

**Y Weinidogaeth a Phobl ag Anableddau ac  
Anghenion Ychwanegol**

**Adroddiad y Gweithgor**

**Medi 2011**

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**Ministry and People with  
Disabilities and Additional Needs**

**Report of the Working Group**

**September 2011**

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## **Ministry and People with Disabilities and Additional Needs**

### **Introduction**

In 2002 the Governing Body and the Bench of Bishops endorsed 'A Disability Strategy for the Church in Wales' (Annex 1). That strategy reflected the Church's response to the Disability Discrimination Act and in turn led to the development of the Parish Guide which set out an holistic approach to addressing discrimination within the Church in Wales. It did so through a clear statement of intent backed by a positive programme of measures including information, training, consultation with people who are themselves disabled, and reviewing church activities to take account of particular needs and in particular reviewing its public services.

### **The Challenge**

In 2009 the Governing Body was challenged to think beyond its initial strategy to ensure that the Church in Wales continues to develop its ability to include all people within its community and worship. The Governing Body was specifically challenged to:

- Consider the importance of developing an attitude of enablement for people with disabilities rather than a mechanistic implementation of the requirements of the Disability Discrimination Act.
- Draw on experience and examples of current and developing best practice.

### **The Response**

The response to that challenge was to establish a Working Group to report to the Bench of Bishops with proposals for:

- Developing best practice, guidance and materials for developing and delivering ministry for people with additional needs.
- Designing, delivering or commissioning training for clergy and lay workers.

The membership and terms of reference for the Working Group can be found at Annex 2.

### **Progress**

The Working Group has met on four occasions since July 2010. It very quickly concluded that the challenge was far reaching because the spectrum of disabilities and additional needs is vast and each in its own way requires a range of specific responses and provisions.

### **Findings and Conclusions**

It was clear to the Working Group that within the UK, and also within other Christian denominations, there is a plethora of information, advice and guidance already in existence. A review of much of this material showed that it had been prepared by expert organisations and agencies and was relevant to Church life and could therefore be recommended as examples of best practice. A list (which is not exhaustive) can be found at Annex 3.

The Working Group also specifically commended the considerable work that has been undertaken over many years to develop ministry with deaf people, paying tribute to the work undertaken across Wales by Howard Parcell, Margaret Le Grice and others. The Working Group concluded that the Church in Wales could learn from this experience in developing other specialised areas of ministry.

The Working Group emphasised the importance of ensuring that the Church's commitment to inclusivity in ministry is demonstrated to those who have disabilities and additional needs by looking at best practice in ministry, in a number of ways: by improving communication and also by ensuring that those with responsibility for developing ministry and training for ministry take account of the very wide ranging needs of people with disabilities and additional needs. This recognises that disability and the need for additional support could in different ways potentially affect all people at some stages in their lives.

To better understand the provisions that already exist within the Church in Wales the Working Group also commissioned research of current practice by parishes through a questionnaire sent to all clergy. A copy of the questionnaire and a summary of the responses can be found at Annex 4. Although the number of responses received was disappointing those that did respond showed that care had been taken to provide good physical access, toilet facilities and hearing loops and there was evidence that many of those with disabilities and additional needs as well as their carers are able to cope and enjoy worship without standing out as different.

The Working Group identified that the Church's response to people with disabilities and additional needs is often seen in the delivery of occasional offices where the Church has much wider contact with people when they are probably at their most vulnerable. Consequently, if the Church is going to be able to respond to needs appropriately, it will be necessary to keep up to date with best practice and to promote and encourage the engagement of both clergy and lay people in the Church in appropriate training and learning opportunities.

The Working Group also recognised that as far as possible resources should be bilingual.

## **Recommendations**

The recommendations of the Working Group are:

1. The Governing Body be invited to adopt the Commitment Statement as set out at Annex 5. This statement reaffirms our determination to enable people who have disabilities and additional needs to have the opportunity to contribute to and participate fully in Church life.
2. That exploration and encouragement of spiritual development as fundamental to discipleship be emphasised and explored as a key element in all areas of ministry.
3. That existing Church in Wales policies are widely distributed and publicised and made available via the Church in Wales web site and through a specific section within the Parochial Administration Handbook.
4. That an on-line library of resources to help local Church communities support people with disabilities and those with additional needs be developed.

