

General Synod: February 2012

Questions

Questions asked in accordance with Standing Orders 105-109 were answered as follows, those for written answer being marked with an asterisk.

Board of Education

1. **Mr Robin Hall (Southwark)* asked the Chairman of the Board of Education: Since the publication of GS 1845 *Into the Next 200 Years: A Report from the Board of Education* at the July 2011 group of sessions, what progress has the National Society made in producing new resources for the teaching of Christianity in church schools, and is there still an expectation that these resources will transfer well into community schools?

The Bishop of Oxford (Rt Revd John Pritchard): Progress has been slower than we would have wished but we are now in a position to advertise a one-year research post to start in May 2012. The task of the researcher will be to produce the specification for teaching materials, including a brief for writers. This will involve identifying good practice through school visits as well as analysing existing resources. We are confident that the materials will be attractive to community schools.

2. **Miss Emma Forward (Exeter)* asked the Chairman of the Board of Education: What is being done to promote the benefits of a Church school education in a secular society, especially in the light of the recent celebrations of 200 years since the birth of Nathaniel Woodard?

The Bishop of Oxford: The celebration of the 200th anniversary of the National Society provided a unique opportunity to promote the achievements of both the Church of England and its schools. Every diocese held its own services of thanksgiving and the profile of our schools was significantly raised across the whole country. The forthcoming Chadwick report will make a clear statement about the role and purposes of Church schools in a secular world.

3. *Mrs Mary Judkins (Wakefield)* asked the Chairman of the Board of Education: In the light of the widespread concern throughout the Church of England about the continuing exclusion of RE from the English Baccalaureate and the severe reduction in PGCE places for RE, what progress has the Board of Education made with the Department for Education in seeking to revive the fortunes of RE in English schools?

The Bishop of Oxford: I have had several meetings with Ministers, pressing our concerns about RE on a number of fronts. I made a very specific offer that the Church of England would be willing to play a leading role in the review of RE to suggest ways to secure the future of the subject. I have most recently received a very disappointing answer from the Schools Minister, who, however, is happy for us to carry out such a review ourselves – bless him! We will discuss this with the RE Council to see what is possible with our limited resources.

Mrs Mary Judkins (Wakefield): A review will not accomplish anything unless it can be guaranteed that recommendations will be implemented by the DfE. My other point relates to the PGCE university places that have been cut. Courses with fewer than eight places are likely to be cut and, it seems, may be cut in the following year. Therefore, RE teachers' training and RE is in a dire situation. How can we ensure that this battle continues?

The Bishop of Oxford: The review that will take place with the RE Council, with the Board of Education and the National Society very much alongside, will continue to press all those matters. It is a complete scandal that the number of RE PGCE places has been reduced from 660 to 400 in two years and that two-thirds of those places are allocated in fewer than double figures. In another part of the forest, courses in fewer than double figures will be axed. We are therefore in a severe situation. I think that the RE Council is well on to it. I am just sorry that we cannot do it together with the DfE, but we will continue to push on all fronts. I have been content that we have had pretty good relationships with all the Education Ministers until the point of saying, 'Yes we will do a review'. The door is open and I shall keep pressing.

Canon Peter Bruinvels (Guildford) – and an Ofsted inspector: Is it not pleasing, nevertheless, that many Ofsted inspectors recognize the role of RE in our schools and that, although Schools Ministers may not be particularly supportive at this time, the RE inspectors are definitely identifying how good RE is, and more importantly that Ofsted see it as a very important aspect for our schools with the delivery of the national curriculum?

The Bishop of Oxford: I think the inspectors are aware of the importance of RE, but I have to say that in the previous two inspections, Ofsted inspectors have been properly critical of some of our RE delivery, particularly in the area of Christianity, I am afraid to say. We therefore need to work very hard at putting our house in order, but certainly the will is there and the inspectorate is concerned with it, as are Government Ministers. The trouble is that Government Ministers think that when it comes to RE there be dragons, and they will have to be very careful about how they tread in that arena.

4. *Revd Rosalind Rutherford (Winchester)* asked the Chairman of the Board of Education: To allow for the possibility of consultation with diocesan youth and children's officers and other groups who would be affected by the proposed removal of the posts of National Youth Officer and National Children's Officer, is it possible to delay the date of this restructuring in order to consider all its implications more fully?

The Bishop of Oxford: *Going for Growth* was adopted by the Board in November 2009 and is a high priority for the Board's work. A review of what has been achieved so far shows that we are not meeting the targets we set ourselves. Our current arrangements mean that our resources are almost entirely tied up in staff costs, and the changes proposed are designed to enable us to use the existing level of investment more effectively and creatively.

The consultation closed as planned at the end of January. I have now called together a small group drawn from the Board to consider the comments received and develop the

proposals further. This means that the process will take a little longer than originally proposed but given the importance of not extending the period of uncertainty for the officers concerned any longer than is strictly necessary, I intend to announce our conclusions in March.

Revd Rosalind Rutherford (Winchester): Have the views of National Youth and Children's Officers been made known informally yet and, if so, can the bishop tell Synod members what they are?

The Bishop of Oxford: We have been pretty well informed of the views of officers. As you probably know, many e-mails and letters have been racing around. We have got the message and it will certainly be fed into the work that the reflection group will be doing. We want to take those comments very seriously and see how we can refine the proposals and make them more effective for the delivery of *Going for Growth*, which of course is our real goal.

5. *Revd Alastair Cutting (Chichester)* asked the Chairman of the Board of Education: In the light of the Archbishop of Canterbury's New Year message, with its focus on youth and children, and recent statistics still underlining a national decline in numbers of children and youth in churches, has the Board considered how we can best invest at a national level in supporting ministry in this vital area in the dioceses and parishes?

The Bishop of Oxford: The General Synod and Archbishops' Council welcomed and endorsed *Going for Growth* as a firm statement of the Church's mission to children and young people. The Board approved a detailed work plan expressing appropriate tasks for the national team. The current proposals for restructuring the central staffing are a direct response to the pressing importance of this work. They are designed to enable the same overall level of resource to be used by the Education Division in a more flexible and effective way so that *Going for Growth* can have a real impact.

Revd Alastair Cutting (Chichester): Having trained originally as a youth tutor in secondary education, I know that that work is quite distinct from primary or nursery provision. My question therefore is: how can the Board support the same overall level of response while amalgamating these two fundamentally distinctive youth and children's posts into one when we are losing children from churches so fast?

The Bishop of Oxford: I am well aware of certainly the iconic importance and the specific importance of having people with particular skills. I was a diocesan youth officer and know the significance of that. It could not be an easy decision to take, but if we are driven by the demands of this work plan that has come out of the overall *Going for Growth* policy, we need to find ways of delivering. We would look for someone who can oversee the work and ensure that the total resources, that is, the resources that are released as well, are used for the kind of project work that really will result in our delivering across the board. I see the problem but I think that there is an answer driven by the needs of *Going for Growth* rather than simply having one person looking after each area.

Sister Anne Williams (Durham): Have you considered that the work being done by the Church Lads' and Church Girls' Brigade will be of value to this kind of work? In two years of promoting it together with my colleagues I have been amazed at how few people are aware of the organization. It is the Anglican Church's uniformed youth organization, it teaches the faith and it brings children and their parents into the churches, and I am an example of that; you may wish that I was not, but hey-ho!

The Chairman: I think you have asked the question.

Sister Anne Williams (Durham): Have there been any ideas on how they might be able to help and be supported?

The Bishop of Oxford: You have taken the opportunity to mention the Church Lads' and Church Girls' Brigade very well, Anne – excellent! They are in the forefront of my mind constantly. We would look for a totality of stakeholders. Our DYOs and children's advisers are key, but so too are organizations across the board that are doing similar very good work. I affirm the Church Lads' and Church Girls' Brigade and hope that they will be very much a part of our ongoing planning as we focus on *Going for Growth* and make it deliver.

6. *Revd Stephen France (Chichester)* asked the Chairman of the Board of Education: In the past decade the number of national officer posts covering children and young people has been reduced from four to two, and is now proposed to be reduced to one. What long-term strategy is in place to support this vital work?

7. *Revd Stephen France (Chichester)* asked the Chairman of the Board of Education: What effect will the replacement of the post of National Children's Officer and National Youth Officer by a single Going for Growth adviser have on the long-term advocacy for children and young people?

8. *Mr Nick Harding (Southwell and Nottingham)* asked the Chairman of the Board of Education: In the light of the Archbishop of Canterbury's New Year message calling us all to work harder for children and young people, and the Archbishop of York's lecture relating to the *Good Childhood* report, does the Board of Education consider this to be the appropriate time to be cutting the number of national officers who support the Church's voluntary work with the young from two to one?

9. **Mr James Townsend (Manchester)* asked the Chairman of the Board of Education: Given the clear leadership provided by the Archbishop of Canterbury in his New Year message that caring about young people must be central to how we judge our society, how does the Education Division justify its proposal to halve the team dedicated to work with children and young people?

The Bishop of Oxford: With permission, Mr Chairman, I shall answer these Questions together.

The proposals do not in fact involve any reduction in the resources to be made available for this vital work or any loss of key functions currently being carried out, including advocacy for children and young people both within the Church and with

Government. The Board is committed to this vital work for the long term and will be looking to supplement what dioceses continue to fund through Vote 2 by seeking external trust funding for particular new ventures.

Revd Stephen France (Chichester): If that is the case, the 13 questioners today and the 1,055 people who have already signed an e-petition on this matter have obviously got the wrong message. What do we say to those who have raised their concerns?

The Bishop of Oxford: You are quite right. We need to get across the correct information. There is no reduction in resource, and I look to Synod and say now, 'Please do not reduce this resource.' Vote 2 is vitally important. If we are to deliver, we need the same resource but to make it more effective.

Mr James Townsend (Manchester): Supplementary, Mr Chairman?

The Chairman: Mr Townsend, your Question was for written reply, but we will let you in on the other Questions that were not.

Mr James Townsend (Manchester): Thank you, Chair. The bishop talks about new items as part of the *Going for Growth* strategy. Can he outline in any more detail what that might involve? We are very clear about what we are losing – half of the team dedicated to this work – but what are we likely to gain in place of it?

The Bishop of Oxford: There are two answers. First, we very much hope that the reflection group, which I am setting up, will generate those ideas. Already we have some from the Chief Education Officer, and as a reflection group we will want to do some work on that in order to target the task of the new officer.

Secondly, I would expect a new appointee to have that expertise and review as a first call on his or her time and intelligence to say, 'How shall we use this liberated resource, which we can now use in a much more flexible way than we could previously with most of our resources being taken up on staff costs?'

Revd Stephen France (Chichester) – Supplementary to Question 7. 'Going for Growth adviser' is a laudable title but similarly titled Going for Growth programmes are common to the economic forum in Davos, the retailer Amazon and the Health and Safety Executive, to name but three. Is it not possible to keep 'children and young people' in the adviser's title so that everyone understands it?

The Bishop of Oxford: It may well be, and I would certainly not preclude it. Somehow we need to value the fact that this is an across-the-board, inclusive approach to this crucial work that we are doing, because we are and have been losing children and young people from the centre of our Church life for many years now. However, I would ask that we remember that we have a million in our Church schools every day – and what a fantastic opportunity that is as well.

Mr Nick Harding (Southwell and Nottingham) – Supplementary to Question 8. Ten per cent of children attend Church schools, 90 per cent do not. We do not have enough resources. Can the bishop put more resource into supporting churches and

children's and young people's work rather than just the excellent resource that already goes into Church schools? Can we find more resources?

The Bishop of Oxford: I very much hope that we can, and I think that we will be able to get the matched funding that we can do only if we actually put some of our own funding in first. We will be looking to identify particular projects that involve the possibility of getting people, organizations and trusts that are committed to similar tasks to put in their funding alongside ours.

