

JOB APPLICATION PACK

# Racial Justice Officer

APPLICATION DEADLINE: WEDNESDAY 28 JANUARY 2026 BY 9AM



**Diocese  
of Salisbury**  
Making  
Jesus Known



# About the role

---

Thank you for your interest in our Racial Justice Officer position here at the Diocesan Board of Finance (DBF) in Salisbury. We have an exciting new opportunity to drive forward our vision and commitment for racial justice. Hopefully this application pack will give you the information you need to submit your application to us. There's a link further down to download the full job description and details further on about how to apply.

The Diocese of Salisbury is geographically large and diverse, with over 500 churches, many in smaller rural communities. Among the five strands of our new vision, Making Jesus Known, is a commitment to courageous leadership and working for justice. As part of this, we are keen to explore new pathways to encourage vocations from diverse UK Minority Ethnic/Global Majority Heritage (UKME/GMH) populations.

The role of our Racial Justice Officer is a wonderful opportunity for a practising Christian with a commitment to:

- Working to promote diversity, equity and inclusion
- Supporting engagement and change programmes
- Supporting formation of leaders, lay and ordained
- Working with a broad range of stakeholders from different disciplines and with different views and experiences
- Supporting the delivery of racial justice initiatives in varied contexts

You will need to be someone who can communicate with warmth, clarity and patience. Be an enthusiastic team player. Someone who understands the context and sensitive nature of the work involved and is confident working collaboratively and independently.

If you think this is you and you're interested in working in a supportive environment, helping others and working with parishes, we would love to hear from you.

[For a full job description please download here.](#)

## Additional Background Information

As a diocese our vision is to make Jesus known in every place so that all might flourish and grow, seeking His Kingdom, here and now.

The vision for the Church of England in the 2020s is of a Church for all people a unifying call for dioceses, parishes, and schools to align their mission with a national vision that is Christ-centred and Jesus-shaped.

A key element of this vision is to be a Church that is younger and more diverse, reflecting the rich variety of cultures, ethnicities, and life experiences present in our communities.

The Diocese of Salisbury wholeheartedly welcomes this vision. We recognise that racial justice is integral to making Jesus known, building inclusive communities, and enabling all people to flourish. We are committed to dismantling barriers to participation, ensuring equity in ministry and leadership, and addressing the legacies and realities of racism in both church and society.

## Missional Challenge

While our diocese serves many diverse communities, our worshipping congregations do not currently reflect the full breadth of that diversity. Many heritage, structural, and cultural factors can unintentionally exclude or discourage participation by people from UK Minority Ethnic/Global Majority Heritage (UKME/GMH) backgrounds.

# Additional background information

---

Some of these challenges include:

- Under-representation of UKME/GMH people in lay and ordained leadership roles including governance bodies.
- Limited pathways for vocations and leadership development that are accessible and welcoming to underrepresented groups.
- Experiences of discrimination or microaggressions that erode trust and belonging.
- The absence of intentional engagement with communities not yet represented in our churches.

Without a clear, sustained commitment to racial justice, the Church risks failing to embody the inclusive vision of the gospel and missing the opportunity to draw on the gifts, perspectives, and leadership of all God's people.

## Missional Opportunity

In June 2025, the Strategic Mission & Ministry Investment Board (SMMIB) awarded the diocese £5.15 million to accelerate the implementation of our diocesan vision and strategy. Additionally, a further award was received from the Church of England's Racial Justice Unit to support our aspirations to be courageous leaders in this missional space.

As part of our Working for Justice priority, we are investing in a Racial Justice Officer. This role will be central to:

- Strategic Leadership & Coordination – leading the development, implementation, and review of the diocesan Racial Justice recommendations, influencing policies and processes to address under-representation, and supporting the work of the Diocesan Justice Network.
- Vocations & Ministry Development – working closely with the Ministry Formation Team to remove barriers to UKME/GMH participation in ministry, shaping inclusive leadership pathways,

and embedding diversity in IME, CMD, and discipleship formation.

- Embedding Racial Justice in Growing Younger – partnering with the Diocesan Board of Education and the Growing Younger team to ensure chaplaincy, schools work, youth ministry, and trust partnerships reflect and celebrate diversity.
- Advice, Support, and Representation – serving as a key point of contact and trusted advisor on equity, inclusion, and anti-racism for parishes, diocesan teams, and external partners, while representing the diocese in wider networks.
- Policy and Culture Change – advising senior leaders and HR on recruitment, retention, and staff development; developing policies that embed racial equity; and delivering training and awareness-raising across the diocese.
- Monitoring, Evaluation & Communications – capturing data, measuring progress, sharing stories, and celebrating good practice to inspire change and encourage participation.

This is a pivotal moment for the Diocese of Salisbury to embed racial justice as a lived reality across every aspect of mission and ministry. By investing in this role now, we commit ourselves to becoming a Church that not only welcomes but reflects the diversity of God's Kingdom, and in doing so, more fully makes Jesus known in every place so that all may flourish and grow.

