



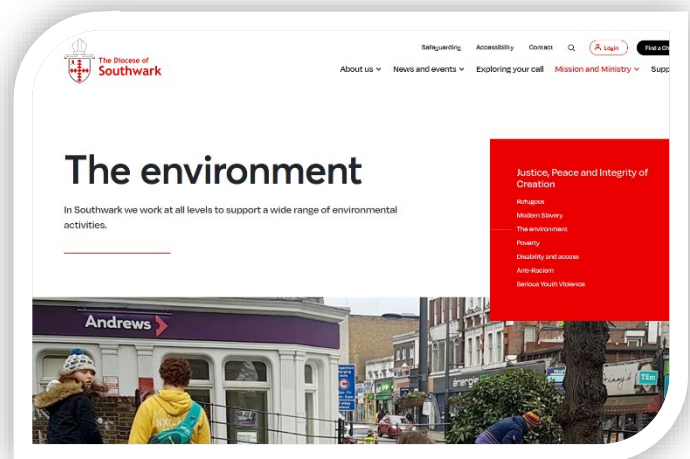
Diocesan Synod

Environment, Carbon Net Zero and Action Plan

Diocesan Synod will be presented with an environment update and a summary of the Carbon Net Zero Action plan before the Archdeacon of Reigate moves a motion to adopt the Carbon Net Zero Action plan for the Diocese. The Carbon Net Zero action plan and the Diocesan Environment Policy are appended to this paper.

Context

1. The Environment Policy which Diocesan Synod approved in July 2021 included a target to work towards achieving Carbon Net Zero in this Diocese by 2035. This forms part of our Southwark Vision for a fruitful future which includes a shared commitment to the integrity of creation locally and globally, aligning with the Fifth Mark of Mission.
2. The JPIC team have engaged with the process led by the National Environment Team, contributing this time last year to the consultation on the National Routemap to Carbon Net Zero by 2030 (the target set by General Synod).



Data

3. The definition of 'net zero' being used by the Church of England is to reduce our carbon emissions to less than 10% of the starting baseline, with the remaining 10% being offset in verified schemes that reduce carbon. This means that overall our buildings and travel will not contribute to rising carbon emissions. Our total baseline carbon emissions from 2021 data is 15,200 tonnes of CO₂e, and all data in this paper is taken from the 2021 Energy Footprint Tool (EFT). However, only 22% of churches completed the EFT for 2021, so most of the churches data (30% of total emissions) is an estimate based on centrally held data around church size and energy type usage.

What we have done

4. We have convened a Carbon Net Zero Working Group, chaired initially by the Diocesan Secretary and now usually delegated to the Head of JPIC, reporting to the Diocesan Secretary. This Group includes representatives from Church Buildings, the Property team, the Cathedral, the SDBE, and the Diocesan Environment Officer.

5. The Working Group have contributed to the development of an action plan for the Diocese to achieve net zero by 2035.

Action plan

6. The plan follows the recommendations of the Routemap from the National Church. As per the Routemap, the plan covers churches, offices and clergy housing. Travel in this Diocese is considered negligible (0.13% of our emissions) as it is almost all public transport, and the Southwark Diocesan Board of Education and Cathedral have their own net zero plans which link to the Diocesan plan. Not in scope currently are embodied carbon from building projects or travel of congregants to church.
7. The Diocesan Action plan, following the advice from the National Environment Team, takes a step-by-step approach. In the first phase of the work (up to 2025 for a 2030 target) the focus is on:
 - Data collection
 - Communication and planning
 - Good maintenance of buildings
 - Looking for energy reduction opportunities
 - Switching to green tariffs when the energy market allows.
8. These lay the groundwork for the investment that some buildings will require to reach net zero. As well as this we are raising awareness of the need for energy reduction, and the impact of carbon emissions, through our communications work, and are offering carbon literacy training which is open to everyone to raise awareness of the need for carbon reduction and how we can all contribute by our individual choices.

