

## General Synod Statistics - Gender Analysis

Last week, as the synod results started to come in, I posted a blog article to start to analyse the results, and in particular to see if there were any emerging trends relating to gender / election results. (<http://www.noels.org.uk/general-synod-2015-elections-some-statistics/>)

Now that all the results are in, if you take a very broad level view, it would seem that everything is straightforward.

Comparing the gender split of total clergy (2012), against the gender split of the House of Clergy elected to General Synod, 2015; overall, the gender balance is almost identical - a result I found surprising.

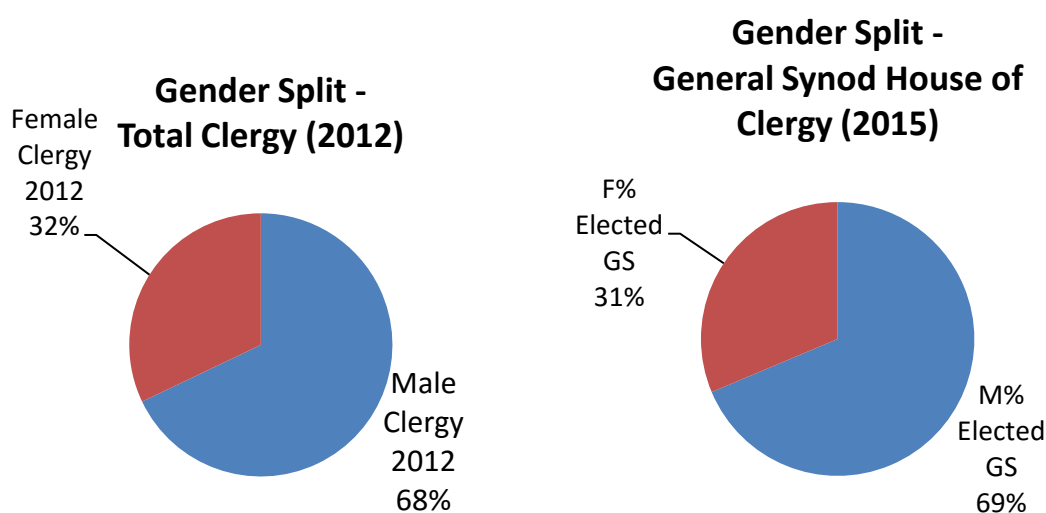


Figure 1 - Overall Gender Split - Total Clergy (2012) and House of Clergy, General Synod (2015)

However, this overall matched ratios, disguises some interesting dynamics in the processes to get to this result.

There are interesting features in the data for both the candidates standing for election, and those that are elected.

### Candidates for Election

1. As already posted online by others, there were significantly more males standing for election than females. In this document I've analysed the data by diocese, against 2012 ministry statistics. These demonstrate that the split is more marked in the Province of Canterbury, with only 2.7% of female clergy standing for election, vs 4% of males.

### Candidates Elected

2. Analysis of the percentage of diocesan clergy that are female against the percentage of female elected General Synod representatives shows an unexpected trend, that the dioceses with most females amongst the general clergy population elected a lower proportion of females to their General Synod cohort.
3. Of all candidates standing, 57% of female candidates were elected overall, vs 42% of men, so females that did stand were elected much more frequently than men.
4. When dioceses are ranked by the number of female candidates standing, those dioceses with fewer female candidates standing, were more likely to elect females to General Synod

than those dioceses where more women stood. 4+ female candidates seems to be the tipping point, at which males are more likely to be selected than females, of those standing.

## Candidates for Election

Ian Paul conducted some analysis of the numbers of candidates for election, showing the wide variation in numbers of female candidates putting themselves forward for election. (<http://www.psephizo.com/life-ministry/synod-representation-and-gender/>)

There were 5 exceptional dioceses, where no women stood for election at all:

- Bristol
- Ely
- Portsmouth
- Sodor & Man
- Southwell & Nottingham

I have taken the analysis further, in the house of clergy, to analyse the numbers of each gender standing for election against the total numbers of clergy of each gender within each diocese. (This is using the 2012 Ministry Statistics, which will be 3 years out of date - but hopefully recent enough to give a reasonable indication).

