



DIOCESAN SYNOD

BRIEF OUTLINE SUMMARY OF THE SYNOD'S 16 November 2024 BUSINESS AT ST PETER'S, BATTERSEA

Welcome & Opening Prayer

Members of Synod were welcomed to their first meeting of the triennium and Rebecca Chapman and the Revd Capt Nicholas Lebey were welcomed as the new Chairs of the Houses of Laity and Clergy respectively. The session opened in prayer, led by Adrian Greenwood (Lay Chaplain and Mentor to Diocesan Synod) and he, and the Revd Lotwina Farodoye were thanked for the time as Chairs in the previous triennium.

Bishop Christopher sent a message of thanks for the support he had received following his accident, which have given him a great boost and encouragement, and for the work of the Senior Management Team whilst he was convalescing.

The Diocesan Secretary updated members on the progress of several elections, including the Board of Education, Diocesan Council of Trustees, and Vacancy-in-See Committee.



Presidential Address



The Bishop of Kingston gave the Presidential Address, saying that "... as this new Synod is embarking on this journey, we will seek to deepen our understanding of mission and naturalism of discipleship of a safe and healthy church.". The full text of Bishop Martin's Presidential Address can be found at Appendix A and on the [website](#).

Southwark Vision And Diocesan Investment Programme Update

The Diocesan Secretary, Nicola Thomas, gave a presentation and update on Southwark Vision and the recently awarded Diocesan Investment Programme (DIP).

A copy of the slides used can be found at Appendix B. In particular, DIP, the successful £29m over 9 year award from the National Church, would positively impact parishes across the Diocese with projects developed to encourage growth and a focus on diversity and children and young people.

Annual Objectives

The Deputy Diocesan Secretary, Jackie Pontin, gave an update on the 2024 Annual Objectives. This was followed by a presentation of the 2025 Annual Objectives by the Diocesan Secretary which had been recommended to the Synod by the Diocesan Council of Trustees. A paper was circulated in advance and can be found on the [website](#). The Annual Objectives focused on embedding Southwark Vision, being Christ Centred | Outward Focused across the work of the Diocese. The Objectives now linked directly into Southwark Vision and the Priorities.

The Bishop of Croydon moved that:

"THIS SYNOD endorses the Annual Objectives for 2025 as recommended by the Diocesan Council of Trustees."

The motion was unanimously carried.

Budget Approval & Finance Update Including Three Year Forward View.

The Chair of the Diocesan Board of Finance, Sir David Beamish, with the Diocesan Secretary and the Director of Finance, Mark Rhodes, gave a presentation on the recommended budget for the Diocese in 2025. A paper was circulated in advance and can be found on the [website](#) and a copy of slides can be found at Appendix B. The updated budget included changes following the Chancellor of the Exchequer's budget and increased employers' National Insurance Contributions.



The presentation included a three-year forward-view, a review of the performance in 2024, and the budget assumptions which were incorporated into the 2025 budget, as recommended by the Diocesan Council of Trustees.

The Chair of the DBF moved that the consolidated budget for 2025 now be considered and that:

"THIS SYNOD approves the total budget expenditure of £30,066,468 which is based on total budgeted income of £29,818,129."

The motion was overwhelmingly carried, with one vote against and one abstention.

Renewed Diocesan Environment Policy 2024-2027

Natalie Walters, the Head of Justice, Peace & Integrity of Creation, and the Bishop of Kingston presented the renewed Diocesan Environment Policy to Synod. The renewed Policy more directly linked to the National Church's target of reaching Net Zero by 2030, with a backstop of 2035, and would guide the Diocese's decisions and policies with environmental needs always in mind.

The Bishop of Kingston moved that:

"THIS SYNOD endorses the renewed Diocesan Environment Policy 2024-2027 as recommended by the Diocesan Council of Trustees."



The motion was unanimously carried.

Towards Net Zero

Jonathan Walter, the Net Zero Carbon Programme Manager, and the Bishop of Kingston gave a presentation on the updated action plan towards Net Zero. A paper was circulated in advance and can be found on the [website](#) and a copy of slides can be found at Appendix B. The Action Plan aligned with the Renewed Environment Policy and gave a strong foundation and guideline to the achievements and milestones that would be needed to reach Net Zero.

The Bishop of Kingston moved that:

"THIS SYNOD endorses the updated action plan towards Net Zero as recommended by the Diocesan Council of Trustees."

The motion was overwhelmingly carried, with two abstentions.

Property Strategy

Ruth Martin, the Bishop's Lead for Strategic Development and Property, and Andrew Bennett, the Director of Property Services, presented the Property Strategy that had been approved by the Diocesan Council of Trustees. This included a useful flyer with key information which was seated. A copy of the leaflet can be found on the [website](#) and a copy of slides can be found at Appendix B

The Diocesan Property Strategy is a crucial framework to support the mission and ministry of the Diocese of Southwark. It focuses on managing diocesan properties, comprising primarily parsonages, and Glebe properties and land; with the primary purpose of sustaining parish ministry which includes housing clergy, curates and some others. The strategy also emphasises sustainability, cost-effectiveness, and the alignment of property use with Southwark Vision 2024–2035, which aims to grow and diversify the Diocese, including our commitment to the environment.

The Property Strategy consists of ten core principles, in which the objectives are underpinned by levers to enable them to be achieved.



// I have been very grateful for the prompt action to rectify the situation when I had no hot water. Thank you! //

– feedback from clergy //

Elections and Co-options (House of Laity only)

At the beginning of each triennium, to ensure that those who chair our committees are represented at all levels of governance if they have not yet been elected to do so, Synod were asked to co-opt chairs to the Synod, and to appoint them to the DCT where necessary.

The Chair of the House of Laity moved that:

“The House of Laity approve the co-option of Sarah Docx, Nicholas Burt, and Alan Saunders to the Diocesan Synod with immediate effect.”

The motion was unanimously carried.