Churches

9. We estimate that church buildings are responsible for 30% of total carbon emissions in the diocese. The first steps for churches are to measure their energy use, using the Energy Footprint Tool, and where appropriate to take simple steps to reduce energy use following the Practical Path for Net Zero. Energy Audits costing about £450 are available on Parish Buying and these can help identify savings. The most common recommendations are to switch to a green tariff when the market settles, to change lighting systems to lower energy LEDs, to reduce heat loss and plan ahead for larger-scale interventions such as what to do when the boiler breaks. The focus of most of the more intensive work for now will be on the top 20% of high-emitting churches, as per the National Routemap guidance. Being a high-emitting church is something to be celebrated. It means that it is a large, busy church which is used for much of the week, but it also means that there is potential to reduce energy use. It is possible that these busiest 20% of our churches are producing up to 40% of the emissions. We started this work last year with the Southwark Energy Audit Scheme, working with a handful of the highest-emitting churches (as measured by the Energy Footprint Tools), so only selected from those churches (20%) who provided the data).

Schools

10. Schools are responsible for nearly half of the carbon emissions in the diocese, being large buildings, which are open much of the time. The SDBE has a substantial

decarbonisation programme funded by various public sector decarbonisation initiatives and have their own plan for achieving carbon net zero which is well underway.

Clergy housing

11. Housing accounts for just under 20% of emissions in the diocese. We have recommenced Quinquennial Inspections using a revised template that takes account of energy use. We now have Energy Performance Certificates (EPCs) for 72% of our properties. We are keeping under review government grants and initiatives, including reviewing the potential for EV charging points at change of occupancy.
12. The Diocesan Secretary and Director of Finance are planning, subject to Synodical direction, to develop a designated fund for Carbon Net Zero initiatives. In addition, the Diocesan Secretary and the lead archdeacon for parsonages will be working with all archdeacons and the Quinquennial Surveyor to prioritise installation of insulation and double glazing which will also help clergy with their cost of living.

Offices

13. We are creating an environmental awareness group at Trinity House chaired by the Diocesan Environment Officer and reporting to the Diocesan Secretary. This group will look for practical energy reduction measures as well as raising awareness of carbon emissions, which fully align with the Diocesan Staff Values especially collaborative team working and effective stewardship of resources. Trinity House has had a full energy audit and recommendations will be considered for practicability and affordability when they are available. This group will look for positive and practical solutions which can be joyfully embraced by the whole staff team.

Next steps

14. The Diocese has been awarded a £15k starter grant from the National Environment Team and will use this to recruit a specialist carbon net zero project manager to work in the diocese for 6 months in order to produce a more detailed, costed action plan, and to assist us in the development of a bid for triennial funding for carbon reduction by October 2023.
15. The Diocesan Secretary has found budget for a two day a week specialist Carbon Net Zero specialist to assist the Church Buildings (DAC) Team and Property Services Department. We will also be applying for funding available from the National Church (new triennial funding) for a Church Buildings Support Officer to focus on assisting parishes with their grant and funding applications as well as general support and advice.
16. Carbon Net Zero has now been incorporated into the A Rocha Eco Diocese Programme and having achieved the Eco Diocese Bronze Award in 2022 the Eco Diocese Working Group, which reports to the Diocesan Secretary, is now working towards the Silver Award for which our ambition is 2028.

17. Synod members are asked to consider the following motion:

“The Archdeacon of Reigate to move that:

This Synod

Acknowledges the climate crisis and, in keeping with our responsibility to safeguard the integrity of creation (Fifth Mark of Mission);

a) recognises the need to reduce carbon emissions and endorses the initial direction of the Diocesan Carbon Net Zero Action plan which follows the Routemap set out by the National Environment Team and is in line with the Diocesan Environment Policy and Synodically agreed annual objectives for 2023;

and

b) requests the Diocesan Secretary to create a designated fund to further enable the success of the Carbon Net Zero Action Plan.”

Nicola Thomas (Head of JPIC) & Diocesan Secretary



The Diocese of
Southwark

The Diocesan Environment Policy



God's creative and redemptive love embraces not just humankind, but all creation (Psalm 148, Colossians 1, Romans 8, I Corinthians 15, Revelation 21).