5. That relevant training be developed to help support clergy and lay people in their ministry with people with disabilities and additional needs and that such training should include sharing of good practice and case studies to help build confidence, and assist those who are required to facilitate and develop local congregations to be able to conduct such ministry.
6. That the Bench of Bishops invite those with responsibility for initial and ongoing training to design such training for clergy and lay workers, drawing on available expertise and resources, for use throughout the province.
7. That the programmes of training for all those entering and continuing in ministry, including training for Ordination, ICME, Reader Training and other lay ministry development, include relevant and regular training for ministry with people with disabilities and those with additional needs and incorporate developments in best practice and an awareness of relevant Church in Wales policy.
8. That the faculty process be not only DDA compliant but also responsive to the holistic needs of disabled people, those with additional needs and their families and carers.
9. That the importance of engaging with people with disabilities and those who have additional needs be recognised through investment of resources including asking Dioceses to identify a “champion” to support and advise parishes and others within the Diocese.

The Archdeacon of Morgannwg  
On behalf of the Working Group  
September 2011

## **A DISABILITY STRATEGY FOR THE CHURCH IN WALES**

**Endorsed by the Governing Body April 2002 and the Bench of Bishops**

### **INTRODUCTION**

There are 8.5 million disabled people in Britain that is one in seven of the population. Disability covers a wide range of physical, sensory and mental impairments and affects people of all ages from all types of community across Britain. Disabled people face massive discrimination and exclusion and could participate and contribute more if opportunities and access to services were increased. Under the Disability Discrimination Act 1995 many legal rights and obligations affecting disabled people are already in force covering aspects of employment, services, education, transport and housing.

Changes in the law bring about real changes in practice for disabled people. But changes in attitude and awareness bring changes that cost nothing and are just as crucial. Even with these changes many disabled people find it hard to take part in day to day life and do not have the same kinds of opportunities and choices which non-disabled people take for granted. We in the Church in Wales are no exception as a service provider.

The Church in Wales is committed to creating an environment where all people whether they are parishioners, clerics, employees or visitors can worship and participate in the life of the Church.

The Church in Wales recognises that people are not so much disabled by their condition or impairment as by the way society is organised so that they are prevented from taking part in standard activities. Such activities include worship and participation in Church life. In this context the Church in Wales supports the Government's legislative objective not to discriminate against disabled persons because of their disability by providing less favourable treatment or failing to make reasonable adjustments.

The Disability Discrimination Act provides protection from discrimination for an adult or child if he or she is a disabled person. The Act defines a disabled person as someone who has a physical or mental impairment, which has an effect on his or her ability to carry out normal day-to-day activities. The Church in Wales will refer to this definition for the purposes of its policy.

The following policy statement sets out an holistic approach to addressing that discrimination through a clear statement of intent backed by a positive programme of measures throughout the Church in Wales. The strategy and policy statement has been consulted upon widely throughout the Church in Wales and also with the Disability Rights Commissioner in Wales who has commended the approach detailed. It has been endorsed by the Bench of Bishops and the Governing Body for adoption throughout the Church at parish, diocesan and provincial levels.

## **THE CHURCH IN WALES**

### **DISABILITY DISCRIMINATION ACT 1995**

#### **THE POLICY**

It is the policy of the Church in Wales not to discriminate against people with disabilities in any aspect of its life and activities. 'People with disabilities' is recognised by the Church in Wales as an acceptable term to describe people who have a physical or mental impairment which has an effect which is substantial, adverse, and long term on their ability to carry out normal day to day activities.

The Church in Wales recognises that, whatever the disability, each person is an individual and should be treated as such.