The Chair of the House of Laity moved that:

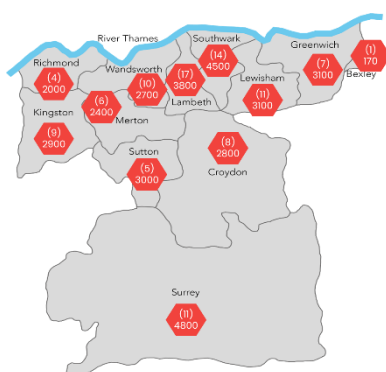
“The House of Laity approve the appointment of Nicholas Burt, His Honour Nigel Seed KC, and Alan Saunders to the Diocesan Council of Trustees, with immediate effect.”

The motion was unanimously Carried.

Worship

The Synod began worship with This Time Tomorrow, led by Olaitan Fatoye (Plumstead Deanery), followed by the Eucharist in which the Revd Alan Bayes was commissioned as the Diocese’s Rural Life Officer. The service also included the announcements of the Bishop’s Lent Fund distribution.

Diocesan Board of Education



Roz Cordner, the Director of Education, gave a presentation on the work of the Southwark Diocesan Board of Education. Members were encouraged to support their local schools by joining boards and serving as Governors. It was noted whilst school pupil numbers were down, and there had been some closures across the Diocese, there is also a new high school opening in Kingston Area. A copy of the slides used can be found at Appendix B. Pia Longman and The Archdeacon of Southwark were in attendance to answer questions including on Multi-Academy Trusts.

Formal Questions

Fifteen formal Synod Questions were received for written answer. A copy of the Questions Notice Paper, including supplementary questions, can be found on the [website](#).

The meeting concluded, followed by Hustings for the House of Clergy DCT Elections for Kingston, and a meeting of the House of Laity to encourage future nominations.



Diocesan Synod 16 November 2024

Bishop Martin's Presidential Address to Synod

'I have heard of your faith in the Lord Jesus Christ and your love towards all the saints, and for this reason I do not cease to give thanks for you as I remember you in my prayers.'

St Paul's wonderful, encouraging, words from Ephesians chapter 1.

And Paul goes on:

"I pray that the God of our Lord Jesus Christ, the Father of glory, may give you a spirit of wisdom and revelation as you come to know him, so that, with the eyes of your heart enlightened, you may know what is the hope to which he has called you."

It has been a challenging and distressing week in the life of the Church of England and the wider Anglican Communion – in the publication of the Makin report with its account of the appalling behaviour of John Smyth, and the events which led up to ++Justin's resignation. Our hearts go out to survivors and victims of abuse.

Many of us will have found it hard to find the words to express what we are feeling, the range of emotions.

Clearly, there is much work for us to do in respect of safeguarding – as we repent of past failings, focus on victim and survivors, learn the necessary and hard lessons.

And as +Christopher has said, this is *absolutely* for all of us. Each and everyone of us has a part to play here – and we are all enormously grateful for the very good work that so many of our Parish and Diocesan Safeguarding Advisers – and so many other people, including clergy and lay ministers – do week by week to make our churches safer for everyone.

That's why I am especially grateful for the timing of Safeguarding Sunday this year – coming as it does hot on the heels of a week where we've all been wondering how we might respond and what we might do to improve the culture of our church and churches.

We talk about safeguarding in respect of our fellow humans. But we also talk about safeguarding in respect of the integrity of God's creation.

And in fact we are learning – learning rather too late it has to be said – that you cannot have one without the other.

Human flourishing cannot be had without the flourishing of the planet on which we depend.

The planet cannot flourish without the care – the safeguarding – of creation by humans.

And two of our items on our agenda today – our renewed Diocesan Environment Policy and our Action Plan for lowering our carbon emissions – reflect our growing realisation of this in the life of the Church.

Our work in this area dovetails with the Church of England's commitments here – notably its Route Map to Net zero Carbon by 2030

And net zero 2030 – with a backstop of 2035 in Southwark if we don't quite get there – is a key part of the refreshed Southwark Vision with its focus on being Christ-centred and Outward-focused.

Particularly our priority of healing.

Healing for our communities and our world – which includes care for creation, social and racial justice AND safeguarding.

Remember those words of St Paul.

"I pray that the God of our Lord Jesus Christ, the Father of glory, may give [us] — may give his Church – a spirit of wisdom and revelation as [we] come to know him, so that, with the eyes of [our] heart[s] enlightened, we may know what is the hope to which he has called [us]."

I am excited by the journey we are on as a Church – the journey this new Synod is embarking on together.

On this journey, we will seek to deepen our understanding of mission and evangelism, of discipleship, of a safe and healthy Church, and *the central place* that care for the integrity of creation must play within all these things.

On this journey we must tackle the very real challenges our world faces, grappling with the results of our living beyond planetary boundaries.

To walk with Jesus, to love God more, to grow into the full stature of our humanity found in Christ, these things make little sense if we don't do all in our power to care for God's creation.

We know how Jesus responded when questioned by the lawyer, one of the Pharisees (Matthew 22).

'Teacher, which commandment in the law is the greatest?', the lawyer asked.

And Jesus replies:

'You shall love the Lord your God with all your heart, and with all your soul, and with all your mind'.

This is the greatest.

And the second is like it.

'You shall love your neighbour as yourself'.

We cannot love God and our neighbour and *not* care for God's wonderful creation – in all its richness and beauty and diversity – in the incredible way it hangs together.

God calls us to see that we have damaged the earth, with all the consequences we now see around the world.

And that we have been indifferent to these things for too long – kept on living in ways which damage the earth even after we have known what we are doing.

These things point to our sinfulness – the fallenness of our humanity, the insufficiency of our love for God, the insufficiency of our love for our suffering neighbours, taking for granted the gift of creation.

So, we need to repent, to commit to a new way of living, to turn around.

