

St Luke's Equality Survey – Report

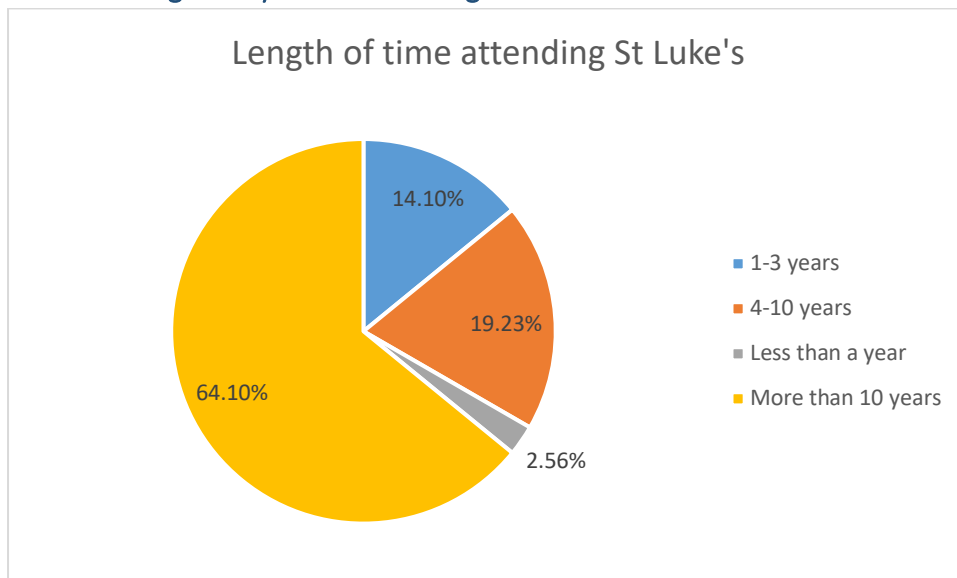
77 people completed the survey, which is a fairly good response rate. There were a high number of comments, with people keen to share their experiences of St Luke's in words.

There are some under-represented groups in this survey. These 'missing voices' are discussed at the end of the report.

Who and how

The first few questions tell us about who answered the survey, and how people find St Luke's.

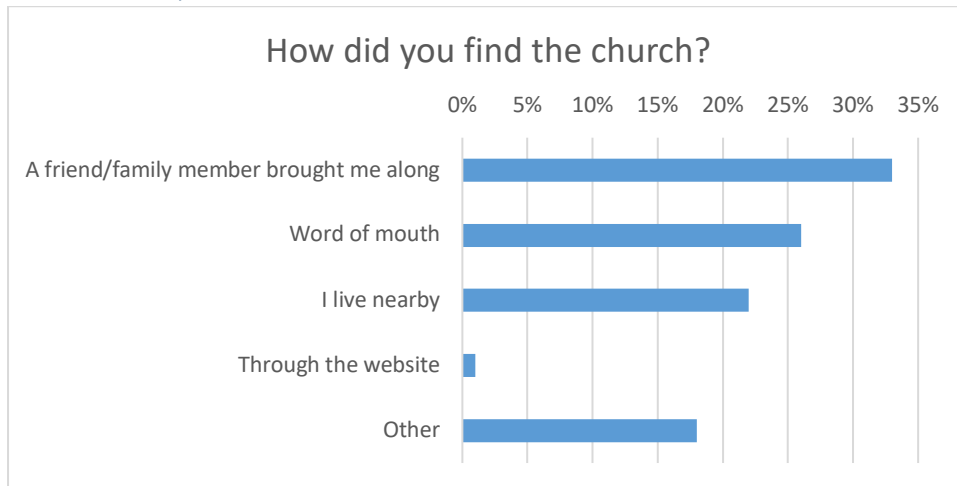
Q1: How long have you been coming to St Luke's?



Most people who responded to the survey are long-standing members of the Church. 64% of respondents have attended for more than 10 years, and 19% have been attending for 4-10 years. Fewer respondents have joined the church recently. 14% have been attending for 1-3 years. Only 2.5% have been attending for less than a year.

This is important, because if many answers are from established/long-term members of the church, this might affect how positively people answer questions. We cannot be sure if this balance of longer-term and newer members represents the makeup of the church in general. But it may show that it would be useful to find out about the experience of newer members of St Luke's.

Q2: How did you find the church?



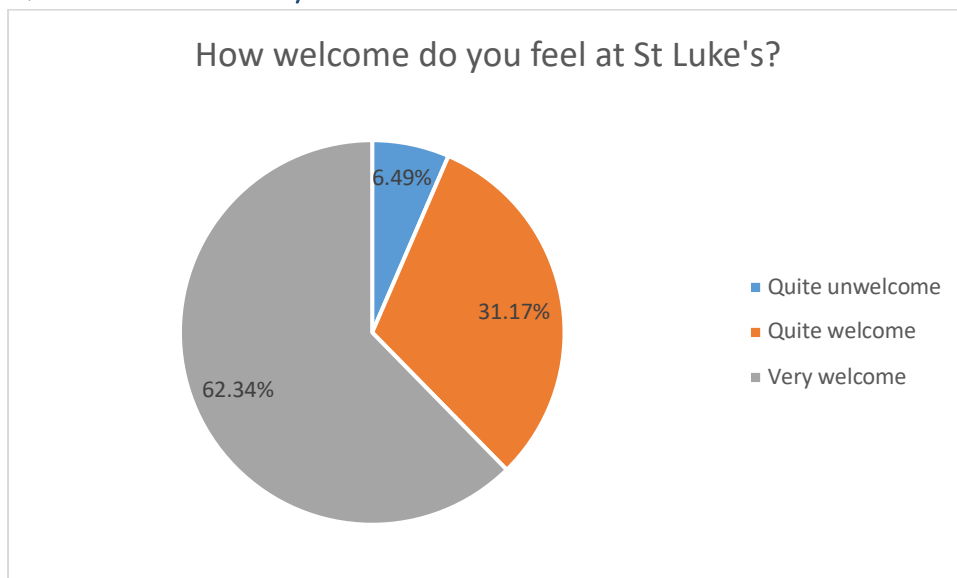
People find out about St Luke's in a variety of ways. **The most common way was being brought along by a friend or family member (33%), followed by word of mouth (26%) and living nearby (22%).** 2 people found the church through the website. The rest (18%) wrote in answers, including 4 who heard about the church at Greenbelt, 3 through Dave Tomlinson or his books, and 2 who came to the church through weddings or funerals.

