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VISION IN FOCUS



Introduction

This month we are looking at how we are embracing the Equality & Diversity branch of our diocesan vision.

In this edition, Archdeacon Stella Bailey updates us on the recently formed Disability Reference Group and offers some useful resources on how we can be a more 'inclusive' church. Meanwhile, Canon Ian Loynd, headteacher of St Teilo's High School shares his insights into how equality & diversity is at the centre of school life.

Welcome and inclusion is at the heart of church life too, and many churches are embracing the Welsh language to offer this bilingually. We are so blessed

to live in Wales, where bilingualism (or multilingualism) is an important aspect of daily life and our national identity. Baptisms, marriages and funerals are conducted in Welsh, English and bilingually throughout Wales which is amazing! We don't all have to be fluent Welsh speakers, but how 'welcoming' would it be to be able to say a few phrases and use some Welsh liturgy in services? Rev Catherine Haynes has given us a few phrases which may just help and Welsh Language Advisor Ruth Willis reminds us why embracing our 'Welshness' can enrich our lives.

Debra Goddard
Diocesan Communications Officer



Update on the Disability Reference Group





Churches are often missing out on a vital piece of the puzzle – a large piece: in Britain, there are 10 million adults who have a recognised disability: that’s about 1 in 5 of the adult population. A further 700,000 children have one or more disabilities.

Actually, 95% of us will experience disability at some time during our life; one day, you may well enter your church as a disabled person. What will you find then?

Likening the Church to the human body Paul, the apostle, wrote, ‘those parts that seem to be weaker are indispensable’. So the Church is losing out when collectively it fails to recognise and include the gifting of all within the body of Christ.

To help you explore and develop around the question of the inclusion of those with mental and physical disabilities we have formed the ‘Disability Reference Group’. This group is made up of laity and clergy who have either a professional understanding or lived experience of disability. It also contains members who are not part of the Church in Wales so a lens is shone upon our common life. The group will act as a body of wisdom and advice and act as a critical friend to hold us accountable in developing our understanding and engagement with disability under our Equality and Diversity branch. The group will help support the DAC offering an insight on faculty applications that impact access, and members of the group have offered themselves for informal consultation should you be wondering how you can better adapt your church and church life to offer an un-barriered welcome to all in your community.

The group is led by Archdeacon Stella and its members are: Doug McCaully, Hannah Rowan, Amanda Say, Julia Durham, Mike Nussbaum and Sally Ingle-Gillis. Together they have an understanding of mental health, neuro-diversity, sight loss, brain injury, physical disability and the need of those in wheelchairs.

The field of disability is vast and varied so the group will also be tapping into and drawing on the experience of a wider variety of needs. If you wish to draw upon this group or raise an issue you feel we should be considering please get in contact with [Archdeacon Stella](#).

Three great sources for advice

Being an inclusive church is about being proactive in anticipating the needs of others so that all in the body of Christ are welcomed with dignity and respect. A person's disability can present itself in many different ways, some are external and we see this through movement or mobility aids. Others are hidden, including sight or hearing problems, mental health issues, neuro-diversity and problems that are intermittent and unpredictable. Small changes can make a big difference in creating a space that is more accessible.

- Can I get into the building independently?
- Is there space for me to sit?
- Can I hear everything?
- Can I see everything?
- Can I get to the toilet independently?

To get you started here are three online resources that offer advice and ask the right questions.

1. **The Sensory Trust** offers [here](#) a guide to providing printed material in a way that assists those with issues of vision.
2. **Liveability** provides a comprehensive but accessible guide which might help your church community explore how it can build a church where everyone belongs. [Clickhere](#)
3. The organisation **Through the Roof** offers a wealth of understanding on their [website](#).

