury Chester Derby Gloucester Liverpool Portsmouth	29 29 28 28 26 26 25 25 28 25 25	Bath and Wells Liverpool Sheffield St Albans Durham Leeds Leicester Lincoln Worcester Derby Chester Chelmsford Norwich Oxford	29 29 29 29 27 28 28 28 27 27 26 25 25 25	Bristol Derby Leeds Leicester Guildford Sheffield Bath and Wells Norwich Chelmsford Chester Coventry Newcastle Oxford Southwark Birmingham	28 28 28 28 26 28 27 27 26 26 26 26 26 26 26
20%-24%	Newcastle Oxford Birmingham Chelmsford Durham Lincoln Worcester Guildford Southwark Truro Exeter Norwich	24 24 23 23 23 23 23 21 21 21 20 20	Guildford Southwark Newcastle York Birmingham Canterbury Coventry Rochester	24 24 23 23 22 21 20 20	York Sodor and Man Canterbury Lichfield Winchester	24 24 22 22 20
15%-20%	Carlisle Coventry Lichfield Rochester York Sodor and Man* Bristol Canterbury	19 19 19 19 19 18 17 17	Bristol Carlisle Exeter Lichfield Sodor and Man* Europe Blackburn Winchester	19 19 19 19 18 16 15 15	Exeter Rochester Carlisle	19 19 18
14% and under	Blackburn London Bradford Chichester Wakefield Winchester Europe*	13 11 6 6	Chichester London	10 12	Blackburn London Chichester Channel islands Europe	14 14 12 12 9

*Information derived from C of E statistics published annually

WATCH Women and the Church

A Report on the Developments in Women's Ministry 2018

TABLE 2

In this table we try to give an overview of the extent to which women are visible and involved in a diocese.

Column 1 Gives the proportion of stipendiary incumbents/incumbent status clergy who are women.

Column 2 Proportion for SSM clergy. It does not distinguish between those SSM clergy who are running parishes (as House for Duty, covering vacancies etc, and those who are SSM but have a paid secular, or church, job).

Column 3 Gives the proportion of area deans in the diocese who are women – it is worth looking at your diocese to see if this number reflects the number of women clergy.

The data for columns 1 and 2 is taken from Church House statistics based on 2017 data. Area Deans data has been updated and based on publicly available data in Dec 2018.

NB Proportions of clergy is not the same as actual numbers of clergy.

■ lowest proportion shaded in red
■ highest in yellow

TABLE 2

	Diocese	1 % Age Stipendiary incombent status who are women	2 % SSM Clergy who are women	3 % Area Deans who are women
1	Diocese of Bath and Wells	27	57	26
2	Diocese of Birmingham	25	52	21
3	Diocese of Blackburn	14	49	23
5	Diocese of Bristol	28	56	14
6	Diocese of Canterbury	22	52	10
7	Diocese of Carlisle	18	57	18
8	Diocese of Chelmsford	26	53	19
9	Diocese of Chester	26	57	39
10	Diocese of Chichester	12	42	29
11	Diocese of Coventry	26	57	50
12	Diocese of Derby	28	47	56
13	Diocese of Durham	31	59	36
14	Diocese of Ely	41	47	36
15	Diocese of Exeter	19	48	40
16	Diocese of Gloucester	31	49	44
17	Diocese of Guildford	26	54	25
18	Diocese of Hereford	33	64	7
19	Diocese of Leicester	28	42	60
20	Diocese of Lichfield	22	56	23
21	Diocese of Lincoln	30	53	16
22	Diocese of Liverpool	35	53	25
23	Diocese of London	14	32	16
24	Diocese of Manchester	30	56	25
25	Diocese of Newcastle	27	63	42
26	Diocese of Norwich	28	56	4
27	Diocese of Oxford	26	46	20
28	Diocese of Peterborough	31	50	25
29	Diocese of Portsmouth	30	62	57
30	Diocese of Rochester	19	69	31
31	Diocese of St Albans	30	49	31
32	Diocese of St Edmundsbury and Ipswich	32	51	50
33	Diocese of Salisbury	33	57	17
34	Diocese of Sheffield	28	47	17
35	Diocese of Sodor and Man	14	33	n/a
36	Diocese of Southwark	26	46	33
37	Diocese of Southwell	30	50	14
38	Diocese of Truro	37	63	33
39	Diocese of Winchester	20	60	42
40	Diocese of Worcester	30	58	23
41	Diocese of York	24	54	26
42	Diocese of Leeds	28	47	48
43	Diocese in Europe	9	22	
44	Channel Islands	12	62	
	Total		51	29

TABLE 3

This table compares numbers of senior women clergy in diocese. It splits the data into those who normally relate to parishes and the whole diocese (archdeacons and bishops) and those whose ministry is cathedral based (Deans and residential canons). These senior clergy will be involved in strategic planning and decisions in a diocese, and it is known that the more varied a group is, the more likely it is to make better decisions. Visibility and role models are also significant issues. For example, do visitors see a ministry that includes men and women if they visit a cathedral?

