



**THE OXFORD DIOCESAN SYNOD
and
BOARD OF FINANCE**

**Notice of a meeting
to be held on:**

Saturday 14 March 2020

0915 am

**Green Park Conference Centre,
100 Longwater Avenue, Green Park, Reading RG2 6GP**

**For travel information visit:
<https://www.greenpark.co.uk/getting-around/>**

**Please ensure you read the notes at the
back of the agenda**

AGENDA

Paper No.

0915	1	<p>WELCOME AND OPENING WORSHIP</p> <p>The Synod will begin with worship led by Berkshire Archdeaconry with invited guests, Reading Area Green Christians (<i>further information at back of agenda</i>).</p>	
0935	2	<p>NOTICES</p>	
0940	3	<p>MINUTES</p> <p>Approval of the minutes of the meeting held on Saturday 16th November 2020 (<i>previously circulated</i>)</p>	
	4	<p>QUESTIONS</p> <p>The deadline for questions under Standing Order 70 to be received is: Friday 6 March 2020.</p>	
0945	5	<p>PRESIDENTIAL ADDRESS</p> <p>The Rt Revd Colin Fletcher, Acting Bishop of Oxford</p>	
1000	6	<p>CLIMATE CHANGE</p> <p>Presentation by the Bishop of Reading, as Chair of the Environment Task Group.</p> <p><u>Motion passed by Reading, Witney and Bracknell deanery synods</u></p> <p>The motion to be moved, on behalf of the Deanery Synods of Bracknell, Reading and Witney:</p> <p>“That this Synod, affirming the fifth mark of mission (“to strive to safeguard the integrity of creation, and sustain and renew the life of the earth”), concerned by the scientific evidence that climate change is proceeding at a rapid rate and by the impact of climate events:</p> <p style="padding-left: 40px;">a) urges the Oxford Diocesan Synod and the General Synod of the Church of England to declare a Climate Emergency;</p> <p style="padding-left: 40px;">b) urges the Diocese of Oxford, the General Synod and all Anglican leaders to speak out about climate change and its impacts;</p>	<p><i>ODS 20.01 (a) & (b)</i></p>


	<p>c) urges the Diocese of Oxford, the General Synod and the National Investment Bodies of the Church of England to work to achieve year-on-year reductions consonant with a target of reaching 70% cuts by 2030 and net zero by 2035, or as soon thereafter as is possible;</p> <p>d) urges the National Investment Bodies of the Church of England and the Church Commissioners to prioritise investment in renewable energy, and that appropriate committees prioritise creation care in their administrative processes;</p> <p>e) urges Anglican leaders to further develop pre- and post-ordination and lay training to deepen understanding in how care for the earth is part of our Christian faith and a missional imperative;</p> <p>f) urges Anglican leaders and all Christians to seek to support the poorest in the world who are suffering the most from the impacts of climate change, in the awareness that our nation has been among those who have benefited most from the emissions that has caused the crisis;</p> <p>g) commends all Christians to consider their individual responsibilities and how they may change and engage in actions that care for creation;</p> <p>h) commits to pray earnestly and regularly about the climate crisis: for all peoples to value God’s earth and its creatures and for urgent action by individuals, communities and nations to act to safeguard the integrity of creation and sustain and renew the life of the earth.”</p> <p>Proposed amendments to the motion may be submitted by any member of Synod and should reach the Synod Secretary by no later than Friday 6th March 2020. Email: diosec@oxford.anglican.org</p>	
1100	<p>COFFEE</p> <p><i>During the break there will be a meeting for the House of Clergy to elect a new Chair, who will succeed the Revd Canon Sue Booy on 1st April 2020.</i></p>	

1130	7	<p>MUTUAL SUPPORT <i>(Background Paper)</i></p> <p>The Synod will hear perspectives from representatives of two northern dioceses, each sharing experiences of financial and resourcing challenges.</p> <p>The Ven Malcolm Chamberlain, Archdeacon of Sheffield (<i>The Diocese of Sheffield</i>), and Canon Shane Waddle, Diocesan Secretary (<i>Diocese of Newcastle</i>).</p> <p>Following this there will be an opportunity for questions and response.</p>	ODS 20.02
1230	8	<p>ANNUAL REPORT OF THE DEAN AND CANONS OF CHRIST CHURCH CATHEDRAL, OXFORD FOR THE YEAR ENDED 31 JULY 2019 <i>(Paper to note)</i></p> <p>The Very Revd Prof. Martyn Percy, Dean of Christ Church Cathedral, on behalf of the Dean and Canons will speak to the Report and Financial Review provided, illustrating the life and work of the Cathedral in the year ended 31 July 2019, and its future plans. There will be a brief opportunity for questions.</p>	ODS 20.03
1245	9	<p>SAFEGUARDING</p> <p>Mr Peter Hay, Independent Chair of the Safeguarding Panel, will give an update on safeguarding, particularly the Past Cases Review exercise that has just begun.</p>	ODS 20.04
1300	10	<p>FINANCIAL YEAR END RESULTS OF THE OXFORD DIOCESAN BOARD OF FINANCE</p> <p>The Revd John Tattersall, Chair of the Oxford Diocesan Board of Finance will give a verbal update on the financial out-turn for the Year ended 31st December 2019.</p>	<i>(Verbal)</i>
1305	11	<p>REFLECTION</p> <p>The Revd Canon Sue Booy will give a personal reflection of her time as Chair of the House of Clergy and also a brief synopsis of some of the highlights of the work of the General Synod, which members may find helpful in advance of the 2020 elections.</p> <p>The 'Business Done' at the February 2020 Group of Sessions is summarised at: Link</p>	
1315	12	<p>CLOSING PRAYERS</p> <p>Closing prayers will be led by the Bishop of Reading.</p>	
		<i>The meeting is scheduled to finish at 1.20pm</i>	

Please observe the notes that follow

NOTES

1	<p>The attention of members is drawn to the fact that under the Synod's Standing Orders:</p> <ul style="list-style-type: none">a) the period of notice for new business has expired, save for urgent or other specially important business included by direction of the President;b) notice of motions arising out of the business on the agenda and of amendments to motions must be received by the Secretary of the Synod (the Diocesan Secretary) by Friday 6 March 2020.c) notice of questions under Standing Order 70 must be received by the Secretary of the Synod by Friday 6 March 2020.d) speeches shall not exceed 5 minutes or, in the case of a member introducing a report or motion, 10 minutes.
2	<p>The meeting will start at 09.15 am and is anticipated to finish by 1.20pm.</p>
3	<p>Parking is available near the venue. There is a large multi-storey car park. Information on travel to/from the venue can be found at the following link: https://www.greenpark.co.uk/getting-around/</p>
4	<p>On arrival, members are asked to confirm their attendance by signing in at the desk.</p>
5	<p>Any apologies for absence should be made in advance of the meeting to the Clerk of the Synod, Caroline Todd, at Diocesan Church House. Email: synodclerk@oxford.anglican.org</p>
6	<p>When speaking, members are asked to come to the microphone, and to give their name and Synod number. This can be found on your badge.</p>
7	<p>Photography, filming and audio recording We aim to demonstrate our governance processes in action and want to encourage people to stand for deanery and diocesan synod. Photography and/or filming may take place during this meeting. Still and video images captured by Diocesan staff today may be used in online and print materials by the Diocese of Oxford. <i>For any questions or concerns relating to the use of your image, please email</i> communications@oxford.anglican.org or speak to the Clerk to the Synod, Caroline Todd on the day.</p>

8	<p>The date of the next meeting of the Synod will be Saturday 13 June 2020. This will be held at Milton Hill House, Abingdon</p> <p>Last date for new business for agenda is:</p> <ul style="list-style-type: none"> • Saturday 9th May 2020 <p>New business should be sent to the Synod Secretary at diosec@oxford.anglican.org</p>
9	<p>We want to send a message of positive encouragement for as many people to car share where possible. If you might be willing to do this, please contact people in your deaneries direct. If you don't have contact details, you can do this direct from the website as shown below:</p>
<div style="display: flex; align-items: flex-start;">  <div style="margin-left: 20px;"> <p>Contact your Diocesan Synod member</p> <p>Choose Member to contact</p> <div style="border: 1px solid #ccc; padding: 2px; width: 150px;"> Select Recipient </div> <p>Useful links</p> <ul style="list-style-type: none"> • Find out about Diocesan Synod • Roles and responsibilities • Standing Orders </div> </div> <p style="font-size: small; margin-top: 10px;"><i>Synod members ask questions about the Common Vision strategy – November 2018</i></p>	

Continuing Praying Presence

The Synod will be joined by members of the order of All Saints Sisters of the Poor, who will provide a continuing praying presence during our meeting. We would encourage you to make contact with Sister Jane during the meeting should you wish to do so.



Founded in London in 1851, we are an Anglican religious community of women in Oxford. We have an active ministry upheld and enriched by prayer. Our aim is to be channels of God's love, in whatever way we believe the Holy Spirit is leading us.

Reading Area Green Christians

We are an ecumenical group who formed in the summer of 2019 to support and encourage all those active in Creation Care in their churches, as well as to arrange occasional Reading-wide events. We are linked to Churches Together in Reading and to Green Christian. There are currently 37 people on the email circulation list and active members include people from Tilehurst, Wargrave and Woodley as well as more central Reading churches.

Continued on page 8...

On 13 November 2019 we organised an event in conjunction with the Diocese of Oxford at St Laurence’s Church, which we called Christians Together on Climate. This was designed to help church-goers to equip their congregations to respond to the climate emergency across different aspects of church life. The event included stalls from local community environment groups and talks about EcoChurch, the diocese’s energy audits and the school climate strike. These were followed by workshops on worship, campaigning, energy efficiency and engaging with the wider community. Sixty people attended and more details can be found at <http://greeningstjohns.blogspot.com/p/christians-together-on-climate.html>.

We are now planning a Service of Lament to be held at Reading Minster later in the year and we will be encouraging our churches to respond to the borough council’s consultation on its climate change strategy which should be available in the next few days. Anyone who would like to know more or join the email list can contact Joanna Laynesmith at j.laynesmith@gmail.com.

Diocesan Synod – Future meeting dates	
2020	
Saturday 13 th June	Milton Hill House Abingdon
Saturday 14 th November	Venue to be confirmed
2021	
Saturday 20 th March	Venue tbc
Saturday 19 th June	Venue tbc
Saturday 13 th November	First meeting of new triennium following elections

Motion passed by Reading, Witney and Bracknell deanery synods

That this Synod, affirming the fifth mark of mission (“to strive to safeguard the integrity of creation, and sustain and renew the life of the earth”), concerned by the scientific evidence that climate change is proceeding at a rapid rate and by the impact of climate events:

- a) urges the Oxford Diocesan Synod and the General Synod of the Church of England to declare a Climate Emergency;
- b) urges the Diocese of Oxford, the General Synod and all Anglican leaders to speak out about climate change and its impacts;
- c) urges the Diocese of Oxford, the General Synod and the National Investment Bodies of the Church of England to work to achieve year-on-year reductions consonant with a target of reaching 70% cuts by 2030 and net zero by 2035, or as soon thereafter as is possible;
- d) urges the National Investment Bodies of the Church of England and the Church Commissioners to prioritise investment in renewable energy, and that appropriate committees prioritise creation care in their administrative processes;
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- f) urges Anglican leaders and all Christians to seek to support the poorest in the world who are suffering the most from the impacts of climate change, in the awareness that our nation has been among those who have benefited most from the emissions that has caused the crisis;
- g) commends all Christians to consider their individual responsibilities and how they may change and engage in actions that care for creation;
- h) commits to pray earnestly and regularly about the climate crisis: for all peoples to value God’s earth and its creatures and for urgent action by individuals, communities and nations to act to safeguard the integrity of creation and sustain and renew the life of the earth.

Why the deaneries brought their motions

For Reading, the motivation for the motion was that they wanted to make sure we could make a real difference and to do so as a church community – people were keen that we responded in a way that went beyond reducing plastic and recycling.” . There was a clear mandate that our stewardship over the earth, and love of our neighbour, requires more from us. The deanery synod recognised that some actions would be more difficult to work out how to do than others, and that some would just be hard full-stop! But through careful thought and planning in conjunction with many different stakeholders, we believe that we could come up with solutions that would support the life of the church, and not just become a burden on clergy.