10. *Very Revd David Brindley (Deans)* asked the Chairman of the Board of Education: In the light of the positive and public contributions made by both Archbishops on the subject of engaging with young people in January 2012, what consultations has the Education Division held in respect of its proposal to remove 'children' and 'youth' from the titles of national posts?

The Bishop of Oxford: I thank the dean for this Question and am happy to give an assurance, as I did previously, that the small group I am convening will be asked to consider the title of the new post as we develop the proposals further, and it may well be – in fact it is quite likely – that in some way we must incorporate both 'children' and 'youth' in the title.

Very Revd David Brindley (Deans): When will the Board publish examples of the types of project work to which resources will be redirected following the reduction in posts?

The Bishop of Oxford: As I said, there will be two stages. The first will be when we have done some work in the reflection group and started to tease out what really are the critical areas that we are missing and need to target; we have some ideas already. Secondly, when we have an officer in post, that person will be very much tasked with identifying the things that will make a real difference, a real impact. With this particular policy we need to see its impact, its far-end stuff and its outcomes.

11. *Dr Rachel Jepson (Birmingham)* asked the Chairman of the Board of Education: Would the Board explain the process, including the skills audit, which led to the proposals in relation to current staff in the context of the implementation of the *Going for Growth* plan?

12. *Dr Rachel Jepson (Birmingham)* asked the Chairman of the Board of Education: With reference to the proposed staffing changes in the Education Division, why is it not more straightforward, more cost-effective and much better employment practice to offer the current staff members additional training, rather than creating a new post and making the existing posts redundant?

13. *Canon Nigel Greenwood (Ripon and Leeds)* asked the Chairman of the Board of Education: Given the strong emphasis within the 2010 Archbishops' Council Education Division's *Growing for Growth* strategy on delivery at national, diocesan and parochial level:

- (i) why is it proposed that the existing, distinctive and highly valued skills of the National Youth and Children's Advisers be placed at risk and reduced by incorporation into a single new post; and
- (ii) what wider consultation has taken place with those whom they serve?

14. *Miss Rachel Beck (Lincoln)* asked the Chairman of the Board of Education: It has been reported that a new post of Going for Growth adviser will replace the National Children's and Youth Adviser posts in the Education Division. The rationale behind this change in staffing structure has been explained as a way of delivering the outcomes of *Going for Growth*, which require 'specialist skills that the Division does not have within existing permanent staff'. Would the Board outline what these specialist skills are and what they entail in relation to the new role of Going for Growth adviser?

The Bishop of Oxford: With permission, Mr Chairman, I shall answer these Questions together.

I have explained in an earlier answer the process that led to the proposals. The review of the Board's *Going for Growth* work plan demonstrated the need for a more radical approach to achieve the impact to which we are committed. Simply continuing to tie up almost all the available resource in staff costs is not necessarily the way forward. As I have explained, the details of the new proposals will be further developed in the light of the comments received during the consultation.

Miss Rachel Beck (Lincoln): Will the small group looking further at the proposals, which the bishop has mentioned, consider consulting the networks of diocesan youth and children staff about the proposed job description for the Going for Growth adviser, given that some of the tests detailed at present would represent a duplication of what is already being done in dioceses, such as the organization of regional conferences and the collection of statistics?

The Bishop of Oxford: There is some dispute about whether that is being done, but I take the point. We are at a time of reflection, not consultation. The formal consultation finished at the end of January. Nevertheless, many comments have come in and those who will be in the group are very much in touch with constituencies as well. Therefore, I am sure that there will be continuing debate and consultation in that informal sense, but it is actually a reflection group at work now and it needs to work fairly quickly. We will do our best to make sure that all interests are represented in our discussions.

Miss Hannah Page (Church of England Youth Council Representatives): Can the chairman of the Board expand on what he means by a radical approach and what it would look like in practice?

The Bishop of Oxford: I would like to be able to do that in some detail but I do not think it would be fair to do it before the reflection group has met and the appointment has been made. We are looking at how we can take on the first phase of *Going for Growth*, which for three years has achieved many things but not others, and it is those others that we need to identify very clearly and sharply. We need to identify the

projects that are working and will make a difference, and then apply them, so at the moment it would be premature for me to give more detail.

Mr Jon Steel (York): The bishop explained quite clearly that there will not be a reduction in funds because the single post will be supplemented by project work. Projects, of course, come to an end. Is the bishop prepared to guarantee that the current spending levels will not reduce in future years when projects come to an end?

The Bishop of Oxford: I would very much like to give that guarantee, and I look to members of Synod in a sense to make a mental note now not to reduce Vote 2 in the future, because that is where the power lies when the budgets are put together. I regard nothing as more critical than our work with children and young people in our churches and schools and, put together, we can make a huge impact for young people who remember the *Good Childhood* report as showing the extent of the disadvantage in terms of well-being and happiness in our society. We have a terrific task and we must not reduce our resources – Synod please note.

15. *Miss Hannah Page (Church of England Youth Council)* asked the Chairman of the Board of Education: With reference to the proposed staffing changes in the Education Division, will the Board outline how the Church of England Young Council (CEYC) will be resourced in the future, and if there will be additional support could it explain what form this might take?

The Bishop of Oxford: The Board remains fully committed to the Youth Council and to ensuring that it is properly supported. This is an area to which the small group that I have convened to develop the proposals further will pay particular attention.

Miss Hannah Page (Church of England Youth Council): Is there any scope for a representative of the Church of England Youth Council to be a member of the reflection group that the bishop has convened, or could someone from the small group meet with CEYC to discuss the support that we need?

The Bishop of Oxford: I think the latter idea is a very good one, that a member of that group should indeed make contact with the Youth Council. We need to remember that there are all kinds of interest represented here, but the Church of England Youth Council is crucial, and that would be a good conversation.

16. *Miss Anna Louise Smith (Church of England Youth Council)* asked the Chairman of the Board of Education: With reference to the proposed staffing changes in the Education Division, can the Board provide details on the following:

- (a) the duration of the contract of the proposed Going for Growth officer;
- (b) whether there will be an opportunity to evaluate this new position after a trial period; and
- (c) whether the Board would consider involving CEYC and the diocesan youth and children's officers' networks in an evaluation if one occurred?

The Bishop of Oxford: I am grateful for these suggestions and they will be considered as the proposals are developed further. More generally, responsibility for the delivery of *Going for Growth* objectives lies with the Chief Education Officer, and policy

oversight is provided by the Board of Education, on which two members of CEYC serve as observers. The comments and reflections of those members are an important part of the Board's discussion and decision making.

Miss Anna Louise Smith (Church of England Youth Council): It has been suggested that *Going for Growth* will run until 2015. With that in mind, can the chairman of the Board clarify whether he foresees *Going for Growth* as a time-limited or ongoing strategy?

The Bishop of Oxford: Our strategy for prioritizing children and young people must be a continuing one for any church that takes its present and future life seriously. I therefore trust that a *Going for Growth* concept, whether or not it is called that, will be ongoing. In terms of the work plan that has emerged from it, I do not know how long the particular content of *Going for Growth* will survive beyond 2015, but certainly we have an awful lot of work to do in the next three years. That particular work plan has a timescale, and we will then assess how much progress we have made and review the situation.

Cathedrals and Church Buildings Division

17. *Mr Ian Fletcher (Bradford)* asked the Chairman of the Cathedrals and Church Buildings Division: What representations have been made to the Government to request flexibility within the quarterly budgets for the Listed Places of Worship Grant Scheme in order to address volatility of claims; have any representations been made to request that additional grants can be made within the existing budget in respect of large projects; and have representations been made to enable the much reduced grant in 2011/12 to be topped up, within the existing budgets, by carry-back from later years?

Mr Timothy Allen (St Edmundsbury and Ipswich) replied on behalf of the Chairman: The Government's announcement in October 2010 of a four-year extension of the scheme was extremely welcome, but the new cash limit meant that a rationing process had to be devised.

The Government accepted our proposal for quarterly allocations, with the amount paid to a project reflecting the ratio between total claims received and total funds available. It did not, however, accept our recommendation that the quarterly allocation should be seasonally weighted. This decision has probably contributed to the volatility in the payable rate, which dropped from 71.7 per cent in the first quarters of 2011–12 to 45.9 per cent in quarter 3.

DCMS has now confirmed that more than £12 million will be available for each of the next three years but that funds cannot be brought forward. Following further representations by the Church, the Minister has, however, announced an additional one-off capital grant of £1.1 million to be spent in 2012–13.

Mr Ian Fletcher (Bradford): Many churches are very welcoming of the fact that this scheme has been continued, but the fact that the grant is awarded retrospectively is a major problem for bigger projects, because for bigger projects the church does not

know how much it will receive until after the event. Of course, part of this year's allocation –

The Chairman: I am looking for a question mark, please.

Mr Ian Fletcher (Bradford): Part of this year's allocation was carried back to last year, which is different from carrying forward. In budgeting for larger projects, do you have any advice for churches on how they might deal with the scheme when they consider the funding available?

Mr Timothy Allen: The problem is that so far the Government has resolutely refused to consider some sort of seasonal adjustment for the payments. The hope must be that the Government will look at these recent figures and realize the very great difficulty that they present to churches. For example in your own diocese there is the case of St Clements Bradford, which has had the most appalling problems because of the uncertainty of what is available. I guess the immediate solution, before we can persuade the Government to change its mind, is for the dioceses to make a loan to the church concerned, as I believe Bradford has done, but that is less than satisfactory.

Council for Christian Unity

18. **Dr Richard Mantle (Ripon and Leeds)* asked the Chairman of the Council for Christian Unity: What plans does the Council for Christian Unity have to initiate the 'direct discussions between the Church of England and ACNA' envisaged by the Archbishops in paragraph 20 of their report *The Church of England and the Anglican Church in North America* (GS Misc 1011)?

The Bishop of Guildford (Rt Revd Christopher Hill): The Council for Christian Unity has not met since the Archbishops' report was published. I will ask it to consider this Question in due course, in the light of any further comments that the Archbishops or the Faith and Order Commission may have to offer.

19. **Dr Edmund Marshall (St Albans)* asked the Chairman of the Council for Christian Unity: What progress has been made on the implementation of the recommendations of the Joint Implementation Commission for the Anglican–Methodist Covenant to achieve mutual recognition of the ordained ministries of the Methodist Church and the Church of England?

The Bishop of Guildford: The Covenant does not speak of the mutual recognition of the ordained ministries of separate churches. Rather, the commitment made is 'to work to overcome the remaining obstacles to the organic unity of our two churches'. In that context the two Churches 'look forward to the time when the fuller visible unity of our Churches makes possible a united, interchangeable ministry'. The Common Statement of the formal conversations sets out the elements of organic unity of our two Churches and identifies the key remaining obstacles to organic unity, which the Joint Implementation Commission is addressing.

For example a project on the diaconate is enabling each Church to learn from the other. The concept of the 'president bishop', as a way for Methodism to 'take episcopacy into its system', made in the first quinquennium report, has yet to be tested

out in the Methodist Church. A comparison of decision-making structures at every level of Church life is providing a basis for further work on consultation and shared decision-making. Some local areas are planning joint mission, sharing ministry together and sharing resources.

While progress has been made, there are still significant obstacles to overcome in moving towards organic unity, and therefore to an interchangeable ministry. The key challenge is how to bring together two very different polities, within the framework of considerable existing doctrinal convergence, in a way which honours both traditions.

20. *Dr Cherida Stobart (Bath and Wells)* asked the Chairman of the Council for Christian Unity: To advance the Anglican–Methodist Covenant, now nine years old, can consideration be given to changing the law, including by removing any requirement for permission from the Church of England minister’s bishop each time the Church of England or Methodist minister wishes to celebrate the Holy Communion in the reciprocal church, so that, in future, automatic (and spontaneous) reciprocity and unity in the celebration of the Holy Communion is possible?