Q3: Have you been to any services in the St Luke's church building?

76 (out of 77) people said that they had been to services in the church building. 1 person has not – they joined in lockdown because their previous church did not have livestreamed services.

Welcome and groups

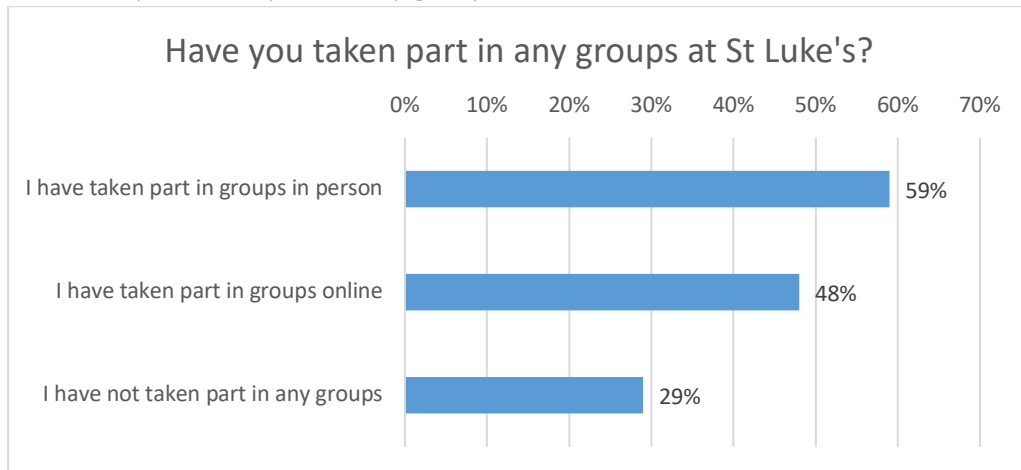
Q4: How welcome do you feel at St Luke's?



The vast majority of respondents feel either very welcome or quite welcome at church. No one reported feeling very unwelcome. This is a good sign that St Luke's is a welcoming church, at least for those who responded to the survey. This sense of welcome is echoed in the rest of the survey.

Towards the end of this report we look at the question of who might feel less welcome.

Q5: Have you taken part in any groups at St Luke's?



Most people have taken part in some groups at St Luke's, either online or in person. 70% said that they had taken part in a group either online, in person, or both. 11% of respondents (9 people) had taken part in groups online only.

People who have been attending church for 1-3 years make up 33% of the people who are not attending any groups, even though they only make up 14% of the total respondents. This might suggest that it could be harder for people to attend groups when they are new to St Luke's.

Q5A: Which groups do people attend?

55 people told us more about the groups they have taken part in. Many people have attended Lent Groups (20 mentions) and Daily Prayer (12 mentions). There were mentions of home groups, art and creative groups, Iona services, Soul Space and the gardening group. Some people are very active in groups – 14 people mentioned that they had been part of at least 3 groups.

Q5A: What prevents people from attending groups?

A few recurring issues keep people from attending groups:

- **Work and other commitments, or a lack of time/capacity** (8 comments)

“Work full time and by the time I get in, usually too tired to be involved in a group!”
“Lack of time”

- **Availability of groups, or no interest** in the groups running (4 comments)

“There has not historically been a structure of network, support, through small groups i.e. ‘cell groups,’ ‘home groups.’”
“Nothing that particularly interests me”

- **Feeling unwelcome or intimidated** (3 comments)

“I am intimidated from joining an evening group because of the behaviour of some people”

- **Issues with online groups** (3 comments)

“I’m suffering from Zoom fatigue”
“Not comfortable online”

Some of these people said attending online groups can be intimidating, especially at first. Others found online groups helped when they live far from church.

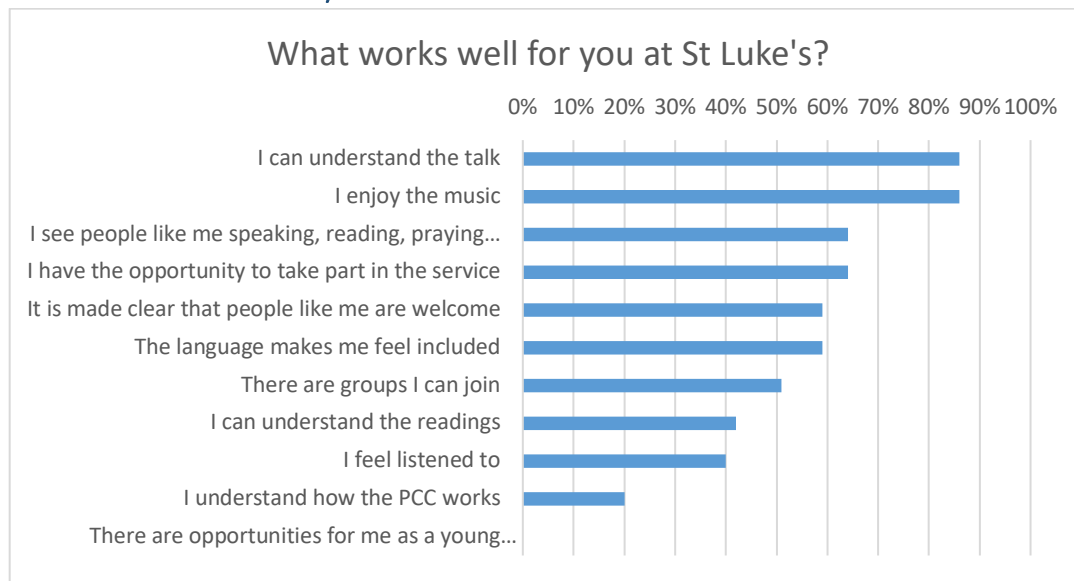
- **Living far from the church** (2 comments)

“It’s been much easier to take part [in] groups now they are online – as I live 40 mins bike away”

What is St Luke’s doing well, and where could we improve?

We asked further questions to find out more about what makes people feel welcome and included, and what makes it harder for them to take part in the church.

Q6: What works well for you at St Luke’s?