To pray for that spirit of wisdom and revelation that Paul prays for.

And discover – together – a better way to live.

A more fulfilling, more Christ-like, way to live.

And if we do that, Christianity will, I think, be very attractive – we will draw in a generation of young people deeply concerned by the climate crisis, and looking for leadership and wisdom to make sense of it, and their lives.

There's a theologian at Durham University called Carmody Grey who asks the interesting but not often asked question:

What do we want to sustain?

She points out that it is surprising that in all the discussion about climate breakdown we don't seem to ask this fundamental question.

What matters to us? What do we care about? What do we want to sustain?

And Carmody Grey's answer is interesting.

She notes that on the face of it we seem to have a high regard for nature.

Animal charities raise money more easily than human ones. The BBC's natural history unit gets record viewings.

And so Carmody Grey concludes in answer to her question:

'It is not lack of love for nature that will kill us. It is lack of love for ourselves'.

Not to care for creation is not to sufficiently love ourselves – it is to fall at the second commandment.

And continuing, Grey says...

'What we want to sustain is the possibility of a genuinely human life'. (Hans Jonas and Romano Guardini)

Which is to make the case for a better theological anthropology – a better understanding of what it is to be human, engaging people about their deepest desires – their longings.

Not bombarding people with facts or science – as this doesn't move people (and they remain passive).

Desiring to sustain a genuinely human life – a life in Christ – should not be seen as an unhelpful anthropocentrism (or human-centred ness) but rather as a route to proper care for all creation, which includes ourselves, our fellow human beings.

A genuinely human life will care for creation (that's the point).

It is because we are not living genuinely human lives – that what we have come to in the history of our species is so compromised – that we don't care for God's creation.

So we are back to repentance, back to *metanoia* (turning around), to find a more fulfilling, more Christ-like way to live.

That's the task for the Church – and I look forward to journeying with you on it.

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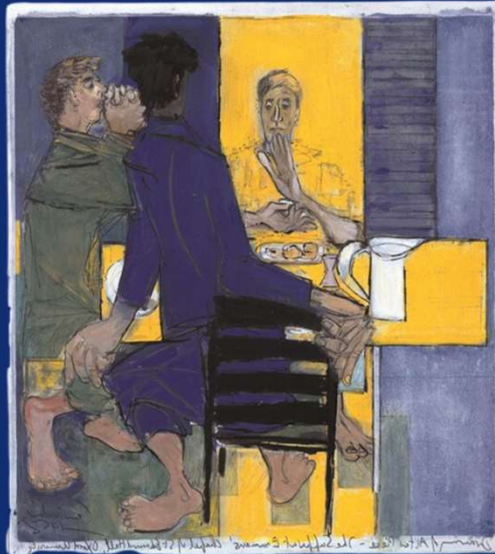
SOUTHWARK VISION & DIOCESAN INVESTMENT PROGRAMME UPDATE

5

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6

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Southwark Vision & DIP

- Terms of Reference for DIP governance groups are being drafted
- Hub & Resourcing Churches are being implemented
 - Starting with recruitment (successful so far)
- Roadshows have started for 2025 to encourage grant applications for Innovation Fund

7

Southwark Vision & DIP

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8

Episcopal Area Letters

- Fresh Expressions grants
- Innovation grants
- Parish Development and Renewal Programme
- Apprenticeship-style training scheme
- Local CYP missional practitioners
- Research on diversity in lay and ordained vocations
- New Hub and Resourcing Churches

9



ANNUAL OBJECTIVES

10



REVIEW OF ANNUAL OBJECTIVES FOR 2024

11

Connectedness & Communication

- Continue to embed initiatives to support clergy wellbeing during times of change and uncertainty
- Consider how the DAC can enhance its guidance, advice, and support to all parishes for the cost-effective and sustainable management of church buildings
- Continue to give support to parishes where they lack volunteers in critical roles, e.g. treasurers and churchwardens, and develop new strategies

12

Connectedness & Communication

- Environment (including Net Zero Carbon)
- Continue implementation of the plan for reducing Carbon emissions within Diocesan control
- Implement actions from the review of Glebe land across the Diocese giving due consideration to community and environmental benefits
- Continue to implement the Diocesan action plan for the Anti Racism Charter

13

Rebuilding Finances: Parishes & the Diocese

- Parish finances for growth in post-Pandemic recovery
- Working with Archdeacons to increase giving, financial resilience and 2025 pledges from a selection of parishes, mindful of the target to reach 66% of parishes being self-financing by 2030
- Building on success on embedding digital giving, focus upon encouraging legacy giving
- Review priorities for property in the light of Cost-of-Living crisis and Net Zero Carbon plans
- To develop guidance to all parishes in the stewardship of their property assets, including upcoming legislative environmental changes, mindful of the mission and ministry imperative

14

Strategic & National Objectives

- Develop plans and initiatives to enable, equip and encourage parishes to increase the number of children and young people as part of a worshipping community by 2030, linked to the National Church's bold outcomes
- Continue to further establish Hub and Resourcing Churches including through SDF3 funding awarded in 2023
- Continue to implement, as required, any new actions following reports from the National Safeguarding Team, Synodical direction, and mindful of upcoming (2026) Independent Safeguarding Audit

15

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DRAFT ANNUAL OBJECTIVES FOR 2025

16

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- P** Parishes
- M** Ministry
- G** Growth
- Y** Youth & diversity
- D** Deepening our discipleship
- H** Healing

2025 Objectives

- Annual Objectives reflect work to deliver the Vision for the Diocese
- Developed in process with SMT over the summer
- Clear, achievable, yet challenging, and benefit the wider Diocese
- Linking with the Levers of Southwark Vision's **Shared Values, Priorities, and Outcomes**
- The Objectives do not seek to codify the day-to-day work of the Diocese, but rather are an opportunity to go above and beyond to ensure that our parishes and deaneries are supported in their mission of the Church

17

Implement Southwark Vision 2024-2035

Diocesan Investment Programme: to begin effective implementation of the Programme



Racial Justice: working with Diocesan and Area Racial Justice Groups, continue to implement Anti-Racism Charter, develop and improve cultural diversity in vocations and ministry



Working with high emitting churches to work Towards Net Zero in the Diocese.