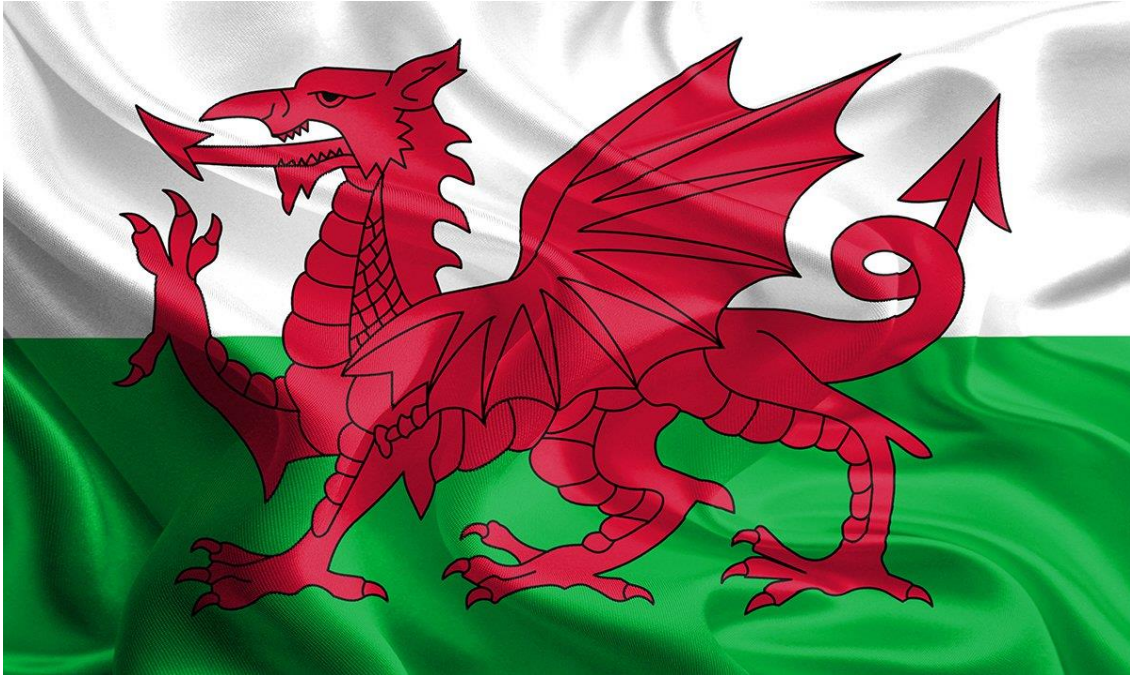


Finally, a few tips from us....

- If you have a disabled entrance or designated disabled car parking, signpost it clearly.
- Designate a space in the church which is accessible, has clear sight-lines, is draft free and has good lighting. Consider using a mat to allocate this space.
- Be aware of where the nearest accessible disabled toilet is, even if it's not in your church building.
- Use a microphone – always – even if some say they can speak loudly.
- Make sure people can see your lips clearly when you talk.
- Large print hymn books and Bibles will cost you £50 and will help many.
- Remove trip hazards, make sure walkways are clear.
- Try not to continually “re-arrange” the furniture.
- Think of how you ask people to stand in worship.
- Ask people what they need or how we can make church work better for them. Assumptions are rarely accurate.



Cymraeg in the Diocese of Monmouth



Welsh is all around us. It can be seen and heard. It appears in place names, street names, house names, farm names, even field names. You hear it as people mention seeing their daughter who lives in Ystrad Mynach, as someone says that they work in Abertyleri. Or tells you about a walk they did from Blaenafon. Or refers to a funeral in the crematorium in Croesyceiliog. Or as you stand waiting for the train you will hear Caerdydd Canolog and Abertawe.

You can see these place names on the front of buses, on road direction signs, on street signs.

But frequently they are misspelled or mispronounced, so that it becomes easy to ignore their Welshness, to become oblivious to it and in some cases to deny it altogether.

The sixth century saint Gwynllyw is particularly vulnerable to this, for often his identity is hidden behind the word Woolos. However, perhaps the worst example of this shoddy treatment in Wales (because it happens throughout the country, not just in the south east), is the fate of saint and founder of a major 6th century place of learning, Illtud. The village of Llanilltud Fawr, named after him is written and said in English as Llan**** Major. There never was a saint called twit and it astonishes me every time I hear it that it is acceptable to refer to a major Christian saint in this way.

You can also now consistently see and hear Welsh in the cathedral services. The "Bore da" said by Dean Ian and Canon Andrew at the beginning of the service is replied to with "Bore da" from the congregation. The congregation is encouraged to choose for themselves which language they prefer for the Lord's Prayer; consequently, Welsh can be

heard alongside English. As it is also printed in the service booklet, it can be followed in the text.

By looking at the cover of the service booklet you can work out the name of the month in Welsh. The month of Medi is on the horizon. Medi means “to reap”, which is appropriate as we approach the time of harvest and gathering in the crops.

We are in the season of Trinity. The Welsh word for 3 - tri - can be seen very clearly at the beginning of trinity – emphasising its meaning for Welsh speakers while the English word “three” is hidden.

You can hear the Welsh language by attending one of the services that are held across the diocese. Welsh language services are held regularly by the Rev Catherine Haynes at Saint Thomas’ Overmonnow: the next will be on September 9th at 9.30am. There have been two a year at Saint Mary’s Magor and St John’s in Maendy, Newport. There are also two Welsh language services held in the cathedral every year, the next one will be Evensong on 11th October. You are most welcome to come and join us.

So, there are many ways you can open your eyes and ears to the beauty of the Welsh language all around you. It can add depth to your understanding of the places you visit every day. I am very grateful to Bishop Cherry, Dean Ian, Canon Andrew, Canon David Neale, Rev Catherine Haynes, Rev W C Ingle-Gillis, and everyone else in the cathedral and across the diocese for facilitating this and thereby enriching all our lives. Diolch yn fawr iawn.

For more information about all things ‘Welsh’ contact Ruth at ruth_willis05@hotmail.com

Ruth Willis
Welsh Language Advisor

Top Tips for using Welsh in Ministry

1. Even if you have little or no Welsh, it can be good to use some short, easy to learn, phrases which show you respect the language, but won’t call for a reply you can’t understand!