The Bishop of Guildford: The Anglican–Methodist Covenant provides a new context within which a diocesan bishop may grant approvals to parishes under existing legislation. Under paragraph 9 of Canon B 43, the diocesan bishop may decide that he will normally grant approval to allow joint worship, including a Methodist service of Holy Communion, at which a Methodist presbyter presides, to take place in Church of England churches on a regular basis.

Equally, under paragraph 3 of the same Canon the diocesan bishop may also decide that he will normally grant approval for a priest of the Church of England to preside at the Holy Communion in a Methodist church on a regular basis, provided that the rite and the elements to be used are not contrary to, nor indicative of any departure from, the doctrine of the Church of England in any essential matter.

I apologize for that rather technical answer. The burden of it is that actually what Dr Stobart asks for is possible in a flexible way under existing Canon law, and I can say that to my knowledge it is being so exercised in at least a number of dioceses, including my own.

Dr Cherida Stobart (Bath and Wells): I thank the bishop for that clarification regarding the scope of a bishop’s permission. However, my question was really angling towards obtaining automatic reciprocity, by which I mean full interchangeability. Could consideration be given to changing the law to recognize the Covenant relationship that we have with the Methodist Church and to permit a Methodist minister to preside at an Anglican service of Holy Communion taking place in an Anglican church?

The Bishop of Guildford: The wider question of the full interchangeability of Methodist and Anglican ministries is of course on the agenda of the Joint Implementation Committee, but I would say to Dr Stobart that even with the present Canons it is perfectly possible for a bishop, at the request of a parish or a group of parishes, such as in my own diocese, to ask for a kind of general permission, and this can and is being given.

I can say that certainly the diocese of Carlisle is looking at the ecumenical Canons for a diocesan-wide arrangement, as I think is the diocese of Ripon and Leeds, and indeed I am looking at something for a Methodist circuit that covers two of our deaneries. Therefore I believe that almost everything Dr Stobart is asking for is there, but of course the matter is still on the agenda of the formal conversations, and I thank her for the question.

Ministry Division

21. *Revd Jonathan Clark (Ripon and Leeds)* asked the Chairman of the Ministry Division: How can the Synod and the training institutions be confident that the new single curriculum proposed in GS Misc 1008 will adequately preserve different traditions in the Church before the details of that curriculum have been published?

22. *Revd Jonathan Frais (Chester)* asked the Chairman of the Ministry Division: How is the working party on funding changes in higher education going to ensure that the different traditions in the Church are adequately represented on the curriculum working party proposed in GS Misc 1008?

23. *Revd John Cook (Oxford)* asked the Chairman of the Ministry Division: How will the proposals of the working party on changes in higher education funding set out in GS Misc 1008 ensure appropriate diversity of provision for theological education in the Church of England?

The Bishop of Norwich (Rt Revd Graham James): With permission, Mr Chairman, I shall answer these Questions together.

The Ministry Division is well aware of this challenge. However, GS Misc 1008 does not propose a new single curriculum but a suite of awards with a single validation partnership. The report indicates in paragraphs 48–51 that variety is possible in the curriculum leading to the common awards.

The challenge is to create a suite of awards that both honours different traditions within the Church and ensures sufficient commonality in pre-ordination training on which dioceses can build coherently in curate training. Therefore the curriculum design group includes a good range of views. Furthermore, the curriculum guidelines will be developed in consultation with colleges and courses through a series of meetings about which they have already been informed. Details of the working group's membership are on the Synod noticeboard.

Revd Jonathan Clark (Ripon and Leeds): I note that your intention is to preserve a mixed ecology of training, but one of the problems for training ordinands is that if they have to do everything it is hard to do anything really well. Is there a danger of increasing the pressure on training institutions to do everything?

The Bishop of Norwich: In the past there has been pressure on training institutions to do too much, and this Synod has not been backward in asking the Ministry Division to include all sorts of things in ordination training, which has partly led to that. I hope

the work that can be done in relation to the single suite of awards can address that, and I think that it could do so very creatively.

Revd Charles Read (Norwich): Does the Bishop of Norwich, who is just slightly older than me, remember the heady days of the general ordination exam, and does that possible golden age offer any reassurance to the members of Synod who may be worried about preserving theological diversity with something that looks like a common curriculum?

The Bishop of Norwich: I am old enough to remember the general ordination examination. Indeed my illustrious predecessor, Maurice Wood, was not constrained at Oak Hill by the fact that they taught a common curriculum with those at St Stephen's House and Mirfield. Somehow or other he managed to overcome it. Of course, it illustrates that the worship, the prayer, the ethos, the role models of the staff, actually constitute our diversity perhaps more than the curriculum itself. It would be rather sad if we needed such diversity that we taught different faiths in our different theological institutions.

24. *Revd Jonathan Frais (Chester)* asked the Chairman of the Ministry Division: How is the working party on funding changes in higher education going to ensure that the different traditions in the Church are adequately represented on the curriculum working party proposed in GS Misc 1008?

The Bishop of Norwich: The membership of the phase 3 working party has been constructed to ensure that the different traditions of the Church of England are represented on it, in addition to full-time and part-time modes of training. Indeed it is ecumenical in scope with Methodist representation confirmed and United Reformed Church and Baptist membership to follow, thus including the four Churches that have expressed an interest in working together on this project led by the Church of England.

25. *Revd Stephen Pratt (Lichfield)* asked the Chairman of the Ministry Division: If the proposals of the working party on funding changes in higher education are accepted, how will the appropriate diversity of provision for theological education in the Church of England be ensured, and who will be monitoring this?

The Bishop of Norwich: Further to my answer to Question 21, it will be the role of a steering group, which will follow on from the work of the phase 3 working group, to monitor the implementation of the new validation arrangements and common suite of awards. In turn that steering group will report to the Ministry Council, whose responsibility it is to oversee this project.

26. *Mr Gerald O'Brien (Rochester)* asked the Chairman of the Ministry Division: Which principals, if any, of the training institutions share the confidence of the working party on funding changes in higher education that the new single curriculum (details of which have not yet been published) will adequately preserve the different traditions in the Church?

The Bishop of Norwich: GS 1008 makes clear that the proposals of the phase 2 working party are not for a new single curriculum but rather a common suite of

awards. The Ministry Division cannot speak for the principals of the training institutions but it has been in sustained consultation with them as part of the process of producing the proposals for a shared set of validated awards. In addition to written submissions there were four face-to-face meetings with principals during the academic year 2010–11. On the basis of those meetings the Bishop of Sheffield's working party made its proposals, confident that they carried the general support of principals. The Division will continue to work closely with the principals in the coming year as the set of awards is created.

Mr Gerald O'Brien (Rochester): I am grateful for the bishop's assurance that the Bishop of Sheffield's working party is confident that its proposals carry the general support of the principals. Would the chairman be prepared to put the confidence of the working party to the test by asking each of the principals whether they are content that the proposals will adequately preserve the different traditions in the Church?

The Bishop of Norwich: We are quite happy to put that at the next face-to-face meeting. In the most recent residential meeting with the principals there was absolutely no indication of any concern that this would affect the diversity of our traditions.

27. *Revd Jonathan Clark (Ripon and Leeds)* asked the Chairman of the Ministry Division: Is the confidence of the Working Party on Funding Changes in Higher Education that the common curriculum can be adequately formulated and discussed in the period January–October 2012 informed by the assessment of the training institutions?

The Bishop of Sheffield (Rt Revd Steven Croft): Replying as Chairman of the Working Party on Funding Changes in Higher Education, I refer Mr Clark to the Bishop of Norwich's answer to Question 26. The main decisions about the shared set of validated awards will need to be taken in the period specified. This period has been planned to give institutions the following academic year to implement the common awards in their own settings and to work up new or revised teaching materials as required. Notwithstanding this, there will still be time in the timetable for some details of the awards to be finalized in the early part of 2012–13, as the first students will not be starting on the awards until September 2013.

28. *Mr Gerald O'Brien (Rochester)* asked the Chairman of the Ministry Division: Given that the working party is unable to point to any definite savings in its assessment of the financial impact of its proposals in paragraph 66 of its report (GS Misc 1008), have the views of the principals of the training institutions been sought as to whether additional costs are likely to be incurred if the working party's proposals are implemented and, if so, what views have been received?

The Bishop of Sheffield: The principals of the theological colleges and courses have been consulted extensively, as you have heard, on all aspects of the funding of higher education awards undertaken by ordinands. No principal has expressed the view that the proposals of the working party will lead to the national Church incurring greater cost than it would if the present dispersed arrangements were to continue into 2013 and beyond. It has been widely recognized that, overall, if no action were taken, costs would rise sharply.

29. *Revd Stephen Pratt (Lichfield)* asked the Chairman of the Ministry Division: Has the working party on funding changes in higher education formed an assessment of the cost of disruption to the existing and established local relationships which theological training institutions already have with institutions of higher education, and are they confident that the disruption of these existing relationships will deliver significant savings?

The Bishop of Sheffield: There should be minimal cost of disruption at the training institutions other than that which would normally occur with a change in validation. Furthermore, up to three years have been allowed for the process of transition from the current arrangements to the new ones. One additional post has been created within Ministry Division to manage the transition to a single nationally validated suite of awards.

The main task for the working party going forward is to negotiate a deal with a provider (or providers) which delivers savings over the expected costs in 2013 if the current dispersed arrangements continued, including the additional staff cost in the Ministry Division. Initial discussions with interested parties indicate that this is achievable.

Revd Stephen Pratt (Lichfield): As the working party is mainly about funding, there does not seem to be much in the report apart from glossed statements about funding. Will we be presented with some factual evidence to show the proposed savings perhaps in the debate on Thursday?

The Bishop of Sheffield: I will explain in the debate on Thursday that there are two routes, and have been, to this conversation. One is certainly finance; the other is the broader training provision. I will try to bring some illustrative figures on Thursday, but the higher education funding arrangement as of last year became a market and those costs fluctuate according to the response of different parties within the market. We are therefore talking all the time about provisional costs, likely costs, likely outcomes, rather than firm things. However, we do have evidence to show that the arrangements we have made so far have reduced the initial bids of validation fees considerably from a year ago.

Dr Philip Giddings (Oxford): I think I heard the Chair of the Ministry Council say in his reply to the Question that there could be more than one provider of the validation process. Could he confirm that the Ministry Council is open to that, because some consider that just to have one is simply too risky?

The Bishop of Sheffield: We are looking at a single partnership but it is possible that within the single partnership there could be more than one provider working with us.

30. *Mr Adrian Greenwood (Southwark)* asked the Chairman of the Ministry Division: In the proposed plan to move to a single validating HEI for ministry training programmes across the country, given the mixed experience of validation arrangements offered by a number of British HEIs,

- (a) how will parity of student experience and equality of access to student support services across different institutions be assured; and

- (b) how will the necessary variety of local training for local circumstances, including OLM/NSM/SSM and Readers, be provided for?

The Bishop of Sheffield: Parity of student experience and equality of access to student support services will be among those issues which will be included in the process of evaluating the bids of potential partner universities. Both matters are now of great importance to universities as they impact on student satisfaction scores which have become important in the ranking of universities.

With regard to training for ministers to be deployed locally and Readers, the intention is to ensure that there is clear differentiation with regard to different groups of students within the new sets of awards. There is a balance to be struck here between formation for particular ministries while learning to work with other ministers.

Mr Adrian Greenwood (Southwark): I thank the Bishop for the assurances given. Would he also agree that there is a balance to be struck between the need for national standards for all ministers and local flexibility to call and train ministers locally for local circumstances and ministry needs?

The Bishop of Sheffield: I would so agree and very much hope that the new suite of awards will retain that flexibility.