What is working really well: A large majority of respondents can understand the talk and enjoy the music. About two-thirds can see themselves reflected in the people leading the service, or feel that they have opportunities to take part in the service themselves.

What is working for some people: Just over half feel that people like them are made welcome. Just over half feel included by the language. Half are aware of groups they can join.

What might be working less well: Less than half say they feel listened to. Less than half say they can understand the readings in the service. Only one-fifth say they understand how the PCC works.

The percentages in full:

86% can understand the talk

86% enjoy the music

64% said they see people like them taking part in the service (speaking, reading, praying or assisting with the bread and wine)

64% feel that they have the opportunity to take part in the service if they want to

59% feel that it is made clear that people like them are welcome

59% feel included by the language

51% said there are groups they can join

42% said that they can understand the readings

40% feel listened to

20% said they understand how the PCC works

No one answered the question 'There are opportunities for me as young person to be involved.'¹

Q6A: What else is St Luke's doing well?

There were 40 comments telling us about many positive aspects of church.

There is a sense that people see St Luke's as an inclusive church, blessed with gifted people using their talents for the benefit of the church. Many value the church's ethos of social justice, rooted in its radical, progressive theology and expressed through inclusive liturgy. For some, St Luke's is a place where it is safe to doubt, and to come wherever they are in their faith.

Many people have appreciated the livestreamed services and online groups, helping to keep the community together in new and creative ways during lockdown. Some said the strong St Luke's community is caring. Several enjoy the down-to-earth feel of St Luke's.

Some of the comments about what people think St Luke's is doing well:

- **Church online – livestreaming, Zoom groups, WhatsApp groups etc** (11 comments)

"Opening up to the online community through WhatsApp pastorally which is a good way of meeting people where they are, not just in church on a Sunday which may not be everyone's cup of tea"

"Online services - it feels like there was space for more people to be involved in the services, children and young people involved in the services, the quiz, daily prayer, Lent groups"

"Mobility problems and other health problems mean I stay at home and really value sharing online"

- **An inclusive church that welcomes all** (8 comments)

"The whole ethos of St Luke's chimes with my beliefs - God's love means inclusivity in terms of race, gender and sexual orientation, and openness to where people are at with their faith or doubt."

"Overall inclusion - I was kicked off (or just short of, being made very unwelcomed) from my old church because my boyfriend is not a Christian and we are not married - not once in have I heard St Luke's preach on sexual morality or how Christians should only be with other Christians - after a huge scar it was so eye opening and heartwarming to join St Luke's."

"St Luke's always tries to welcome everybody - and says that God does too."

- **The community – innovative, caring, with a sense of humour** (8 comments)

¹ No under-18s responded to the survey. We discuss this issue under the demographic section, below.

“For me the greatest things about St Luke's has always been the people, and certain individuals have quite literally been life-savers for me over the years.”

“Everyone at St Luke's is lovely. It's such a God-filled and God-centred community. There's a real sense that people care about each other.”

“Progressive but down to earth”

“There's also a great sense of humour generally in evidence, often cheeky.”

- **Engaging, varied services with excellent music and talented speakers** (8 comments)

“I am blown away by the liturgy read by the worship leader. The strength of the corporate but very diverse group. The diversity and change every week. The music is amazing.”

“The beautiful services with a great mixture of voices (speaking, singing and instrumental) speak to me.”

“outside speakers”

- **A church willing to listen and challenge itself to grow** (6 comments)

“Actively questioning itself as a church community.”

Willingness to talk about difficult issues, and confront itself in them”

- **Radical, progressive theology and a commitment to social justice** (5 comments)

“Challenging conventions, pushing boundaries, showing genuine commitment to inclusion, community, justice and peace.”

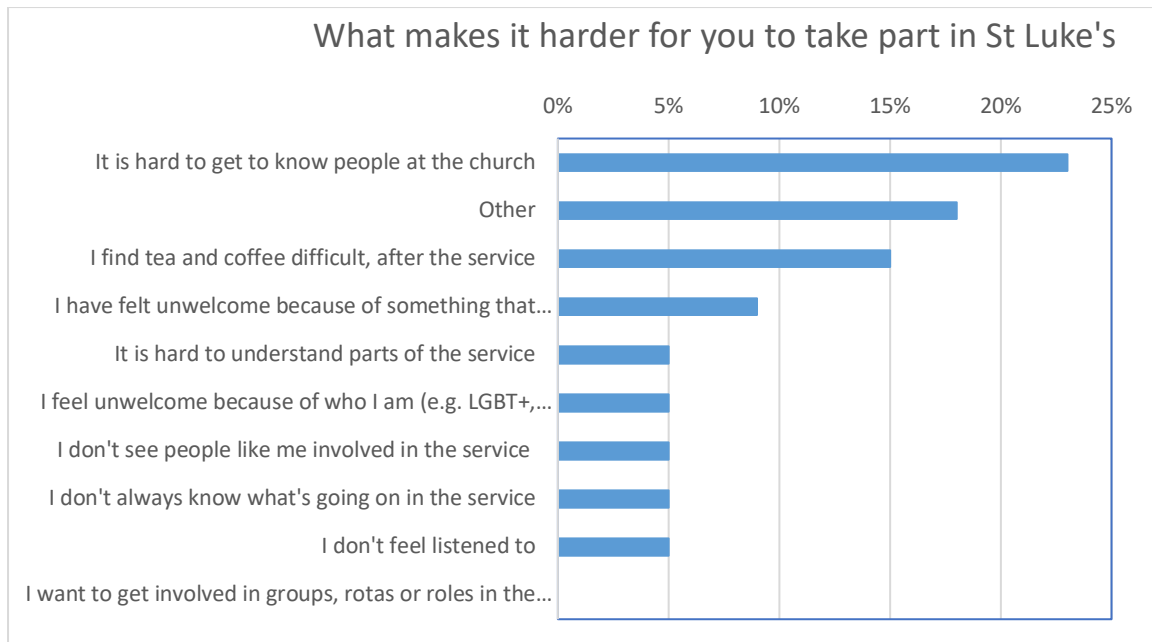
“Having courage to be different - to campaign for change”

There were also 3 positive comments about groups/activities, 3 about communication/the newsletter, 2 comments appreciating past and present clergy, and 2 mentioning pastoral outreach/the Pastoral Care Team.

