



The Diocese of
Southwark

DIOCESAN SYNOD

SYNOD QUESTIONS & SUPPLEMENTARIES NOTICE PAPER

Question 1

Q Mr Neal Harvey (Merton Deanery)

Has the Diocesan Secretary been able to make progress in identifying a person to act as the Diocesan advisor and support for Health & Safety matters?

A The Diocesan Secretary

Since this was first raised our response to the Covid crisis has been a priority and we have concluded that a single point of contact is not able to cover the broad spectrum of advice.

The area of health and safety is a wide one, and I would continue to point parishes towards the advice that is available through our website.

(<https://southwark.anglican.org/about-us/what/caring-for-our-churches/secular-legislation/health-and-safety>), and there is also some excellent information through the Church of England website

<https://www.churchofengland.org/resources/churchcare/advice-and-guidance-church-buildings/insurance-health-and-safety>, as well as Ecclesiastical Insurance who provide up to date information, guidelines and templates, which are backed up by a level of expertise in those areas that we would not be able to provide, and that we would refer parishes to. https://www.ecclesiastical.com/document-library/?q=&facet_audience=&facet_documentType=35531&facet_productService=&facet_dateMonth=&facet_dateYear=

Advice in specific areas where questions relate to particular departments can be provided through the following:

Care of churches: Duncan Gregory and Luke Tatam, DAC Secretary

Employment: David Loft, Director of Human Resources (including lone working policies)

Residential property related: Colin Bushell, Diocesan Surveyor

Do please contact your archdeacon if there are specific questions you wish to raise, as your archdeacons may be able to assist in directing you to others which might include your Quinquennial Architect.

Whilst the Diocese will endeavour to provide advice and support, the responsibility for H&S matters remains with the trustees i.e. PCC members of individual parishes

Question 2

Q Mr Neal Harvey (Merton Deanery)

Following the publication and the recommendations of the IICSA report, authored by Professor Jay, will the Diocese be taking any further action to ensure that safeguarding in the diocese has robust Lay leadership at all levels?

A The Diocesan Secretary

At diocesan level, the Safeguarding Lead is a lay person (the Diocesan Secretary), to whom the lay Diocesan Safeguarding Adviser (DSA) reports. The DSA leads a strong team of lay safeguarding professionals with experience in social work, education and the police. We welcome the IICSA recommendation for greater operational independence of the safeguarding professionals, as represented by the proposed name change from Diocesan Safeguarding Advisers to Diocesan Safeguarding Officers. To an extent this simply formalises existing good practice in this diocese in relation to independent safeguarding decision-making, but we will follow emerging advice and regulations from the National Safeguarding Team as this unfolds following the IICSA Report.

At the parochial level, each parish should have a lay Parish Safeguarding Officer, and we will continue to support PSOs with training and advice. The PSO should not be the incumbent. We are working to identify the small number of parishes where the PSO post is vacant. It is vital that PSOs work closely with their incumbents - who have an important safeguarding role to play - while maintaining the appropriate independence of their position.

Supplementary Q

Could the Diocese look more closely at a separation of leadership from incumbents towards the lay executive control of parishes.

Supplementary A

We are in the early stages of responding in full to the IICSA Report. There will be ongoing discussion, not least with guidance from the National Safeguarding Team. Parish safeguarding is very much lay led, but we are on a journey with the recommendations published and at this moment in time we can't say anymore.

Question 3

Q The Revd Mark Smith (Plumstead Deanery)

The future looks challenging. The Diocese has a noble history in developing Self-Supporting ministry and there have been welcome changes more recently towards integrating Stipendiary and Self-Supporting ministry. But there is still more to do. Looking to respond positively to the challenging future ahead, does the Diocese have a strategic plan for self-supporting ministry which considers in particular:

- The increased deployment of Self-Supporting ministers in parishes and deaneries as assistant clergy, house for duty and incumbent status positions

- Supporting new vocations for Self-Supporting ministry including for ministry that may move in and out of Stipendiary/ Self-Supporting ministry
- Providing excellent and relevant training
- Developing new imaginative and creative ways of using Self-Supporting ministers
- Integrating further Stipendiary and Self-Supporting ministry

If there isn't a strategy, shouldn't there be one?