	M% Clergy that stood for election	F% Clergy that stood for election	Total% Clergy that stood for election
Province of Canterbury	4.0%	2.7%	3.5%
Province of York	3.8%	3.2%	3.6%
CHURCH of England	3.9%	2.8%	3.6%

This shows that there is a large difference between the numbers of men & women putting themselves forward for election, even when compared to the numbers of men & women with each diocese. Interestingly, there is a significant difference between provinces, with women in York being more willing to put themselves forward for election than women in Canterbury. In the province of Canterbury, men are 50% more likely to stand for election than women.

This diagram maps the %female clergy and then the% male clergy within a diocese that put themselves forward for election. In 13 dioceses, women were more likely than men to stand for election, with men more likely to stand in the other 29 dioceses.

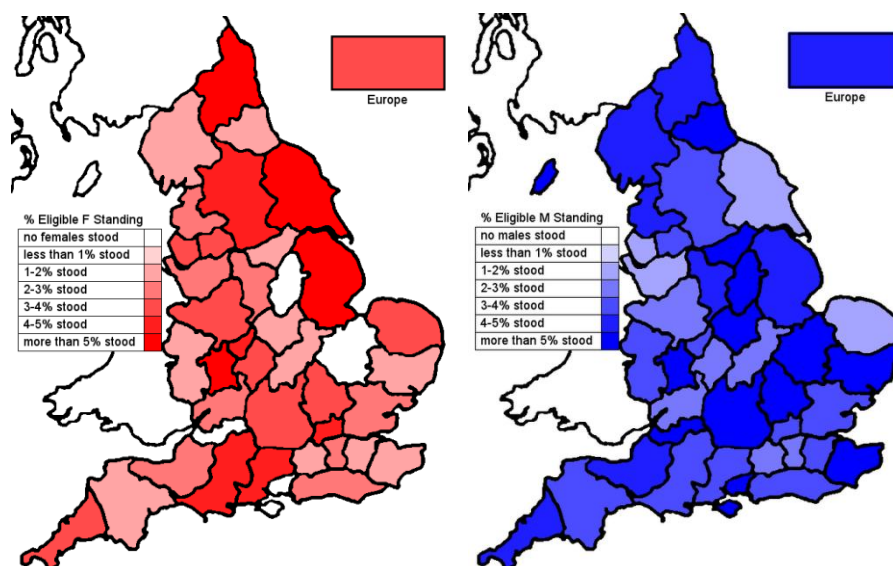


Figure 2 - % of Total Clergy (by gender) in each diocese that stood as candidates for 2015 General Synod (by gender)

### Candidates for Election, as a percentage of stipendiary clergy.

One of the suggestions / explanations raised for the apparently lower engagement of female clergy is that a higher percentage of female clergy are working in self-supporting or part-time roles, and are therefore less likely to be able to take the time away from home.

This next table puts the total numbers of clergy that stood for General Synod as a percentage of the numbers of full-time stipendiary clergy. (At this point, I do not have the data to know whether candidates that stood were SSM or Stipendiary, and I know there were some SSM candidates; so this is just an indication).

However, this gets interesting, as if the speculation is correct, that it is mostly stipendiary clergy that are standing for General Synod, then actually, the story is reversed, and it indicates that a higher percentage of women than men are engaging in this. (Further work is required on this; so this is just an indication) It would be really interesting to find out, nationally, the numbers of stipendiary / FT / PT / SSM / OLMs that stood for /were elected for General Synod.

	M% FT Stip Clergy that stood for election	F% FT Stip Clergy that stood for election	Total% FT Stip Clergy that stood for election
Province of Canterbury	5.1%	5.6%	5.2%
Province of York	4.7%	6.0%	5.0%
CHURCH of England	5.0%	5.7%	5.2%

## Elected Candidates

These two graphs show the percentage of female GS representatives in the house of clergy, and then the % of total female clergy for each diocese.