Mr Keith Malcouronne (Guildford): In the move to a single validating partnership, how will the General Synod be able to give the green light to these proposals that are set out in the timetable?

The Bishop of Sheffield: The decision to move forward with the proposals in GS Misc 1008 was approved by the House of Bishops. We are hoping that the presentation and questions on Thursday will offer members of Synod additional opportunity to comment on the proposals, to give a steer as to the way forward, and we hope the dialogue will continue beyond that.

Mr Keith Malcouronne (Guildford): That is where my Private Member's Motion might come into play.

31. *Mrs Sarah Finch (London)* asked the Chairman of the Ministry Division: Concerning the report of the Sheffield Working Party on Formation for Ministry, is it possible that any training institution other than those based in Oxbridge and Durham could currently fit the proposed exemption criteria?

The Bishop of Sheffield: It is not possible to give a precise answer to the Question as there are still too many unknowns, for example which university or universities will be the future validating body and precisely how the exemptions process will work in detail. However, in addition to some pathways at the six theological colleges alluded to in the Question, it is possible that, on current arrangements, at least one more college will meet the criteria, including the criteria which requires that ordinands can undertake a significant part of their training in a high-quality theology faculty alongside their preparation in college.

Mrs Sarah Finch (London): What is the evidence on which the working party has based its implicit but important assumption that high educational standards are confined to awards from Oxbridge and Durham?

The Bishop of Sheffield: I am not sure the working party has made that assumption. We have tried to make a distinction between the kind of training an ordinand receives in an institution where they undertake their learning alongside undergraduates studying for a range of awards for a variety of confessional positions, and taught by people who are regularly training and teaching in those contexts as well, as opposed to a formational context, where the ordinand is learning almost entirely alongside other ordinands and taught by those who are teaching ordinands.

We believe there is value in preserving both, but there is not an implicit assumption or explicit statement that the one is better than the other; rather, that the Church needs both kinds of experience in the training provision.

32. *Revd Clare Herbert (London)* asked the Chairman of the Ministry Division: Given the pastoral significance of questions of human sexuality, the frequency with which they are asked in parish, family and wider Church life, and the variety of Christian opinion voiced over them, can information be provided about whether human sexuality is a topic required to be included in the syllabuses of Church of England theological colleges and courses?

The Bishop of Norwich: In the current system, the Ministry Division checks and, when content, approves the curricula of individual training institutions on a five-yearly basis. As part of this process it ensures that all ordinands are introduced to a broad range of topics in pastoral studies, including human sexuality. There will be another opportunity to revisit the contents of the curriculum with the forthcoming work on a common suite of awards for ordination training in our Church.

Revd Clare Herbert (London): I thank the bishop for his response but, as someone studying the effects on mental health of the statements of the Church of England concerning human sexuality, could he tell me further what, or perhaps who, will determine length of time spent in the integration of this subject into ordinands' lives and education, since there is at present an extraordinarily vast variation apparent between different theological colleges and courses with regard to this important integration?

The Bishop of Norwich: I do not think there would be too much that will be done centrally in terms of managing time; it is more to do with managing subjects and the content. I think what you are asking goes back to the question of how centralized our control of the curriculum ought to be. The Ministry Division seeks to validate the curriculum in each of the institutions at the moment and then trusts the institutions to deliver it. Then, of course, the House of Bishops' inspectors inspect to see that the delivery of training is as the House of Bishops would expect; so it is a balance between the two.

Mr John Ward (London): Mindful of how gay people now embrace the pink triangle, once a symbol of oppression by a European dictator, will theological colleges provide

training, preferably with warning lights – big pink triangles – about how loose language can sometimes be very dangerous in the hands of headline writers?

The Bishop of Norwich: I think that you are addressing the right person in relation to loose language. Bishops are very conscious that they sometimes use loose language which is used in headlines. It is also true that we have to be pretty careful about the instructions that we give in relation to human sexuality teaching in our colleges and courses. I think that the vast majority of the training that is received in this area by those who are preparing for ordination is extremely sensitive to the sorts of issues that you raise. It is very rarely raised in our inspection reports that inappropriate things are said and done.

33. *Revd Mark Steadman (Southwark)* asked the Chairman of the Ministry Division: Given that in recent years it has not always been possible to send ordinands to participate in the long-standing scheme to spend a semester at the English College in Rome, what steps are the Ministry Division taking actively to promote this opportunity amongst current students in training?

The Bishop of Norwich: The Ministry Division is in touch with colleges and courses several times a year to publicize this opportunity. However, it has become clear over the last five years that the number of ordinands available for a semester-long visit to Rome – or indeed to the sister scheme with the World Council of Churches in Switzerland – is no longer that great. This is due partly to the older age profile of ordinands, partly to family commitments and, perhaps most significantly, to the greater availability of masters-level programmes for ordinands with prior theological learning. As a result, the Ministry Division will be reviewing these study and formational opportunities with a view to seeing how best to promote ecumenical understanding among the ministers of the future.

Revd Mark Steadman (Southwark): May I thank the Chairman of the Ministry Division for his response? Has the Ministry Division given any thought to using the transfer credit system to widen and encourage participation in these important schemes, and possibly extend them to other areas of ecumenical and academic excellence? If not, will it do so?

The Bishop of Norwich: I do not think I can answer that Question accurately but I will find out and indeed let you know. Certainly that is something we will consider.

The Bishop in Europe (Rt Revd Dr Geoffrey Rowell): Following on from the Question about the English College and the Ecumenical Institute at Bossey, there is also the Philip Usher Scholarship for the Orthodox world and there are opportunities offered by the Greek Church. It is very important for the future that we have people who have experience of the life, work and teachings of the Orthodox Church in their theological training. Could the Ministry Division please note that that area also needs to be looked at?

The Bishop of Norwich: I agree, Bishop.

The Chairman: That really counts as a commercial break, framed as a Question!

*34. *Mrs Anne Foreman (Exeter)* asked the Chairman of the Ministry Division: How many female and male distinctive deacons are there in each diocese and how many women and men have been recommended for training as distinctive deacons since 2000?

The Bishop of Norwich: Figures for the number of recommended distinctive deacon candidates since 2000 are attached as Annex A.

Precise figures for the number of distinctive deacons serving in the Church of England are not currently available. It is estimated that there are up to 180. It is not possible to give an accurate figure by diocese. It is hoped that more accurate figures and the distribution by diocese will be available after the introduction of the new People and Pay system in autumn 2012.

Recommended Permanent Deacons 2000–2011

Women Men Grand Total

Sponsoring Diocese			
Blackburn	4		4
Canterbury		1	1
Chelmsford	1		1
Chester	2		2
Chichester	13	6	19
Ely	1		1
Exeter	4	4	8
Gloucester	1		1
Guildford	1	1	2
Lichfield		1	1
London	5	3	8
Newcastle	1	1	2
Oxford	2	1	3
Peterborough	1		1
Portsmouth	5	2	7
Ripon & Leeds	1		1
Rochester	1		1
St Albans		1	1
Salisbury	5		5
Southwell & Notts	1		1
Wakefield	5	3	8
Winchester	2		2
York	2		2
Europe	4		4
Grand Total	62	24	86

Figures derived from Ministry Division records 31 January 2012

Remuneration and Conditions of Service Committee

*35. *Revd Canon Roger Driver (Liverpool)* asked the Chairman of the Remuneration and Conditions of Service Committee: By province how many serving stipendiary clergy are there in the categories of bishops, archdeacons, deans, residentiary canons, parish clergy and other clergy, and of that number how many in each category still hold freehold?

The Bishop of Ripon and Leeds (Rt Revd John Packer): Following common tenure becoming effective, we asked diocesan offices to provide this information, and are still awaiting it from a number of dioceses. Once the information has been received, we shall make it available.

In response to a previous Question at the last Synod, I reported as follows:

- (a) 34 bishops have voluntarily transferred to common tenure, representing 34 per cent of bishops in post. This does not include the two archbishops who were automatically transferred under the Terms of Service Measure;
- (b) 21 archdeacons (nearly 21 per cent) have transferred voluntarily;
- (c) figures are not currently available for all cathedral clergy. However, two deans (or 5 per cent of those in office) have transferred voluntarily. Many other cathedral clergy have transferred automatically, as they were previously on a fixed term;
- (d) 290 freehold incumbents have transferred, representing 7 per cent of those in post.

The percentage of clergy on common tenure will have increased since then as an increasing number of new appointments come under common tenure, and there is information from more dioceses about the number of freeholders who have voluntarily moved over to common tenure.

36. *Mr Christopher Fielden (Salisbury)* asked the Chairman of the Remuneration and Conditions of Service Committee: Further to my Question, asked at the July group of sessions, as to the granting of visas to members of link dioceses wishing to come to Britain on visits sponsored by dioceses here, please may we have a report as to how discussions with the UK Border Agency on this matter are progressing?

The Bishop of Ripon and Leeds: A number of discussions have been held with the UKBA and improved methods of communication have been agreed. It is important that applications for visas are made in good time and forms properly completed. Further guidance and template documentation to assist dioceses in achieving successful applications is currently being drafted in partnership with the UKBA and will be published in due course.

Dioceses will be able to maintain their individual relationships with the UKBA, and RACSC will provide a central link on all policy issues regarding this matter.

Mr Christopher Fielden (Salisbury): I thank the bishop for his reply but it seems that the wheels are turning very slowly, in that just last month the Bishop of Cueibet in Sudan did not obtain a visa to attend a course at Lambeth Palace. May I ask that efforts to get this template out for applications be made as speedily as possible?

The Bishop of Ripon and Leeds: Yes. We are doing so and it is currently with the UKBA. I know nothing about the particular circumstances of which you speak, but the need for accuracy in completing documentation and completing it in good time is something that we need to stress to our partner dioceses across the world, because the UKBA have become considerably tighter in the way in which they look at applications.

37. *Revd Hugh Lee (Oxford)* asked the Chairman of the Chairman of the Remuneration and Conditions of Service Committee: What progress is being made in developing guidance for dioceses, and the clergy involved, on the remuneration, conditions of service and related issues arising in connection with house-for-duty ministry by clergy, including advice on how to keep up their National Insurance payments if they have no earnings?

The Bishop of Ripon and Leeds: Common tenure applies to house-for-duty clergy, so they should all by now have statements of particulars setting out their terms and conditions. Guidance on technical matters relating to house-for-duty ministry was published on the Church of England website in April last year. A working party, under the chairmanship of the Bishop of Dorchester, is working on further guidance on good practice issues and RACSC is due to consider this guidance next month.

Turning to National Insurance contributions, I would hope that financial matters, including tax and benefits will be considered by clergy with their financial advisors before they take up a post. The option of paying voluntary National Insurance contributions for clergy below state pension age is not included in the technical guidance, but it could be added if the working party and RACSC think it is appropriate to do so, and I am grateful to Mr Lee for the prompt.

Revd Hugh Lee (Oxford): I thank the bishop for such a helpful and detailed reply. Is he aware that some dioceses pay a small honorarium, or whatever it is called, to house-for-duty clergy, particularly in order that they may be able to maintain their National Insurance record? Will that be included in the future guidance that is being worked on?

The Bishop of Ripon and Leeds: Yes I am, and we will be looking at the implications of that in the guidance that we issue.

Mission and Public Affairs Council

*38. *Mr Andrew Presland (Peterborough)* asked the Chairman of the Mission and Public Affairs Council: Given the observation (in the *Church of England Newspaper* of 11 November 2011) of Messy Church co-founder Lucy Moore that the only previous mention of Messy Church in General Synod has been in a negative context, regarding its failure to fall into line with Common Worship, has thought been given to

whether positive lessons can be learned from the rapid growth of Messy Church and its ability to help thousands of unchurched families across England find out about Jesus?

