

Project Violet Requests for Change – R05

Short title	Training in advocacy on behalf of Ministers and Ministers-in-Training receiving unequal treatment
Identifying number	R05
Request for action by	Local Churches, Associations, Colleges, Specialist Teams
Text of request	All those with a responsibility for the wellbeing of Ministers and Ministers-in-Training should be confident in how to advocate when witnessing or being given evidence of sexist, racist, or ableist language, behaviour, or treatment. They should also be able to identify and declare when they are conflicted by reason of their relationship with the perpetrator and know how to put alternative arrangements in place to mitigate that conflict. Colleagues should recognise bystander behaviour and know how to challenge it. The requests for change are: • A programme of training should be commissioned and offered to all relevant Ministers • That Associations make this training an induction requirement for all new Regional Ministers, and that Colleges make this training an induction requirement for all new tutors • That one or more Colleges develop a process for noticing patterns of behaviour and challenging students to reflect upon them so that good habits are established in ways of ministering. We hope that successful practice could then be shared with Associations.
Relevant co-researcher reports	Marital Status and Ministry Experiences of accredited ordained women Baptist Ministers leaving, seconded or on long-term sabbatical within the Baptist Union
Relevant Theological Reflections	Group 1
Location on Requests Map	Vocational pathway - Phase II and Phase III Ways of working

Agreed at the Project Violet Co-researchers conference on 17 April 2024.