Q7: What, if anything, makes it harder for you to take part in church?

We wanted to understand what made people feel less welcome or less included at St Luke's. There were fewer responses and comments to this question, which is a good sign that not everyone experiences these issues. However, it is still important to hear from a smaller group who find it harder to take part in church.

People said the following things made it harder to take part in church:



Issues that might be a concern: Nearly a quarter of respondents said they find it hard to get to know people at church. A smaller group finds after-church tea and coffee difficult. These issues might be related, as those who know more people may find it easier to socialise informally after church.

Other issues: Nearly one-fifth of respondents said another issue made it hard for them to take part in St Luke's – they said more in their comments (below).

Issues affecting a smaller number of people: About 1 in 10 people had felt unwelcome because of something that was said in the service. 4 people found it hard to understand parts of the service; 4 people found it hard to understand what goes on during the service. 4 people had felt unwelcome because of who they are; 4 people said they do not see people like them involved with the service. 3 people said they do not feel listened to.

The percentages in full:

23% found it difficult to get to know people at church

18% said another issue made it harder for them to take part in church

15% found tea and coffee difficult

9% felt unwelcome because of something that was said in the service

5% of people found it hard to understand parts of the service

5% found it hard to understand what was going on during the service

5% felt unwelcome because of who they are (e.g. LGBT+, ethnic background)

5% said that they did not see people like them involved with the service

4% felt they were not listened to

No one said that they wanted to be involved in groups, rotas or roles in the service but didn't know how.

Q7A: What, if anything, makes it harder for you to take part in St Luke's?

There were 41 comments in response to this question, with some recurring issues.

Barriers to belonging

Many people talked about **finding it hard to break into the St Luke's community** (11 comments), especially socially. Several mentioned not feeling like they belong.

Some of these people found **informal socialising** hard, e.g. after-church coffee – especially if they are new, or do not know many people, or come to church alone (7 comments).

“Hard to join in conversations after church”

“Tea and coffee is hard for most people, even those who look sociable can still find it a strain often.”

“Sometimes it can feel like a church where a lot of people are in families or couples. So certain situations e.g. church lunch or walking into events where there is free tabled seating can feel difficult for me.”

Some of these people found it hard to **join groups**, both online and in person:

“Being excluded from being involved in some church groups.”

“I did try zoom coffee once, but I found not knowing anyone else pretty hard over zoom, so I don't think that's for me.”

Others spoke about an **expectation to be very active at church**, when personal circumstances prevented this:

“There's also an emphasis on showing your face regularly to be included and belong and have a voice. How often you attend church shouldn't be a measure of your commitment. Showing up to church when I was a carer was really tough... I saw St Luke's as my church, but I don't think St Luke's saw me as belonging.”

Some said it can be **hard for new people to find 'ways in'** to the community. Some felt that **established groups** are at the centre of St Luke's, and that this can feel unwelcoming.

“The fact that it is so strong in being “relational” means that those who are established members of its community need to be aware of the potential which that good raises for potential ‘missing’ of others and to remain open and actively welcoming to all, including people not recognised.”

“The warmth of a welcome in a church is everyone's responsibility... I used to come to St Luke's, for ~6 years, but stopped because I did not feel at all included... St Luke's talks about community, but is... a set of people with strong personalities who've known each other for years and are not open to new. I never felt I was permitted to belong.”

“Churchy” language and service content that makes people feel excluded

Several people spoke about **parts of the service that they find difficult** (8 comments).

5 people found language or liturgy alienating, or they were mystified by some of what happens in the service. Some have only recently begun attending church, or do not have an Anglican background, so they lack the shared knowledge of liturgy. Others do know liturgical language, but find it unhelpful.

“I can't bear too much 'churchy language', I like everyday words. They are far more inclusive... I don't easily understand, or resist, words like 'liturgy' 'intercession' etc - in fact they put me off and make me think about all the things I dislike about organised religion and the history of the Church... sometimes in the online services they use a form of 'church speak' that makes me turn off my computer.”

“The call-and-response stuff was very jarring when I first started attending, as someone new to CoE services... many words and traditions are used without much explanation. I immediately felt like an outsider when I first attended, because I didn't have the same instinctive knowledge of these things that everyone else did.”

Others said that the services can be quite “wordy.”

And because St Luke's has so many talented people involved in services, it leaves some people feeling **intimidated to take part in services** themselves (3 comments):

“I find the music and services at St Luke's to be really beautiful but I also find myself thinking that it always all looks so good, everyone's house looks so beautiful, everyone reads so well, the prayers are always so beautiful, that I am not sure I have anything to offer... Sometimes I just wish there was room at St Luke's for things being less than perfect because that might make it easier for those of us who are less than perfect to join in more”

1 person said they missed the days when church took place around a table, rather than from behind an altar.

A few people had some helpful suggestions for making services more accessible – with explanations, or training to help people take part in the services:

“Maybe a special additional sheet should be available for those attending for the first time, with information about what those elements are and their meanings. For instance, I don't know why so much singing is involved around the communion.”

“For the alternative readings, the non Bible ones, being new to me, I would benefit from them being written up whilst being read. I would find it easier to understand them.”

[Marginalised groups and belonging](#)

Some people said they find it hard to belong at St Luke's for reasons related to who they are. There were 6 comments about **discrimination, marginalisation and social exclusion**.

In a few comments, people spoke about **racism or cultural insensitivity**. 2 people shared direct experiences of racism at church. This impacted their sense of belonging to the church:

“Subtle micro-aggression during interaction with people, e.g. welcomers taking a step back when I arrive and making it feel like a 'bouncer' to approve entry to a white only club. Similar experience during tea and coffee / communion.”

“Lack of acknowledgment of my culture/background - non white.”

This cultural insensitivity could include **theology from the perspective of the majority**, e.g. centring white people's perspectives. 1 person explained how this can have a marginalising effect:

“There have been occasions where the theology hasn't been thought through from the perspective of everyone in the congregation, for example a sermon talking about apartheid that didn't mention lived experiences and focused on the intent of white people being good... no mention of the consequence of being oblivious to the pain the system created - I found it really hard to go to church after that especially because most people didn't seem aware.”

2 people spoke about church being more difficult for them as carers (quoted above) or single people:

“I do think that remembering the single people, especially in this time of isolation, is important. We are a significant minority.”