Mr Philip Fletcher (Archbishops' Council, appointed): I am happy to affirm Messy Church very strongly and on the record! For the first time this year MPA, with the assistance of the Research and Statistics Department, has carried out a major count of fresh expressions in the Church of England. There were nearly 525 Messy Churches or close equivalents recorded. They account for over half of all the fresh expressions and nearly 15,000 adults and children come along to these services. The Fresh Expressions team as well as representatives from Messy Church (including Lucy Moore herself) are currently in conversation with the Liturgical Commission on the wider lessons to be learnt from all fresh expressions of Church.

39. *Revd Philip Plyming (Guildford)* asked the Chairman of the Mission and Public Affairs Council: In July last year this Synod passed a motion asking the Archbishops' Council to work with the House of Bishops to develop a National Mission Strategy. Can the Chair of MPA update this Synod on the work that has been undertaken so far to take forward this request?

Mr Philip Fletcher: I can indeed update the Synod about work on a national approach to mission in line with the paper on the approach to the new quinquennium. The Bishop of St Albans, Mark Ireland, as the author of the original motion debated in Synod in July, and I as the Chair of MPA, have been charged by the Archbishops to explore how to take this work forward. So far we have met twice and discussed at length what a National Mission Strategy might look like. NCI staff have shown us the considerable amount of mission action taking place already at national level and the group will be looking at new things that might be done, and how we might make them happen.

Revd Philip Plyming (Guildford): I welcome the statement that the work has started but I note that no comment has been made as to when that work will be reported back to Synod. I also note that the consultation group remains relatively limited in scope. Therefore, given the urgency of the missionary task and the focus of this quinquennium on growth, can I ask first that this Synod receives a progress report for debate at the July group of sessions and, second, that this report includes the experience not only of National Church Institutions staff but also practitioners on the ground?

Mr Philip Fletcher: First, of course, the small group is in the hands of the Archbishops' Council and the Business Committee, but I would hope, with that prompt, some report should be made to the July Synod, at least on work in progress.

On the more general issue, it is terribly important that this small group does not try to lay down the law. Many of the key initiatives for mission, focusing here, as our group is, on numerical growth as a key, come not from some great initiative, even from Synod; they come from the grassroots looking at recent history. Back to Church Sunday is an obvious example. Therefore, I think that Synod should not expect this group to set out a perfect National Mission Strategy. It will be recording what is

happening, looking at where it is happening, and looking to help us as the Church of England takes the whole issue forward.

Mr Clive Scowen (London): Inviting the Chairman to expand further on that answer, will the group invite members of Synod and the dioceses to submit further examples to it of effective mission and church growth of which NCI staff may be aware, and how will it go about doing that?

Mr Philip Fletcher: I think Mr Scowen's Question demonstrates a potential tension between a report back to Synod in July and the business of gathering lots of evidence. The group has evidence certainly of what is happening at the centre. It does not at the moment propose a general trawl for fresh information, but it is always open to members of Synod and others to write in, drawing attention to good initiatives that we, in turn, might want to draw to the attention of Synod.

40. *Mrs Mary Judkins (Wakefield)* asked the Chairman of the Mission and Public Affairs Council: The Bishop of Barking has made a good case for churches being actively engaged with the Olympics this summer. He advises deepening our interfaith relations (assisted by the Presence and Engagement network). What is being done to provide practical and educational ideas and resources with a distinct interfaith flavour, to assist churches, schools and the communities they serve in fulfilling this objective?

Mr Philip Fletcher: Canon Duncan Green has been seconded by the Church of England to be the head of multi-faith chaplaincy services for the London Organizing Committee for the Olympic Games (LOCOG). The multi-faith reference group for this work was launched at Lambeth Palace three years ago and last November the Archbishop of Canterbury led delegates from all nine world faiths on a tour of the Olympic park.

Twenty-six dioceses have set up their own Olympic-related initiatives and are being encouraged to work ecumenically and with other faiths through local faith forums. LOCOG has produced cross-curricular schools resources under the title 'Get Set' which focus on the values underpinning the Games and help schools to approach these issues through the resources of different faith traditions. The ecumenical and multi-faith 'More than Gold' plan for housing athletes' families during the Games has been awarded the 2012 Inspire mark for its contribution to the Games.

Mrs Mary Judkins (Wakefield): Although it is said that there is an Anglican head of multi-faith chaplaincy for LOCOG and the Archbishop launched the Faith pin in November, the LOCOG advice line has no information on this. Although there are some LOCOG cross-curricular resources – but, sadly, not very rigorous by RE standards – my question is repeated. What is there across all dioceses to support Church communities in challenging stereotypes, promoting cohesion, attacking extremism and giving valuable insight into the diverse beliefs of Britain today, especially with the athletes, their families and the media that will be travelling round the UK?

Mr Philip Fletcher: The various things that are going on, many of which I outlined, will all make an important contributing to ensuring that faith – and, from Synod's perspective, Christian faith – has an important role to play in the support of the

Olympics. There is a wider question there in Mrs Judkins's point and I will take back the specific point about what is said on the website, whether we can do more and, if so, how, and I will write to her.

41. *Mr Robert Hurley (Oxford)* asked the Chairman of the Mission and Public Affairs Council: What representations is the Council for Mission and Public Affairs making to uphold the Christian teaching on marriage by challenging businesses/organizations which encourage, facilitate and/or profit from adultery?

Mr Philip Fletcher: Members may be familiar with the campaigning group Faithfulness Matters, working to challenge companies which own or promote websites encouraging people to have extra-marital affairs. The MPA Council has discussed a paper from Faithfulness Matters and decided that, although we are generally reluctant to sign up to other people's campaigns, this was one issue where we should make an exception. The MPA Council therefore agreed to being named as a supporter of the Faithfulness Matters campaign, along with other denominations and church groups. MPA staff are in close contact with the campaign organizers. Faithfulness Matters seeks to engage with the companies concerned to explain how their websites trade on and generate unhappiness and deceit. There has been a meeting with the executives of one of the main companies concerned but no change of policy has yet been secured. The campaign continues.

42. *Revd Canon Kathryn Fitzsimons (Ripon and Leeds)* asked the Chairman of the Mission and Public Affairs Council: What are the MPA's plans for ensuring that, following Andrew Davey's departure from the staff of the MPA, dioceses and bishops are appropriately resourced and represented at national level to engage with the varied urban agenda, including mission and ministry in the more deprived parts of our cities?

Mr Philip Fletcher: Through his long and distinguished service in MPA, Andrew Davey has worked on many topics, not all of which would immediately be classified as 'urban', and other staff work in fields which embrace urban questions; so we should not look at one job in isolation. MPA has been considering the range of skills and experience we need now in a flexible team, which works in different formations to address the wide and complex range of issues which falls to the division. We will shortly be advertising for a new staff member and, although the job title will not be the same as Andrew Davey's, I am confident that, along with the work of the Bishop for Urban Life and Faith and the Urban Bishops' Panel, MPA will continue to give excellent service to the urban Church and the issues with which it is grappling.

Revd Canon Kathryn Fitzsimons (Ripon and Leeds): I am glad that the Chair of the MPA has confidence that the service to the urban Church will continue. Could he give us some of the actual steps that the MPA has taken in order to continue to engage with urban issues, particularly those of the most deprived parishes?

Mr Philip Fletcher: I should perhaps add that the advertisement for the new post will be coming out shortly. On the support, I could almost wish for my diocesan, who chairs the Bishops' Panel, to intervene at this point to say more about the work in general to support the parishes working, as my own parish does, in the context of very difficult urban conditions. However, what I think I ought to do is to look to sending a wider reply that seeks to draw some of the material together.

The Bishop of Ripon and Leeds (Rt Revd John Packer): In thanking Mr Fletcher for that response, can I ask whether, in the making of the new appointment, there will be an assurance that issues of race equality, issues of poverty and deprivation specifically, and of the response to the riots and disturbances last summer, will continue to be taken seriously by the MPA?

Mr Philip Fletcher: I can give the bishop and the Synod that assurance. First of all, in relation to the issue that particularly concerns CMEAC there is a separate post which not only provides support for CMEAC but will, as a new incumbent is recruited, have a wider role which will take that forward. On the riots, the MPA Council has specific work in hand, drawing together a lot of the experience, especially of clergy engaged in the areas in which the riots took place. We are therefore looking to produce something which will demonstrate the great variety of support which, through its presence in the urban areas, the Church was able to give.

43. *Revd Simon Cawdell (Hereford)* asked the Chairman of the Mission and Public Affairs Council: How will the Mission and Public Affairs Council's paper *The Church and Capitalism* (published November 2011) be promoted to contribute and widen the present public debate, and how is the Council working with other agencies to further resource and enhance the appetite for public debate on this issue?

Mr Philip Fletcher: The paper in question is on the MPA pages of the Church's website. It is not an exhaustive treatment of theology and economic issues but an introduction and list of resources for people asking what the Church has to say about ordering economic life. Like all our material, it is available for anyone to use and it contains enough suggested reading, approaching the subject from different angles, to fill many long winter evenings.

MPA staff are in dialogue on economic matters with many groups, ranging from the Occupy movement, to people working in City institutions, theologians and ethicists. Staff have attended numerous meetings in the Church and beyond, where people are exploring these questions. We are trying to facilitate discussion where we can and to listen and learn from as many sources as possible. The paper in question is intended to help support debate. Do please use it.

Revd Simon Cawdell (Hereford): Would the Chairman agree with me that, in the first instance, debate on this and other areas of public interest could be aided by dedicated front-page links from the Church of England's website to resource papers? This particular paper, extremely good as it is, is in a fairly dusty corner of the website at the moment and I cannot be the only person who has struggled to find it.

Mr Philip Fletcher: I am more than happy to take note of the point made and to refer it on to the Communications Department, to try to ensure that our website is easy to use and readily penetrable.

44. *Revd Christopher Hobbs (London)* asked the Chairman of the Mission and Public Affairs Council: What are the Council for Mission and Public Affairs, and the other National Church Institutions generally, doing to support the Episcopal Church of Sudan?

Mr Philip Fletcher: Lambeth Palace, the diocese of Salisbury, the Anglican Alliance for Relief, Development and Advocacy, and the Episcopal Church of Sudan submitted written evidence to the House of Commons International Development Committee's present inquiry into the challenges facing South Sudan, and specifically the prospects for peace and development.

On the basis of this submission, representatives from the diocese of Salisbury and the Episcopal Church of Sudan gave oral evidence to the International Development Committee (17 January 2012). MPA provided policy briefing and logistical support ahead of that meeting. MPA and Lambeth Palace hope to continue the conversation with Parliament and with the relevant government departments over the coming weeks and months.

NCI staff remain in regular contact with relevant development and mission agencies and companion links as to how the ministry and work of the Episcopal Church of Sudan can best be supported.

Revd Canon Dr Christopher Sugden (Oxford): Given the Church of Sudan's sensitivity to biblical teaching on human sexuality, as illustrated in their recent response to the Episcopal Church in the United States, is the Chairman aware that the Bishop of Salisbury's recent statement on gay marriage could seriously inhibit the ability of the Episcopal Church of Sudan to receive help from the Church of England?
The Chairman: I think that one is out of order, Canon Sugden.

45. *Mrs Joanna Monckton (Lichfield)* asked the Chairman of the Mission and Public Affairs Council: Following the recent statement by the Prime Minister that this is a Christian country, will the Council be considering what further steps might be taken to seek to ensure that the law allows Christians to express their Christian faith at work without the threat of losing their jobs?

Mr Philip Fletcher: I refer members of Synod to the background paper from the Secretary General on Fr Trott's Private Member's Motion. The law gives freedom to practise our faith, subject to the rights and freedoms of others, but this cannot apply only to Christians. The interpretation of the law by the employers and even the courts is sometimes controversial but, as the background paper explains, legal judgements are often reported misleadingly. Perhaps the most worrying aspect is the 'chill factor', which distorts many people's idea of what the law requires.