The Church in Wales is committed to making reasonable adjustments to ensure as far as practicable: -

- equality of access for people with disabilities to participate in the full life of the Church in Wales
- promotion of an understanding of disability as an equality issue both within the Church in Wales and in the wider community
- equality of access to employment by the Representative Body and other employers or agencies within the Church in Wales.

The Church in Wales will, as far as it is reasonable to do so: -

- act positively to redress the inequalities faced by people with disabilities
- accord high priority to the promotion of disability equality in all relevant policy considerations including the allocation of resources
- seek to counteract the effects of discrimination faced by people with disabilities through the language and images it uses
- keep practices, policies and procedures under review to ensure that people with disabilities are not treated less favourably because of their disability.

The Church in Wales aims through its network of institutions and parishes to provide equality of access to all aspects of church life by: -

- seeking to ensure that people with disabilities have rights of access both physically and through information about its activities to all aspects of church life and particularly worship
- establishing and maintaining access so as to ensure that people are not discriminated against by reason of their impairment

- developing and supporting aspects of church life that promote the integration of people with disabilities
- supporting and encouraging initiatives which are set up and run by people with disabilities and which promote equality
- seeking the participation of people with disabilities and their representative organisations in developing access opportunities to all aspects of church life
- ensuring that the needs of people with disabilities are understood and translated into policy and decision making areas of the Church in Wales.

## **ACCESS**

The Church in Wales will, as far as is reasonable, promote: -

- accessibility to the built environment
- use of a Disability Access Audit, as prepared by the Representative Body of the Church in Wales, to identify the extent to which Church in Wales facilities will need to be adjusted to meet the needs of people with disabilities
- access to information and communication through effective use of appropriate aids which may include language, tape, Braille, interpretation for hearing impaired people, use of sign language, minicom and loop systems, technology such as E-mail and Internet.

## **RESPONSIBILITY**

The Church in Wales will encourage: -

- all its members, employees and others acting on its behalf to work towards the elimination of practices and attitudes which may be considered discriminatory.
- each part of the Church in Wales to keep under review practices, policies and procedures for implementing the requirements of the Disability Discrimination Act and the policy of the Church in Wales.

## WORKING GROUP

### MINISTRY AND PEOPLE WITH DISABILITIES AND ADDITIONAL NEEDS

#### Membership and Terms of Reference

##### Membership

The Venerable Christopher Smith – Chairman  
The Reverend Canon Joe Griffin  
The Reverend John Gillibrand  
The Reverend Peter Mackriell  
His Honour Philip Price  
Dr Gill Todd  
Mrs Julie Davies  
Mr John Harris

##### Secretary and Advisory staff

Karen Phillips - Head of Resources  
Elaine Cloke - Provincial Safeguarding Officer

##### Reporting to

The Bench of Bishops through the Provincial Safeguarding Committee.

##### Terms of Reference

- To develop best practice, guidance and materials for developing and delivering ministry for people with special needs.
- To design, deliver or commission training for clergy and lay workers.

May 2010

### Annex 3

#### Publications, Advice and Guidance for Including People with Special Needs and Disabilities in the Life of the Church.

|   |  |
|---|--|
| Through the Roof<br><a href="http://www.throughtheroof.org">www.throughtheroof.org</a>                                | All Welcome<br><br>A best practice guide to including disabled people in the life of the Church  |
| Through the Roof  | Be a Roof breaker!<br><br>Equipping churches and communities to become welcoming and secure places for all                                       |
| Through the Roof  | Removing Barriers<br><br>How inclusive is your church?<br>A resource to help churches welcome and fully include disabled people                  |
| Through the Roof  | Integr8 – International I<br><br>A practical resource to help Christian leaders include young disabled people in their programmes and activities |
| Through the Roof  | Hearts in Motion<br><br>A six lesson Bible Study exploring disabilities from a Biblical perspective  |
| Through the Roof  | Cards/Guidelines for Stewards and Welcomers.<br><br>Making sure disabled people are included   |
| Archbishop's Council Learning Disability Working Party / Through the Roof.<br><br>Causeway Prospects – access to life | Opening the Doors (Report and DVD)<br><br>Ministry with people with learning disabilities and people on the autistic spectrum                    |
| Christian Deaf Link UK  | Sign me in!<br><br>A policy for including Deaf People in the Life of the Church  |
| GO! Sign<br><br><a href="http://www.deafchristian.org.uk">www.deafchristian.org.uk</a>                                | Inter Denominational Resources for ALL Churches.   |
| Torch Trust<br><a href="http://www.torchtrust.org.uk">www.torchtrust.org.uk</a>                                       | A range of on line and published Christian resources and activities for blind and partially sighted people                                       |