1 person said they feel St Luke’s is good at speaking about some marginalised groups, but can implicitly leave out other groups, in the process.

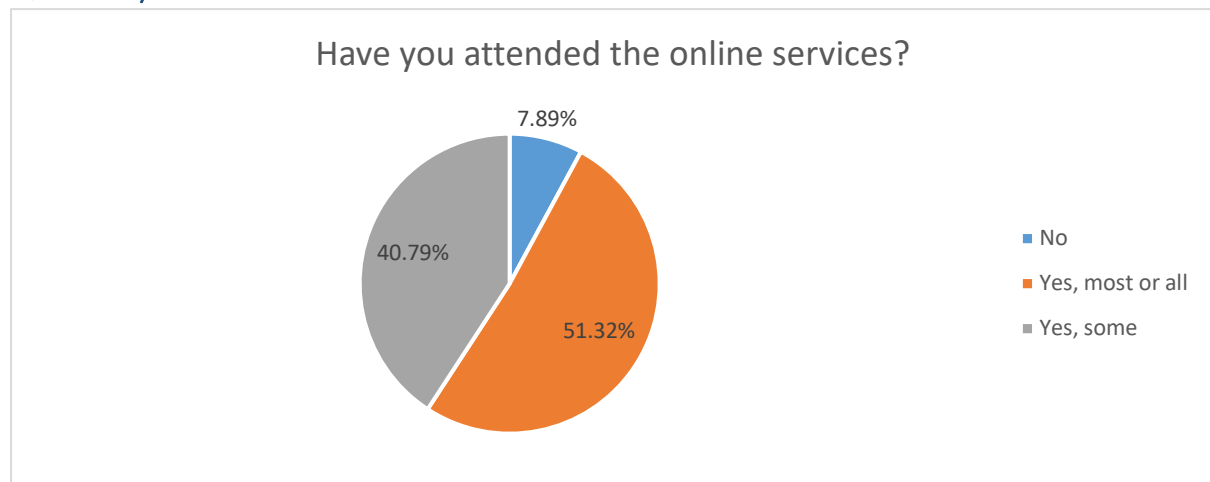
Other comments

5 people said they **find livestreamed services frustrating** – an issue discussed more in Q8.

Other reasons why people could find church difficult (14 comments) included: changes in service content over the years; finding Christianity difficult, rather than St Luke’s itself; feeling judged or criticised at church; feeling that there is disrespect for the monarchy; discomfort with public baptism; living at a distance from church; health or mobility preventing people from coming to church (with 1 person grateful for live streaming, to stay connected despite this).

Online services

Q8: Have you attended online services?



Most people who responded to the survey have attended online services. Half said that they attended most or all services. 40% had been to some services, and 8% had been to none at all.

Q8A: What has prevented people from joining online services?

Based on 12 comments, the most common reason for not attending online services is the **limits of the livestreamed format** (6 comments). For these people, online services do not have the same ‘feel’ as services in the building, or they miss worshipping together with others. Less common reasons were frustration with the content (2 comments), and technical issues (2 comments).

“Online can just not be as participatory (no congregational singing) and harder to feel part of the event (more of a viewer). So generally it is just a less rewarding experience than in person.”

“More recently [the online services] can make me feel sad because I’m missing being together greatly. So I am less keen to ‘attend’ the virtual service than at the start.”

5 people mentioned similar frustrations with online services in the previous question. But these comments are balanced by earlier questions, where many people said livestreamed services allowed

them to attend from far away or kept them connected to the church during the pandemic. This suggests that, while live streaming will not work for everyone, it has been valued by some people as one way to connect with St Luke's.

The physical environment (building or setup) at St Luke's

We asked two questions about access to the building and environment at St Luke's. These barriers could affect disabled people, elderly people, parents with children, and others.

Q9: Are there any physical features at St Luke's that stop you from taking part easily? (e.g. steps, heavy doors, uncomfortable seats)

Q10: Are there any other things about the physical environment that make it harder for you to come to St Luke's? Tick anything that affects you.

17% of people (1 in 6) said that physical features made it more difficult for them to take part in church. However, many more people identified problems with specific features of the church building or setup, despite having answered "no" to the previous question. A significant minority of respondents have some issues with the building, environment or setup of church.

Over a quarter (28%) of people said they had a problem with **not knowing anyone to sit with** at least some of the time. 2 people said that this was *always* a problem.

A quarter (25%) of people said they *always* or *sometimes* had a problem with the **sound system**.

23% of people *sometimes* had a problem with **noise or lighting**.

1 in 8 (12.5%) people felt the church was *sometimes* **too crowded**.

1 in 8 (12.5%) people said that they *sometimes* had problems with **unclear or missing signage**.

6% of people *sometimes* had a problem with **children's facilities**.

Q9A & 10A: Please tell us more about problems with the physical environment

29 comments, across these two questions, mentioned the following issues:

- **Uncomfortable seats** (6 comments)

"The chairs are not comfortable for back problems/elderly - there's no support- and they're low down. The purchase of some more suitable IKEA chairs was really helpful."

"Some of the chairs - the newer ones, are uncomfortable."

- **Closed doors or heavy doors**, affecting welcome or accessibility (5 comments)

"A friend visited the church and found the front door shut after 11am and thought that she couldn't come in... The intention is to make it warm and quiet inside but for a first timer it's quite daunting."

"Doors are very heavy."

1 comment about internal swing doors not being wide enough for some wheelchairs.

- **Sound issues**, including online (5 comments)

"Large (great for singing and beautiful) space means the sounds of talking voices reverberate... hard to hear and focus on the person in front of you."

"In choir the sound can sometimes be poor in the chancel. This is especially so for the video pre-recorded sections. Moving into the nave helps to an extent. It depend how fast the person speaks."

- **Steps** – especially for people with mobility difficulties (4 comments)

“Steps to toilets are difficult”
 “Steps up to chancel tricky on crutches”

1 comment said the wheelchair ramp is too steep to use safely for the steps to the altar.

- **Poor or missing signage** (3 comments)

“When I first started coming (3 yrs ago) it was hard to know which door to come in and where to go”
 “There’s no clear signs that directs you to the toilets.”

2 people said that a **crowded/large church could be overwhelming**.

Other issues mentioned (in 4 comments) were trip hazards, the service setup, a need for more bike racks, transport issues, and that the building can be very cold in winter.