The major challenge is to address the attitude among employers, employees, public servants and others, which treats public expressions of religion with suspicion. Correcting such misapprehensions is a task for all Christians in their public witness and through making plain their vocation of service to their fellow men and women.

Mrs Andrea Minichiello Williams (Chichester): What is the House of Bishops going to do in response to the Government's submissions in the cases of Nadia Eweida, Shirley Chaplain, Gary McFarlane and Lillian Ladele, that will be going to the European Court of Human Rights, when in these submissions the following is said ---

The Chairman: You are asking a question of the House of Bishops. These are MPA Questions. If you are asking if the MPA is engaging with these cases, that is a supplementary. Otherwise, it is not.

Mrs Andrea Minichiello Williams (Chichester): This is what comes of being relatively new in Synod. It is with regard to a position that can be taken on the cases concerning manifestation of belief, where clearly, in the submissions by the Government, homosexual rights trump Christian rights. That is clearly stated in those cases. Furthermore, with regard to Christian expression, the cross is not recognized as a Christian symbol. This is clearly stated in the Government's submission, which I have here in my hand.

The Chairman: I think your question is 'Has the MPA considered these issues?'

Mrs Andrea Minichiello Williams (Chichester): Thank you, Chairman.

Mr Philip Fletcher: The Secretary General has considered many of those issues in the paper which, in part, is a commentary on Fr Trott's motion. I think that this is probably not the moment to get into the nuances of individual cases; but if Fr Trott's motion comes to be debated in this Synod – and it is there as contingency business – then we shall have an opportunity to get into these issues in more and appropriate depth.

*46. *Mr Andrew Presland (Peterborough)* asked the Chairman of the Mission and Public Affairs Council: What representations, if any, has the Council made to the Office for National Statistics on the fact that none of the 40 statistical indicators proposed in the recent consultation on proposals for measuring national well-being related directly to religion, faith or spirituality, despite the strong link established in research, and the National Statistician and others recognizing the high level of interest in these issues (particularly relating to Christianity) that was shown in the initial consultation last year?

Mr Philip Fletcher: In April 2011, the Office for National Statistics held a consultation on the subject of national well-being and MPA, in partnership with the Research and Statistics Department, entered a submission which was strongly critical of the methodology used, not only for its lack of reference to religion, faith or spirituality, but for the ambiguous form of questions, which meant that people of widely differing views were often pushed to tick the same boxes. In the last month, the ONS has run a further consultation to a very tight deadline.

However, it gave us a new opportunity to explain at length both the Christian view of well-being and the necessity for religious perspectives to be taken into account. It remains that we are broadly supportive of the Government's intention to seek ways of assessing well-being and not relying solely on GDP as a measure of our nation's flourishing.

Business Committee

47. *Mr Clive Scowen (London)* asked the Chairman of the Business Committee: What is the projected timetable for the work of the Elections Review Group and, in particular, what deadlines apply for submissions from members of General Synod and

others on (a) the electorate of the House of Laity; (b) the balance of membership between the provinces; (c) special constituencies; (d) the elections process; and (e) other matters?

Revd Canon Sue Booy (Oxford): I am replying as Chair of the Elections Review Group. The group is hoping to submit at least an interim report to the Business Committee by September of this year. Having undertaken an initial overview of the issues, it will be considering the questions of the electorate for the House of Laity, the balance of membership between the provinces and the special constituencies at its next meeting on 27 March, so that it would be helpful if any further submissions on those matters could reach it before then. Submissions on the remaining matters should be received before the subsequent meeting of the group, due to be held on 27 April.

Mr Clive Scowen (London): Will the Chair cause the information just given to be included in a notice paper this week and/or e-mailed to members, so that we all have it in writing before us as well as so helpfully expressed in that answer?

Revd Canon Sue Booy: The staff have been most helpful to our work and I am sure that, with a polite request, something like you suggest can be done.

48. *Mrs Joanna Monckton* (Lichfield) asked the Chairman of the Business Committee: Are there any plans to amend the Church Representation Rules with a view to preventing married couples, whether clergy or lay, serving on a PCC at the same time?

Revd Canon Sue Booy: There are no current plans to amend the Rules in the way described. However, if Mrs Monckton writes to me, setting out the nature of the concern that lies behind her Question, I shall be happy to lay her letter before the Elections Review Group, so that it can consider the possibility of such an amendment, alongside other amendments to the rules that have been proposed.

Mr Tim Hind (Bath and Wells): Is the Acting Chair of the Business Committee aware of the negative impact that any change such as that suggested would have when we are trying to promote marriage?

Revd Canon Sue Booy: As Chair of the Elections Review Group, I would be very happy to have a conversation and even a note from you.

Mr Gavin Oldham (Oxford): Is the Business Committee aware that the presence of husbands and wives on many rural PCCs is wholly indispensable, with their covering several of the roles on the PCCs, and that many husbands and wives would find it very strange that such a rule could be proposed when it did not apply to members of the same family being on PCCs?

Revd Canon Sue Booy: I am looking forward to a vast amount of correspondence on this matter! My husband and I have never been on a PCC together. In fact, before ordination we worked it very carefully so that we took it in turns. However, I am very aware of the point that Mr Oldham makes.

Revd Hugh Lee (Oxford): If this question does arise, will the Chair look into the factors as to whether that may fall foul of the law of the land on discrimination amongst married couples?

Revd Canon Sue Booy: I am sure that we would be very careful about such things.

49. *Revd Christopher Hobbs (London)* asked the Chairman of the Business Committee: Following the Question at the last group of sessions put by Brother Thomas Quin to the Business Committee (Question 38), to help make a proper comparison of the costs in London and York, could the Business Committee ask the dioceses for details of the costs they have to meet in connection with groups of sessions held in London and York respectively?

The Archdeacon of Dorking (Ven. Julian Henderson): I reply as Acting Chairman of the Business Committee. While the Business Committee is reluctant to create work for staff here and in the dioceses, yes we will do this, and we will reflect on the information that we receive.

Revd Christopher Hobbs (London): When these figures are known, will the Business Committee make them known to Synod and will the Business Committee seriously consider three shorter sessions per year?

The Archdeacon of Dorking: The Business Committee will make the figures known when we have them. At this moment, given all the different relevant factors, the costs of being in York and London are not that dissimilar; but we will make the exact figures known in due course. That will have an impact on our decisions about two or three Synods in a year.

50. *Revd Canon Robert Cotton (Guildford)* asked the Chairman of the Business Committee: What factors will be taken into account when considering the possibility of the final approval debate on the Anglican Communion Covenant at the July 2012 group of sessions of the Synod?

51. *Revd Canon Robert Cotton (Guildford)* asked the Chairman of the Business Committee: What contingency planning is being done for a situation where a majority, or a significant number, of dioceses vote against the Anglican Communion Covenant in their diocesan synods?

The Archdeacon of Dorking: With permission, I will reply to Questions 50 and 51 together.

The Business Committee's report on the reference to the dioceses must be debated either in July or at the following group of sessions. If the draft Act of Synod is not approved by the majority of the dioceses, the process will end with the debate on that report. If it does receive majority support, the final approval debate could either be at the same group of sessions or at a subsequent group of sessions. The scheduling would be for the judgement of the Committee.

The reference period ends on 30 April. The Business Committee will meet in May, after the House of Bishops has met, to settle the July agenda. Beyond confirming that

it will take all relevant factors into account, I should not wish to anticipate the collective judgement of the Committee by suggesting that some factors might be more important than others.

Revd Canon Robert Cotton (Guildford): Acknowledging that the Anglican Consultative Council meeting comes in the diary before the November General Synod, which is still set in our diaries for contingency business, can specific consideration be given to holding a debate on the Covenant in General Synod in November this year, because the Covenant raises such important issues?

The Archdeacon of Dorking: Further to my comment in the Business Committee report debate earlier this afternoon, SO 2(b) says that the Presidents, after consultation with the Business Committee, will consider the need for a November Synod. I would not want to pre-empt that discussion or decision.

Revd Canon Robert Cotton (Guildford): Since many people, in local debates in deaneries and dioceses, are wanting to say No to the Covenant and Yes to the Anglican Communion, what preparation could be done to ensure that General Synod can positively engage with opportunities of relationships within the Anglican Communion in a way that is not dependent on the Covenant process?

The Archdeacon of Dorking: I am not aware of a specific plan if there is a No vote on the Covenant, but I am sure that the ongoing conversations and meetings across the Communion will no doubt continue and will continue to bear fruit. A No vote, to my mind, will not signal the end of those bonds of affection that there are across the Communion.

52. *Revd Prebendary Stephen Lynas (Bath and Wells)* asked the Chairman of the Business Committee: Has the Business Committee reviewed the 'extended conversation' discussion groups that formed part of the York sessions in July 2011, and is it proposed to repeat the exercise in July this year?

The Archdeacon of Dorking: The Committee has reviewed the experience and judged it to have been a success. It noted evidence that members would like it to be repeated.

The Committee has not yet discussed whether it would be desirable to repeat the exercise in the particular context of the likely business for this July, nor has it looked at whether there would be sufficient space in the timetable. It will begin to consider that at its March meeting, though final decisions about the agenda and timetable for July cannot be taken until after the House of Bishops has met in May.

Revd Prebendary Stephen Lynas (Bath and Wells): Will the Business Committee consider, when they do meet in March, that the Synod is at its best when it does more than just transact business? Will they perhaps take the opportunity in the tearooms during this session to take soundings from the Synod members about whether people would like to repeat the exercise this July, particularly at this time when conversation, talking and listening, are going to be vital?

The Archdeacon of Dorking: We hear that and will take note of it. I am sure that there will be plenty of conversation around this Synod during the next four days.

Dr Philip Giddings (Oxford): Will the Business Committee note that part of the reason for the success last July was the participation of representatives from all three Houses? Will it make sure in the arrangements it makes that, if the experiment is repeated, that happens again?

The Archdeacon of Dorking: I am sure we have heard exactly the point that you have made.

53. *Mr Anirban Roy (London)* asked the Chairman of the Business Committee: When will the Synod have the opportunity to debate whether it should be possible for civil partnerships to be registered in religious premises of the Church of England?

The Archdeacon of Dorking: The Business Committee's role is not, as I intimated earlier this afternoon, to initiate business (except motions relating to its own responsibilities). It would primarily fall to the House of Bishops to consider whether they wished to bring a proposal to the Synod on this matter, given their lead responsibility for doctrine and worship and given their pastoral statement on civil partnerships, which they issued in 2005 and are now reviewing. There are, of course, other ways in which people can seek to bring business on to the Synod's agenda.

Mr Anirban Roy (London): Has the Business Committee been given an indication by the House of Bishops as to when that review of the pastoral statement might be complete and made available to Synod, possibly even through one of the greatly valued presentations under SO 97?

The Archdeacon of Dorking: I am not aware of that communication having happened. I would like to draw your attention and that of Synod to the fact that a Private Members' Motion has been made available on this theme, should members wish to express their desire for such a debate.

*54. *Mr Paul Hancock (Liverpool)* asked the Chairman of the Business Committee: In view of the recent history of demonstrations/interruptions during Synod business, will there be increased security measures for this group of sessions and the subsequent group(s) of sessions in 2012, in view of items on the agenda which are likely to generate strong emotions?

The Archdeacon of Dorking: The appropriate level of security measures for each group of sessions is considered in advance in the light of the agenda and any intelligence received about possible demonstrations or disruption. For obvious reasons it is not our practice to make any announcement about the level of measures at specific groups of sessions.