|   |  |
|---|--|
| <p>Church for All<br/>(in association with Churches Together in England)<br/><a href="http://www.churchesforall.org.uk">www.churchesforall.org.uk</a></p> | <p>A partnership of UK Christian disability organisations helping churches create and sustain an environment where disabled people can participate fully in Church life</p>  |
| <p>Prospects<br/>Access to life<br/><a href="http://www.prospects.org.uk">www.prospects.org.uk</a></p>  | <p>On line resources to support 'A mission to people with Learning Disabilities'</p>   |
| <p>Archbishop's Council<br/>Church of England and National Institute for Mental Health in England</p>   | <p>Promoting Mental Health:<br/>A Resource for Spiritual and Pastoral Care.</p> <p>Designed as a tool for parish use to assist debate on mental health issues with sections on planning and delivering training, and outlines for specific activity and workshop sessions</p>  |
| <p>MIND<br/>National Association for Mental Health<br/><a href="http://www.mind.org.uk">www.mind.org.uk</a></p>   | <p>A national organisation supporting a better understanding of mental health.</p>   |
| <p>SANE<br/><a href="http://www.sane.org.uk">www.sane.org.uk</a></p>  | <p>A mental health Charity providing support including helpful factsheets and links to sources of emotional support and practical help</p>   |
| <p>Action on Hearing Loss (formally RNID)<br/><a href="http://www.actionhearingloss.org.uk">www.actionhearingloss.org.uk</a></p>                          | <p>A nationally registered company supporting people with hearing loss</p>   |
| <p>RNIB<br/><a href="http://www.rnib.org.uk">www.rnib.org.uk</a></p>  | <p>A national organisation supporting blind and partially sighted people in the UK</p>   |
| <p>Equality and Human Rights Commission<br/><a href="http://www.equalityhumanrights.com">www.equalityhumanrights.com</a></p>                              | <p>Codes of Practice, Advice and Guidance on Disability equality – with a remit to tackle disability discrimination and promote disability equality</p>  |
| <p>The New Library of Pastoral Care</p>   | <p>A book entitled 'The Pastoral Care of People with Mental Health Problems' by Marian L G Carson, Published by SPCK 2008.</p> <p>Provides a helpful discussion of different types of mental disorder discussed in a pastoral context and based on pastoral case studies.</p> <p>A book entitled 'Disturbed by Mind and Spirit (Mental Health and Healing in Parish Ministry)' by Gavin and Joanna Knight.<br/>The book explores the interaction between pastoral theology and mental health and provides insights into the problems which arise in parish life.</p> |

## **MINISTRY AND PEOPLE WITH SPECIAL NEEDS**

There are many people who regularly attend worship who have special needs. Some of these needs you will be aware of; some of these needs you will not know exist. There are many more people who could attend worship if their special needs were adequately provided for. To help us to think about guidance for developing ministry with people who have special needs we need to know what you and your PCC think about these matters.

Please could you answer the following questions and return the questionnaire in the envelope provided by 30 May 2011.

### **Disability Audit**

Are you aware of the practical guidance contained in the Parish Guide to the Disability Discrimination Act (available from the Representative Body of the Church in Wales and also on the Church in Wales web site) for undertaking a disability audit?

- Yes (79)
- No (24)

Have you conducted a disability audit?

- Yes (80)
- No (23)

When was the last audit undertaken and by whom?

2011- 12, 2010 – 12, 2009 – 12, 2008 – 11, 2007 – 3, 2006 – 6, 2005 – 4,  
Prior to 2005 -18.