For Witney, there was a genuine sense that this is a very serious matter that needs responding to. Some churches in the deanery have already been engaged in creation care in several different ways including through Eco Church and A Rocha. There was an awareness that personal lifestyle will need to change and that this might be challenging. There were also questions that highlighted the need for a diocesan response beyond that which any individual parish could make: how will small rural churches manage the potential cost of becoming carbon neutral (there was interest in energy audits for church buildings and to think about how often churches are used and how best to use them)? How can we enable easy access to practical advice on: car-sharing, switching to green energy suppliers, where there are electric charging points, house insulation, what our area is doing about recycling etc.? How do we support the farming community at a time of transition in eating habits (eating less meat is not a popular message in rural communities as it threatens livelihoods)? How do we work with local councils to support rural communities in dealing with transport questions, at a time where, for many, public transport is no longer an option? Overall there was a realistic sense that it would be a challenge to make the changes needed, and that rural communities would need significant support for this. Substantial financial investment and a major education programme will be needed to take things forward effectively and this must become a priority.

For Bracknell, there was real passion in the room, especially from some of our younger members, when this motion was debated in Bracknell's deanery synod. There was a strong sense that we are at a Kairos moment and that the only way for the Church to be authentically Christ-like at this time was to speak the truth--regardless of how difficult that truth is. We were in no doubt that this will not be an easy task and that we will have to re-examine both how we do church and our own individual discipleship. As many of our parishes enjoy international links with parishes in developing nations, who are already suffering from the changing climate, there was a strong sense that declaring a climate emergency is a duty we owe to the wider Body of Christ.

Please note that minor amendments will be proposed at Diocesan Synod (having been discussed in advance with representatives of the three deaneries) to slightly adjust the wording to make it fully suitable as a statement by Diocesan Synod and as a motion to be considered by General Synod; and to take account of the motion recently passed by General Synod.

CLIMATE EMERGENCY

DIOCESAN PRESENTATION AND DEANERY SYNOD MOTIONS

Foreword by Bishop Olivia

Why speak of – or declare – a ‘climate emergency’?

For people in those parts of the world already most seriously affected by climate impacts, the answer would be self-evident in the humanitarian crises that they face today – this is about their present lived experience. As we prepare for this synod debate, the opening of the deanery synod motions before us put into words the thoughts of many. Like the proposers of the motion, synod members are widely “concerned by the scientific evidence that climate change is proceeding at a rapid rate and by the impact of climate events”. And in the face of that reality, Christians around the diocese are already seeking to find an adequate response to our call, as part of our mission, “to strive to safeguard the integrity of creation, and sustain and renew the life of the earth.”

“Climate change grows more and more dangerous to the whole planet, a true horseman of the Apocalypse”, says the Archbishop of Canterbury.¹ We see its impacts already in low-lying islands where populations are being displaced because of sea-level rise; in tropical cyclones that intensify rapidly, wreaking havoc on places like Dominica and the Philippines; in the extraordinary heat extremes like those that made last January the hottest on record. We see it here – the gravity of the situation was underlined last year by Sir James Bevan, the current Chief Executive of the UK Environment Agency. Speaking *before* the record-setting UK heatwave of last July and the catastrophic flooding this February, Sir James said, “I’ll be honest: I’ve been Chief Executive of the Environment Agency for over three and a half years now, and it’s taken me a while realise what the main thing is. And the answer, which I now say to myself every day, is this: it’s the climate emergency, stupid.”²

I am delighted that the diocese has recognised, through Common Vision, that one of the fundamental areas into which we should put our energy is climate change and to have been asked by Bishop Steven to lead a high-calibre task force overseeing our response to this critical situation. I am encouraged that in our work already on this area, and even on discussing baseline measurement, there has been a real sense of excitement at the emerging possibilities.

I welcome the debate on the motions passed by three of our deanery synods and look forward to having the opportunity to discuss them fully, following a presentation which I will make on the early work of the task force. After our discussion, we will be clearer about our position as a diocese on this crucial issue and move forward together to take the next, vital steps.

+OLIVIA

1

<https://www.archbishopofcanterbury.org/speaking-and-writing/speeches/archbishop-canterburys-presidential-address-anglican-consultative>

2

Speech by Sir James Bevan, Chief Executive of the Environment Agency Aldersgate Group, London, 25 June 2019; <https://www.gov.uk/government/speeches/its-the-climate-emergency-stupid>

Societal Response

Throughout the past two years, mounting evidence of the seriousness of climate change and increased public concern have raised the climate emergency up the national and international agenda. In response, the UK Government introduced legislation calling for at least a 100% reduction of greenhouse gases (GHGs) against the 1990 benchmark – a net zero target - by 2050.³ At a local level, more than half of the UK's local councils have in the past year passed resolutions declaring a climate emergency, with many setting even earlier net zero targets: in our area alone, Cherwell District, Chiltern District, Milton Keynes, Oxford City, Oxfordshire, Reading Borough, West Berkshire, West Oxfordshire, and Wokingham have set 2030 targets; Buckinghamshire and Windsor and Maidenhead have set theirs at 2050⁴. Businesses are already including climate change risks in their processes and are striving to make adjustments to their business models in order to meet the policies that are being made. In addition, organisations such as the National Trust have announced climate action plans.⁵ These targets have varying degrees of planning behind them – some are more statements of intent, and some have quite specific underlying plans.⁶ They are, however, all clearly signalling a direction of travel.

Our calling

At the centre of our diocese's Common Vision is our goal of becoming 'a more Christ-like church for the sake of God's world'. In the light of the climate and wider environmental emergencies, there is a clear call on us to shape our mission to engage adequately with the challenges these emergencies pose. *It is important to note that* this is not a distraction from the wider mission of the Church. It is a way of finding out how we can carry out our mission well in our current context. We are searching for a Christlike response to the situation of our world – one that places love of God and neighbour at the heart of all we do, and that is distinguished by qualities like those that have been identified as central to Jesus' own life and ministry: contemplation, compassion and courage. Our response will need to be undertaken collaboratively, but will be distinctively ours, shaped by our understanding of God and of our calling as disciples.

Our diocesan response so far

But what does fulfilling our calling mean in practice? Many of our churches are already working out initial responses at a parish level:

- Some parishes have put together lecture series and Lent courses – even daily reflections shared with parishioners during Lent or during the Season of Creation (1 Sep – 4 Oct);
- One church has undertaken a building programme that made it one of the first large carbon neutral churches in the country;
- Churches are using their churchyards to foster biodiversity and to offer space for people to grow vegetables for church and individual use.
- A benefice has brought together other churches and local charities in a year-long campaign on climate justice, forging a variety of partnerships to promote awareness of climate impacts and linking practical action and advocacy;

³ Commons Research Library, Legislating for Net Zero, July 2019, <https://researchbriefings.files.parliament.uk/documents/CBP-8590/CBP-8590.pdf>

⁴ <https://www.climateemergency.uk/blog/list-of-councils/>

⁵ <https://theenergyst.com/national-trust-commits-to-net-zero-by-2030/>

⁶ See for example, comments by the Carbon Trust on local authority plans: <https://www.carbontrust.com/news-and-events/news/local-authority-climate-emergency-whats-next>

- Reading Christians held a Churches Together event in November with training and resourcing sessions for the community on topics such as how to make buildings more energy efficient, start the Eco Church award, and talk about climate change.

More broadly, the diocese has sought to encourage and resource churches for prayer and action through a variety of initiatives – promoting Eco Church and running a day conference and training to introduce its principles; working alongside Parish Buying to encourage the uptake of renewable electricity tariffs; and offering a programme of subsidised energy audits and small grants to give participating churches tailor-made guidance for saving carbon and, often, money. So far:

- More than 70 of our churches have registered for the Eco Church programme, seeking to be better carers for creation in their worship and teaching, their stewardship of buildings and lands, and the way they work on environmental issues with other churches, their local community and the church worldwide. Eight have achieved bronze awards, and five silver awards.
- About 10% of our churches have had energy audits and many are making efficiency improvements as a result.
- Since Autumn 2018, the number of parishes using the renewable tariff in Parish Buying’s Green Energy Basket has more than doubled, and many churches are also using other renewable electricity tariffs.

In a national context, the diocese has taken a lead on calling for disinvestment from fossil fuels. Bishop Steven has spoken on climate issues in the House of Lords and widely in the media – and together with Bishop Olivia led a diocesan delegation to ‘The Time Is Now’ climate lobby in June of last year.

Our next steps

But this is clearly not enough. We are making progress in being environmentally aware, but the critical nature of our situation demands that we respond in a way that is commensurate with the challenge. In recognition of this, an Environmental Task Group (ETG), chaired by Bishop Olivia, was formed last Autumn. It has looked at current activity and undertaken an extensive and detailed scoping exercise identifying key possible actions and their associated costs and benefits. What has emerged is that we need to build on some specific areas of activity, but also that all our activities need to build towards our ultimate goal of reaching net zero. This goal will require further action across all areas of diocesan life.

The Environmental Task Group therefore proposes as initial actions:

1. To uphold all that we do in prayer and to promote prayer throughout the diocese. This will involve sharing resources, holding events, and encouraging churches to participate in times set aside for prayer, particularly the internationally-observed Season of Creation and, in 2020, the UK-based Climate Sunday initiative
2. To establish two new initiatives that will help individuals and parishes to explore the science of climate change, theological responses, and pathways to action for individuals, parishes and communities:
 - a. a new, online EcoHub, which will gather a wide range of resources, and some individualised advice through an email ‘helpdesk’
 - b. a partnership with the ‘Spire’ group of scientists and climate communicators by which local clergy and lay people will develop a process for exploring these questions
3. To scale up the opportunities we offer for theological reflection and training for clergy and lay people, diversifying the range of topics that we cover and the contexts in which training is

delivered, holding or participating in events like a recent retreat on the Archbishop's Lent Book⁷, and using our new EcoHub to signpost resources. We will work in partnership with external organisations such as A Rocha and CRES, and our members will continue to work with theological colleges on ordination training programmes.

4. To incorporate care for creation into our existing discipleship programmes, offering, materials for families and for mentors to share with people who ask for them as part of their Personal Discipleship Plans.
5. To reinvigorate a support network of Eco Champions from across the churches to provide information and support to each other.
6. To support Church Schools in their work on climate change internally and alongside their parishes.
7. To strengthen connections with local community groups, councils and NGOs to encourage church/community action.
8. To refine and expand the current Energy Audit programme, encouraging all churches to apply for an energy audit subsidised by the diocese and, following a self-audit or full audit, to implement the main recommendations as soon as possible.
9. To expand our current work with Parish Buying, and possibly other suppliers, to promote the shift to renewable electricity tariffs and 'green gas' tariffs.
10. To work with local partners, our link dioceses, and the Anglican Communion to promote climate justice in our area, nationally and globally.

Our net zero target

For several months the ETG has been working on how a net zero target can be achieved in a way which is realistic, measurable, costed and takes into account the rapidly changing technological picture.

The motion carried by General Synod in February 2020 "call[s] upon all parts of the Church of England, including parishes, BMOs [Bishop's Mission Orders], education institutions, dioceses, cathedrals, and the NCIs [National Church Institutions], to work to achieve year-on-year reductions in 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."⁸

We welcome the sense of urgency behind this motion, and its recognition of our missional imperative to action. We will, given this call, examine what would be required to reach net zero emissions by 2030, within the parameters of the initial scoping exercise that we have already conducted.