Standing Orders Committee

55. *Mr Adrian Vincent (Guildford)* asked the Chairman of the Standing Orders Committee: Has the Standing Orders Committee considered whether revision committees, to which legislative and liturgical business are committed, should be required, or encouraged, normally to meet in public, in the same way that public bill

committees of the House of Commons examining legislation at committee stage do; and, if not, will it do so now?

Mr Geoffrey Tattersall (Manchester): In accordance with the undertaking I gave in the debate on its 44th report at the February 2010 group of sessions, the Standing Orders Committee is in the process of reviewing revision committee procedures, and the issue will be discussed further at the Committee's next meeting later this year. As part of that review, the Committee will be considering whether revision committees should either be required by the Standing Orders, or encouraged by guidance, to meet in public.

Clergy Discipline Commission

56. *Revd Canon Susan Penfold (Blackburn)* asked the Chairman of the Clergy Discipline Commission: Is it possible to give an indication of the cost to the Church of complaints against bishops and archdeacons under the Clergy Discipline Measure which do not reach the Vicar General's Court or a bishop's disciplinary tribunal respectively?

The Bishop of Guildford (Rt Revd Christopher Hill) replied as a member of the Clergy Discipline Commission: I am replying as a member of the Clergy Discipline Commission. As the records of the legal costs incurred by Archbishops and bishops in undertaking the preliminary scrutiny of complaints – which of course are done by their registries – are not structured in such a way as to disclose easily the amount that relates to complaints against bishops and archdeacons, to go back a long way in history as it were would take a disproportionate amount of staff time. However, for the year 2011 I am able to answer the Question. In that year, some £22,780 was spent on such costs, relating to complaints against 11 bishops; £3,950 on such costs relating to complaints against archdeacons. Both figures include VAT.

Complaints against bishops and archdeacons may also give rise to costs by way of ecclesiastical legal aid, at least theoretically, if they apply for it, but there were no such costs in 2011.

Revd Canon Susan Penfold: I thank the bishop for that outline of legal costs. Do we have any idea how many hours of bishops' and archdeacons' time is taken up dealing with complaints which later prove to have no legal substance?

The Bishop of Guildford: I cannot give an accurate answer to that question. I can say, as a diocesan bishop, quite a lot!

Faith and Order Commission

57. *Revd Prebendary Stephen Lynas (Bath and Wells)* asked the Chairman of the Faith and Order Commission: The background paper produced by the Faith and Order Commission (GS 1840B) for the debate on the Bradford DSM at the July group of sessions drew attention to its publication *The Journey of Christian Initiation*, published by Church House Publishing in 2011. What steps does the FAOC intend to take to promote a debate in Synod of that publication?

The Bishop of Guildford replied on behalf of the Chairman: Replying on behalf of the Bishop of Chichester, the book *The Journey of Christian Initiation* is a collection of essays offered to the Church of England at large and indeed the wider Church. I should declare an interest: I am one of the contributors. It is not a report of the Faith and Order Commission, though the essayists were members of the Faith and Order Commission. It is not a report, however, and the Commission has no plans to ask for it to be debated in this Synod.

I know that there are some who have quite strong disagreements with some of the essays and they are at liberty to question the essayists. I can tell you that Bishop Colin Buchanan has been in vigorous correspondence with me about it!

Revd Prebendary Stephen Lynas (Bath and Wells): Given that the tone of some of those contributions to *The Journey of Christian Initiation* – and I name no names – seem to go against the Church of England’s current understanding of the relationship between baptism and confirmation, which takes us right back to the Ely Report of something like 40 years ago, and particularly with the growth of the admission of children to communion under certain circumstances, would the Faith and Order Commission not welcome a debate?

The Bishop of Guildford: I cannot speak for the Commission or indeed for the Chairman. I do say this: that the content of all the essays, as I remember them, has nothing in it contrary to the doctrine of baptism and confirmation as expressed in the Book of Common Prayer – Stephen’s point is a slightly different one from that – but also absolutely nothing against the policy of communion before confirmation, which I and other bishops who contributed to those essays actually approve and authorize in our dioceses, for example my own.

Liturgical Commission

58. *Revd Charles Read (Norwich)* asked the Chairman of the Liturgical Commission: What opportunity did the Liturgical Commission have to discuss the content of the FAOC book *The Journey of Christian Initiation* prior to its publication?

The Bishop of Wakefield (Rt Revd Stephen Platten): The Liturgical Commission did not discuss the content of the FAOC book *The Journey of Christian Initiation* before its publication. This was due almost entirely to the fact that the timing of the book meant that the Commission was not in existence, because it was still being set up by the Archbishops. Indeed, the same point could be made about the actual publication of the book. The book was produced by members of the Faith and Order Advisory Group, I think, but published by the Faith and Order Commission.

Revd Charles Read (Norwich): Has the Liturgical Commission had any opportunity to discuss the book since its publication and since the re-formation of the Commission?

The Bishop of Wakefield: Happily, the Commission always takes time to talk about interesting subjects and so we have had some time to reflect upon it, but only in an informal way.

Church Commissioners

59. *Revd Canon Giles Goddard (Southwark)* asked the Church Commissioners: The Fair Pensions report, *Protecting our Best Interests: rediscovering fiduciary obligation*, states that fiduciary duties include a duty of loyalty and not a single duty to maximize returns. Given the contribution of fossil fuels to climate change and the disproportionate impact of oil extraction on the poor, will the Church Commissioners take the ethical lead and make the necessary arrangements to disinvest from the oil industry?

The First Church Estates Commissioner (Mr Andreas Whittam Smith, ex officio): The Commissioners are guided by the Climate Change Investment Framework, which is recommended by the Ethical Investment Advisory Group. The EIAG advises the national investing bodies and its members combine expertise in theology, ethics, investment and business. In line with the framework (a copy of which is on the notice board), we are trying to help promote the required structural change to a lower-carbon economy.

We are members of the Institutional Investors Group on Climate Change, which lobbies policymakers, and signatories to the Carbon Disclosure Project, which asks thousands of companies to disclose their carbon emissions and set reduction targets.

The EIAG does not favour disinvestment from oil companies, given that the global economy, which sustains the lives of most of the world's people, cannot function without energy, most of which presently comes from fossil fuels.

CLIMATE CHANGE INVESTMENT FRAMEWORK

"The whole creation belongs to God. As human beings we are part of the whole and have a responsibility to love what God has entrusted to our care. We are called to conserve its complex and fragile ecology, whilst recognising the need for responsible and sustainable development and the pursuit of social justice. The second Great Commandment calls upon us to love our neighbour; climate change reminds us that this applies to our neighbours of tomorrow as much as to our neighbours of today.

The national investment bodies of the Church of England accept the broad scientific consensus that greenhouse gas emissions from human activities are the most significant contributor to changes in the world's climate. The Church accepts that climate change is likely to result in profound consequences for human society, disproportionately affect the peoples of the developing world, and materially impact the world's natural systems and the global economy. We acknowledge that climate change therefore presents a series of material risks and opportunities for investors and companies.

The national investment bodies of the Church of England support a proactive approach that can help achieve substantial reductions in global greenhouse gas emissions. In addition, we recognise that to adapt to the risk of climate change is vital.

We recognise that:

- Greenhouse gases emitted into the atmosphere are causing environmental change and this will impact upon the companies and real estate assets in which we invest, and our asset management activities more generally.
- Current investment research, analysis, decision-making and shareholder ownership activities have the potential to reflect the risks and opportunities presented by global climate change.
- It is in the long-term interests of the ultimate beneficiaries of the assets we represent that climate change mitigation and adaptation should occur.
- By working collectively we, as investors together with agents, companies, regulatory authorities and governments can create an investment environment that contributes towards a low carbon economy.

As Church investors we will seek to:

- Build our capacity to understand and assess the investment implications of climate change by seeking ways in which the adverse impacts as well as the positive opportunities arising from climate change can be better understood.
- Work together as one Church, wherever possible, on initiatives that will help reduce the threat and impact of climate change.
- Encourage our asset managers to integrate consideration of climate change risks and opportunities in their investment research, analysis, decision-making and shareholder ownership activities.
- Explore ways in which our external advisors can be encouraged to consider the impacts and opportunities of climate change and climate change policy in the advice that they provide to us, for example in considering opportunities to invest in new technologies.
- Engage with the companies in which we invest to encourage an approach that minimises the risks, and maximises the opportunities presented by climate change. We will encourage companies to be transparent and accountable about their impact on climate change, for example by setting targets and timelines for reducing their greenhouse gas emissions.
- Explore ways in which a policy of assessment that measures, over time, the carbon footprint of the Church's investment portfolios can be developed.

On behalf of the Ethical Investment Advisory Group

The Church of England Ethical Investment Advisory Group was established in 1994 and includes representation from the Church Commissioners for England, the CBF Church of England Funds, The Church of England Pensions Board, the General Synod, the Archbishops' Council, and the Mission & Public Affairs Council

Revd Canon Giles Goddard (Southwark): It is precisely because we all use oil that it is so important that we are responsible in our approach to it. There is a widespread perception that the EIAG guidelines in this area do not go far enough. They are seen as ‘theology-light’ and do not make sufficient connections between climate change, the oil industry, renewable energy, justice and the poor. Will the Church Commissioners request the EIAG to review their guidelines, taking account of these matters?

The First Church Estates Commissioner: We do have a study under way at the moment between members of the Assets Committee about policy in relation to investing in energy companies and we will be addressing some thoughts to the EIAG on this matter. You are quite right: we do have the right and ability to make suggestions as to what they should consider and to comment on what they say, and I will bear in mind what you have said.

Revd Hugh Lee (Oxford): Will the Church Commissioners also consider actively investing in carbon capture and storage, as this is the only way of dealing with the fossil fuels that we all need?

The First Church Estates Commissioner: What I can tell you is that we do invest in a specialist firm which manages non-fossil fuel investments, Impax Environmental Markets, and that we have granted a mandate, more than £200 million, to Generation, an investment firm co-founded by Al Gore, which invests only in companies which show that they can operate in a sustainable way. You may be interested to know that their results are rather above-average as a result of taking this attitude.

Pensions Board

60. *Dr Peter Capon (Manchester)* asked the Chairman of the Pensions Board: What advice is the Pensions Board giving to small Church of England institutions that face crippling deficit payments following the latest triennial revaluation of the Church Workers Pension Fund?

Dr Jonathan Spencer (ex officio): Difficult financial circumstances over recent years have meant that the Church Workers Pension Fund, in common with virtually all defined benefit pension schemes, had a substantial deficit at its last valuation as at the end of 2010. Each participating employer is responsible for meeting its share of that deficiency in respect of its current and former employees.

The Board is very open to discussions with employers about ways in which their share of the deficiency can be managed, within the constraints of the scheme funding legislation and the requirements of the Pensions Regulator. It has already agreed recovery plans with the great majority of the 80 or so employers in the scheme, including a small number where a longer recovery period has been approved to accommodate individual circumstances. The Board’s staff are also supporting several employers through the process of introducing changes to the benefit structure of their scheme.

Dr Peter Capon (Manchester): Given that the scale of the payments required seems to come as a shock to many of the employing institutions, were those institutions

warned of the increasing deficit and were they advised of the outcome of the interim annual reports on the state of funding?

Dr Jonathan Spencer: I am not sure as to the answer to the second part of your question, as to whether you were informed about the interim results. I will check that and let you know.

As to whether there was a warning in relation to the final results, those final results were known in the spring of last year; so contributing employers have had some while to get used to the scale of the deficit to be funded. I think it is common knowledge, of course, that defined benefit pension schemes have faced funding difficulties in recent years. The previous valuation of this scheme was in 2007, before the financial crisis of 2008 broke. It is to be expected, therefore, that employers will have realized that potentially there were problems ahead, even if the quantum was not known. The quantum is never known until the valuation is actually conducted.