The following are useful:

Bore da Bo-rè dar	Good Morning	Da bo' chi Dar bò he*	Good-bye
Prynhawn da Prin-how-n dar	Good Afternoon	Hwyl Hoy-l	Bye!
Noswaith dda Nos-why-th thar	Good Evening	Diolch (yn fawr) Dee-ol-h* (un vow-r)	Thank you (very much)
Nos da Nos dar	Good Night	Os gwelwch yn dda Os gwel-oo-h* un thar	Please
Mae'n ddrwg gen i My-n throo-g gen ee	Sorry	Eisteddwch Eye-steth-oo-h*	Sit down
Esgusodoch fi Es-geese-od-o-h* fee	Excuse me	Sefwch Sev-oo-h*	Stand up
*The Welsh ch is like the ch in 'loch'			

2. Allow every syllable to be heard.
3. Be confident – people will appreciate your efforts.
4. Carry on – practice makes perfect
5. Don't be afraid to ask for help
6. Enjoy exploring the language for yourself. Try learning the Lord's Prayer.

There is more help on the Church in Wales website:

<https://www.churchinwales.org.uk/en/about-us/welsh-language/how-say-lords-prayer-welsh/>

https://www.churchinwales.org.uk/en/publications/liturgy/Services_read_in_Welsh/

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“We want children to be everything that God has created them to be....”



Becoming an outstanding school doesn't happen by chance. At St Teilo's, we frame our work within a mission to 'be fully the people God is calling us to be'. This means that we prioritise individual gifts and celebrate the differences that make each of us unique. Truly, St Teilo's is a school for all God's children.

If you visit, you'll soon realise that we're a bit of an odd bunch! With nearly 1,500 pupils on roll representing a comprehensive range of academic talent, ethnicity, religion, status, sexual orientation and physical ability, ours is a somewhat chaotic but very happy school. Character matters to us and we don't expect young people to be like anybody else. We want children to be everything that God has created them to be: perfectly and purposefully made.

Equality and diversity is not simply a 'programme' of St Teilo's; it defines our school as a community of spiritual formation and learning -for the glory of God and for the sake of others. Jesus came to reconcile a broken world, so we must be persistent in our ambition for radical inclusivity and partiality for the lost and the least. Our difference is our strength or, as Ryunosuke Satoro put it, "Individually, we are one drop. Together, we are an ocean."

The story of Jesus is the story of welcome and inclusion. Here are some of the ways that story is lived out in our school:

Ecumenism. As we seek to grow closer to people of all faiths and none through worship and service to the community, we thank God for the special gifts we have to offer each other. Division and hatred is not pleasing to God, therefore we encourage theological dialogue, listening and learning, as part of our witness and mission. Join us for a fast-breaking Iftar during the holy month of Ramadan to experience ecumenism with adolescents - it is a joy!

Race and ethnicity. We believe in the equality of all peoples and value the richness that comes with racial and ethnic diversity. Racism is a sin; as such we oppose racism in all its forms. We seek to promote an understanding of

racism, racial issues and cultural diversity and commit ourselves to the elimination of racial hatred and injustice. Our culture days are something to behold as the school is transformed by a celebration of food, drink, dress and music from across the globe!

Human sexuality and relationships. We celebrate the manifold richness and fullness of all God's creation. Hatred in all its forms, including homophobia and transphobia, undermines the value God places on his children. In our school, everyone is welcomed, accepted and affirmed in Christ. We encourage healthy and faithful expressions of relationships, including same-sex relationships, unreservedly and joyfully. We celebrate faithfulness in relationships and commit ourselves to upholding loving relationships which shape and sustain us. Visit us during Pride Week to witness the incredible work of our LGBT+ student group, who call themselves the 'fruity club'!

Refugees and asylum seekers. God commands us to feed the hungry, give drink to the thirsty, welcome the stranger and clothe the naked. When we fail to do these things, we fail in our service to the Lord. We seek to offer radical welcome to refugees, asylum seekers and all displaced people, honouring and providing for them as if they were angels in our own homes. Why not come and chat with one of the 65 Afghan refugees who have passed through our doors this past year - they are an inspiration!

Poverty. Poverty diminishes hope, creates division and systemically oppresses the most vulnerable. The reason for someone's poverty does not determine the value we place on them; the poor are every bit as human as anyone else. Our school tenderly cares for the poor, walking hand in hand together, and asking how can we lift each other up. You might want to contribute to our free breakfast club or food pantry, Puffins, to help make an immediate difference to hungry children and families.

Family. We believe in the glorious and joyful vision of God's intention for human life, nurtured within the family. We know that every family looks different - some with two parents, some with one. Some with carers or guardians and others with siblings or friends. Whatever the makeup of a family, it plays an essential part of God's plan for a healthy society. Every child needs to be loved, to have a home and a community. And every child deserves to have people believe in them, dream with them, to tell them that they matter, they are special and important. Maybe that's why our school has the largest population of care-experienced and looked after children in the country.

What a great privilege it is to lead this Christ-centred, diverse, challenging and wonderful school! In the words of American author and activist Helen Keller, "Alone we can do so little; together we can do so much." Amen!

Canon Ian Loynd, Headteacher

St Teilo's Church in Wales School, Cardiff

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