Information and Communication

Q11: At St Luke’s we often give you information. Do you have any difficulties with any of this information?

Most people **never** have problems with streaming services (64%), joining Daily Prayer (50%), receiving or reading the newsletter (64%) or understanding the service sheet (54%).

1 in 8 people (12.5%) said that they had a problem *at least sometimes* with understanding or reading the **service sheet**. 2 people said that they *always* have a problem with this.

10% of people said that they *sometimes* have a problem with **streaming services**

9% of people said that they *sometimes* have a problem with **joining Zoom coffee or Daily Prayer**

2 people said that they *sometimes* have a problem with **getting or reading the newsletter** and 1 person said they *always* have a problem with this.

Q11A: How could we share information with you in an easier way?

There were 13 comments in response to this question, about:

- **Service sheets** (7 comments)

3 people said they struggle to read the small print on service sheets – they all said a **large print version** would help, e.g. an online version they could read on mobile phones.

3 people commented on the content of the service sheet, including asking for more clarity.

1 person thought a guide to the different parts of the service might help newcomers who are confused by what happens in the service.

- Information in **online services** (5 comments)

2 people asked for clearer information on how to join/leave Zoom. 2 found it difficult to read online service guides during the service – there was a suggestion to change the colour of the text on screen.

- Requests for **more information in advance** and/or shared online (4 comments)

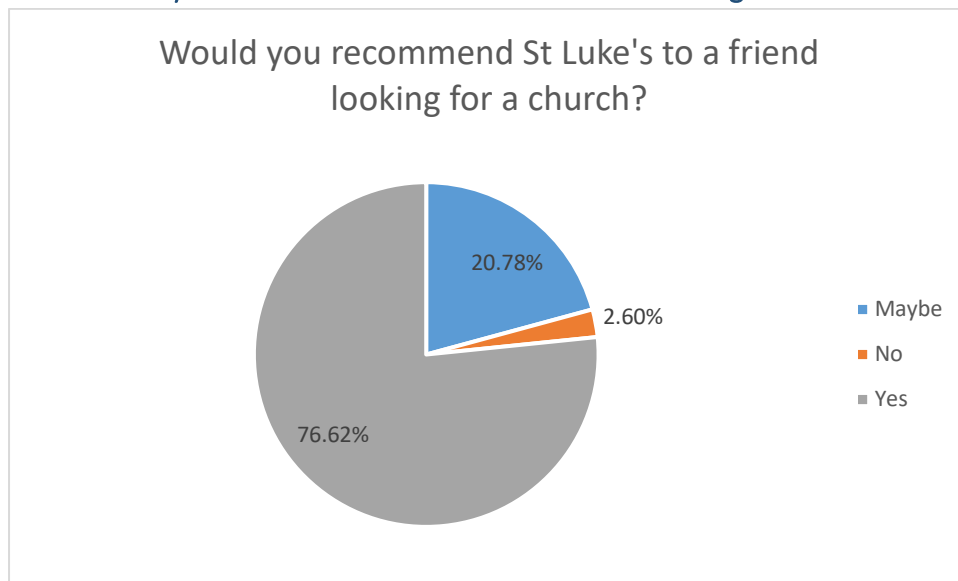
“Try to share information sooner to allow for more forward planning.”

- **Culture of communication** (1 comment)

1 person said the culture of communication at St Luke’s could be improved, by being clearer about how members of decision-making groups are chosen and what they do.

Final questions about recommending St Luke’s and overall inclusiveness/welcome

Q12: Would you recommend St Luke’s to a friend looking for a church?



More than three quarters (77%) of people said that **they would recommend St Luke’s to a friend**. Nearly a quarter (23%) were either ambivalent or said that they would not.

Q12A: Why would you recommend St Luke’s?

54 people answered this question, sharing revealing thoughts about why they found St Luke’s to be a welcoming, inclusive place – and some on why they did not.

36 people gave reasons why they **would recommend** St Luke’s. These included:

- 16 comments said that they see St Luke’s as an **inclusive, welcoming, open-minded church**. Some of these people enjoy the authenticity and relevance of the church. Others do not feel judged at St Luke’s. Some people talk about feeling both welcome and challenged here.

“Because of all the churches I have attended, it has felt the least ‘fake’. The talks are philosophical and varied and everyone is respected, rather than judged.

“There is NOTHING about St Luke's that makes me feel awkward, embarrassed or ashamed, unlike almost every other church I have visited.”

“An open-minded church for intelligent people, good for people who may be disillusioned with what is often involved in church life.”

“The worship styles are so beautiful and varied, there are so many different subjects and themes covered.”

“Grown up thoughtful worship and art”

“the talks are very inspiring and uplifting”

- 6 comments said the church is **friendly**, or that there is a **strong community feel**.

“it’s a great hub of activity for many things and a community with a good heart for individuals and the world”

“There are many churches and church communities in London, but not many that have the unique and vibrant combination that St Luke’s people, approach and history embody.”

- 5 comments said there is a **progressive ethos** at St Luke’s, with a concern for **social justice**.

“St Luke’s is a community looking for ways to share a spiritual journey and the struggle between acceptance and the need to protest.”

“I also appreciate your social concerns, instead of pretending we all just need to wait for the new kingdom where everything will be great.”

- 2 people said that, at St Luke’s, they feel they can **question**, or **come with little or no faith**.

“It is good to feel that its OK to be unsure and to take the faith journey at your own speed. To be able to question without fear of being told that there is one way and thats the only option... St Lukes gives me (us) headspace to think and come to our own ways of looking at the world.”

Q12A: ...or why would you *not* recommend St Luke’s?

19 people mentioned reasons they **might not recommend** St Luke’s. (Some spoke about both positive and negative aspects of the church.) Reasons included:

- 9 comments said that St Luke’s can be **hard to break into socially**. Some said it can be a difficult church when you are new. Others said they feel that not everyone is included. 1 commenter said they felt that these issues are common in many churches.

“It obviously hits the spot for a lot of people, but I am not sure if it looks after its new people enough.”

“If you’re not part of the social set it feels very hard to break in... After church I can stand alone for a long time without being able to find people to talk to. There is an invisible group...”

“People are not recognised, welcomed and included in activities so that their skills can be useful to the church.”