18

Value all our Parishes

Serving & engaging with parishes, including Advice and Support for:

- Volunteering
- Giving
- Mission including work with children, young people and families
- Parish Conversations
- Sharing good news & celebrating success



19

Enable Mission & Ministry

Continuing to implement the developments in the provision of clergy well-being

SVO 2-4, 7
P M G Y D H

To agree the outcomes of the Lay Council review and to manage their successful implementation

SVO 2-4, 7
P M G Y D H

To continue to grow the resources available which encourage deepening discipleship for all

SVO 4
P M G Y D H

20

Enable Mission & Ministry

Implement the Property Strategy so we can continue to be able to resource Mission and Ministry

SVO 5
P H

Church buildings: Provide advice and support to churches to ensure their buildings are fit for mission

SVO 5 & 8
P G D H

21

Outward-Focused Governance Centred on Christ

Ensuring sound governance, robust financial systems, strong safeguarding practices, and the agility to respond to unexpected challenges



Review and update office infrastructure

Good stewardship of assets, maintaining a balanced budget, encouraging generosity in giving

Maintain effectiveness of day-to-day work, priorities and statutory obligations while achieving the 2025 Annual Objectives.

22

31/24*

BUDGET APPROVAL & FINANCE UPDATE INCLUDING THREE YEAR FORWARD VIEW

23

The Chair of the DBF to move that the consolidated budget for 2025 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £30,066,468 which is based on total budgeted income of £29,818,129.”

24

Sir David Beamish Chair of the Diocesan Board of Finance

- Review of performance YTD in 2024 vs Budget 2025
- 2025 budget and assumptions
- Forward financial view
- **Above all thanks to our parishes for their wonderful support and generosity**

25

Resourcing the Vision 2024 Forecast vs 2025 Draft Budget for Approval

	2024 Forecast £m Using Sept Forecast	2025 Draft Budget £m
Parish contribution	16.1	16.2
Parochial fees	0.4	0.4
Investment income	1.1	1.1
Property income	0.9	0.9
Grants & other income	4.7	7.6
Gains on disposal of assets	3.6	3.6
Total income	26.8	29.8

26

Resourcing the Vision 2024 Forecast vs 2025 Draft Budget for Approval

	2024 Forecast £m Using Sept Forecast	2025 Draft Budget £m
Stipends	12.7	13.5
Housing Costs	4.1	3.8
Vocations, Training & Other Ministry Support	6.7	7.1
Strategic Development/DIP	1.8	3.8
Contributions to National Church	1.8	1.8
Total expenditure	27.1	30.0

27

2024 Forecast Out-turn

- Current forecast is for a deficit of £0.3m against a budgeted deficit of £0.2m
- PSF on budget with a collection rate of 99.6% at the end of October
- Taken together other income streams on budget, except for grant income
- Lower than budgeted grant from Trust for London
- Lower grant income offset by a lay pension scheme payment holiday

28

2024 Forecast Out-turn

- Clergy costs on budget and forecast to be so by the year end
- Increased property costs due to higher costs of repair and maintenance to parsonages and other properties, and a higher number of external rentals for clergy
- Departmental costs overall under budget due to pension holiday
- Cash forecast to be around £3.3m at the year end

29

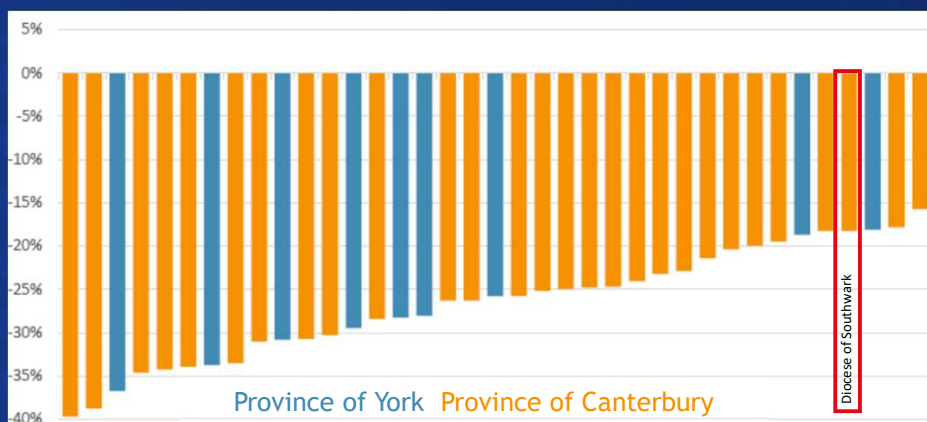
Parish Support Fund 2024

- The Parish Support Fund (PSF) collection rate has improved during the year to 99.6% in October.
- Very grateful for parishes' commitment and generosity
- One parish reversed its 2023 decision to withhold a portion of its pledge due to Living in Love and Faith concerns
- These give us confidence that the budget of £16.125m will be achieved
- Southwark PSF remains relatively strong nationally

30

PSF National context - comparisons with 2019

Parish share: change in cash received YTD September 2024 v. September 2019, adjusted for inflation



31

2025 Principal Budget Assumptions

Income

- 0.75% increase budgeted in Parish Support Fund pledges for 2025
- PSF target created in partnership with parishes, giving robustness to the budgeted figure and reducing risk
- £1.8m increase in grant income, principally due to the beginning of the Diocesan Investment Programme, funding a range of parish-based projects
- Investment, property and fee income similar to the expected out-turn for 2024

32

2025 Principal Budget Assumptions

Expenditure

- 3% increase in stipends
- Establishment incumbent status posts remain the same, with an occupancy rate of 240 incumbent status and 50 stipended curates
- Aside from clergy and SDF costs, costs increase by 1% which includes a 3% increase in staff salaries
- Maintained a grant to Welcare of £0.17m

33

How are we doing with 2025 pledges?