We have, however, already embarked upon a detailed review of the reality of taking particular actions and have been in consultation with heating and lighting specialists, energy auditors, property managers, clergy and laity, academics and practitioners. It is our present sense that the constraints and characteristics of our diocese will make it very unlikely that we will achieve net zero emissions by 2030. The primary constraints on our pace of change include:

- Our broad geographic spread, which means we are working with numerous local authorities, which currently have different targets
- Some uniquely challenging buildings with which to work
- People's willingness to change the way they think about energy use, and to factor energy savings into their evaluation of activities
- Uncertainty about government policy and the pace of technical and infrastructural change

⁷ Ruth Valerio 'Saying Yes to Life' (SPCK, 2020)

⁸ <https://www.churchofengland.org/more/media-centre/news/general-synod-sets-2030-net-zero-carbon-target>

- The financial resources available to us

We are also guided by some key principles:

- That we have an obligation, laid on us by love of God and neighbour, to set targets in accordance with what is scientifically necessary to keep within the bounds of a 1.5 degree target;
- That we seek to time our work in a way which makes the best use of resources in every sense – initially working on managing extant systems better to achieve the most reductions we can, then investing in technology where management alone will not suffice, and always ensuring that we choose the timing and nature of our technology changes well, so that we take advantage of technological advances and do not create unnecessary emissions even as we seek to reduce them, and
- That we will work insofar as possible in partnership with others, seeking to be a catalyst for wider work in our communities and in the church, and to make use of economies of scale,

The proposals from our deaneries (which predate the GS motion) call for us to reach net zero emissions by “2035 or as soon thereafter as is possible”. Our work suggests that this is still an ambitious target, but one that is potentially achievable. We have concluded, moreover, that because of the benefits capital improvements make on long-term running costs, and because of the additional incentives and opportunities for partnership provided to early adopters, it makes sense to set this target.

More broadly we will work through our Environmental Task Group’s advocacy element, Bishop Steven’s role in the House of Lords, and the encouragement of local advocacy by individuals, parishes and schools, to push for policies and solutions that will enable the most rapid transition possible. And we will continue to pray, actively and earnestly, that the constraints which currently limit action are altered so that more rapid action is possible.

The scope: what do we count?

For these purposes we are currently defining ‘the diocese’ as comprising:

- individuals, whose activities are only counted if reimbursed as part of diocesan business;
- ‘the diocese’ as governed by Synod, with ODBF as the legal entity;
- institutional entities such as churches and the cathedral, which are governed by canon law and control their own operations but are recognised as part of the diocese, and
- those educational institutions (Voluntary Aided schools and diocesan MATs) over which we exercise a measure of management control⁹

Operationally, we will need to report on the Scope 1 (heating and combustion) and Scope 2 (purchased electricity-related) emissions for all the buildings and vehicles owned within our organisational

⁹ Clearly the situation is complex: churches, for example, are not under diocesan financial or management control, and the diocese cannot, therefore, be responsible for their meeting or not meeting the targets. But more narrow scoping arrangements that cover only what ODBF directly controls run the risk of seeming to separate out ‘the diocese’ from the churches that form it – something which would not promote our own sense of cohesion and which would undermine our credibility with those for whom the diocese is embodied in their local church and school.

scope.¹⁰ Organisations are also asked voluntarily to report on what are called ‘Scope 3’ emissions. The GHG Protocol standard defines these as “a consequence of the activities of the company [or organisation], but occur[ing] from sources not owned or controlled by [it].”¹¹

Organisations have wide discretion to decide which Scope 3 emissions they will include in their footprint. The Church of England is currently considering what would be an appropriate standard – based on what is material (in the sense of accounting for a significant proportion of our emissions), and what is feasibly measurable. Our aim is to provide sufficiently accurate and complete assessment of our emissions to help us plan to become genuinely zero carbon, and to maintain our credibility in pressing for others to do the same. In starting the process, we have been guided by representations from people in the diocese with expertise to offer – including members of synod – by clergy and lay people who have brought up particular areas that they feel are worthy of focus, and by staff in the relevant diocesan departments. At present, we are looking, subject to revision, at:

- a detailed assessment of the footprint of CHO itself, including not only energy use, but also emissions associated with waste disposal, water, and procurement
- reimbursed diocesan travel, as well as reimbursed parish travel, with the possibility of including individuals’ reimbursed travel on school business, if this turns out to be material
- procurement, where it likely to be material, for diocesan business and for VA/ODBST/ODST schools including paper, printed materials, conference goods, catering, and hired transport. Whether parishes’ procurement is also considered is a topic for discussion.

We are also looking at how we might include ‘in scope’ the emissions associated with our land holdings, diocesan investments, and major energy efficiency and building projects – the last of these with the aim of ensuring that we are recognising the true emissions costs of our construction and renovation works.

One of the most complex areas involved is clergy housing. The diocese is legally responsible for maintaining the buildings involved, so is responsible for the ‘hardware’ that sets the parameters within which they can be efficiently managed. But the management of them (and at times the ownership of them) is the province of clergy, and the emissions are therefore partially also the result of personal choices and form part of personal data. We are, therefore, looking at different ways of reporting. One would be to ask clergy to fill in a carbon footprinting tool like the existing tool for churches. Another would be to accept the diocese’s responsibility for making the clergy houses as energy efficient as possible – and using energy surveys of the houses, conducted with an appropriate methodology, to determine a ‘reasonable rate’ of energy usage that would stand as a proxy for actual use. We will consult widely to determine which way of proceeding is most appropriate.

Proposed actions for 2020-24

Measurement

We will need to begin by measuring our baseline: the appendix sets out how we intend to do this.

Church House Oxford

We have already begun energy efficiency work at Church House Oxford – and it is notable that, following implementation of the energy audit’s recommendations, CHO’s energy usage in Q4 of 2019

¹⁰ We are using the definitions and standards established by The GHG Protocol, one of the most widely accepted global standards for footprinting and emissions reporting. The corporate standard and further documents can be found at <https://ghgprotocol.org/corporate-standard#supporting-documents>.

¹¹ ‘The Greenhouse Gas Protocol: A Corporate Accounting and Reporting Standard,’ rev ed. p.25

was 27% lower than that of 2018¹². We are also now on a renewable energy tariff, meaning that our emissions from the building's energy use are already at net zero. We have increased our recycling through greater use of the council's facilities, contracting to recycle food waste, and a voluntary staff initiative, started by the Church House Green Group, to collect and recycle items not covered by the council facilities. This has already reduced the number of waste skips we need to have collected. We will continue to work in these areas, and also encourage people to reduce emissions through the way they use the facilities. We will also look seriously at our procurement, use of water, and remaining amounts of waste.

Clergy Housing

For clergy housing, we envisage over the next five years:

- Encouraging individuals to switch to renewable tariffs
- Renovating our 67 "off-grid" clergy houses (i.e. not connected to mains gas) to move to appropriate technology, doing related additional work to improve performance and heat retention, and considering the possibility of solar PV to cover some of the costs of increased electricity consumption, if it is significant. This would also involve a change to our boiler replacement policy, planning replacement as boilers approach the end of their useful reliable life rather than at point of failure, so as to minimise inconvenience to the clergy and their families.
- Evaluating our housing stock overall and making decisions on what we do with our most difficult buildings (perhaps deciding to offset those that have irreplaceable historic value and considering selling others).
- Beginning to do strategic capital investment in 'no regret' renovations that improve efficiency (eg increasing insulation and placing or replacing, as needed, double glazing) in anticipation of the transfer to whatever new heating technologies are ultimately adopted.

Schools

For our schools, we will also focus initially on use of renewable tariffs and changing oil-fired buildings. Our ODST and ODBST schools already use renewable electricity, and we will work with local authorities to ensure that our VA schools do, as well, and to move all schools to 'green gas' tariffs. We will seek to work with the local authorities, local energy groups, and other partners in exploring the possibility for low-carbon heating solutions to replace oil. We will make use of free or low-cost energy audit opportunities for schools and actively pursue government loan funds and grant funding where appropriate.

Churches

We will ask all churches to apply for an audit and help them determine whether a self audit or a full audit is more appropriate. All of the full audits will follow our new template, providing not only advice on efficiency but an individualised pathway to net zero. We will particularly encourage churches with 'off grid' heating that is not electric to have an energy audit, so that they can determine what replacement technologies will be most suitable. We will also work with congregations whose gas heaters are currently nearing or at the end of their usable life, helping them, in accordance with the

¹² Figure not weather adjusted

forthcoming national Church of England heating policy, to explore options for the immediate and long-term future.

We will aim to share best practice from current solutions found in other churches, and to assist churches in navigating the necessary permissions, finding access to information about reliable providers, and finding out about possibilities for grant funding. We will also explore other methods of financing parish works, working in conjunction with external partners, other dioceses and the national church.

Travel

We will start by working to get consensus about patterns of activity and scheduling. We will, for example, endeavour to group visits by diocesan staff to schools, churches, and clergy houses in order to minimise mileage. We will also encourage lift sharing to diocesan meetings, make more meetings accessible by public transport, and, indeed, use technology to conduct meetings that don't absolutely require people to be present face-to-face.

We will also be looking at helping diocesan staff and clergy transition to electric (or hydrogen) vehicles, through such mechanisms as:

- Seeing whether we can enter into an agreement to get discounts on electric vehicles from particular providers, as was done by Exeter Diocese
- Increasing the availability of charging points at CHO (we already have two points)
- Signposting ways for clergy to access grants to install charging points at home

Our air transport is currently primarily associated with our diocesan links. The Council for Partners in World Mission (PWM) evaluates all travel carefully and does not support any travel unless there is a clearly defined purpose that cannot be accomplished in any other way. There are times where travel is clearly necessary. PWM has already decided as a policy that it will:

- Recommend that where land or sea travel can replace air travel it does – this applies primarily to our link with Växjö, but also to internal travel within South Africa and India.
- Offset air travel for which the diocese is paying.

Diocesan-owned land

While we are uncertain still whether or how emissions from our land will be included 'in scope' conversations have begun with our property managers on how to evaluate the emissions associated with our portfolio. We are also exploring the possibility of carbon removal using some of our land to participate in schemes that promote biodiversity and carbon sequestration.

Estimating costs

It is difficult to estimate the costs of reaching net zero. Decisions by the Government and local authorities on infrastructure policy as well as potential advances in technology will have a profound impact on the gross cost of changes necessary. Moreover, there are uncertainties around the scale of government subsidies and private funding for change. We are also aware that net costs will be reduced over time in many instances by savings from efficiency measures. Given those caveats, the following are suggested as provisional best-estimate costs in the present context: they will be supplemented by a more detailed paper.

£60-100k for baseline surveys for clergy housing – we are able to start this in 2020

£170k to subsidise energy audits for churches – this is already provided for within current funding

£2-3 million for converting oil-heated (the highest priority) dwellings to appropriate alternatives, including the associated costs of updating properties [we would hope up to a third of this cost could be covered by a Government scheme], with the conversion of other properties managed by the Buildings department resulting in a total cost in excess of £20 million

£30 million for church schools [some could be funded by government schemes including revolving loan funds and some might be covered by partnerships to install renewable energy]

Indicative estimates for churches will follow. In essence, for some that are electrically-heated the cost will be very low; for those used very regularly and heated by oil or LPG the costs could be considerably greater. Audits will show what solutions are best in each case.

There will be some additional staffing costs to the diocese of enabling and supporting this transitional activity, including within the Buildings department (which includes the DAC team).

It is important to note, however, that there will also be significant savings, including where it is possible to reduce mileage significantly through the rationalisation of journeys.

Appendix

How we will measure our baseline and our progress

Doing the scoping exercise has revealed the complexity of the picture – and also the gaps in our current knowledge. Put simply, with a few exceptions – the CHO figures are readily available – we don't actually know what our carbon footprint is, and we lack, in many areas, systems to measure it. This gap is not unique to us. A recent survey points out that despite local authorities' announcement of their intentions to set rapid decarbonisation targets, some 43% of councils "do not measure the energy they use in council-owned buildings or know how much carbon they produce."¹³

Measuring the year-on-year cuts that the recent General Synod motion and our deanery motions request will not be possible unless we are able to measure our current baseline. Nor is it likely that we can get to net zero without the clarifications such measurement will provide; we need to grasp our current carbon emissions more fully in order to target resources wisely towards reducing them. With that in mind, our first two-year action plan, in addition to providing resourcing for action as noted above, involves a rigorous measurement of where we are. This will involve:

- continuing to monitor energy usage, waste management and water usage at CHO and establishing a protocol for measuring procurement-related emissions
- asking all churches, in line with the national church's initiative, to use the nationally provided Energy Footprint tool to measure building usage emissions for their churches, church halls and other ancillary buildings for which they are responsible
- encouraging churches to have energy audits as appropriate, as these, in addition to giving a basic figure for energy use also show how the energy is being used, where reductions may be possible, and what technologies may be suitable to make those reductions. We are also joining in funding a national study of extant audits to help determine what the most common recommendations are, and how diocesan and national resources can be best deployed.
- encouraging churches to engage with the new '360 carbon calculator', a joint project of A Rocha, Climate Stewards and the Church of England, which will enable them to get a clear picture of the emissions associated not only with their buildings, but also with their activities.
- using Display Energy Certificates (DECs) – which are already publicly accessible - to measure the energy use by VA, ODBST and ODST schools, and encouraging schools to have audits to give a more detailed breakdown as for churches.
- conducting a survey of our properties, to a level that will both enable us to have EPC certificates for each property (at present, we have them for about 20%) and to do more detailed assessments of where improvements can be made
- establishing a 2019 baseline for mileage and public transport usage based on DBF expense claim forms, and establishing a new system that will give the information we need more accurately to assess the emissions associated with mileage
- working with our property managers – which has already begun – to establish a methodology for assessing emissions associated with use of diocesan-owned properties
- working within guidelines determined by the Church Commissioners to determine a sensible way of assessing and reporting emissions associated with our investments

The results of these measurements should give us a clear sense of our starting point – and help guide us in determining sensible and positive action plans at parish, school and diocesan level.