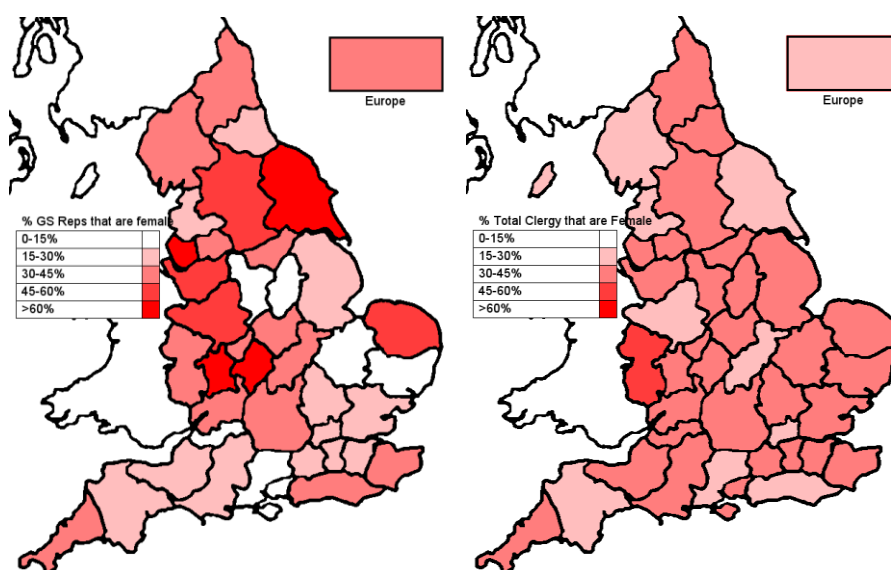


Figure 3 - % of House of Clergy, 2015 General Synod Reps that are Female

Figure 4 - % of Total Clergy that are female (2012 data)

Although, the overall results show that the gender balance of General Synod representatives in the House of Clergy matches gender balance amongst overall clergy, these two maps show that there is a wide variety across the dioceses in the General Synod representation, when compared to their overall clergy numbers.

Putting these figures onto the same chart, I was interested to see if there were any trends related to the numbers of female clergy in a diocese. (My assumption was that the more even the split of female clergy within a diocese, the more likely for the gender split on synod representation to be more evenly split too).

The graph overleaf shows a trend, that the higher the percentage of female clergy within a diocese, the lower the percentage of females that were elected onto General Synod.

(The graph is jerky, because it is relatively small numbers of people, and obviously only whole numbers of people, you can't have 1.5 people elected!)

Is this perhaps that those dioceses with fewer women clergy overall are more keen to ensure that there is female representation within Synod?