- 4 comments said St Luke’s **services can seem ‘churchy,’ formal, or difficult to understand** without a church background.

“The content of the services can be hard to understand for someone who doesn’t have a church background and they feel formal.”

“For some people it would be too ‘churchy’.”

- 2 people mentioned that not all churches are for everyone.
- 7 comments shared **other** reasons they might not recommend the church: 5 mentioned changes in the church, or that they were unsure about its future direction; 1 disliked the political nature of talks; 1 talked about hostile attitudes towards certain groups of people.

Q13: Is there anything else you want to tell us about inclusion and social justice at St Luke's?

There were 32 comments with final thoughts.

- Many people think there are groups whose **voices are unheard**. There is some concern that the church is unrepresentative of the local community – with not many working class people, Black, Asian and ethnic minority people, single people, young people or students.
- Some said the church needs to **engage more with the local community**.
- Some think it's great that the church aims to have an inclusive approach, but **that there is always more we can do**.
- Some feel that good inclusion at the church is **something to celebrate**.
- Some wonder if the church may have a **slightly inflated view** of its own inclusiveness.
- Some feel there is **an in-crowd** at the church, and that this affects how welcome they feel.
- A few people said **inclusion must be positive for all** and really include everyone.
- A few people worry that there is **pressure to be very involved** at church.
- 2 people mentioned the need for **services to be accessible** to all.

Some highlights:

"It's great when a church is always questioning the way they do what they do to make everyone feel welcome and comfortable in the presence of God and it's community. Nothing feels forced. It feels like the door is always open"

"i'm proud of the st lukes community for always striving to be better and to challenge the oppression within our society (and the Church). i want to encourage us to continue to do this, not to sit back, not to assume we have done enough, and to maintain humility throughout"

"I think the questions here are easy to tick yes to by an older middle aged middle class white person. I love our progressive values and all of the variety of speakers but the formality and churchiness of services and music appeal to those who come, but not to those who will not answer this survey... who are not present in our community... We might need to ask ourselves how to be more inclusive and inviting..."

"It would be nice to know what the church's short, medium and long term strategy for engaging with the local community (all walks of life) on an equal footing is."

Who might feel less welcome at church?

There seem to be some 'missing voices' in this survey.

- Most people who answered the survey are long-term members of church. It is more likely that they will feel welcome – they would not stay for many years otherwise. We hear from fewer people who have been at church for less than 10 years.
- People taking the survey are under-representative of the church's local area, especially Black people, Asian people and people from ethnic minorities (see below). In the survey, people mention other missing groups.

People who chose to take part in the survey may or may not be representative of the church, but this raises questions. Are some groups less engaged in the church? Or not coming to St Luke's at all?

A few comments (from throughout the survey) highlight some under-represented groups:

“I wonder why I don't see many people who look like me at the service, which is surprising as the church is based in a very culturally / ethnically diverse area. Is it that I am perhaps not the only person who is made to feel as 'other' and experiences all those subtle micro aggressions I mentioned in the section above?”

“St Luke's was described to me as middle class, which means it can make others who don't fit that category a bit unsure about joining. Involving people from the wider community in the leadership will help with this.”

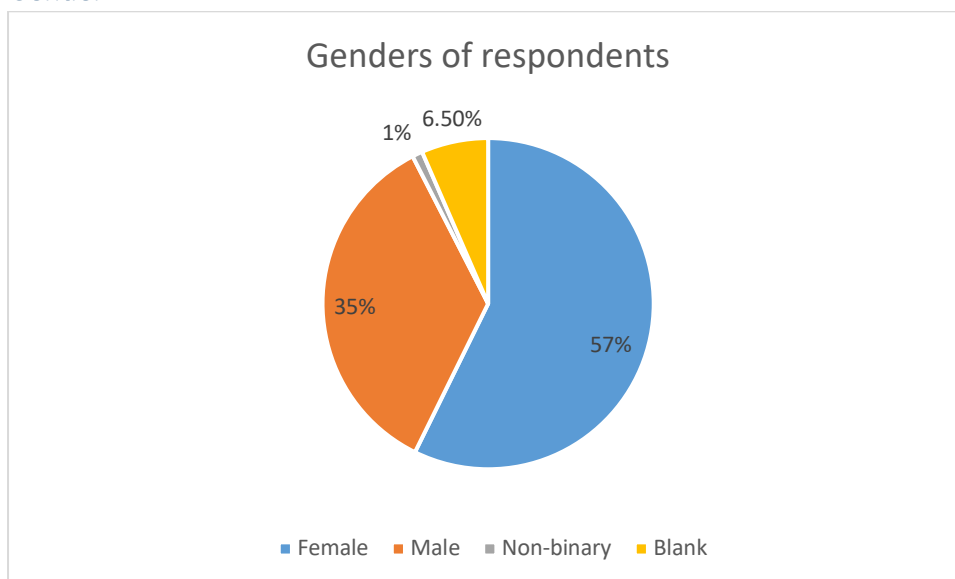
“The wider church is notoriously a bad place for single people... Singles often feel invisible, looked down upon or excluded... I would just put in a little plea that us single people are not forgotten or disregarded as the church moves forward.”

“How inclusive and socially just a place is can only be measured by the people on the margins.”

The 'About You' section

In summary: No under-18s responded to the survey, and far fewer 18-30s responded than we might expect. There is under-representation of some marginalised groups, especially Black, Asian and minority ethnic people. However, we have a good response rate from LGBTQ+ people.