Supplementary Q

Would it be possible to publish the figures for those offering self-supporting entering training over the last three years?

Supplementary A

The number of SSM ordinands entering training in previous years are as follows:

2017 - 3
 2018 - 6
 2019 - 2
 2020 - 6

What is encouraging about the 2020 figure is that it is a higher proportion of SSM ordinands than in previous years. It is difficult to make estimates for the future at this stage (as it is always hard to predict how individuals' discernment with VAs and ADOs will unfold), but there look to be similar numbers of potential SSMs earlier in the discernment process.

A The Diocesan Secretary

We see self-supporting ministry as having a crucial role in our Diocesan strategy for ministerial deployment. The Diocese is especially pleased that Canon Wendy Robins who will very shortly take up post as the Director of Discipleship, Lay Ministry and Continuing Ministerial Development is herself a SSM and will be developing and supporting the Bishop's Advisory Group for SSMs.

We are not seeing any downturn in vocations for self-supporting ministers, for example 6 out of ordinands entering training this September are self-supporting.

Stipendiary and self-supporting ordained ministers will increasingly have opportunities for continuing ministerial development together under Wendy Robins' leadership. We will intend to brief Synod more fully over the next triennium as these developments take place.

Question 4

Q Mr Adrian Greenwood (Bermondsey Deanery)

Two important Reports particularly affecting lay people were recently published by the national Church. They are:

- Kingdom Calling (GS Misc 1254), issued by the Faith & Order Commission; and

- Vision for Lay Ministries (GS Misc 1265), issued by Ministry Council

How will these excellent Reports be publicised and promoted within the Diocese and how will their learnings and recommendations be embedded into the culture of the Diocese?

A The Diocesan Secretary

We very much welcome both these reports not only because they add to the richness of our understanding of lay ministry but also because we have been on a significant pathway of valuing and encouraging the diversity of lay ministries through Authorised, Commissioned and Licensed lay ministries. The recommendations of the LL&LM Group Report, the Strategic Ministry, Vision and Deployment Policy, and our involvement in national consultations on lay ministry prior to the release of these reports mean that we are already implementing many of their recommendations. These will be promoted through our website where links to these reports already exist and through our communication with parishes and deaneries.

The establishment of the Lay Council last year to address these areas and to encourage lay ministry across our diverse diocese is already bearing fruit with new pathways developed for Affirmed and Commissioned lay pioneer, pastoral, and children's and youth ministry, all of which have a missional focus. We look forward to publicising these developments in the new year. The development of the ministry and leadership of our lay people is one of Bishop Christopher's priorities as our Diocesan Bishop and aligns fully with Southwark Vision 2017-2025. There will be a presentation about these reports to the Lay Council meeting in February 2021. The many changes that we are implementing will be fully reported to Diocesan Synod in July 2021 when we provide a full report of the implementation of the Lay Leadership and Lay Ministry Report (LL&LMG) of 2018.

Question 5

Q Mr Adrian Greenwood (Bermondsey Deanery)

What difference will the provisions of the Diocesan Boards of Education Measure 2020, which received final approval at the November 2020 Group of Sessions, make to the governance, management, and accountability of the Southwark Diocesan Board of Education, if any?

A The Bishop of Croydon, Bishop Jonathan, Chair of the SDBE

The provisions of the Diocesan Boards of Education Measure 2020 will make very little difference to the SDBE as an incorporated Board. The Board will review its governance, but the strong outcomes of the present structures do not lead us to believe radical change will be necessary. The Measure will not require any changes to the present management and accountability structure.