**Generally the audit was undertaken by the Incumbent/ Church Warden/ PCC,  
2 used specialist services or special needs organisations.**

What types of disability were identified by the audit?

**Sight,  
Hearing,  
Mobility,  
Mental Health,  
Special learning needs.**

When conducting the audit did you ask people with disabilities either within the Church or within the local community what they might like you to address?

- Yes (65)
- No (38)

How many people and with whom did you consult?

**This ranged from the majority who consulted 1 or 2 people to a whole community of around 500 (village survey)**

What was of particular concern to those consulted or what were the most frequently expressed views?

**Access**

**Toilet facilities**

**Hearing Loop System**

**Size of print**

**Uphill paths**

**Being accommodated without being made to feel different**

Did you extend your audit to cover those disabilities or conditions that cannot be seen e.g. medical conditions, sensory impairments, mental illness, learning disabilities, Alzheimer's and memory difficulties?

- Yes (41)
- No (62)

**Adjustments**

What adjustments have you made to accommodate people with disabilities?

**Changes identified include:-**

**Large print, Braille, coloured reading sheets, improved lighting, recording sermons, use of magnifying aids and painting steps.**

**Installation of hearing loop system, liturgy on screens, providing written copies of the sermon in advance, use of microphones.**

**Ramps for wheelchair access, handrails, widening of paths, removing side pews for wheelchairs, car parking for disabled, powered stair climber.**

**Improvements to toilet facilities, improvements to surfaces in car parks and paths.**

How have these adjustments been welcomed by those with disabilities?

**Generally the adjustments were very welcome and appreciated, in some cases it was felt more needed to be done and changes were accepted as a matter of justice.**

What difficulties did you have in making the adjustments?

**Answers include:-**

**Cost**

**Faculty permission**

**Listed building limitations**

**Physical make up of the building**

Have the adjustments been welcomed by the wider church community?

- Yes **Hardly any answers were provided**
- No

What reasons have been given for not welcoming the adjustments?

**No answers were provided**

### **Ministry and Worship**

How might the wider church community be invited to participate in new worship activities for disabled people?

**Providing transport, signing for the deaf, communicating changes to the wider community and special needs organisations, using alternative venues taking the worship to people rather than expecting them to come to the Church, involving PCC in providing information and advertising the facilities available.**

How have you developed ministry to accommodate those who are on the autistic spectrum or have learning difficulties?

**Answers include:-**

**Less formal services, use of visual materials, graphics and music, sensory teaching aids to generate inclusivity.**

**Encourage tolerance, one to one support, visits to homes and nursing homes, ministry in special needs schools**

**Inclusion in all areas of church life including social events**

What special provision have you made for carers who accompany those who need care.

**Answers include:-**

**Extra seating, church members assist as necessary, church members sit for carers to attend services, access to a quiet lounge.**

How have you developed public ministry to accommodate those who have mental health problems?

**Answers include:-**

**Empathetic approach, establish pastoral teams, be non judgemental and accepting, one to one support as needed, make it clear that people are free to move around during the service as they wish, develop links with local care homes, provide a relaxed atmosphere and short forms of worship and assist at local mental health clinics.**

### **General**

Would practical guides or resources for developing ministry with people with disabilities or special needs groups or training help you in understanding your ministry with people who have special needs?

- Yes **(79)**
- No **(24)**

What would help you to develop your ministry for people with disabilities or special needs groups?

**Answers included:-**

**Grants and funding, awareness training with specialists, guidelines on preparing people for confirmation, guidance on worship for people with special needs, training for PCC's, Time, CME days, opportunity to share experiences, access to ideas, resources and literature for all.**

What particular arrangements for special needs groups have worked well in your ministry?

**Answers included:-**

**Employing someone with sign language skills**

**Improved access and lighting**

**Regular meetings with special needs groups**

**Clarity and simplicity to services**

**Shared social events**

**Consultation with parents and carers**

**Informal buddy system**

**Use of well known old hymns for the elderly**

**Overhead projected services**

**Emailing the sermon to those who are deaf before the service**

**Inclusion**

Why do you think those have worked well?