¹³ <https://www.theguardian.com/society/2020/jan/27/english-councils-set-to-miss-carbon-emission-targets>

Mutual support of other dioceses: Background paper

Context

1. In the paper for the November 2019 Diocesan Synod on Diocesan Finances, we stated that ‘as regards mutual support *beyond* the diocese, together with a number of other Dioceses, Oxford Diocese is blessed with significant endowment funds in its Glebe assets and Bishop’s Council and others are questioning how we might acknowledge this inequality and give some support to other Dioceses (which could include Dioceses beyond the UK) who are not so blessed. The adoption of total return accounting makes this possible by identifying an amount of funds, the Unapplied Total Return “pot”, which could, after due consideration, be the source of such support as part of or alongside our Common Vision expenditure. By our calculations the value of our investments is the second highest nationally (after London) and one of the top 10 if calculated per capita (with Lincoln being the highest).’
2. This issue had itself been raised at a previous Diocesan Synod and it is the current intention that, following consideration at the May Bishop’s Council, it might return to the June 2020 Diocesan Synod for consideration. In the meantime, at the suggestion of Bishop Steven, we have arranged an opportunity for Diocesan Synod at this March meeting to hear from representatives of two other dioceses to inform the discussion and decision that Diocesan Synod will later need to take. **This paper is designed to provide some context which members may find helpful, but it should be stressed that we are not asking Diocesan Synod to take any decision at this meeting on the subject of mutual support. There will be time to discuss all the points in this paper and more when the subject returns to Diocesan Synod for decision, when a more comprehensive paper will be provided.**
3. We need to address this question first from a theological and missional perspective. God has given his Church resources to steward wisely. The resources held at diocesan level are spread very unevenly between dioceses. We have significant investments because of history (a higher amount of land and other glebe investments in this diocese than in most others) and in part through wise stewardship of the assets (there has been growth from £14.7M to £45.4M in the period 2000-17 in the value of the financial investments we hold, excluding the introduction of cash as new investments from strategic sales). As at 31 December 2018, diocesan investments divided by population for Oxford Diocese came to £54.60, compared to Durham at £9.88, Birmingham at £10.60 and Blackburn at £14.70.

Diocesan Investments

4. For reasons that will be explained when the matter returns to Diocesan Synod for discussion and decision, the funds for consideration in the context of a decision to give away money to other dioceses are the glebe investments. The diocese is not legally able to give away or spend on revenue purposes the value of its glebe investments, as these are permanent endowment. Prior to the adoption of total return we could only spend the income (which has to be spent on stipends). However, the adoption of total return permits the diocese to invest the listed investments element of the glebe permanent endowment funds to maximise total return (capital growth and dividend income) and apply an appropriate portion of the unapplied total return to income each year. The total return approach was adopted from 1 January 2018 and, as agreed, 7% of the value of the total glebe listed investments portfolio at that date, i.e. £6.2 million in 2018, was transferred to income in the year and of which £3.7 million continues to be used to support parish share. The choice of 7% reflected the average total return in excess of inflation in recent years.

5. When Bishop's Council approved the adoption of total return in October 2017, the withdrawal limit and inflation factor were set, and it was agreed that there would be a review after three years. The review which is currently taking place – the outcome of which will be reported to the June Diocesan Synod - is considering what the appropriate future withdrawal rate and the inflation factor might be in the context of past experience and current and anticipated investment market conditions, all of which potentially have a substantial influence on the availability of funds.
6. For those who would like to know now the legal position, agreed with the Diocesan Registrars, this is as follows. Such expenditure would be subject to the restriction on expenditure of glebe income, namely that it must be spent on clergy stipends or related costs in this diocese. Also, to be compliant with ODBF's charitable Objects, any money shared with other dioceses would be restricted to training, funding and other support for ministry (effectively their own stipend costs). However, given that clergy costs far exceeds glebe income even on the total return basis, we would not be in breach of the glebe income restriction, but the technical legal position, as for our Common Vision expenditure, would be that we were giving away monies collected through parish share. The net effect on diocesan finances of such a gift would nevertheless merely be a reduction in Unapplied Total Return.

If the diocese were in due course to favour financial mutual support, how would this be done?

7. **Bishop's Council has not taken any view on whether to recommend financial mutual support beyond the diocese to Diocesan Synod or not.** However, it has reached the view that, in the event that this did take place, bilateral gifts were not the right way forward: it could be regarded as invidious to choose a diocese and we would run the risk of accusations that we were telling other dioceses how to spend money (unless it was completely unrestricted and we asked only for acknowledgement that the money had been received). There will be opportunity of course for Diocesan Synod to probe this view when the issue returns for discussion and decision.
8. There would then be significant questions to be answered about the form of any mutual support around the level, frequency, form and how it was allocated. Alongside this it is recognised that the diocese already funds a variety of initiatives with the expectation, that it gladly supports, that other dioceses may find this work helpful to them. There are issues also of affordability of parish share and of mutual support within the diocese (some of which are being addressed by the group taking forward the Cowley deanery synod motion).
9. We recognise that this paper will in itself raise views and questions and would urge Synod members to hold those until the June meeting. Instead, we invite you to come ready to listen to the experiences of representatives of two other dioceses, who have gladly made their time available to assist Oxford diocese in its consideration of this issue. We hope that this outline information and that discussion with Newcastle and Sheffield representatives will prayerfully inform the decision that the Synod will need in due course to take.