- As at 11 November we have received **91% of 2025 pledges totalling £15.47m with a rise of 1.4%**
- 74% of pledges are increases, 17% of churches have maintained their pledges and 9% decreased
- Challenges: larger parishes with significant decreases; two parishes in vacancy dropped pledges; no general provision for Living in Love and Faith but one parish's pledge will reduce significantly
- Result: the budget has been set at with a 0.75% increase on 2024 budget, a total of £16.246m

34

Three Year Forward View

- Two scenarios to show the effect of the current deficit in future years
- With a significant increase of the PSF at 2% each year and the stipend budget increasing at 3% per year the annual deficit would grow to £0.9m by 2027
- To achieve a balanced budget by 2027 we would need to increase the PSF by 2% but not grow the stipend budget at all

35

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3 Year Forward View Budget 2% PSF 3% Stipend

	Budget 2025 £m	Budget 2026 £m	Budget 2027 £m
Parish Support Fund	16.3	16.6	16.9
Fees, Grants, Investment & other income	8.9	8.3	8.9
Property income and gains	4.5	4.6	4.7
Total Income	29.7	29.5	30.5
Stipends	13.4	13.9	14.3
Housing Costs	3.8	3.96	4.0
Vocations, Training & Other Ministry Support	7.3	7.3	7.5
Strategic Development	1.4	1.2	1.1
Diocesan Investment Programme	2.3	2.1	2.6
Contributions to National Church	1.8	1.9	1.9
Total Expenditure	30.0	30.2	31.3
Provisional surplus	(0.3)	(0.8)	(0.9)

36

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3 Year Forward View Budget 2% PSF 0% Stipend

	Budget 2025 £m	Budget 2026 £m	Budget 2027 £m
Parish Support Fund	16.3	16.3	16.3
Fees, Grants, Investment & other income	8.9	8.3	8.9
Property income and gains	4.5	4.6	4.7
Total Income	29.7	29.5	30.5
Stipends	13.4	13.5	13.5
Housing Costs	3.8	3.9	4.0
Vocations, Training & Other Ministry Support	7.3	7.3	7.5
Strategic Development	1.4	1.2	1.1
Diocesan Investment Programme	2.3	2.1	2.6
Contributions to National Church	1.8	1.9	1.9
Total Expenditure	30.0	29.8	30.5
Provisional surplus	(0.3)	(0.3)	0

37

The Chair of the DBF to move that the consolidated budget for 2025 now be considered and that:

“THIS SYNOD approves the total budget expenditure of £30,066,468 which is based on total budgeted income of £29,818,129.”

RENEWED DIOCESAN ENVIRONMENT POLICY 2024- 2027



The Ground Covered

- Eco Diocese Bronze Award- 2023
- Successful funding application and recruitment of our Net Zero Carbon Manager
- Lent Pilgrimage
- Eco engagement and advocacy in schools
- Many wonderful expressions of care for creation across the diocese
- Many churches gaining an Eco Church Award

	Registered	Bronze	Silver	Gold
No. of Churches	85	66	25	1

41

Our Commitment to the Environment Renewed

The Diocese commits to:

- Showing due consideration of the use of our land as pertains to biodiversity and carbon reduction
- To make best efforts to achieve the Church of England ambition of being net zero by 2030. Whilst making this commitment we also acknowledge the significant challenges in achieving this and have 2035 as a backstop net zero target, by when we must have fully overcome these challenges and achieved net zero. We fully expect that many of our churches and schools will achieve the 2030 target
- Achieving the A Rocha Silver Eco Diocese award by 2027/28, building on our current Bronze award foundation. Thereafter working towards a Gold Award, and as part of this supporting and encouraging all our parishes to achieve Eco Church awards

42

The Road Ahead

	Bronze	Silver	Gold
No. of churches	66	25	1
Target	72	35	-
Difference	-6	-10	-

- Celebration of the beauty of creation and engaging with it
- Supporting schools, vicarages, diocesan offices and churches to become net zero carbon
- Continued reflection of our policies in line with environmental goals
- Training, awareness-raising and advocacy
- Supporting churches on their eco award net zero carbon journey

43

“Caring for our world is not just a duty - it is a joy and a privilege.”

Bishop Christopher

Thank You!

44

The Bishop of Kingston to move that:

“THIS SYNOD endorses the renewed Diocesan Environment Policy 2024-2027 as recommended by the Diocesan Council of Trustees.”

45

33/24*

TOWARDS NET ZERO



46

Diocese of Southwark - Net Zero Progress

- A 5 to 10% drop in our carbon emissions from the 2022 baseline
 - Clean electricity
 - More use of small zoned space
 - Action on heat loss
- Increased submissions to the Energy Footprint Tool - Up from 44% to 58%
- A net zero programme structure and focused plan
 - Programme Board and Delivery Team
 - Updated more focussed and phased plan developed
- Over £600K of funding into the Diocese
 - Dedicated posts funded
 - Give to Go Green
 - Demonstrator churches
 - Quick wins funding
 - Free energy audits plus starter funding for high emitters

47

Key Points of Forward Plan

- A commitment to fully focus on the Church of England 2030 target but also an acknowledgement of the scale of the challenge in Southwark with a backstop target of 2035 by when any residual emissions must have been removed
- A Diocesan wide plan but with each area of accountability owning and driving delivery of its own part of the plan

Buildings / % Diocese Emissions	NZC Delivery Team Lead
Churches - 30%	Jonathan Walter
Property - 21%	Andrew Bennett
Cathedral - Part of churches 30%	Naomi Shaw
Schools - 49%	Paul Forrest