The Church is called to participate in God's mission of love and salvation, embracing all five of the Anglican Marks of Mission in a manner which thoroughly intertwines them all in the story of salvation of all things in Christ.

— *The Bishop of Kingston, the Rt Revd Dr Richard Cheetham*



Church commitments: caring for God's gift of creation

"God saw everything that he had made, and indeed it was very good" – Genesis 1:31

As the Bishop of Kingston says in his introduction, the Bible calls us all to respond to God's love by caring for the creation which he has given to us. The Five Marks of Mission of the Anglican Communion reflect this explicitly in the fifth mark, which calls us to safeguard the integrity of creation and sustain and renew the life of the earth.

The Church of England has demonstrated its commitment to this responsibility by voting at General Synod in February 2020 to work to achieve year-on-year reductions in carbon emissions and "urgently examine what would be required to reach net zero emissions by 2030 in order that a plan of action can be drawn up to achieve that target"¹



The Archbishop of Canterbury,
the Most Revd Justin Welby

*Responding to climate change
is an essential part of our
responsibility to safeguard
God's creation*



The Bishop of Southwark, the Rt Revd Christopher Chessun

"We have a duty to care for creation which amounts to treasuring and protecting the land that grows our food, the water that we drink and the air that we breathe. Currently those who suffer most from climate change are the poor and vulnerable, both in our own community of South London and East Surrey where air pollution is a serious issue, and our Link Dioceses in Zimbabwe where so many face food insecurity due to global warming. The future for life on our planet should we fail to rise to the challenges being presented to us are even more troubling.

"Our efforts to protect the environment will look different in our many diverse churches, schools and parish communities, but we are called to a common purpose to safeguard the future of the Earth, the generous gift of creation given to us by God. Together we can make a difference for the better and that I believe is what we are being called to do. I commend this policy to the Diocese and encourage everyone in the specifics of your local context to commit to appropriate actions."



¹ <https://www.churchofengland.org/news-and-media/news-and-statements/general-synod-sets-2030-net-zero-carbon-target>).

A fruitful future in Southwark

The Southwark Vision 2017-25 is for a Diocese which is Christ-centred and outward-focused in all that we do. It outlines a fruitful future which includes a shared commitment to the integrity of creation.

Christ is the centre of creation. “He was in the beginning with God. All things came into being through him, and without him not one thing came into being” (John 1:3). Any Christian response to climate change and the environment must start with him in whom “all things in heaven and on earth were created, things visible and invisible” (Colossians 1:16). We must set out on our journey alongside Jesus, following his instruction to his disciples to tread lightly, to “carry no purse, no bag, no sandals” (Luke 10:4).

The earth is the shared home of all humankind, given to us for our shelter and sustenance as we seek to bring God’s Kingdom alive on earth as it is in heaven. Our focus outward is on honouring and protecting this earth in accordance with the environmental principles set out below.



Principles

The Diocese of Southwark is committed to a direction of travel which values and honours the earth and all its biodiversity as part of God’s Kingdom, and which seeks to safeguard this for future generations. This means that we will seek to adhere to three core principles in everything we do:

1. treading lightly on the earth, being always mindful of the environment and the care of creation in our decision-making and action;
2. remembering that the earth is a gift of God to be shared with all humankind, and so take only what we need, ensuring enough for all;
3. valuing the earth that shelters and sustains us and speaking up for the voiceless: those suffering the worst effects of climate change and the earth itself.

Commitments

Every parish, school and individual will seek to embody these principles in different ways, working together as a diverse fellowship to make God’s Kingdom present on earth as it is in Heaven. Some congregations are working to achieve Eco-Church awards, contributing to the Southwark Diocese target of becoming an Eco-Diocese by 2025, and all parishes and places of worship are encouraged to join the Eco-Church movement. Others speak out against climate injustice, or have individuals who are knowledgeable and passionate about sustainable lifestyle choices.

The Southwark Diocesan Board of Education will build on their schools’ work in addressing these principles within their curriculum offer. It will also ensure that there is relevant training to encourage schools and their local church congregation to work together to secure Eco-Church Awards and to maximise their own commitment and response to this Diocesan pledge.