John Tattersall
DBF Chair

Mark Humphriss
Diocesan Secretary

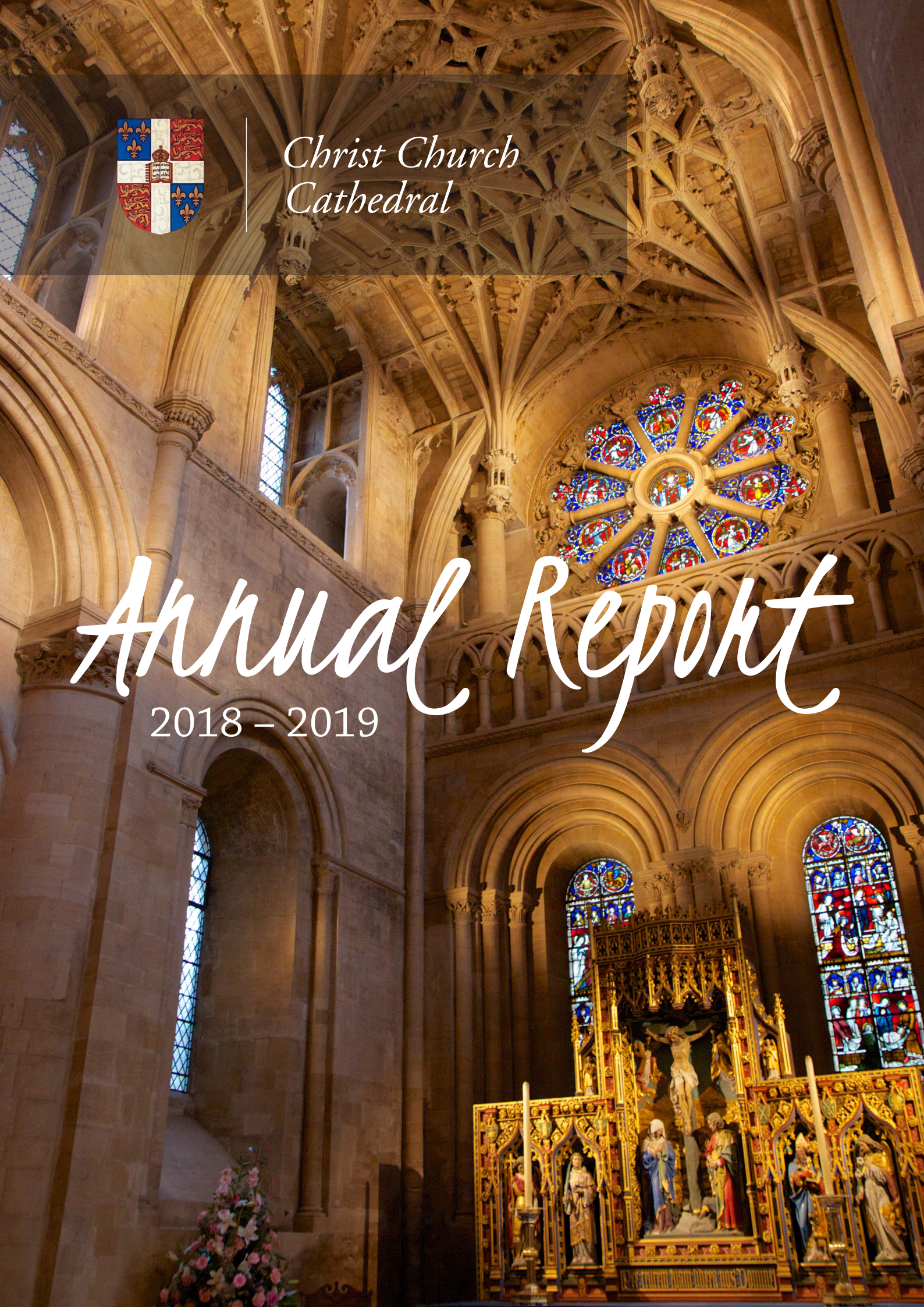
21 February 2020



*Christ Church
Cathedral*

Annual Report

2018 – 2019





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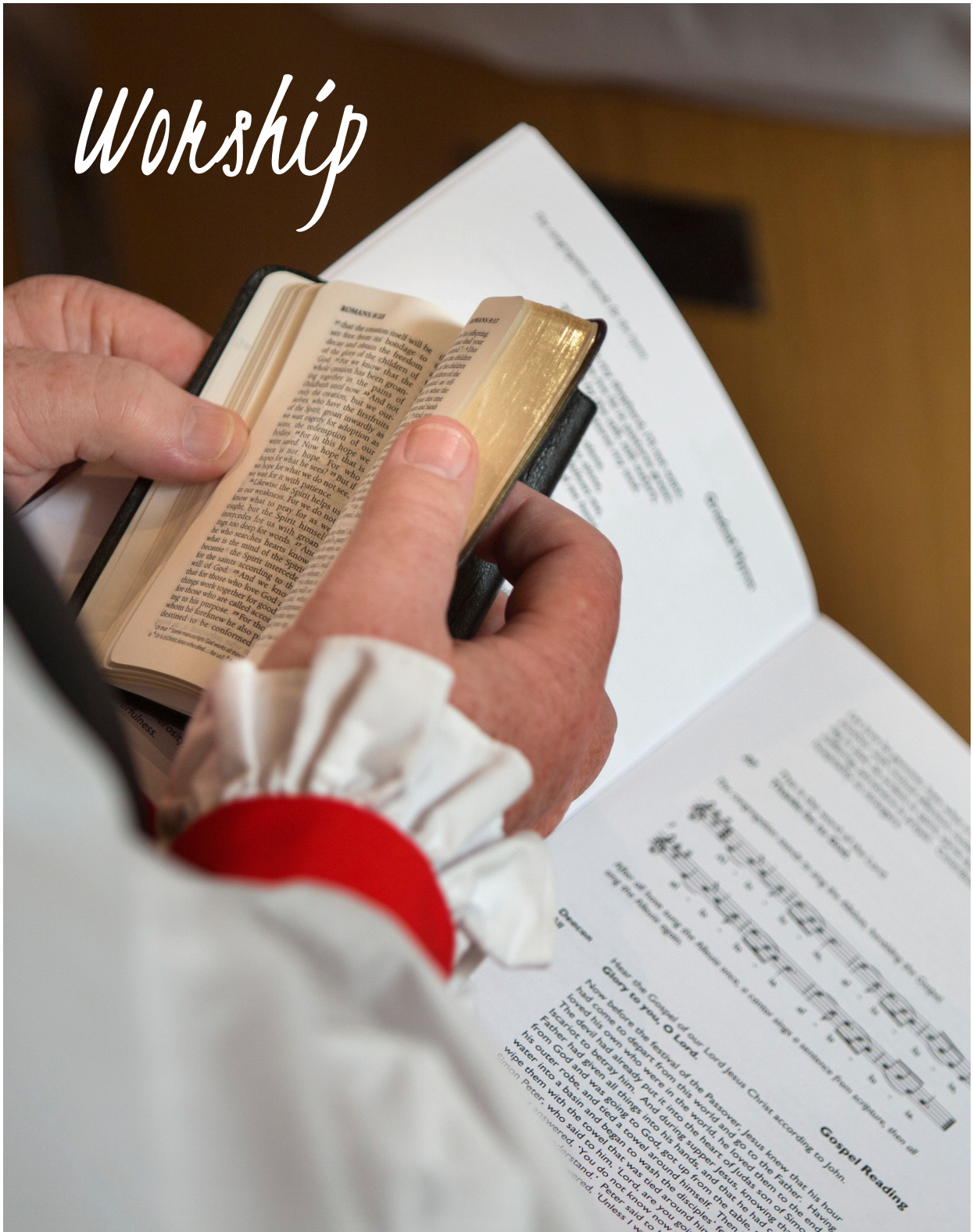
Christ Church Cathedral is...

one arm of the Foundation of Christ Church which comprises the Cathedral Church of the Diocese of Oxford and a College of the University of Oxford. Unique among cathedrals, Christ Church Cathedral has a dual role as both 'mother church' of the Diocese and College Chapel for Christ Church. Christ Church Cathedral is outside the jurisdiction of the Bishop of Oxford, and the Ordinary of the Cathedral is the Dean.

All year round the Cathedral offers a daily round of prayer, praise and worship. Daily services start with early Morning Prayer and Eucharist, and the day closes with Evensong at 6pm. Meanwhile, the Cathedral hosts an ever-widening range of services, concerts, talks, exhibitions and performances throughout the year.

Introduction

Worship



A vibrant programme of services and events

In addition to our daily and weekly services, Christ Church is host to the bi-monthly 'Turning of the Pages', an act of remembrance for the soldiers of Oxfordshire's two regiments, the Oxfordshire and Buckinghamshire Light Infantry and the Queen's own Oxfordshire Hussars, who gave their lives in war. In November on Armistice Day, this forms part of the Cathedral's main Act of Remembrance, which had particular relevance this year as we mark 100 years since the end of the Great War. Throughout the autumn, and especially in October's Frideswidetide, worship at the Cathedral celebrates many aspects of the civic life of the city and county.

Special services included the Court Sermon, marking the start of the legal year, where our guest preacher was the Rt Revd Stephen Platten, and our Patronal Eucharist, dedicated to St Frideswide, Patron Saint of Oxford. This year's Civic Service focused on a celebration of European friendship, examining how we build relationships in an ever-changing world. We were delighted to be joined on this occasion by eminent speakers Lord Chris Patten, Chancellor of Oxford University, and the historian Professor Timothy Garton Ash, alongside students from local schools and other representatives of the local community.

Four After Eight services took place in Michaelmas Term, with a series entitled The Bible in Colour. Those in conversation with the Sub Dean in this informal service were Revd Robert Grimley, former Dean of Bristol; Revd Mark Speeks, army chaplain; Revd Philippa White, our new Succentor; and Sarah Meyrick, Public Engagement Manager and a published novelist. Advent and Christmas are always both exciting and joyful periods in the Cathedral. The beginning of the church year is filled with the anticipation of the season to come. It started with two Advent Carol Services; the College Service for all staff and members of the House, and the Cathedral service for the regular congregations and the Diocese. Advent music old and new was sung.

Three new Honorary Canons were installed at Christ Church Cathedral on Saturday 26 January: the Revd Verena Breed, the Revd Chris Bull, and the Revd Stephen Pullin. In the same service, Hugh Boulter and Dr Anna Thomas Betts were admitted to the Diocesan Order of St Frideswide.

Lent began with a special service of Words and Music for Ash Wednesday. The Cathedral Choir performed J. S. Bach's St John Passion as part of the Holy Week devotions. Unusually, our Maundy Thursday Christ Eucharist for the Diocese of Oxford, took place at Dorchester Abbey this year because of space constraints caused by the ongoing lighting project. Canon Professor Sarah Foot delivered our Holy Week meditations, taking as her theme 'A Journey to Calvary' inspired by works in Christ Church Picture Gallery.

Other seasonal services included our Liturgy of the Upper Room on Maundy Thursday; our interactive family service, Journey to the Cross, on Good Friday; our Easter Vigil on the Saturday; and the joyful services of Easter Day itself.

We marked Pentecost with the University Sermon delivered at Choral Matins by the Archdeacon of Bournemouth, the Ven. Peter Rouch, and Choral Eucharist featuring a group of 50 singers from the Växjö Cathedral Oratorio Choir, marking the 20th anniversary of the link between the Diocese of Oxford and Växjö.

In July we once again hosted the reflective 'Saying Goodbye' service, which is part of a national programme to support those who have experienced baby loss.

*Poppy Fields at Christ Church Cathedral
Photo: Eleanor Sanger*

Other memorable events



As usual, we ran our popular series of Summer Lectures in the Cathedral. In 2018 our theme was Christian Ethics: Today's Issues where topics included assisted dying, artificial intelligence, climate change and just war. In 2019 our theme was Science and Religion, when subjects covered included 'God and the Big Bang' and 'Should we send missionaries into outer space?'

In October we commemorated the centenary of the Armistice with Poppy Field, a stunning sound-and-light display designed by the internationally renowned artist Peter Walker. Thanks to the sponsorship of the Friends, we were able to offer this to the public via timed Eventbrite tickets, free of charge. The exhibition was hugely popular with the public, and the feedback was enormously positive. The demographic of those who attended was noticeably younger and more diverse than those who usually come to the Cathedral. At the same time of year we hosted a moving adaptation of Henry V, set in a field hospital in France during the First World War.

On the same theme, in partnership with the McDonald Institute, in January 2019 we hosted a series of free public lectures on 'The Great War: Its end and effects.'

In December, we repeated the afternoon Family Concert first held in 2016 and performed by the Cathedral Choristers in aid of the Cathedral Music Trust. Our Chapter Charity Concert this year was in aid of ZANE (Zimbabwe: A National Emergency).

Other concerts this year include the Oxford Chamber Music Festival in October; the Martin Peters Memorial Concert, in honour of a key figure in the Oxford Lieder Festival, in May; and Blessed City: Music from Oxford by the Cathedral Singers in July.

Two very different exhibitions have been held in the Cathedral over the last year. They Also Served, staged in November, remembered the contributions made by African and Caribbean Service Personnel in the First World War. In Lent 2019 we hosted an exhibition of Stations of the Cross by Birmingham based artist Mary Flitcroft called Stopping Places. In each case, we held a drinks reception to allow people to find out more about the artists and their work.

Music is a vital part of the worship at Christ Church



Our world-famous Cathedral Choir sings the regular services during term time as well as having a busy schedule of concerts and events all year round

This year we welcomed Steven Grahl as our new Organist and Director of Music in place of Stephen Darlington who retired in August 2018, after 33 years in post.

Concerts have included:

- Three Christmas concerts in the Cathedral for Music at Oxford.
- The annual Christmas concert in the St John's Smith Square Christmas Festival.
- In January 2019, a performance of Stravinsky's Symphony of Psalms at the Sheldonian Theatre with Oxford Philharmonic.
- In May 2019, a private concert at Syon House for the Cathedral Music Trust.
- Three outreach concerts (trebles only) in the Cathedral with children from schools across Oxfordshire.

*Steven Grahl conducting a Cathedral Choir rehearsal in the Chancel
Photo: Hugh Warwick*



Liturgical highlights include Fauré's Requiem on All Souls' Day, and the St John Passion in Holy Week, both with The Wolsey Ensemble.

The Three Choirs Evensong in June 2019 once again saw the coming together of the choirs of Christ Church, Magdalen and New College, and was conducted by Steven Grahl, Robert Quinney, and Mark Williams.

The Cathedral Choir also sang at the Summer Gaudy, and the Clerks sang at the Autumn Gaudy, the Benefactors' Gaudy, and the St Cecilia's Day Dinner and Musical Evening.

Our voluntary choir, The Cathedral Singers of Christ Church performed at over one hundred services during the year.

Excitingly, in May 2019 the Governing Body of Christ Church approved the formal adoption of Frideswide Voices as a permanent part of our choral foundation. This means that from September 2019, Christ Church has a girls' choir all year round, rather than just for the Michaelmas term. A new Director, Helen Smee, was appointed upon the departure of Will Dawes who has done so much to help establish Frideswide Voices.



A visitor searching the Cathedral for clues about St Frideswide

Education

Our Education Advisory Group has sustained a very helpful oversight of our activities with termly meetings and updates.

Our numbers remain robust, with over 2,500 schoolchildren coming here and gaining much from their first-hand experience of the Cathedral. We have catered for a wide variety of curriculum options, with workshops for pupils aged from four years to sixth form. Feedback has continued to be very positive and evaluations received from both staff and pupils have helped us greatly as we aim continually to refine and improve what we offer.

We have continued to augment our resources and have recently appointed a part-time Assistant Education Officer who has brought complementary skillsets to the team as well as secondary experience. We are grateful for the help of an ever-growing band of dedicated and skilled volunteers, now 25 people.

We have continued to offer a 3-hour History workshop for Families once per half term, in collaboration with the Museum of Oxford, an effective form of outreach, attracting families who have never before visited College or Cathedral. Other partnerships include that with the Oxford Chamber Music festival project, now in its second year. Three schools (90 children in total) are invited each October to work with professional musicians, a storyteller and our staff for a carousel of interactive workshops.

As a result of the Education Officer's recent research into Pilgrimage, a new Cathedral Pilgrimage Trail and mini-passport have been created. The research has also led to partnerships with the Association of English Cathedrals and Church Publishing Online for a national Pilgrimage passport, with professionally designed AEC passports being made available for use by any sacred space.

Our efforts to introduce pupils in the Diocese to their patron saint received a wonderful boost thanks to Bishop Steven and the Friends of their Cathedral. In September, they provided funding to send a copy of *The Princess who hid in a Tree* and a teaching pack to all 280 primary C of E schools in the Diocese.

*Blessing of the Oils and Chrism Service
at Christ Church Cathedral*

Diocese

The Cathedral hosts a number of diocesan services throughout the year. Although we were unable to host the Blessing of the Oils on Maundy Thursday, the Cathedral team organised the service at Dorchester Abbey. In addition, 30 new clergy were ordained to serve in parishes across the diocese in the three Petertide services of Ordination on 29 June and we hosted the Headteachers' Eucharist, the Year 6 Leavers' Service, the Licensed Lay Ministers' Service and services of Visitation for churches in the Oxford and Cowley deaneries.

The Dean and Chapter warmly welcome parishes in the Diocese of Oxford to visit the Cathedral and share in its worship and discover the history. Free 'parishioner passes' are available from the Cathedral Office and organised group visits can be booked through the Cathedral.