- A focus on decreasing reliance on, and eventual removal of gas heating as this currently represents 85% of our CO2 emissions
- Emission data improvement
 - Drive towards 90% EFT / Arup commissioned by CofE to improve data quality
- A focus on our 42 highest emitting churches

48

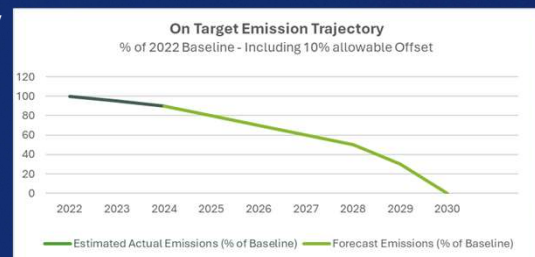
High Emission Churches

- Our 42 high emission churches will
- Be the focus of Church of England funding and other available support
- Receive a free energy audit and £3000 for an initial net zero project
- Priority for NZC Quick Wins funding
- Each church will have
 - Unique challenges,
 - Varying access to non CoE funding sources
 - Its own aspirations in terms of speed
 - its own pathway and timeline to net zero.

49

Pathways to Net Zero - 3 Key Phases

- **Short Term - Optimising efficiency of current gas heating**
 - Heat management controls
 - Reduce heat loss
 - 100% clean electricity and potentially 10% clean gas
- **Short to Medium Term - Reducing reliance on current gas heating**
 - Building use strategies - Small zoned electrically heated space
 - Hybrid approaches
 - Solar to mitigate grid electricity costs
- **Long Term - Transitioning to clean electrical heating**
 - Heat pumps with supporting structural work
 - Far infra red / electrically powered boilers
 - New technologies
 - Offsets and emerging clean energy tariffs and pricing



50

The Bishop of Kingston to move that:

“THIS SYNOD endorses the updated action plan towards Net Zero as recommended by the Diocesan Council of Trustees.”

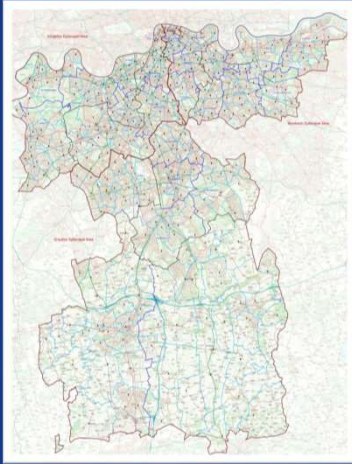
52

PROPERTY STRATEGY

53

Christ
Centred
Outward
Focused

Property Strategy



- The Diocese (SLCF&SDBF) has more than 400 residential properties across the diocese, as well as some Glebe land and the role of Custodian Trustee for parish-owned properties
- The Strategy 2025-2035 has evolved from the 2017 strategy, updated in 2019
- It is expressed through principles, objectives and key levers for implementation.
- It aligns with Southwark Vision - Christ Centred | Outward Focused - to serve all our parishes

54

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Property Trends



Post 2019:

- Covid and inflation led to shrinking cash in real terms from parishes through the PSF and a paralysis of property markets
- Higher labour and material costs due to Brexit and high inflation
- Rising cost-of-living particularly in energy
- Parishes with property looking for creative solutions for income generation leading to more development proposals
- Increase in capital spend on more properties to improve them
- Unable to improve properties during COVID lockdowns

55

Key Data

- Reduction of use of external rentals by over 60%
- 40% of Parsonages have had significant refurbishments to a high standard
- 80% properties had non capitalized repairs and maintenance
- Eight Smaller units bought or developed for curates use
- Improved use and management of contractors
- Glebe land and eco-vicarages have been reviewed
- Condition surveys undertaken
- Quinquennials reintroduced



56

Main Challenges

- New and increasing Government legislation and regulations, will lead to greater compliance role, including rentals, health and safety and EPCs
- Net Zero Carbon - 2030
 - a challenge, only 21% parsonages at EPC level D or above
 - Financing improvements through careful use of surplus property, opportunity to reduce energy costs, improve insulation and improve parish clergy financial and general well-being

57

Main Challenges

- Increasing costs of labour and materials a challenge, and an opportunity to consider more carefully the retention or replacement of parsonages so they are fit for purpose for clergy
- Bringing Eco Vicarages into a manageable energy cost and efficiency for clergy households managing the systems

58



59

EPC Recommendations



- Key Areas of Improvement
 - Cavity Wall Insulation
 - Flooring insulation
 - Thermostatic Radiator Valves
- Some recommendations totally unviable

60

Glebe Land Review- Draft Report Outcomes

- Appointed independent Planning Consultants to undertake a review of our glebe land uses
- Briefed to consider various alternative uses and not just focus on residential development.
- Outcomes might include:
 - Provision land for Bio-Diversity Net Gain (BNG)
 - Renewable energy generation
 - Provision of improved community assets and leisure use

61

Delivering Objectives Successfully over the next Ten Years

- Maintaining the principles of Property Strategy, with primary purpose of property to serve mission and ministry, aligned with the Diocesan priorities in Southwark Vision
- Prioritising:
 - Parsonages
 - Property repairs
 - Vulnerable clergy households
- Continuation of 'back office' rigour including tendering policies and processes and monthly feedback.

62

Delivering Objectives Successfully over the next Ten Years

- The levers for implementation are as much about good relationships as they are about finance
- Ringfencing funds when possible for NZC and prioritising those improvements in NZC that also enhance clergy well-being

63

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36/24

DIOCESAN BOARD OF EDUCATION

67

Southwark Diocesan Board of Education

Diocesan Synod

Education update

16 November 2024



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68

Thank you

**On behalf of our 101 schools
35,000 pupils
School leaders
School governors
Further/Higher Education Chaplains
School Chaplains
Board & Committee Members
Staff team**



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69

Our role

The SDBE Charity exists to fulfil the statutory duties of the Diocese of Southwark to education the 35,000 children and young people attending our 101 schools.