# About the Diocese, its vision & priorities

The Diocese of Salisbury is a Christian community of churches, schools and chaplaincies serving one million people, stretching over 2000 square miles, from North Wiltshire to the Jurassic Coast and Channel Islands of Jersey and Guernsey. We are one of the most geographically diverse Anglican dioceses, covering a wide range of landscapes, from the rural villages to the diversity of Poole and North Bournemouth. For more than 900 years, we have been a regional presence of the Church of England, with a history of serving our communities.

In joining our diocese, you can be part of a dynamic, charitable organisation, working to be a bold and purposeful church that serves everyone.

We have flexible working options available, and staff are supported with their wellbeing and work/life balance. While some DBF roles carry a genuine occupational requirement for Christian faith, many do not. You will be working with a welcoming group of colleagues from diverse faith and non-faith backgrounds and experiences.

Our vision is to make Jesus known in every place so that all might flourish and grow seeking His Kingdom, here and now.

We pledge ourselves to action through:

- Creative partnerships in local mission
- Courageous Christian leadership
- Working for justice
- Climate action
- Financing the future sustainably

As a result, we aim to be more relevant, valued and successful, working hard to meet real needs with compassion and simplicity.



# Working with us

---

## The Role

The role is offered as a full-time fixed term contract for a period of 2 years by grant funding. We provide a supportive workplace culture, are committed sustainable work/life balance, and offer opportunities for flexible and remote working. As a Frequent Homeworker there is a requirement to work part of the time from the main offices at Emmaus House, Wilton – final arrangements and work pattern would be discussed and agreed with the successful candidate.

## Pension

We offer competitive and attractive compensation and benefit package. In addition, we provide a non-contributory pension scheme of 10% pension contribution (comprising 9.5% pension; 0.5% death in service cover); and which may rise by a further 3% if matched by a 3% contribution from the employee. Our family friendly policies create an environment where our employees are fully engaged and thriving in their responsibilities.

## Annual Leave

We offer 28 days paid annual leave, which is inclusive of 4 days office closure during Easter and Christmas. In addition to this, we provide a robust wellbeing scheme for our employees through our employee wellbeing partners.

**Job role:** Racial Justice Officer

**Hours:** 35 hours per week full-time

**Duration:** 2-year Fixed Term Contract

**Contract:** Frequent Homeworker

**Salary:** £43,531 Grade 3C

**Team:** Engagement and Fundraising Team

Candidates will need to have a full driving licence and have access to a vehicle to carry out their role, an expense process is available.

# How to apply

To help us with the selection process, and ensure fairness, shortlisting will be based on the information you provide in your application. No assumptions will be made about your background, experience or skills unless you give us the information.

For those of us reading your application, please tell us how you meet the criteria outlined in the job description and person specification. You may not meet all the requirements but if you're really interested in the role and in joining us we would encourage you to submit your application.

To apply for the role please submit the following:

Part 1 – Complete a DBF Application Form ([download here](#)).

Part 2 – A Covering Letter of no more than two sides of A4, telling us about yourself, your motivation for applying for the role, and the skills, knowledge and understanding based on your experience you will be bringing to the role. Please use the job description and person specification as your reference.

Part 3 – Your current CV

The interview date is fixed, and we value meeting candidates in person at Emmaus House, please keep the date free should you be invited. If you would like any more information or additional support in order to apply for this role, please do get in touch, we're happy to help. Contact the

Closing Date:	Wed 28 January 2026 by 9am
Shortlisting:	Thurs 29 January 2026
Interview:	Tues 10 February 2026, in person at Emmaus House, Wilton, SP2 OFG

HR team on 01722 438650 or [hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org)

The interview process will consist of:

- a) An assessment/task or presentation
- b) Stakeholder group session
- c) A panel interview

You will be asked to undertake a task to be submitted ahead of the interview, further details will be given to candidates invited for interview.

The successful candidate will need to be a committed Christian who is a member of a Church of England or a church which is a full member of Churches Together in Britain and Ireland.

If you think you can make a real difference in this role and you would like to discuss your interest further through an informal conversation, or if you have any queries about the role, please contact the HR team on 01722 438650 or [hradmin@salisbury.anglican.org](mailto:hradmin@salisbury.anglican.org).

## Privacy and your Data

Your personal data will be treated as strictly confidential and will only be shared with those involved in the recruitment/appointment process and, where appropriate, the Diocesan Safeguarding Adviser.

It may be shared outside the Church for the prevention or detection of an unlawful act; to protect members of the public from harm or safeguarding purposes with:

- Police
- Social Services in Local Authorities
- Statutory or regulatory agencies in the UK and in other countries (e.g. the Disclosure and Barring Service)

You can read our full [Privacy Notice here](#).

"The Spirit of the Lord is on me, because  
he has anointed me to proclaim good news  
to the poor. He has sent me to proclaim  
freedom for the prisoners and recovery of  
sight for the blind, to set the oppressed free,  
to proclaim the year  
of the Lord's favour."

LUKE 4: 18 — 19