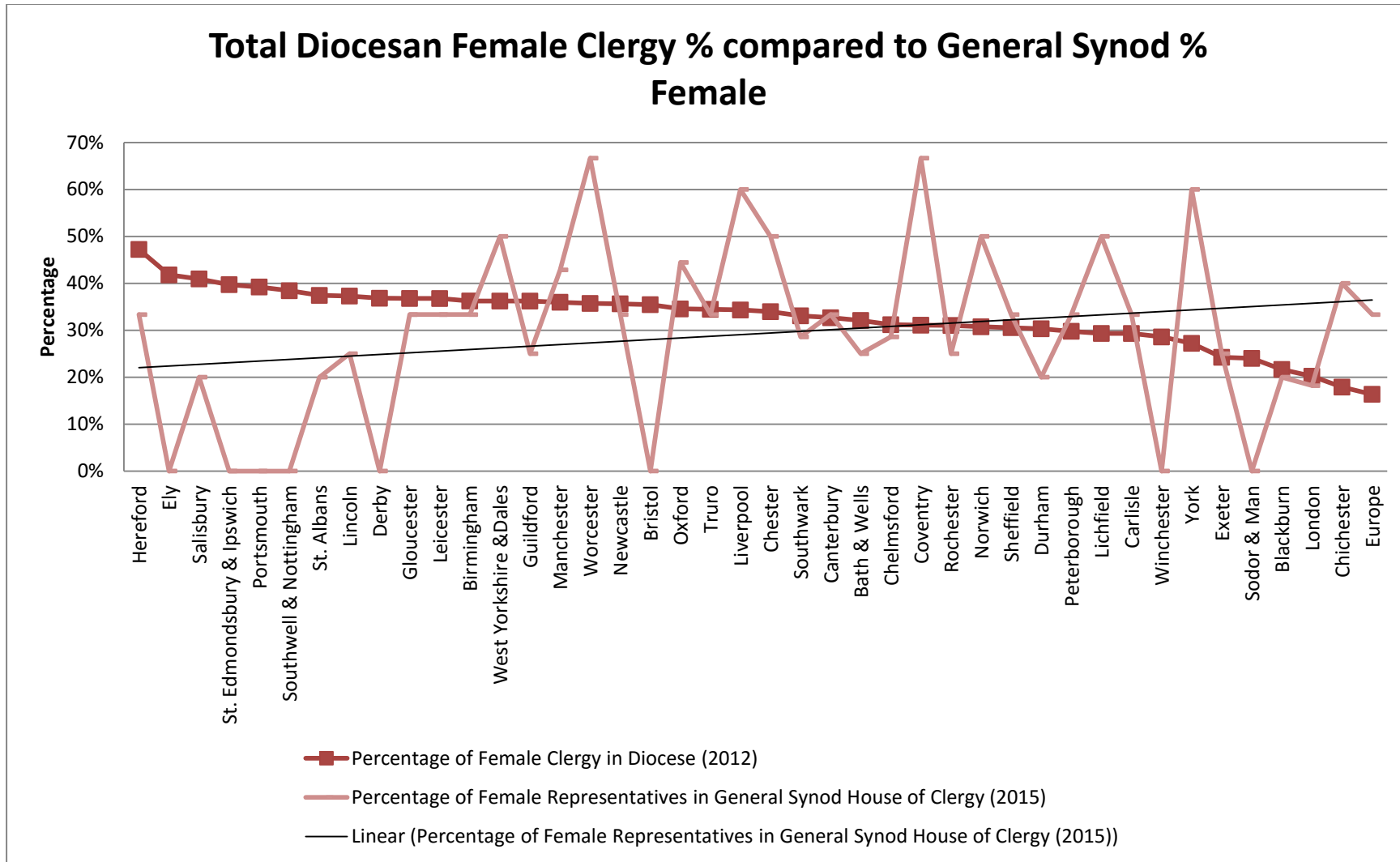