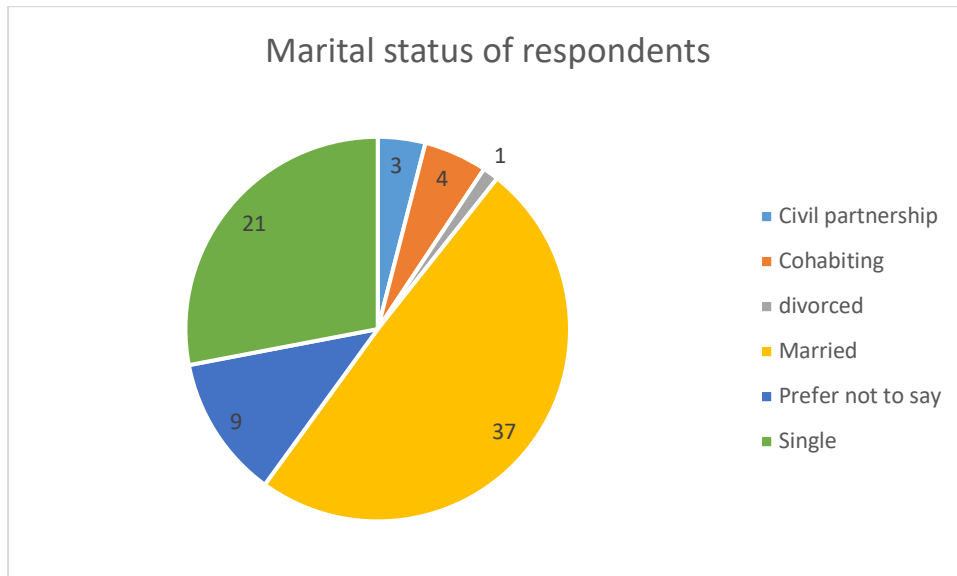
Gender



Significantly more women took part in the survey than men. 57% of people who gave their gender are female. 35% of people are male. 1 respondent is nonbinary. 5 people left this field blank.

This may reflect the gender balance in the church – most churches have more women attending than men – or there may be another reason why fewer men took part.

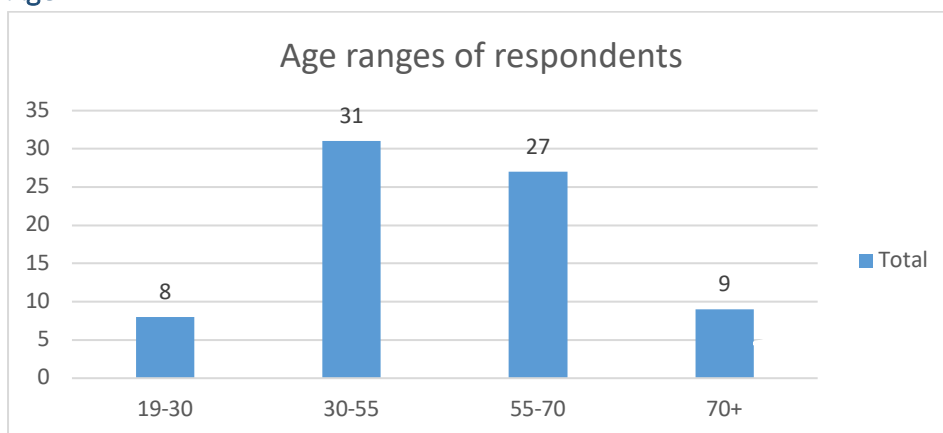
Marital Status



More people responded to this question than the gender question (75). **Slightly under 50% are married, over a quarter are single (28%), 3 people are in a civil partnership, and 1 person wrote in that they are divorced.** About the same proportion of single people are found across all age groups.

This is under-representative of single people locally, as Islington has a very high number of single people (60% of the local population).²

Age



Nearly half of all respondents (42%) are between 30-55. 10% are under 30. 12% are over 70. This may suggest that the 30-55s are more engaged with St Luke's than other age groups. We would need to find out more about the age of church members to see if that is the case.

There are relatively few under-30s among the respondents, even though younger people are more likely to respond to an online survey. This is also under-representative of the area of Holloway.

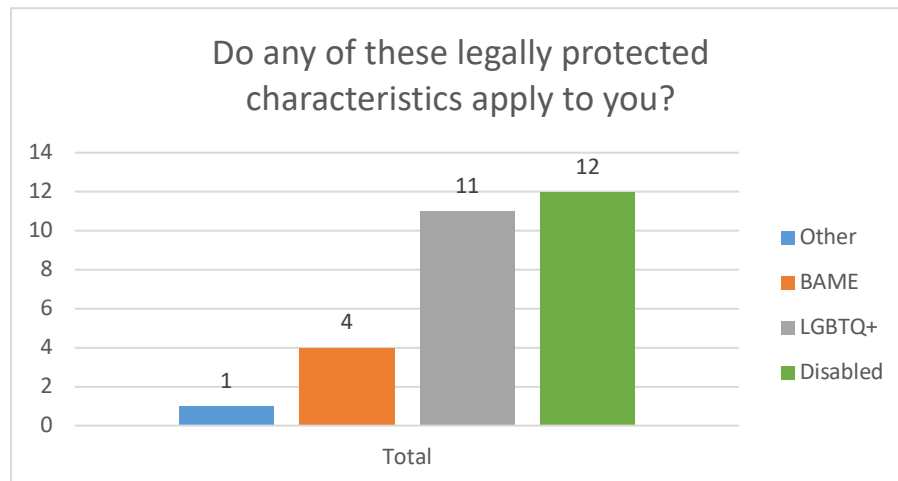
No under-18s at all responded. We may need to find other ways to ask young people about their experience of St Luke's.

² Office for National Statistics (2011). *2011 Census Analysis, How Have Living Arrangements and Marital Status in England and Wales Changed Since 2001?* [Online]. Available at: <https://webarchive.nationalarchives.gov.uk/>

Protected Characteristics

We asked optional questions about whether people belong to groups which have legal protection under the Equality Act 2010 (called 'protected characteristics'), including people who are Black, Asian or from an ethnic minority, LGBTQ+ people and disabled people.

23 people (29% of respondents) gave information about being in one or more of these protected groups. 3 people identified themselves as having more than one protected characteristic.



5 people identified as Black, Asian or from another minority ethnic group (6%). This is under-representative of the local area. 36.1% of Holloway Ward's residents are BAME.³ It would be useful to find out if this reflects the wider church.

11 people identified as LGBTQ+ (14%). We have no local statistics on LGBTQ+ people, but this number is fairly representative of the wider population.

12 respondents identified as disabled (15%). This is slightly under-representative of the national population of disabled people, and more under-representative of the local population.⁴

1 person identified as "lower working class."

³ Islington Council (2019). *Community Insight Profile: Holloway Ward* [Online]. Available at: <https://www.islington.gov.uk/>.

⁴ Statistics vary, but around 25% of people in Holloway may be disabled, based on the Community Insight Profile – estimate based on how many people claim disability benefits locally. Nationally, about 20% of people are disabled or have long-term illnesses, according to the Equality Act 2010 definition.