**Answers included:-**

**Provision of a safe environment to explore faith and have fun**

**Acceptance by other church members**

**Recipients feel loved and cared for**

**Our role is to care for others**

Have there been any developments that have failed?

- Yes (7)
- No (46)

Why do you think these failed?

**Physical restrictions of the building**

Do you have any special gifts in the area of special needs ministry that you would be prepared to share with others?

- Yes (15)
- No (63)

What are these?

**People skills**

**Sensitivity and compassion**

**Passion for inclusion**

**Personal experience of disability**

**Previous teaching experience**

**Background in mental health care**

**B.S.L. accredited**

**Safeguarding**

Have you read the Church in Wales guide entitled “Recommended Policy and Good Practice Guidelines – Ministry with Vulnerable Adults” circulated to clergy May 2010 and available on the Church in Wales web site and has your P.C.C. considered it yet?

- Yes (78)
- No (25)

If NO when will the PC.C. consider the report’s recommendations?

**Generally the response to this question was sometime in the near future when time allows.**

**The number and spread of responses to this survey across the Province is outlined below:**

|                             |                 |                     |            |
|-----------------------------|-----------------|---------------------|------------|
| <b>PROVINCIAL RESPONSE</b>  |                 |                     | <b>21%</b> |
| <b>Benefice Numbers</b>     | <b>490 sent</b> | <b>103 received</b> |            |
|                             |                 |                     |            |
| <b>ST ASAPH</b>             | <b>85</b>       | <b>13</b>           | <b>15%</b> |
|                             |                 |                     |            |
| <b>BANGOR</b>               | <b>54</b>       | <b>10</b>           | <b>18%</b> |
|                             |                 |                     |            |
| <b>ST DAVIDS</b>            | <b>105</b>      | <b>17</b>           | <b>16%</b> |
|                             |                 |                     |            |
| <b>LLANDAFF</b>             | <b>110</b>      | <b>29</b>           | <b>26%</b> |
|                             |                 |                     |            |
| <b>MONMOUTH</b>             | <b>68</b>       | <b>19</b>           | <b>27%</b> |
|                             |                 |                     |            |
| <b>SWANSEA &amp; BRECON</b> | <b>68</b>       | <b>15</b>           | <b>22%</b> |

## **Ministry and People with Disabilities and Additional Needs**

***“I give you a new commandment, that you love one another. Just as I have loved you, you also should love one another. By this everyone will know that you are my disciples, if you have love for one another” (John 13: 34-35).***

The call to discipleship has at its heart an experience of God’s love. As disciples we seek to follow Jesus Christ, who in living, dying and rising, has revealed God’s perfect love to us and who now calls us to lives of worship, fellowship and service as members of his body, the Church. Christian communities strive to be places where, through the experience of God’s love, people can develop as disciples, growing in faith and sharing fully in the life of the church, serving and being served in the name of Jesus Christ. A real church community is one where all its members feel that they are welcomed and supported and are valued as individuals and have full opportunity to contribute and participate in church life.

In 2002 the Church in Wales adopted its Disability Strategy and published its parish guide to the Disability Discrimination Act which encouraged local church communities to consider how best to meet the needs of people with special needs and disabilities. Providing physical access was just the first step to ensure that people will feel welcomed and included.

### **The Vision**

Our aim in supporting people who have additional needs and disabilities in their faith journey is to create an environment where all people whether they are parishioners, clergy, employees or visitors can worship and participate in the life of the Church. The vision is to create a Church in which all people feel themselves to be fully part of the Body of Christ.

### **Our Commitment**

This Church affirms its determination to develop an ethos in which people who have additional needs are supported with dignity and respect and which ensures that they, their families and carers are welcomed, are enabled to grow in discipleship and are fully included in our church community.

Through this Commitment the Governing Body of the Church in Wales, encourages dioceses and parishes to promote awareness of the additional needs of disabled people and their families and carers and to promote a culture of inclusivity.

September 2011