In this policy we recognise that there will be some areas of work where the Diocese can make its own decisions and set its own policies, and other areas where we are encouraging, helping and enabling others. This is in keeping with the Diocesan approach of Lead, Enable, Serve.

Diocesan commitments

As a Diocese, we are committed to:

- embedding care for creation in our worship and ministerial training, and encouraging all parishes to include reference to the Fifth Mark of Mission in their Mission Action Planning
- encouraging all parishes, schools and places of worship to embrace environmental themes in their worship pattern throughout the liturgical year
- where we have direct influence, taking environmental impact (emissions, waste and sustainability) and use of resources into account in our work, decision-making, travel, projects and programmes, and encouraging parishes and schools to embed this in their preaching, worship, decision-making, travel, and buildings maintenance
- subject to resources, developing a plan to maintain our vicarages to be as environmentally friendly and low-carbon as possible
- developing structures to support a greener future, including how to enable deaneries to provide local environmental support to parishes, for example through a network of Deanery Environmental Champions
- campaigning for wider change, raising our voices to influence policy-makers in local and national government
- measuring and reducing our carbon emissions, working with Archdeacons, parishes, schools and deaneries, to achieve carbon net zero before the Government target of 2050. While the national Church has set a target of 2030, we in Southwark, taking into account all other pressures, are aiming for 2035 and will review this ambition in 2025
- achieving the A Rocha Bronze Eco Diocese award by 2025, and thereafter working towards Silver and Gold Awards, and as part of this supporting and encouraging all our parishes to achieve Eco Church awards
- collaborating with a wide range of colleagues, both lay and ordained, to inspire and encourage all individuals in the Diocese to adapt their ways of living to minimise their impact on the environment, providing resources to support all church members to make care for creation central to how they choose to live.

*O Lord, how manifold are your works!
In wisdom you have made them all;
the earth is full of your creatures.*

*May the glory of the Lord endure forever;
may the Lord rejoice in his works.*

— Psalm 104: 24, 31

Diocese of Southwark

Routemap to Net Zero Carbon - action plan March 2023

A	Dioceses - every Diocese should consider:	
	Action to be considered	Diocese of Southwark action
A.1	Convening a Net Zero Carbon Working Group with senior representatives	We have had a Net Zero Carbon Working Group (CNZ WG) since 2019, which includes the Head of Property, Church Buildings Officer, Diocesan Environment Officer and representatives from SDBE and the Cathedral. It is chaired by the Head of JPIC on behalf of the Diocesan Secretary.
A.2	Gathering data and work to it: Provide an annual carbon emissions report using the results provided by the national Carbon Emissions report from Research and Statistics	We have estimated carbon emissions for 2021 from the national Environment team, and these figures will be presented to Synod in March 2023.
A.3	Developing and agreeing a costed (costs and savings) strategy with Synod support. If possible, establish a local grant and/or loans scheme.	We will use the funded resource from the national church to turn our draft action plan into a costed approach. We are already developing a strategy focussing on the biggest sources of emissions in the Diocese (large churches) and leading behaviour change (Diocesan offices). The Southwark Energy Audit Scheme in 2022 has offered small grants to implement findings.
A.4	Taking a two-pronged approach: (i) finding some quick wins and pilots which show what is possible, while (ii) focussing strategically on the highest energy use buildings in the diocese, saving energy and decarbonising heat.	We have used the Energy Footprint Tool data to identify the highest emitting churches in the diocese (of those that completed it) and have focussed the Southwark Energy Audit Scheme on these buildings in 2022. We are producing case studies which we will communicate to every Deanery Synod in 2023.
A.5	Commissioning a desk-based Renewable Energy Feasibility Study for all buildings. Within the results, consider opportunities for bulk procurement by implementing solutions on an intervention basis (e.g. installing PV panels or heat pumps) rather than a building basis.	The DAC encourages all churches to consider decarbonisation when they propose changes, and the CBO provides advice on PV panels and heat pumps. We will bid for resource for a Feasibility Study as part of our grant application to the national church.
A.6	Increasing capacity and understanding: potentially use the national 'train the trainer' scheme in Carbon Literacy to increase understanding across the diocese.	Our DEO is qualified as a carbon literacy trainer and we offer online carbon literacy training several times a year, and were one of the first two dioceses in the country to offer this training. The last course ran jointly with London Diocese in November 2022 and another is planned in spring 2023.
A.7	Identifying required policy changes/levers for change: create a DAC policy, set expectations for APCM reports, quinquennial inspections and Archdeacons' visitations	Quinquennial Inspection guidance for churches now includes Practical Path to Net Zero. The Articles of Enquiry always include questions about net zero carbon and have been updated in 2023 to encourage churches to complete the Energy Footprint Tool and identify barriers. DAC is fully aware of the need to review and consider policies. We are not yet able to give advice to APCMs.