Laywomen and others

This annual report tries to give an overview of the ministry of women in the church. This year we also recognise that WATCH is Women in the church not “ordained women in the church” and try to include a few of the ways lay women also are playing a significant role in the C of E .

Authorised Readers (LLMs)

The age and gender pattern among licensed Readers is very similar to the pattern seen among clergy, particularly SSM clergy. In the youngest age group (under 40), which is also the group with the smallest numbers, men outnumber women. In all other age groups, women outnumber men. The pattern of local parish ministry is that of volunteers maintaining local ministry, and a majority being women over 40.

		Age 40 yrs old	Age 40-59	Age 60- 69	Age 70 and over
Readers	male	70	830	1380	20
	female	50	1150	1660	20
Readers in training	male	20	120	90	10
	female	30	210	150	20
Permission to officiate	male				1780
	female				1530

Diocesan Secretaries

They are a key role in any diocese. At the end of 2018, 13 Diocesan Secretaries were women and 24 were men (some dioceses have vacancies).

Chairs of Diocesan Synods

The gender balance of Chairs of the Houses of Clergy is evenly split: 21 are men and 21 are women. The Houses of Laity have elected 13 women and 28 men to this role.

Acknowledgements and sources of data

We would like to acknowledge the work done by the research and statistics department of Church House.

Figures of ordained clergy and LLMs, and information on ages and gender of ordinands, are taken from data published by the Church of England in August 2018 (referring to data from 2017).

Church of England Research and Statistics, Great Smith Street, London SW1P 3AZ.

Information on senior clergy taken from Ministry Statistics for 2017 but updated where possible from diocesan websites Dec 2018.

Area Deans taken from Crockfords online and Diocesan websites.

TABLE 3

Senior roles in diocese 2018	Bishops (D)		Bishops (S)		Archdeacons		Cathedrals Deans and Residential Canons	
	female	male	female	male	female	male	female	male
Diocese of Bath and Wells	0	1	1	0	1	2	0	3
Diocese of Birmingham	0	1	1	0	0	2	0	3
Diocese of Blackburn	0	1	1	1	0	2	0	2
Diocese of Bristol	1	0	0	1	0	2	1	2
Diocese of Canterbury	0	1	0	4	1	1	1	3
Diocese of Carlisle	0	1	0	0	0	3	1	2
Diocese of Chelmsford	0	1	0	3	3	3	0	3
Diocese of Chester	0	1	1	1	0	2	0.9	2
Diocese of Chichester	0	1	0	2	1	2	0	3
Diocese of Coventry	0	1	0	1	1	1	1	2
Diocese of Derby	0	0	1	0	1	1	1	2
Diocese of Durham	0	1	0	1	0	3	1	2
Diocese of Ely	0	1	0	0	0	2	2	2
Diocese of Exeter	0	1	1	1	0	3	0	1
Diocese of Gloucester	1	0	0	1	1	1	1	2
Diocese of Guildford	0	1	1	0	0	2	2	2
Diocese of Hereford	0	1	0	1	0	2	0	3
Diocese of Leicester	0	1	1	0	1	2	1	2
Diocese of Lichfield	0	1	0	2	1	3	1	2
Diocese of Lincoln	0	1	0	2	1	2	1	2
Diocese of Liverpool	0	1	1	0	1	3	0	3
Diocese of London	1	0	0	5	2	4	3	5
Diocese of Manchester	0	1	0	2	3	1	1	2
Diocese of Newcastle	1	0	0	1	0	2	1	3
Diocese of Norwich	0	1	0	2	1	2	1	4
Diocese of Oxford	0	1	0	3	2	2	0	1
Diocese of Peterborough	0	1	0	1	0	2	0	0
Diocese of Portsmouth	0	1	0	0	1	2	1	2
Diocese of Rochester	0	1	0	1	1	2	1	2
Diocese of St Albans	0	1	0	2	1	2	1	3
Diocese of St Edmundsbury and Ipswich	0	1	0	1	0	2	1	2
Diocese of Salisbury	0	1	1	0	2	2	0	3.6
Diocese of Sheffield	0	1	0	1	0	2	0	3
Diocese of Sodor and Man	0	1	0	0	0	1	1	5
Diocese of Southwark	0	1	0	3	2	4	3.5	2
Diocese of Southwell	0	1	0	1	1	1	2	1
Diocese of Truro	0	1	0	1	1	1	0	3
Diocese of Winchester	0	1	0	2	0	2	2	2
Diocese of Worcester	0	1	0	1	1	1	0.5	3
Diocese of York	0	1	1	4	2	1	2	3
Diocese of Leeds	0	1	1	4	1	3	3	5.5
Diocese of Europe	0	1	0	1	1	4	0	0
Total	4	34	12	57	35	87		



www.womenandthechurch.org
info@womenandthechurch.org