Ministry to Visitors

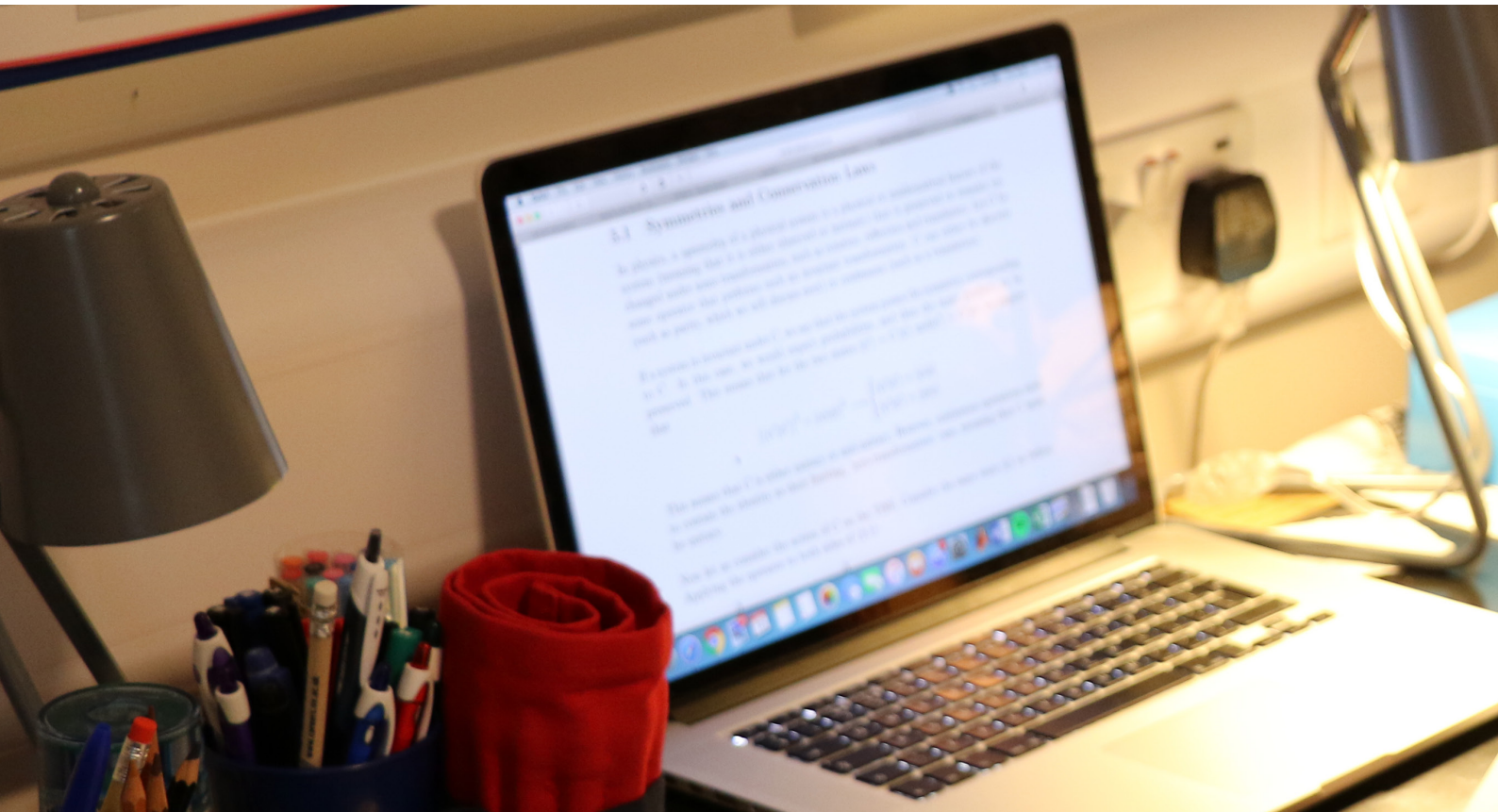
The Cathedral is a popular destination for pilgrims and tourists alike. In September 2018, we took part in Oxford Open Doors, an opportunity to celebrate the city and its treasures organised by the Oxford Preservation Trust and the University of Oxford. Our teams of volunteers demonstrated their skills, including the Embroiderers and the Bell Ringers; the Education Team had fun activities for the children; and the Cathedral Guides gave a series of very popular guided tours of the Cathedral. Music was the theme for 2018 and we entertained the many hundreds of visitors with a piano recital, an organ recital, an open choir rehearsal with the choristers, and a Cathedral Singers' 'sing-along'. We ended the day with a special Choral Evensong. We estimate that about 5,000 people passed through the Cathedral doors that day, the majority of whom were locals, and for some it was their first visit to their own Cathedral.

We recently welcomed a small group of residents from a local care home that specialises in dementia care. They were taken on a gently-paced guided tour by one of our expert Cathedral Guides, then treated to a musical interlude. The visit was well received, and we hope to expand the range of tailor-made tours we can offer over the coming months.

The range of visitors seems to expand every year. We have enjoyed visits from the Guides and Friends of several other UK Cathedrals: Ely, Hereford, Coventry, Winchester and Wells have all visited us over the last year. We have also had the pleasure of arranging many varied and interesting tours for groups from around the world: the Guides of Lambeth Palace; the Press Office at Tate Britain in advance of their Edward Burne-Jones Exhibition; a group of Korean Methodist Ministers; more of our regular visits from Vaxjo, Sweden; a contingent of Russian WWII veterans; several groups of young confirmands from the USA; Palestinian Anglican pilgrims; Japanese Anglican pilgrims; and an increasing number of individual pilgrims, visiting all the Cathedrals in the country on foot or by bicycle, or on their way to Santiago de Compostela, or Rome.

During three weeks of July 2019, Christ Church Cathedral played host to a group of young European students who provided tours in their own languages to our many visitors from overseas. This is the 13th year that we have participated in this scheme, run by ARC, which stands for *Accueil* (Welcome), *Rencontre* (Encounter) and *Communauté* (Community). ARC is an ecumenical organisation which provides free guided tours to visitors in major churches and cathedrals across Europe. Participants are volunteers aged between 18 and 30, and in return for giving up a few weeks of their summer, they learn to live and work as part of a community and appreciate other cultures.

College Activities



The Chaplaincy continues to thrive with a varied programme of talks, services and events. In August we said farewell to Assistant Chaplain Neil McCleery who went to be the School Chaplain at Bedford School and September we were joined by the Revd Philippa White.

We continue to hold regular chapel services such as College Communion, House Communion, late night prayer services and more experimental outdoor services.

These continue to be well attended with over 100 attending House Communion each term. Each term we hold a Faith and Politics Lecture and over the year we had talks on Artificial Intelligence, Global Poverty and the Ordination of Women.

We also hold a Friday lunchtime discussion group for the whole college community and over the year explored the Saints, CS Lewis and Church Architecture.



One of the highlights of the chapel year was a new venture, 'the Shrove Tuesday Pancake Race'. Teams from across the college, from the library to the cathedral, raced around Tom Quad tossing pancakes, and prizes were awarded by the High Sherriff of Oxford: we are hoping it will become a Christ Church tradition.

As we have about 10 weddings a year we established a 'wedding preparation day' where couples join together and are given space and time to reflect on their upcoming marriage, followed by lunch together in the SCR: this has been very well received and we plan to continue it.

We held several charitable events which included the Advent Sleepover in December for the Church Urban Fund, a College Choir Carol Service in conjunction with 'Singing for Syria', and we were involved in supporting the Oxford Winter Nightshelter (OWNS), where we washed sleeping bags each week to support St Ebbe's Church who were hosting homeless guests throughout the winter months. The chaplaincy went on their annual retreat to Hilfield Friary, Dorset in March and enjoyed being part of the Franciscan community for the week. In Trinity Term four students were baptised and confirmed at the University Church, we held a Chapel Garden Party with a traditional fete, and the term ended with a Leavers' Evensong and a chapel party.

Fabric

The Cathedral implemented Phase 2 of the Cathedral lighting systems, which involves replacing regularly failing bulbs with new low energy LED lights which require far less maintenance. The project also included cleaning and maintenance of the historic roof. Future phases, timed to minimise disruption to Cathedral activities, will be undertaken over the next three financial years. Over the last year it was established that the 'lierne' vaulting and elaborate pierced pendants of the choir dated from around 1400, a century earlier than had been previously assumed. Indeed, it may even be the earliest remaining English lierne pendant vault in the country.



Charitable Work

In December, for the third year in a row, an 'Advent Sleepout' was held to raise money for the Church Urban Fund. Students, staff, and canons all took part, sleeping overnight in the Cathedral.

All donations given to the Cathedral are used for charitable purposes: 75% of giving is directed to the Cathedral Music Trust, which supports the work of the Cathedral Choir and its choristers. At the end of financial year, the Trust held assets of in excess of £10 million.

The remaining 25% is shared equally between other charities which, in 2018-2019, were:

1. The Children's Society;
2. Two scholarships to enable disadvantaged children to attend the Cathedral School at our linked Cathedral of St Cyprian's, Kimberley in South Africa;
3. A student mental health charity;
4. Christians Against Poverty; and
5. Hoveraid.

The Rose Window at the East End

Staff Changes

In September 2018, the Revd Philippa White joined the team as Succentor of the Cathedral, Chaplain to the Cathedral School and Assistant College Chaplain. Following a re-organisation of roles with the Cathedral Sacristy, Paul Harris joined us as Dean's Verger, on the departure of Matthew Power who has gone to work at the Temple Church in London.

Joseph Denby took on the role of Cathedral Operations Manager.

Particular thanks are due to the Sub Dean, Edmund Newey, for shouldering a heavy extra workload during the unexpected extended absence of the Dean over the last year.

Steven Grahl
Organist &
Director of Music,
Associate Professor in Music



Photo: David Lowndes

Joseph Denby
Cathedral
Operations Manager



Paul Harris
Dean's Verger



Helen Smee
Director of
Frideswide Voices



Revd Philippa White
Succentor of the Cathedral,
Chaplain to the Cathedral School
& Assistant College Chaplain



Financial Review

Christ Church Cathedral is unique in the Church of England in that it is outside the scope of the Cathedral Measure 1963 and subsequent Cathedral legislation. Founded in 1546 by Henry VIII, the Cathedral is part of the Collegiate Foundation, styled *Ecclesia Christi Cathedralis Oxon: ex Fundatione Regis Henrici Octavi*, traditionally known as 'The House'. The Cathedral has charitable status but is not an independent registered charity. Christ Church (as a whole) obtained charitable status in 2011 with charity registration number 1143423.

The Dean and Canons have identified the major strategic, business and operational risks that may affect the Cathedral and have taken reasonable steps to mitigate those risks. The Treasurer of Christ Church underpins the financing of the Cathedral's activities by providing a corporate grant to cover the Cathedral's excess of expenditure over income on its unrestricted fund. An annual budget is agreed with the Treasurer and submitted to the Governing Body of Christ Church for approval. In total, the call upon the corporate grant in 2018-2019 was £120,500 (2017-2018 - £166,200). The reduction in the corporate grant was primarily attributable to the increase in tourism revenues and return on investments, net of various cost increases as detailed below.

- *Incoming resources:*
Incoming resources reduced by £8,000. The main contributors were donations for the benefit of the Cathedral Music Trust including a £100,000 legacy together with higher net profit from the Cathedral's share of tourism income (up 4% on 2017-2018) offsetting a lower level of external concerts and tours performed by the choir.

- *Resources expended:*
Resources expended fell by £5,000. A lower level of activity on the Cathedral lighting project together with a lower level of choristers in the year offset higher staff costs as a result of inflation and the re-distribution of donations.

- *Net assets:*
Net assets grew by £43,800 due to the receipt of a restricted donation from an old member where the related expenditure has not yet been spent. There was also an unrealised increase in the value of the investment funds managed by CCLA in respect of the Blue Boar and bequest funds.

The format of the accounts is not prescribed by the Cathedral Measure but by applicable Accounting Standards and the guidance laid down by the Statement of Recommended Practice for Charities. As a standalone audit of the Dean and Canons is not required, the scope of work performed by the auditors is limited to that deemed necessary to form an opinion on the transactions of the Cathedral in the context of Christ Church as a whole.

Critchleys' audit opinion on the accounts of Christ Church was issued on 4 December 2019 and is unqualified. These accounts will be available on the Charity Commission website (www.charity-commission.gov.uk) when filed.

