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# ROLE DESCRIPTION

**Bishop’s Adviser on Racial Justice**

In its vision to Make Jesus Known, the Diocese of Salisbury is committed to working for justice, including for racial justice. The Diocese has a small racial justice working group which works with the Racial Justice Adviser, the Chaplain to Gypsy, Roma and Traveller communities and the DBF HR advisor and other DBF staff to build partnerships to seek justice for those who are marginalised and discriminated against. It is working closely with Salisbury Cathedral, Sarum College and the national church and now seeks a new Racial Justice Adviser to strengthen networks and partnerships and build relationships with worshipping communities across the diocese.

The role of a Bishop’s Adviser in the Diocese of Salisbury is to:

* provide support, practical information, links and resources for clergy and laity
* work with the Racial Justice working group to develop diocesan commitment to recommendations in Working for Justice
* support the diocesan Racial Justice network, building relationships and providing theological input and resource to parishes who form part of the network
* speak into and help formulate diocesan processes, policies and procedures to ensure increased diversity at all levels of diocese, within clergy and lay ministry, and among DBF staff body
* advise and inform the development of the diocesan approach to Growing Younger
* raise awareness and engagement of racial justice through preaching in churches across the diocese when available
* support the Mission & Ministry team to identify and deliver quality training to all curates, LLMs and ordained leaders to raise awareness, equipping them in their role
* be able to provide up to date information and advice for the Bishops within the diocese to equip them in their role, particularly in relation to the House of Lords and Church Commissioners
* be an advocate for the needs of specific groups of people and areas of ministry within the Diocese to ensure that, as a Diocese, we are committed to working for justice through all we do
* to promote the highest standards of safeguarding practice as it relates to the role
* represent the Diocese at relevant conferences and organisations as agreed/appropriate

**Support and formation**

The Bishop’s Adviser role will report to the Bishop of Salisbury, and one to one meetings to advise the Bishop will be arranged as needed, at least once a year. The postholder will also sit within the wider Mission and Ministry team, with an expectation they will attend team meetings at least once a quarter to connect with work in the wider team.

With other Bishop’s Advisers, they will also attend the Bishop’s Leadership Team once a quarter.

**Agreed hours**

The role is combined with a stipendiary post with an expectation that 1-2 days a week will be spent on racial justice work.

However, travel and reasonable expenses that are incurred as part of the Bishop’s Advisor role will be covered through the Mission and Ministry Team budget. Please talk to the Director of Mission and Ministry about any expenditure before a financial commitment is made.

**Training**

Individuals are encouraged to access further training/support that will equip them in their role.

In order to reflect the additional responsibility that an Adviser undertakes, it has been agreed that the CMD allowance for an individual is £500 per annum.