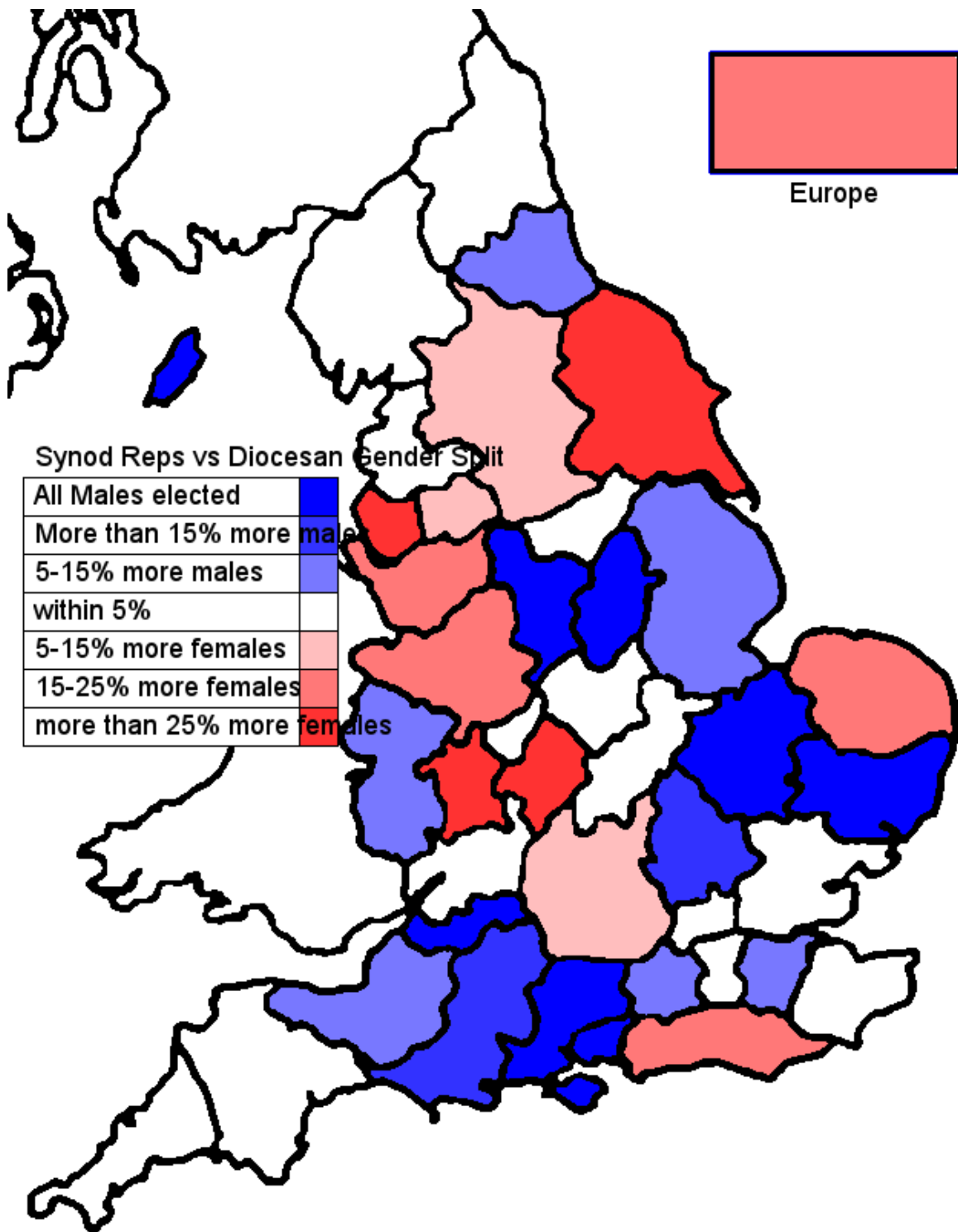