Chapter & Chapter Responsibilities

The members of the Chapter during the year were:

The Very Revd Professor M W Percy (Dean)
The Revd Canon Dr E J Newey (Sub-Dean)
The Revd Canon Professor N J Biggar (Regius Professor of Moral and Pastoral Theology)
The Revd Canon Professor S R I Foot (Regius Professor of Ecclesiastical History)
The Revd Canon Professor G J Ward (Regius Professor of Theology)
The Venerable M C W Gorick (Archdeacon of Oxford)
Canon Professor C Harrison (Lady Margaret Professor of Divinity)
The Revd Canon Dr G D Bayliss (Diocesan Canon Precentor)

Canon Foot serves as Chapter Treasurer and Canon Ward as Chapter Safeguarding Officer

Christ Church statutes require the Chapter to prepare financial statements for each financial year which give a true and fair view of the charity's financial activities during the year and of its financial position at the end of the year.

In preparing financial statements giving a true and fair view, the Chapter should follow best practice and:

- select suitable accounting policies and then apply them consistently;
- make judgements and estimates that are reasonable and prudent;
- state whether applicable accounting standards and statements of recommended practice have been followed, subject to any departures disclosed and explained in the financial statements;
- prepare the financial statements on the going concern basis unless it is inappropriate to presume that the charity will continue in operation.

Chapter is responsible for keeping proper accounting records which disclose with reasonable accuracy at any time the financial position of the charity and which enable them to ascertain the financial position of the charity and to ensure that the financial statements comply with applicable laws and regulations, including Christ Church statutes. It is also responsible for safeguarding the assets of the Chapter and hence for taking reasonable steps for the prevention and detection of fraud and other irregularities.

By order of The Dean and Canons

The Very Revd Professor M W Percy
Dean of Christ Church

The Revd Canon Dr E J Newey
Sub-Dean of Christ Church

4 December 2019

The Dean & Canons of the Cathedral Church of Christ in Oxford
Statement of financial activities for the year ended 31 July 2019

	Note	2019 Unrestricted Funds £000	2019 Restricted Funds £000	2019 Total Funds £000	2018 Total Funds £000
Income and endowments from:					
Corporate grant		120.5		120.5	166.2
Visitors' fees		1,132.5		1,132.5	1,093.1
Donations and grants		345.7	207.4	553.1	469.9
Investment income	2	1.3	8.2	9.5	8.4
Facility fees, choir income and royalties		35.8	34.4	70.2	156.2
		<u>1,635.8</u>	<u>250.0</u>	<u>1,885.8</u>	<u>1,893.8</u>
Resources expended:					
Charitable activities		1,631.0	227.1	1,858.1	1,862.9
Governance costs		4.8	-	4.8	5.0
Total resources expended	3	<u>1,635.8</u>	<u>227.1</u>	<u>1,862.9</u>	<u>1,867.9</u>
Net incoming resources		-	22.9	22.9	25.9
Unrealised gain on investment assets		-	20.9	20.9	14.4
Net movement in funds		<u>-</u>	<u>43.8</u>	<u>43.8</u>	<u>40.3</u>
Fund balances brought forward		63.3	465.5	528.8	488.5
Fund balances carried forward	7	<u>63.3</u>	<u>509.3</u>	<u>572.6</u>	<u>528.8</u>

The Dean & Canons of the Cathedral Church of Christ in Oxford
Balance Sheet as at 31 July 2019

	Note	2019		2018	
		£000	£000	£000	£000
FIXED ASSETS					
Investments	4		<u>228.0</u>		<u>207.1</u>
CURRENT ASSETS					
Debtors	5	152.3		409.7	
Cash at bank and in hand		<u>579.2</u>		<u>214</u>	
		731.5		623.9	
CREDITORS: AMOUNTS FALLING DUE WITHIN ONE YEAR	6	<u>386.9</u>		<u>302.2</u>	
NET CURRENT ASSETS			<u>344.6</u>		<u>321.7</u>
NET ASSETS			<u>572.6</u>		<u>528.8</u>
FUNDS					
Restricted funds	7		509.3		465.5
Unrestricted funds	7		63.3		63.3
			<u>572.6</u>		<u>528.8</u>

The financial statements were approved by the Dean and Canons on 4 December 2019.

The Very Revd Professor M W Percy
Dean of Christ Church

The Revd Canon Dr E J Newey
Sub-Dean of Christ Church

The Dean & Canons of the Cathedral Church of Christ in Oxford

Accounting policies and other information

a) Basis of accounting

The accounts are prepared in accordance with United Kingdom Accounting Standards, in particular 'FRS 102: The Financial Reporting Standard applicable in the UK and Republic of Ireland' (FRS 102). The principal accounting policies adopted in the preparation of the accounts are described below. They refer to the financial transactions of that part of the Christ Church Foundation, a registered charity, which relate to the Cathedral as defined in the statutes of Christ Church, Oxford.

b) Fixed assets

In accordance with Christ Church policy, only individual assets costing in excess of £20,000 are capitalised. At present, there are no such items.

c) Investments

Investments in the Central Board of Finance of the Church of England Investment Fund are shown at market value. Gains and losses are reflected in the Statement of Financial Activities (SOFA).

d) Fund accounting

General funds are unrestricted funds which are available for use at the discretion of the Trustees in furtherance of the general objectives of the Cathedral and which have not been designated for other purposes.

Restricted funds are funds which are to be used in accordance with specific restrictions imposed by the donors or which have been raised by the Cathedral for specific purposes. The cost of raising and administering such funds are charged against that specific fund.

Investment income and other gains and losses are allocated to the appropriate fund.

- *The Blue Boar Fund* was established for the upkeep of the Canons' houses and their grounds
- *Bequests Fund*: The capital of the bequests is restricted in use for the benefit of music in the Cathedral.
- *The Marjorie Cross Bequest* consists of a share of the estate of Marjorie Cross and royalties from the Oxford Dictionary of the Christian Church, is to be used for the benefit of music in the Cathedral.

- *The Choir Recordings Fund* was established to support the Choir in the production of recordings of their performances. The financial results of the Choir's outside performances are also recorded in this fund.
- *The Diocesan Canon Fund* supports the post of Diocesan Canon, a member of Chapter whose costs are covered by the Church Commissioners.
- *The Friends of Christ Church Cathedral Fund* was established for donations made by the Friends to support specific costs or projects of the Cathedral
- *The New Zealand Appeal Fund* was established to provide financial support to Christchurch New Zealand Cathedral following the earthquake in 2011.
- *Other Funds* support a range of other projects and activities for the benefit of the Cathedral.
- Voluntary income received by way of grants, donations and legacies is included in full in the SOFA when receivable. Gift aid recoverable is accounted for when received.
- Legacies are recognised as income only when the charity becomes entitled to the income, receipt is certain and the amount concerned is measurable.
- Grants, where entitlement is not conditional on the delivery of a specific performance by the charity, are recognised when the charity becomes unconditionally entitled to the grant.
- Investment income is accounted for when receivable.

e) Income recognition

All income is recognised when the Cathedral has entitlement to the income, the economic benefit is probable and the amount can be reasonably measured. The following specific policies are applied to particular categories of income:

f) Expenditure

Expenditure is accounted for on an accruals basis and gross of any related income. These are classified under headings that aggregate all costs related to that category. Where costs cannot be directly attributed to particular headings, they have been allocated to activities on a basis consistent with use of the relevant resources. Governance costs include those costs, such as statutory audit and legal and professional fees, associated with constitutional and statutory requirements.

The Dean & Canons of the Cathedral Church of Christ in Oxford

Accounting policies and other information (contd)

g) Pension costs

The Pension Schemes

The Cathedral participates in three principal pension schemes for its staff - the Universities Superannuation Scheme ("the USS"), the University of Oxford Staff Pension Scheme ("the OSPS"), and the Church of England Funded Pension Scheme ("the CEFPS"). USS and OSPS schemes combine contributory defined benefit schemes (i.e. they provide benefits based on length of service and final pensionable salary) and defined contribution elements. CEFPS is non-contributory. The assets of USS, OSPS, and CEFPS are each held in separate trustee-administered funds.

Each scheme is a multi-employer scheme and the Cathedral is unable to identify its share of the underlying assets and liabilities of each scheme on a consistent and reasonable basis. Therefore, as required by FRS 102, the Cathedral accounts for the schemes as if they were defined contribution schemes.

Actuarial valuations

USS

USS's actuarial valuation as at 31 March 2017 takes into account the revised benefit structure effective from 1 April 2016 agreed both by the Joint Negotiating Committee and the Trustee in July 2015, following consultation. Further details are available on USS's website, www.uss.co.uk. The next valuation is due with an effective date of 31 March 2018.

OSPS

OSPS's actuarial valuation at 31 March 2016 identified a funding deficit of £133m. The deficit is being addressed by a number of substantial changes, which were agreed following employee consultation, including changes in indexation, and the introduction of a defined contribution section for new entrants.

A copy of the full actuarial valuation report and other details on the scheme are available from the University of Oxford website, www.admin.ox.ac.uk/finance/pensions/osps/

CEFPS

The latest actuarial valuation of the CEFPS, carried out at 31 December 2016, identified a funding deficit of £340m (83% funded). The employer contribution rate will continue at 39.9% of the previous year's national minimum stipend, of which 28% is required for future service benefits and 11.9% for past service liabilities. The deficit recovery period remains unchanged and is scheduled to end on 31 December 2025. The actuarial valuation of the CEFPS as at 31 December 2018 is currently underway, but the results of this are yet to be determined.

The Cathedral's pension expense for the year is disclosed in Note 3 to the accounts by the donors or which have been raised by the Cathedral for specific purposes. The cost of raising and administering such funds are charged against that specific fund.

Investment income and other gains and losses are allocated to the appropriate fund.

The Dean & Canons of the Cathedral Church of Christ in Oxford

Notes to the accounts for the year ended 31 July 2019

1 OPERATING SURPLUS

	2019	2018
	£000	£000
Operating surplus is shown after charging:		
Audit fees	<u>3.0</u>	<u>3.0</u>

2 INVESTMENT INCOME

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	£000	£000	£000	£000
Investment fund income	-	8.2	8.2	8.1
Bank deposit interest and dividends	<u>1.3</u>	<u>-</u>	<u>1.3</u>	<u>0.3</u>
	<u>1.3</u>	<u>8.2</u>	<u>9.5</u>	<u>8.4</u>

3 TOTAL RESOURCES EXPENDED

	Unrestricted Funds	Restricted Funds	2019 Total Funds	2018 Total Funds
	£000	£000	£000	£000
Running of Cathedral Dean & Chapter	320.2	3.3	323.5	314.2
Choir and Music	577.2	40.2	617.4	670.9
Upkeep of Cathedral	434.7	83.6	518.3	588.1
Cathedral office and administration	<u>213.1</u>	<u>-</u>	<u>213.1</u>	<u>210.5</u>
	1,545.2	127.1	1,672.3	1,783.7
Governance				
Audit and legal fees	4.8	-	4.8	5.0
Annual distribution from collections	<u>85.8</u>	<u>100.0</u>	<u>185.8</u>	<u>79.2</u>
	<u>1,635.8</u>	<u>227.1</u>	<u>1,862.9</u>	<u>1,867.9</u>

The Dean & Canons of the Cathedral Church of Christ in Oxford

Notes to the accounts for the year ended 31 July 2019

Choir and Music includes choristers' school fees. In the current year, Christ Church Cathedral Music Trust contributed £239,300 (2018 - £163,000) towards chorister school fees.

One employee had emoluments, as defined for tax purposes, of between £70,000 and £80,000 in the year (2018 - 1)

No member of Chapter received any remuneration, other than remuneration from the Cathedral for the role for which they are employed. Staff costs include the costs of property rental where housing is provided as part of an employee's remuneration package.