A.8	Instigating discussions with local authorities about proposed low carbon heat networks over the coming decade and the potential for any buildings across the Church estate to be connected to them. Link to decarbonisation plans.	The Diocese of Southwark has to engage with 16 local authorities. Individual Archdeacons and others such as Area Environmental representatives have excellent relationships with their local authorities and we will keep potential for low carbon heat networks, and other initiatives, under review as local authorities develop their plans.
A.9	Working with your HR department to ensure that your response to the climate crisis and the 2030 net zero carbon ambition is reflected in staff job descriptions, staff training (such as Carbon Literacy training), departmental plans and Key Performance Indicators	The Diocesan Office will establish a climate group in 2023 and will offer Carbon Literacy training, starting with the Senior Management Team. We will discuss progress at SMT on a quarterly basis.
A.10	Promoting Eco Church and using the criteria to inform your planning	The Diocese has an Eco Diocese Working Group, currently chaired by the Archdeacon of Reigate and reporting to the Diocesan Secretary, which oversees work on Eco Church. The Diocese achieved the Eco Diocese Bronze Award in July 2022. Work is ongoing to promote Eco Church and work towards the Silver Award, including developing a communications strategy to encourage more churches to sign up and achieve awards.

B Churches and cathedrals - every cathedral and church should consider:		
	Action to be considered	Diocese of Southwark action
B.1	Passing a motion at your PCC or equivalent, to recognise the climate emergency and the Diocesan Environment Policy aiming for Carbon Net Zero by 2035.	We are encouraging all churches through our ongoing communication strategy to commit to reducing carbon and signing up as an Eco Church. We have provided a Parish Environmental Action Plan on our website and included relevant questions in the Articles of Inquiry.
B.2	Measuring your carbon footprint with the Energy Footprint Tool. Report the results.	In 2023 there will be increased efforts to encourage all churches to complete the Energy Footprint Tool with a dedicated communications strategy including case studies from churches that have benefited from it and a video showing people how to do it. It is also included in the Archdeacons' Articles of Inquiry.
B.3	Using the Practical Path to Net Zero Carbon as a start point for an action plan.	All churches are encouraged to use the Practical Path to Net Zero and our DEO runs monthly drop-ins where they can get more information and advice on this, Eco Church and any other environmental issues.
B.4	For most smaller churches, heated only a few hours per week or month, the carbon footprint is already very low. Here, good maintenance is key: looking after the roof, gutters, windows, and doors, and tackling the causes of damp.	Encourage national church to provide personalised action plans for churches based on EFT - this is too demanding at Diocesan level, but there would be economies of scale by doing it nationally. Within Southwark, will continue to promote this message and consider ways to build it into the comms strategy.
B.5	The most common recommendation from energy audits is to switch to a green electricity tariff. As of end 2022 this is difficult due to turmoil in the energy markets. When this settles: Switching to green electricity is an affordable swap from standard 'brown' grid electricity. This is an easy win: the analysis of the first year of the Energy Footprint Tool suggests that churches could reduce their collective carbon footprint by 22% through this step alone. Combining electric heating with a 100% renewable tariff makes a church - nearly - net zero carbon, leaving only their transport to consider (see Section 5.3 for travel).	This is a key message of the comms strategy. Ensure parishes are aware of which suppliers are considered by the national church to be net zero, as examination of the EFT data indicates that not all apparently green tariffs are counted. We are awaiting an updated list of approved tariffs available on Parish Buying from the national church.
B.6	The second most common recommendation is on lighting (although a relatively small user of energy compared to heating). For light, the change required is often straightforward, with a shift to LED lamps powered by a 100% green electricity tariff, lighting becomes both energy	Encourage churches to conduct an energy audit (available from Parish Buying with a subsidy). If not possible to have a professional Energy Audit, follow Practical Path to Net Zero, with incumbent, churchwardens, church Eco Group, PCC taking advice from DEO and Church Buildings Officer.