We provide advice and support to develop the distinctively Christian ethos of our schools to ensure they are inclusive and equipped to serve their local communities.

In addition, we provide chaplaincy in FE/HE colleges and universities across the diocese.



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70

Our role

We are a separate registered charity but an integral part of the Diocese as a whole, fulfilling the diocesan statutory duty in respect of children's education and its commitment to chaplaincy development.

**We are bound by The Diocesan Board of Education (DBE) Measure (2021);
The DBE must**

- a) Promote or assist in the promotion of education in the Diocese that is consistent with the faith and practice of the Church of England.**
- b) Promote or assist in the promotion of religious education and religious worship in schools in the Diocese.**
- c) Promote or assist in the promotion of church schools in the Diocese.**
- d) Promote co-operation between itself and other persons concerned with education in the Diocese.**



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71

Our role

We are part funded via a Diocesan grant of £343,500 (for 2023).

**In addition to the Measure the DBE oversees the role of the Chaplaincy Development Officer for Further and Higher Education.
This is funded by the Diocese.**



SOUTHWARK DIOCESAN BOARD OF EDUCATION
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72

How we are organised

Our main Board meets three times a year.

The Policy & Strategy Committee (Chairs of each sub-committee) meets at least once a term and more frequently if necessary.

There are 3 further sub-committees who meet termly:

Finance & Development Committee

Schools Committee

FE/HE Education (Chaplaincy) Committee

Audit Committee meets twice a year.



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73

How we are organised

Running beneath these but referenced in Policy & Strategy and the main Board, we have the Growing Faith joint Committee with diocesan colleagues. Chaired by Archdeacon Moira Astin.

In its second year, we have the Equity, Diversity, Inclusivity & Belonging Committee. This now reports into the diocesan Racial Justice Committee.

We are in the process of setting up the Estate Management Committee.



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74

Working with the diocese

We share a joint focus on

Racial justice and working alongside Natalie Walters and JPIC team

Climate Justice – Diocesan Environmental Committee – towards CofE Net zero carbon route map



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DIOCESAN PROFILE – APRIL 2024

2023/24 DATA

LA	Primary		Secondary/All through		TOTALS	
	Schools	Pupil Numbers	Schools	Pupil Numbers	Schools	Pupil Numbers
Greenwich	6	1426	1	1720	7	3146
Lambeth	15	3111	2	744	17	3855
Lewisham	10	2081	1	1036	11	3117
Southwark	11	2166	3	2366	14	4532
Wandsworth	9	1587	1	1080	10	2667
Bexley	1	176	0	0	1	176
Croydon	7	1978	1	766	8	2744
Kingston	9	2881	0	0	9	2881
Merton	5	1515	1	881	6	2396
Richmond	3	897	1	1048	4	1945
Surrey	10	2832	1	1975	11	4807
Sutton	4	1625	1	1300	5	2925
Totals	90	22275	13	12916	103	35191

APRIL CENSUS 2024 DATA THE DIOCESE HAS:

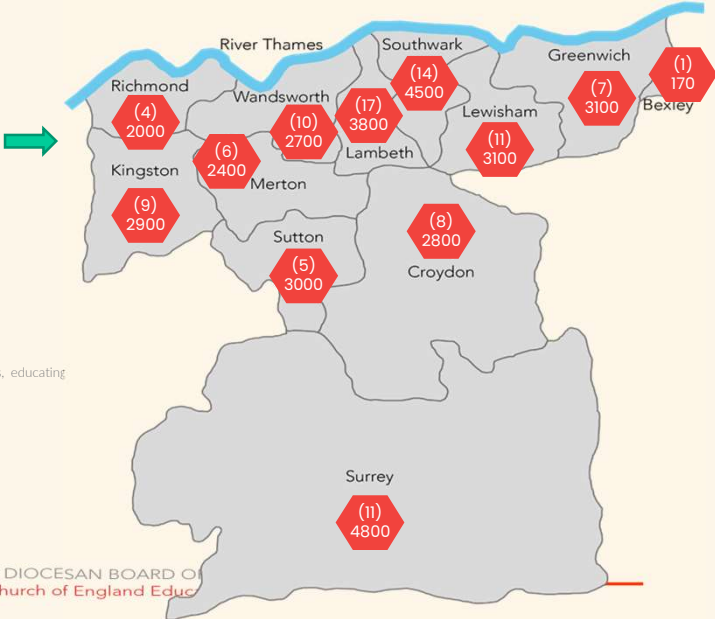
- 35, 191 pupils across 12 local authorities.
- 13 Secondary schools, (including 2 all-through) educating c12,500 pupils.
- 83 Primary schools, 3 Junior Schools, and 4 Infant schools, across 12 local authorities, educating c22,000 pupils.
- SDBE MAT: 11 primary, 1 infant, 1 junior (3 in process of converting)
- 3 Standalone academies: Wilson's, Saint Martin in The Fields, Saint Cecilia's.
- 4 academies in other trusts: Anthem, Ark, REAch2, United Learning Trust,
- 83 Voluntary Aided Schools and 1 Foundation School

SEPTEMBER 2024 DATA THE DIOCESE HAS:

- 82 Primary schools
- 12 Secondary schools
- 101 schools in total



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Changing landscape

- **We have 101 schools.**
- **35,000 pupils across 12 local authorities.**
- **12 secondary schools educating approximately 12,500 pupils.**
Including St Bede's, Redhill, ecumenical secondary school
- **82 primary schools, 3 junior schools, 4 infant schools educating approximately 22,000 pupils.**
- **80 Voluntary Aided (VA) schools (6 *secondary*, 74 *primary*).**
- **1 Foundation school.**



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77

Academies

SDBE Multi Academy Trust. 14 schools in total over 7 of 12 boroughs;