	2019	2018
	£000	£000
Staff costs incurred during the year were:		
Dean & Chapter	320.2	311.1
Choir and Music	210.1	200.8
Upkeep of Cathedral	270.3	220.3
Cathedral office and administration	<u>161.9</u>	<u>151.5</u>
	<u>962.5</u>	<u>883.7</u>
The pension charge for the year was	<u>125.6</u>	<u>112.6</u>
The number of employees in the year was	<u>28</u>	<u>27</u>

The pension charge for the year represents charges to the three schemes as follows-

USS - £44,300 (2018 - £45,100)
OSPS - £52,700 (2018 - £48,000)
CEFPS - £28,600 (2018 - £19,500)

The Dean & Canons of the Cathedral Church of Christ in Oxford

Notes to the accounts for the year ended 31 July 2019

4 INVESTMENTS

	Blue Boar	Bequests	Marjorie Cross	Total
	£000	£000	£000	£000
Cost				
At 1 August 2018 and 31 July 2019	14.1	3.0	1.0	18.1
Market Value				
At 1 August 2018	171.0	35.6	0.5	207.1
Unrealised gain	17.3	3.6	-	20.9
At 31 July 2019	188.3	39.2	0.5	228.0
Number of shares held	10,000	2,091	297	

Investments held are CBF Church of England managed funds

5 DEBTORS

	2019 £000	2018 £000
Corporate	-	152.7
Related parties	93.4	211.4
Other debtors	58.9	45.6
	152.3	409.7

6 CREDITORS: AMOUNTS DUE WITHIN ONE YEAR

	2019 £000	2018 £000
Trade creditors	16.2	15.8
Accruals	271.6	286.4
Corporate	99.1	-
	386.9	302.2

The Dean & Canons of the Cathedral Church of Christ in Oxford

Notes to the accounts for the year ended 31 July 2019

7 RESERVES

	Unrestricted Fund	Restricted Funds		
	General	Blue Boar	Allen/Shaxby Bequests	M Cross Bequest
	£000	£000	£000	£000
Income	1,635.8	5.5	1.2	1.5
Expenditure	(1,635.8)	(10.8)	-	-
Unrealised gain on investments	-	17.3	3.6	-
Net movement in funds	-	12.0	4.8	1.5
Opening value of funds	63.3	165.7	43.1	121.6
Closing value of funds	63.3	177.7	47.9	123.1
Represented by:	£000	£000	£000	£000
Cash	297.9	(10.6)	8.7	122.6
Debtors	152.3	-	-	-
Creditors	(386.9)	-	-	-
Investments	-	188.3	39.2	0.5
Total	63.3	177.7	47.9	123.1

Restricted Funds

Choir Recordings	Diocesan Canon	Friends	Other Funds	NZ Appeal	Total
£000	£000	£000	£000	£000	£000
34.4	2.8	78.0	126.6	-	1,885.8
(29.2)	(3.3)	(78.0)	(105.8)	-	(1,862.9)
-	-	-	-	-	20.9
5.2	(0.5)	-	20.8	-	43.8
26.6	43.4	-	46.9	18.2	528.8
31.7	42.9	-	67.8	18.2	572.6
£000	£000	£000	£000	£000	£000
31.7	42.9	-	67.8	18.2	579.2
-	-	-	-	-	152.3
-	-	-	-	-	(386.9)
-	-	-	-	-	228.0
31.7	42.9	-	67.8	18.2	572.6

DIOCESAN SAFEGUARDING ADVISER REPORT

OXFORD DIOCESAN SYNOD

Introduction

1. This report covers safeguarding activity in parishes in the Diocese, supported by staff at Church House, for the calendar year 2019 and work planned for 2020. It does not deal with safeguarding activity in church schools.

External environment and impact on safeguarding work in the Diocese

2. Recent additions to National Safeguarding Policy and Practice Guidance, which have been added to the diocesan website, include the 'Code of Safer Working Practice (2019)' and 'Safer Environment and Activities (2019)'. A model parish safeguarding checklist and Safeguarding Action Plan Template has been made available to assist parishes in reviewing actions arising from their annual safeguarding reports.

3. The Diocese submitted an annual safeguarding self-assessment to the National Safeguarding Team in September 2019. This highlighted the continuing demand on local workloads (reported later in this report) but also identified key strengths, including: clear governance arrangements; a proactive Independent Chair of the Diocesan Safeguarding Panel; improved communication between the Diocesan Safeguarding Team and Parish Safeguarding Officers.

4. The above findings were echoed in feedback from a 'SWOT analysis' completed at 6 area Parish Safeguarding Officer meetings during 2019. These flagged the following strengths: good access to on-line and in-house training; increased peer support and enhanced working in partnership between parishes and the diocese; availability of a new Parish Safeguarding Handbook; clarity of guidance and improved response times. Areas for further work included: a need for a revised induction pack for new Parish Safeguarding Officers; more local meetings and development of a 'safeguarding blog' to improve sharing of general advice and experience, as well as examples of best practice.

Safeguarding Training

5. Face-to-face safeguarding training was delivered to 2881 participants within the Diocese of Oxford in 2019. 3510 participants completed eLearning safeguarding training through the Church of England Safeguarding Training Portal. Volunteer Safeguarding Trainers have continued to support the Safeguarding Team in the delivery of training. Considerable progress was made in ensuring that almost all Clergy and Licence Holders have up-to-date training.

Training Modules / Courses	Total Training Sessions Delivered	Total 2019 Participant Completion
C0 (eLearning) Basic Awareness		2471
C1 (eLearning) Foundation		1039
C1 Foundation	74	1397
C1 + C2 Foundation + Leadership	2	25
C2 + S1 Leadership plus Safer Recruitment	49	C2 + S1 – 426 C2 – 570 S1 - 27
C3 Clergy & Lay Minister	16	321
C3 + S1 Clergy & Lay Minister plus Safer Recruitment	5	115
Diocesan Training Total	146	6391

**Training modules have been completed by participants through attending a face-to-face training session, unless otherwise stated.*

Clergy & Licence Holders with up to date training – 2019 (C3 and C3 + S1)	
Licensed diocesan clergy:	586
Licensed diocesan clergy with up to date safeguarding training:	564
Clergy with Permission to Officiate:	515
Clergy with Permission to Officiate with up to date safeguarding training:	501
Lay officers who hold the bishop's licence:	279
Lay officers who hold the bishop's licence with up to date safeguarding training:	224
Clergy granted exemption(s) or reduction(s) from training 'For reasons of disability or infirmity.'	3

6. The 5-year Diocesan Training & Development Strategy, agreed in 2018, will take note of revisions to the 'National Safeguarding Training and Development Practice Guidance' in 2019. The latter has led to the re-naming and updating of content in the Core Training Modules (Basic Awareness, Foundation and Leadership). Information was requested from parishes in 2019 to estimate the demand for safeguarding training across the Diocese in 2020. 230 parishes responded. A programme for training delivery between January - December 2020 is in place and currently being rolled-out. Training venues for the 88 core modules being delivered in 2020 are evenly split between CHO and non-CHO premises. Approximately 425 Clergy will be required to complete 'Leadership' safeguarding training in 2020 and 1155 Clergy will also be required to complete 'Raising Awareness of Domestic Violence & Abuse'. A revised 'Safer Recruitment' module is in development nationally and will be available later in 2020. It will include an on-line option which is expected to reduce the number of face-to-face courses needed going forward.

Parish Dashboard Data

7. There has been an increased response from parishes in relation to information requests in 2019. However, work remains to be done to improve reporting. The diocese is currently inviting 29 Parish Safeguarding Officers – one from each Deanery – to take part in a free-trial of a web-based Safeguarding Dashboard that is already in use in 17 other dioceses. This provides a clear snapshot of safeguarding compliance and, if adopted, will enable the diocesan safeguarding team to target help and support to parishes more effectively. The Dashboard includes regularly updated copies of policies, guidance and templates which will assist Parish Safeguarding Officers to make best use of their precious time and resources.

Parish Monitoring	2018	2019
Number of Safeguarding Policy's received / reviewed by DSA	197	243
PSO Office Holder Declaration Form submitted to Diocesan Safeguarding Team	404	456
APCS preferred DBS provider?	475	613 (includes 60 Benefices = 243 accounts) (21 parishes use other providers. 2 have no account)

Disclosure Barring Service (DBS) checks	2018	2019
Total no. DBS checks processed (Parish & Diocese)	2331	2476
Total no. blemished DBS checks	13	19
Total no. in which further safeguarding action was required	3	19

Casework

8. Casework demands have continued to rise locally, akin to the experiences of other dioceses, denominations and faith-based communities. In 2019 the number of enquiries about safeguarding related matters and requests for advice increased. The overall number of reported concerns (including cases) reduced slightly.

Safeguarding Enquiries / Referrals	2018	2019
Enquiries (DBS/Training/Information)	2,080	2,235
Referrals (All Safeguarding Concerns)	309	306

9. Cases involving ‘vulnerable adults’ continued to increase whilst a small reduction occurred in cases relating to children. Timely access to authorised listeners for survivors and other sources of support has improved but the need for specialist advice and services is likely to increase and needs to be planned / budgeted for in order to respond appropriately in specific cases (particularly those involving sexual abuse). The provision of pastoral support for complainants and ‘link-workers’ for respondents and their families is regularly reviewed within the context of Core Groups, which now take place on a more frequent basis than has hitherto been the case. The Charity Commission was informed of 1 serious safeguarding incident in 2019. Independent Reviews in relation to 2 historical cases are due to report in early 2020. The Diocese will consider any ‘lessons to be learned’ and seek to engage parishes in developing a response to the key themes that emerge.

Cases - risks to children from others	2018	2019
Total number	39	34
Number relating to postholders / employees / official volunteers	18	4
Number referred to statutory authorities by the Church	7	7
Number referred to DBS barring service	2	1
Cases - risks to adults from others	2018	2019
Total number	91	139
Number of concerns relating to postholders / employees / volunteers	30	37
Number referred to statutory authorities by the Church	11	27
Number referred to DBS barring service	1	1

10. The Safeguarding Team has continued to work closely with Parishes and statutory agencies to manage the risks posed by known offenders. The number of annual reviews of agreements has increased.

Safeguarding Agreements	2018	2019
Total number	24	26
New agreements during year	2	2
Number of agreements reviewed at any stage during year	2	15

Past Cases Review 2

11. The Diocese of Oxford will be keeping resourcing for the Safeguarding Team under review whilst participating in the Church of England’s Past Cases Review 2 (PCR2) during 2020. The Bishop of Oxford approved the setting up of a PCR2 Reference Group in December 2019 to develop a timetable for undertaking the review and manage any issues emerging from it. Phase 1 of the review commenced in January 2020, with the Bishop of Dorchester writing to the Incumbents of all 622 parishes in the Diocese setting out how they need to engage with the review and providing a deadline for submitting a ‘parish past-cases review record’ to the Diocesan Safeguarding Adviser by 02nd March 2020. Subsequent phases of the review will require an updated ‘Known Cases List’ to be compiled by the Diocesan Safeguarding Adviser for discussion with the Independent Reviewers, who have been appointed, prior to them

embarking upon a file review of all clergy blue files and diocesan based files relating to other Church Officers who fall within the scoping criteria of PCR2. Given the number of files involved it is agreed that this exercise will need to be undertaken sequentially in Dorchester; Buckinghamshire; Berkshire; and Oxford prior to the review deadline of 31st December 2020.

12. A record will be made of every file that is reviewed and an insert, signed by the Independent Reviewer, will be placed in each one indicating they are satisfied with the action taken in relation to any safeguarding concern. The Independent Chair of the PCR2 Reference Group will be kept informed of any cases that require further action and Independent Reviewer's will certify once this has been undertaken to their satisfaction. To close the PCR2 the Independent Reviewer will submit a written report, including an anonymised copy of the Known Cases List (KCL), and any recommendations the Independent Reviewer considers it appropriate to make. The Independent Chair of the Diocesan Safeguarding Panel will then endorse the report and submit it to the Bishop of Oxford. The Bishop of Oxford will forward the report, with a letter confirming the specific objectives for PCR2 have been fully met, to the National PCR2 Project Management Board. An overview report will then be prepared by the PCR2 Project Management Board for the National Safeguarding Steering Group and IICSA.

Survivor Voice on Diocesan Safeguarding Panel

13. In January 2020 Peter Hay, Independent Chair and senior members of the Diocese recorded their gratitude to Josephine Stein, who stepped down from the Safeguarding Panel after many years of helpful encouragement and constructive challenge. Josie will be greatly missed. If anyone is interested, or knows of someone who may be interested, in ensuring that a survivor voice continues to be represented on the Diocesan Safeguarding Panel please contact the Independent Chair.

Stuart Nimmo

18.02.20