	efficient and net zero carbon. Movement and light-level sensors can be useful if lights are routinely left on.	
B.7	The most cost-effective option is to 'turn off' lights and equipment that are not needed and review heating settings to reduce carbon emissions and save money on energy costs.	Encourage churches to review their use of appliances and lights, ideally with an energy audit as above. Communications strategy.
B.8	Taking appropriate steps to reduce heat loss, and to make existing systems as efficient as possible. Plan ahead for replacements when the current system reaches the end of its working life by creating a Net Zero Carbon Action Plan, including a Heat Decarbonisation Plan, using the national guidance.	As above, energy audit and Practical Path, planning ahead for failure of the heating system.
B.9	Avoiding making a large intervention for a small energy saving; all the materials you use have an embodied carbon cost.	This is part of our strategy which focuses on quick wins and churches with large emissions.
B.10	Creating a Net Zero Carbon Action Plan, including a Heat Decarbonisation Plan, using the national guidance.	Encourage churches in this category to have a professional energy audit. Support churches to develop a plan to implement
B.11	Actively plan and fundraise to implement the Net Zero Action Plan.	We will build the requirement for fundraising into our bid for resources from the national church.
B.12	Embedding the Fifth Mark of Mission in the work of the DAC and creating an environmental policy, appropriate for your diocese	Diocesan Environment policy updated and agreed by Diocesan Synod July 2021.
B.13	Archdeacons to ask churches about using the Energy Footprint Tool, using the Practical Path to Net Zero to create an action plan, and about planning ahead for replacing their oil and gas heating.	Questions included in Articles of Inquiry and DEO and CBO are consulted about possible changes.
B.14	Carry out a skills audit of your DAC and recruit new advisors where needed (supported by the national process - milestone 5.2.3).	The skills available to the DAC are constantly reviewed and renewed.
B.15	Identify your 20% of largest, busiest churches, and - to the degree capacity allows - proactively seek ways to support them, to plan for and achieve net zero carbon.	Underway. We are actively using the Energy Footprint Tool to identify the highest-emitting churches in the Diocese (subject to them having completed the EFT), and are actively supporting them e.g. by the Southwark Energy Audit Scheme. Comms strategy: consider personalised messaging to top emitting churches.
B.16	Seek a firm who will carry out a free desk-top analysis of the churches most suitable for solar panels, and potentially EV car charging.	Diocese does not currently have capacity to undertake this but will keep under review.

C Clergy housing and retired clergy housing - all clergy housing owners/managers should consider:		
	Action to be considered	Diocese of Southwark action
C.1	Developing maintenance plans based on quinquennial inspections.	<p>QIs using a new revised template are underway, and we are developing maintenance plans using the information gleaned from the inspections.</p> <p>Implementation of these plans is subject to funding (e.g. installing double-glazing in an average property is around £25,000).</p> <p>We are installing double-glazing and insulation where possible at vacancy.</p> <p>We are considering a programme of window renewals and loft insulation.</p>
C.2	Understanding stock conditions using EPC reports.	<p>We have EPC data for parsonages (about three-quarters of properties) (QIs will be carried out on the rest of the properties in the fifth year of the quinquennial inspection cycle (2026).</p> <p>We are working on the property database to make the data more easily accessible.</p>
C.3	Developing stock improvement plans for our housing property.	See 1 above.
C.4	Reviewing Quinquennial inspection templates to identify the current EPC rating where available and the opportunities for energy efficiency measures.	QI template has been reviewed, does include EPC and opportunities for energy efficiency measures. First year QIs using the new template completed and year 2 commenced.
C.5	Reviewing the potential for installation of Electric Vehicle (EV) charging points (where possible) at change of occupancy.	Surveyors are instructed to consider the potential for EV charging installation at change of occupancy. We are investigating new government grants for installation where appropriate.
C.6	Reviewing the potential for installation of solar photo-voltaic (PV) panels at change of occupancy, or as part of a review of renewable potential across the estate.	We are aware of the potential for renewable energy, but this is subject to budgetary constraints. We are considering an appropriate way forward.
C.7	Encouraging tenants to replace existing gas cookers with energy-efficient electric cookers at end-of-life.	Our communications strategy will provide information for everyone in the Diocese, including those occupying clergy housing, about how to save energy. We are also offering carbon literacy training which will encourage people to think about these issues in an informed way.
C.8	Reviewing government incentives for reducing energy use.	We will continue to monitor government incentives and take advantage of any that are available for us, and communicate those that are available to individual tenants as part of our communications strategy.