- **Surrey: St Stephen's South Godstone, St Matthew's Redhill.**
- **Sutton: All Saints Carshalton.**
- **Bexley: St Michael's East Wickham.**
- **Lambeth: St Luke's, St Leonard's, & Christ Church Streatham.**
- **Croydon: Minster Nursery and Infants, Minster Juniors.**
- **Lewisham: St George's, St Stephen's, St James's Hatcham, & St Michael's Sydenham.**
- **Southwark: St Paul's Walworth.**



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78

Academies

Stand alone academies 2 in total:

- **Wilson's, Sutton.**
- **Saint Cecilia's, Wandsworth.**

4 schools in other Trusts (pre SDBE MAT);

- **St Mark's, Mitcham. Anthem Academy (secondary school), Merton.**
- **Ark All Saints' Camberwell (secondary school) Southwark.**
- **Bacon's College, United Learning Trust (secondary school) Southwark.**
- **St Mark's primary school – REAch2, Croydon.**



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79

Inspection outcomes

100% of our schools are judged 'Good or better' or J1 by Statutory Inspection of Anglican and Methodist Schools (SIAMS) (New framework in place from September 2023).

**96% of our schools are judged 'Good or better' by Ofsted
99 of our 103 schools as of August 2024 (National 90%).**



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80

Inspection outcomes

Summary of school inspection grades to 31 August 2024

1 school = 0.97%	No. of schools	Good or better	Outstanding	Good	RI	Inadequate
No of schools/% 23/24	103	99/ 96%	17 / 17%	82 / 80%	4 / 3%	0 / 0%

From September 2024 there are 101 schools (97% good or better, 2% requires improvement)

Summary of all SDBE MAT school inspection grades at 31 August 2024

1 school = 8%	No. of MAT schools	Good or better	Outstanding	Good	RI	Inadequate
No of schools/% 23/24	11	11/ 100%	1 / 8%	10 / 83%	0 / 0%	0 / 0%



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81

Changing landscape

- **Falling pupil numbers.**
- **January 2024 – London Councils Report.**
- **Closures:**
 - **Archbishop Tenison, Oval, August 2023.**
 - **St Martin in the Fields, Tulse Hill August 2024.**
 - **Christ Church, Battersea August 2024.**



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82

Challenges

Falling pupil numbers impacts directly on school budgets.

School budgets are already overstretched and estimated that 24% of schools will be in deficit by year end.

Long-term viability of current school footprint and school organisation is unsustainable.

Not a quality of education issue, not an individual school issue.



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83

Our response

It is a Board of Education issue – this is overseen by the Policy and Strategy Committee.

- **Greater focus on going ‘beyond the Measure’.**
- **Building up stronger information base that *includes pupil numbers, trends over time.***
- **Support for restructuring over-staffed schools.**
- **Identifying potential school-to-school partnerships.**
- **A baseline measure of our school estate.**



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84

Our response

Driven by Directorate, shaped by discussion with the Board.

- **Pupil numbers.**
- **Trends over time.**
- **Impact on proportionality of CofE places.**
- **Role of school beyond education.**
- **Community impact.**
- **Looking to create a stable foundation for CofE education beyond next triennium.**



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85

Other support strategies

- **Supporting schools in considering their options; from reducing class sizes and organising mixed aged groups, to recruitment advice on the best leadership model to consider.**
- **Walking alongside schools throughout the decision-making process. Before closure is considered, ensuring every other option has been carefully thought through.**
- **Presentation of option papers to Governing Bodies to support decision-making for both short and long term.**
- **Ensuring all opportunities are considered from staff restructure, budget review (vfm), class organisation, recruitment support, and exploration of partnership options.**



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86

Partnerships – Formal and Informal

- **Southwark trio – Shared headship.**
- **Lambeth/Southwark trio – Exec headship.**
- **Wandsworth two schools – Exec headship.**
- **Croydon/Southwark two schools – Exec headship.**
- **Greenwich Koinonia Federation – 2 Primary/1 All-through.**

New Government in favour of successful partnerships – school improvement within schools and utilising MAT support where appropriate.



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87

Marketing

Despite the landscape, we have good news stories in all of our schools.

Focus on refreshing the outside view of CofE education to ensure that families know what it is like to be in a Church of England school today.

Working in partnership with the local church to celebrate the school.

**Market research conducted in one LA and being circulated wider.
Data collected will drive the campaign strategy to begin in January.**



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88

Celebrating wonderful good news stories



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89

SDBE events 2024

Draw back and see what else is happening.
Business as usual.

- Events at the Cathedral
- Gathering at the Annual Conference for headteachers in Canterbury – supported by Senior clergy; last year Bishop Christopher, Bishop Rosemarie and Archdeacon Simon Gates.



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90

Drivers for the future

Sustainability of schools

- Secure church school education across the diocese, recognising that school organisation will change (shared leadership/school to school support, use of school estate).

Equity, diversity, inclusion and belonging

- Increase the diversity of our school leaders and reflecting this in our own governance make up.
- Continuing to raise the profile of the diocesan anti-racism charter.



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91

Drivers for the future

Continued sustainability of our school estate

- Carbon net zero.
- Maximising Voluntary Aided School Condition Allocation (VA-SCA).
- Developing a strategy for management of empty school buildings.



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92

Drivers for the future

Maintaining strong CofE schools with good educational outcomes – young people with skills and excitement for the next age/stage;

Building on school improvement and moving the 3 schools with RI judgement to good + and securing best assessment and exam outcomes for all.

Finding a way forward to maximise opportunities to sponsor SEND provision in CofE setting.



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93

Income (last audited financial year) £8,068,217

➤ Diocesan Grant	5%	£343,532
➤ Other Grants	64%	£5,183,551
➤ Additional traded income	<1%	£22,669
➤ Partnership Agreements	6%	£499,514
➤ Fees and Recharges	9%	£763,131
➤ Investment dividends	4%	£289,436
➤ Rental and letting income	12%	£966,384



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94



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