

Scottish Episcopal Church Gender Audit

Following the training for Provincial Links in February 2009, a Resolution was presented to, and accepted by, our General Synod that year for a gender audit to be completed within our small Province. The audit was executed based on figures for Advent 2009, and received by the Scottish Episcopal Church General Synod June 2010.

The main principles which undergirded the thinking of this audit were:

- A. Each woman and man is named equally in baptism
- B. Each is called to a unique ministry as a Christian disciple
- C. The church is a more whole & healing community when everyone is able to contribute to the best of their talents
- D. Gender equality is not an ordination issue, but an issue of right relationships, and of men and women working together as equals, not in dominance or discrimination.

The Executive Summary noted that the data about gender representation in the Scottish Episcopal Church in November 2009 forms a baseline against which change may be measured. The data shows that:

- a. the average male:female ratio among communicant members is 35:65, and that for adherents is 38:62.
- b. at Provincial level only 69 out of 212 Board / committee places were occupied by women; and at Diocesan level, only 4 of 27 main committee conveners were women
- c. while the overall membership of General Synod was heavily male, the lay membership was predominantly female
- d. lay membership of Diocesan Synods was more female than male, helping balance the mainly male clergy
- e. out of 41 places on Cathedral Chapters, only 5 were occupied by women
- f. vestry posts reveal a societal stereotypic preponderance of male treasurers, female secretaries and female Child Protection Officers

Equality of Representation

The SEC is committed to modelling Equal Opportunities best practice because it is a Gospel imperative to care for the less privileged; to ensure resources are shared fairly; to enable us all to be the best possible disciples.

The Report makes the following recommendations:

- I. That there should be greater equality of gender representation on Provincial Boards & committees
- II. That there should be greater equality of gender representation on diocesan committees.
- III. That there should be greater equality of representation of women on Cathedral Chapters and generally into senior clerical posts.
- IV. That there should be a continuing commitment to inclusive language in the liturgy.
- V. That the Standing Committee give serious consideration to the writing of appropriate equality policies for the Scottish Episcopal Church.
- VI. That a working group be set up to examine gender & other areas of possible discrimination.
- VII. That the annual congregational returns continue to reflect gender, and that another gender audit be conducted in November 2012 for which this snapshot will be a base line for establishing trends.

I am pleased to report that a review audit is currently in progress, & should be received by General Synod June 2013.

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