

Project Violet Requests for Change – R38

Short title	Occupational health service for Ministers
Identifying number	R38
Request for action by	Ministries Team; Specialist Team Leaders; Associations
Text of request	<p>The lack of access to occupational health advice for Ministers and their churches can either hinder or prevent timely engagement with health and accessibility issues that impact upon ministry. An occupational health service that provides advice on accommodations and advocacy would help with retention and reduce loss to the workforce. This would include but not be limited to caring responsibilities, specified learning disabilities, accessibility issues (sight and hearing impairments), physical and mental health, and life stage transitions.</p> <p>For example, in the case of ministering through the menopause, without this service women may feel forced to reduce their hours, or resign, when appropriate accommodations could prevent this.</p> <p>The request for change is: Ministries Team to commission, in conversation with the finance and pensions teams, an independently contracted occupational health service to which all Ministers can belong. This service should be clearly signposted and widely publicised with access via associations or self-referral.</p>
Relevant co-researcher reports	Ministering Through the Menopause: A study of the experience of Baptist women ministering through menopause and the support and understanding offered at the Regional Association level in the UK Baptist church
Relevant Theological Reflections	Group 4
Location on Requests Map	Ways of working - Terms and conditions

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