D	Offices - office managers should consider with SMT and Diocesan Secretary:	
	Action to be considered	Diocese of Southwark action
D.1	Reviewing how offices are used in terms of physical meetings and desk utilisation.	This is kept under review.
D.2	Adopting a policy of flexible working to allow staff where appropriate to work from home. This may reduce energy consumption within the building and reduces carbon emissions from travel to work (not currently in scope of routemap).	The Diocese has a hybrid working policy which facilitates some working from home where it does not impact on the service provided to parishes.
D.3	Taking advice from an energy consultant	Energy audit for Trinity House carried out November 2022 by DAC Energy Adviser, report received in February 2023 and recommendations will be reviewed once the Quinquennial Inspection has also been completed.
D.4	Engaging with staff to work towards behavioural change, including carbon literacy training.	We will create a climate group in Trinity House. This will include offering carbon literacy training , starting with the SMT, as the DEO is trained to provide this.
D.5	As part of Net Zero Action Plan, action quick wins for reducing energy consumption such as turning off lights and equipment, replacing lights with LEDs and having appropriate heating and air-con settings.	Energy audit will provide information about physical changes that can be made. Climate group will consider how to encourage behaviour change.
D.6	Budgeting and work towards major project work	Recommendations from the Energy Audit will be reviewed alongside the Quinquennial Inspection.
D.7	Reviewing the potential for sustainable travel to the office	Majority of staff travel by public transport with a significant minority arriving by bicycle. Very little scope for improving sustainability of travel to offices. Staff travel is estimated to be 0.13% of overall Diocesan emissions.
D.8	Ensuring equipment replacements are energy efficient	We have an equipment audit planned.

E	Communications - dioceses and Cathedrals should consider:	
	Action to be considered	Diocese of Southwark action
E.1	Developing a clear and engaging communications campaign, covering all stakeholder groups, and ensure key messages are shared widely and consistently. Build on and localise the national communications strategy and make use of national materials where locally useful.	We already communicate about environmental initiatives, celebrating positive stories in The Bridge and on the website. We are developing a dedicated communications strategy to inform, encourage and share good news.
E.2	Communicating progress on Eco Diocese and share ways in which progress has been made with others.	As above. We will celebrate the Bronze Eco Diocese Award at an event on Earth Day in April 2023.
E.3	Collaborating across dioceses in regional groups to trouble-shoot, share best practice, make easier access to case studies and maintain momentum by providing peer support.	Our DEO is an active member of the national and south east networks and we share best practice there.
E.4	Integrating questions in Archdeacons' Articles of Enquiry.	Articles of Enquiry already include questions about the environment and net zero, and the CBO and DEO are consulted every year about updates. In 2023 they include questions about the EFT and difficulties completing it.
E.5	Using advocacy for environmental change	The Diocese advocates for the climate where possible, for example by speaking at events run by local authorities.
E.6	Joining the Eco Church scheme	We continue to encourage parishes to join the Eco Church scheme including via our communications strategy.
E.7	Committing to sharing experiences (good and bad) via the DEO, Area Deans or Archdeacons.	We continue to share experiences using all communicate channels, including case studies where possible.