Figure 5 - Percentage Female Clergy in dioceses vs Female Clergy in GS House of Clergy

This chart shows the difference between the percentage of men & women within the total clergy in the dioceses compared to the gender percentages amongst those candidates elected to General Synod.



## Elected Candidates vs Candidates standing for Election

The early results that I posted last week, indicated a trend that the more women that stood for election, the less chance of them being elected.

Dioceses (Ordered by # of female candidates)	M Stood GS	F Stood GS	M Elected GS	F Elected GS	M % Selected from Candidates	F % Selected from Candidates	Which Gender selected more frequently from candidates that stood
<b>0 Females Stood</b>	<b>28</b>	<b>0</b>	<b>14</b>	<b>0</b>	50%		No Females Stood
Bristol	7	0	3	0	43%		No Females Stood
Ely	6	0	4	0	67%		No Females Stood
Portsmouth	6	0	3	0	50%		No Females Stood
Sodor & Man	3	0	1	0	33%		No Females Stood
Southwell & Nottingham	6	0	3	0	50%		No Females Stood
<b>1 Female Stood</b>	<b>87</b>	<b>13</b>	<b>35</b>	<b>12</b>	40%	92%	Females
Blackburn	9	1	4	1	44%	100%	Females
Canterbury	9	1	2	1	22%	100%	Females
Carlisle	5	1	2	1	40%	100%	Females
Durham	9	1	4	1	44%	100%	Females
Europe	6	1	2	1	33%	100%	Females
Exeter	8	1	3	1	38%	100%	Females
Hereford	3	1	2	1	67%	100%	Females
Leicester	8	1	2	1	25%	100%	Females
Peterborough	3	1	2	1	67%	100%	Females
Rochester	6	1	3	1	50%	100%	Females
Salisbury	7	1	4	1	57%	100%	Females
Sheffield	7	1	2	1	29%	100%	Females
St. Edmondsbury & Ips	7	1	3	0	43%	0%	Males
<b>2 Females Stood</b>	<b>43</b>	<b>14</b>	<b>17</b>	<b>8</b>	40%	57%	Females
Bath & Wells	9	2	3	1	33%	50%	Females
Chichester	13	2	3	2	23%	100%	Females
Coventry	3	2	1	2	33%	100%	Females
Derby	6	2	3	0	50%	0%	Males
Gloucester	4	2	2	1	50%	50%	Equal Selection
Guildford	4	2	3	1	75%	50%	Males
Truro	4	2	2	1	50%	50%	Equal Selection
<b>3 Females Stood</b>	<b>30</b>	<b>18</b>	<b>15</b>	<b>13</b>	50%	72%	Females
Birmingham	4	3	2	1	50%	33%	Males
Chelmsford	10	3	5	2	50%	67%	Females
Chester	4	3	3	3	75%	100%	Females
Liverpool	3	3	2	3	67%	100%	Females
Norwich	3	3	2	2	67%	67%	Equal Selection
Worcester	6	3	1	2	17%	67%	Females
<b>4 Females Stood</b>	<b>45</b>	<b>24</b>	<b>19</b>	<b>11</b>	42%	46%	Females
Lichfield	9	4	3	3	33%	75%	Females
Manchester	8	4	4	3	50%	75%	Females
Newcastle	5	4	2	1	40%	25%	Males
St. Albans	12	4	4	1	33%	25%	Males
Winchester	8	4	4	0	50%	0%	Males
York	3	4	2	3	67%	75%	Females
<b>5 Females Stood</b>	<b>8</b>	<b>5</b>	<b>5</b>	<b>2</b>	63%	40%	Males
Southwark	8	5	5	2	63%	40%	Males
<b>6 Females Stood</b>	<b>28</b>	<b>12</b>	<b>12</b>	<b>3</b>	43%	25%	Males
Lincoln	7	6	3	1	43%	17%	Males
London	21	6	9	2	43%	33%	Males
<b>8 Females Stood</b>	<b>33</b>	<b>16</b>	<b>10</b>	<b>9</b>	30%	56%	Females
Oxford	21	8	5	4	24%	50%	Females
West Yorkshire & Dales	12	8	5	5	42%	63%	Females
<b>Province</b>							
Canterbury	228	72	93	36	41%	50%	Females
York	74	30	34	22	46%	73%	Females
<b>Total Church of England</b>	<b>302</b>	<b>102</b>	<b>127</b>	<b>58</b>	42%	57%	Females

Figure 6 - Candidates that stood for General Synod (Ordered by #Females), Higher frequency Gender Selected

- Equal Selection 3 dioceses
- Males Selected more Frequently 10 dioceses
- Females Selected more Frequently 24 dioceses

Now that all the results are in, the change in pattern is not quite as marked for dioceses with 4 or more women standing. However, there is a clear pattern that where only 1 women stood, in all but one diocese, she was elected. (At this point, I haven't looked at anything beyond gender - it may well be that seniority / other experience are also significant factors here?)

When 2 or 3 women stood, they were still elected with greater frequency than their male candidates. It is only once you get to 4 or more female candidates standing, that men are elected with more equivalent or greater frequency than women standing for election.

So, the overall gender ratio of house of clergy matches the gender ratio in the dioceses by the combination of:

- Less female clergy putting themselves forward for election
- Those females that do stand, being elected with a significantly greater frequency than males that stood.



## Gender make up within provinces

From the Church of England Ministry Statistics data, we can see that amongst stipendiary clergy, there is a large imbalance in the gender split, however, amongst part-time stipendiary, SSM and OLM clergy, the gender split is much more balanced. Much has already been written on this, by others. I include this table here, as a reminder, in case these statistics show any strong correlation with other aspects of the synod election statistics.

	Province of Canterbury	Province of York	CHURCH of England
M% Stip FT	78%	76%	77%
F% Stip FT	22%	24%	23%
M% Stip PT	51%	53%	51%
F% Stip PT	49%	48%	49%
M% SSM	49%	47%	48%
F% SSM	51%	53%	52%
M% OLM	43%	42%	43%
F% OLM	57%	58%	57%

## Data

The data used for these statistics is:

Ministry Statistics - taken from the CofE report, 2012

<https://www.churchofengland.org/media/1868964/ministry%20statistics%20final.pdf>

General Synod Election Results - as reported by each diocese

## Limitations

At this time, I have not added in age, seniority, or theological stance onto any of the data collected; which would also be interesting factors to investigate. If anyone has the data that would make any of these possible, I would be very interested to incorporate it into the analysis.