Archbishops' Council

61. *Revd Philip Plyming (Guildford)* asked the Presidents of the Archbishops' Council: In the light of Synod's priority to take forward the spiritual and numerical growth of the Church, what steps are being taken to review the formula used to distribute funds received from the Church Commissioners to dioceses – the so-called 'Darlow Formula' – to ensure that it does not subsidize decline but rather promotes growth?

Mr Andrew Britton (Archbishops' Council, appointed) replied on behalf of the Presidents: The Archbishops' Council and Church Commissioners' Board recently had a joint meeting at which they had a preliminary discussion on the future use of the funds managed by the Commissioners. Formal discussions on spending plans for 2014–16 will commence later this year. These will touch on a wide range of issues relating to how the funds can promote the three quinquennial goals set out by the Archbishop of Canterbury in his 2010 Presidential Address. This will include consideration of the Darlow distribution system, which is designed to channel financial support to poorer parts of the Church and also the incentives associated with it.

Revd Philip Plyming (Guildford): I welcome the statement that the Darlow Formula will be reviewed as part of the discussions on spending plans for 2014–16. May I ask that this review be based on the clear commitment that poorer parts of the Church be explicitly supported in their own growth agenda and not be financially penalized when, under God, such growth takes place?

Mr Andrew Britton: My reply was that it would include consideration of the Darlow distribution system. It has been reviewed many times in the past. It is a complicated system and I think we need to consider whether the incentives inherent in it are sufficient for yet another revision. However, I take your point. It is one that certainly needs to be considered in the course of our discussions over the next year as to the future of the distribution of funds managed by the Commissioners.

62. *Mrs April Alexander (Southwark)* asked the Presidents of the Archbishops' Council: At its Nottingham meeting in 2005, the Anglican Consultative Council adopted the Millennium Development Goal for 'equal representation of women in decision-making at all levels'. In January 2012, at a joint seminar for the Archbishops' Council and the Church Commissioners there were six women out of 50 delegates. What steps have been taken by the Council to comply, and to encourage other institutions in the Church to comply, with the ACC resolution and recommendations?

The Archdeacon of Lewisham (Ven. Christine Hardman) (Southwark) replied on behalf of the Presidents: The resolution called for 'all member Churches to work towards the realization of this goal in their own structures of governance, and in other bodies to which they nominate or appoint.' At the last elections to the General Synod, 46 per cent of the lay members returned were female and the proportion of elected female clergy increased from 22 per cent in 2005 to 28 per cent. The Council – along with the Appointments Committee – continues to seek to secure as balanced a gender representation as possible on all bodies, though that of course continues to be problematic when bishops are required – at least for the moment.

Mrs April Alexander (Southwark): It is difficult to credit the Archbishops' Council with improvements in the elected membership of General Synod. Could I ask again what are those steps that have been taken in relation to the areas over which the Council has control or influence, and may we have periodic reports on their success or lack of it?

The Archdeacon of Lewisham: As a member of the Archbishops' Council and indeed of the Appointments Committee, I am happy to confirm that the issue of achieving as good a gender balance as possible is taken seriously; although I am very grateful to Mrs Alexander for raising this question, because complacency is to be avoided. If she and I had not been present at the seminar to which she refers, it would have been four women and not six; so I am well aware of the problem.

However, it has to be said that if we are to make further significant progress in the realization of this goal, it is difficult to see how this can be achieved in any meaningful way while membership of the House of Bishops and the College of Bishops remains closed to women. Whether we are able to make further progress towards this goal, therefore, rests not with the Archbishops' Council but with decisions made by this Synod.

63. *Miss Vasantha Gnanadoss (Southwark)* asked the Presidents of the Archbishops' Council: What progress has been made with the request in the Synod's resolution of July 2011 that, in order to provide a baseline against which to measure the progress to be reported in 2014, the Archbishops' Council collect and publish for each diocese the current number of black, Asian and other minority ethnic (i) clergy and (ii) laity in specified significant roles, including suffragan bishops, deans, archdeacons, residentiary canons, directors of ordinands, examining chaplains, bishops' advisers for selection conferences and other diocesan officers?

Mr Philip Fletcher (Archbishops' Council, appointed) replied on behalf of the Presidents: Mission and Public Affairs has been working with Research and Statistics

on this, as they are best placed to gather information in a complete and authoritative way. A clergy diversity audit was completed in May 2011 but in some dioceses coverage was below 70 per cent, which did not give us robust enough data to publish diocesan estimates.

We are looking at the 2011 year-end clergy data to see if this gives us the information we need to publish. Other work includes consideration of whether the National Church Institutions' new People and Pay system can be enabled to capture this data. We certainly recognize the importance of having baseline figures available, and this will support the independent work going on under the auspices of the House of Bishops and the Archbishops' senior appointments team to increase the numbers of minority ethnic clergy in senior positions.

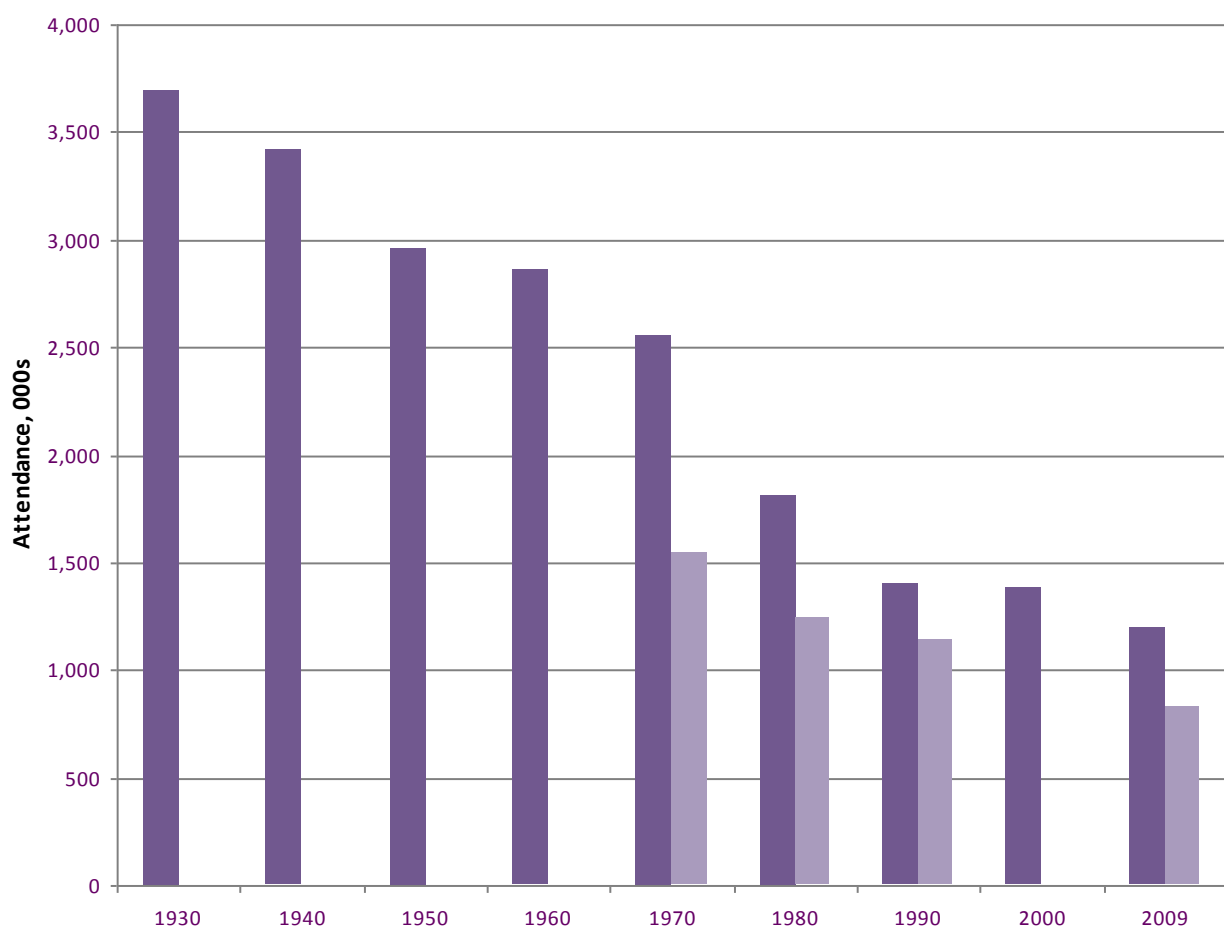
Miss Vasantha Gnanadoss (Southwark): I thank the Archbishops' Council for informing us of the work that is being done. However, because previous experience suggests that the collection of BAME numbers, by extending the Research and Statistics Department normal procedures, is unlikely to be implemented on the timescales required by Synod's resolution, will MPA therefore arrange in addition for an authoritative request to be made directly to dioceses for these specific baseline data?

Mr Philip Fletcher: To get consistent answers from all dioceses, which is what we all want, it is important to ensure that the information is requested as part of a wider data capture exercise rather than in response to just a one-off initiative. The Research and Statistics Department is asking questions to get statistically useful answers and we look to get it as part of a wider exercise, to get it consistent.

*64. *Mr Gavin Oldham (Oxford)* asked the Presidents of the Archbishops' Council: Will the Council provide a table or chart showing churchgoing statistics for the Church of England from 1930 to date, correlated, if possible, with a measure of the level of Church of England-based community action over the same period?

Mr Philip Fletcher (Archbishops' Council, appointed) replied on behalf of the Presidents: The provision of a table of churchgoing statistics would be perfectly feasible, although subject to a number of caveats about comparability of data. But the point of the question is the correlation between attendance and community action, and that could be a fascinating exercise. Indeed, the Church Urban Fund has begun a piece of research trying to tease out that question and this will be presented at the CUF fringe group during these sessions of Synod. However, assembling the data retrospectively would, I think, be impossible, as agreed definitions of Christian community action are lacking and our knowledge of activity in this area is anecdotal rather than statistical. We await the outcomes of the CUF work with interest.

Electoral rolls and usual Sunday attendances comparisons 1930 to 2009



65. *Mr Clive Scowen (London)* asked the Presidents of the Archbishops' Council: Following the resolution of General Synod in July 2011 which called on the Archbishops' Council to work with the central structures of the Church of England to produce a national mission action plan that will support parishes in growing the number of worshipping Anglicans, enabling them to grow in faith, what steps have the Council taken towards producing such a plan, and when does it expect that it will be produced?

Mr Philip Fletcher (Archbishops' Council, appointed) replied on behalf of the Presidents: I refer Mr Scowen to the answer I gave as Chair of MPA. To recap, the Bishop of St Albans, Mark Ireland, as the author of the original motion debated in Synod in July and I as Chair of MPA have been charged by the Archbishops to explore how to take this work forward. The group has met twice and discussed what a National Mission Strategy might look like. NCI staff have shown us the considerable amount of mission action taking place already at national level. The group is looking at new things that might be done and how they might make them happen.

Mr Clive Scowen (London): Further to my supplementary question on Question 39, and notwithstanding Mr Fletcher's answer to that Question, would it not now be possible, without in any way slowing the production of the National Mission Strategy, to e-mail diocesan bishops, general secretaries and mission advisers, giving them a very short period in which to draw to the group's attention mission initiatives which have proved effective in growing churches in their dioceses?

Mr Philip Fletcher: The Synod will have heard Mr Scowen's suggestion and I am quite sure that the group on which I sit is very open to comments coming to us. However, I am conscious that if, as in an answer to a previous Question, a report is to be made to the July Synod, the timetable for achieving that is very short. If Synod is to have a chance to contribute itself, then I think that we cannot pause now for a proper, full consultative exercise. What we need to be open to is contributions coming to us, which will inform the final work of the group as it reports to the Archbishops' Council and, I hope, on to Synod.

66. *Mr Colin Slater (Southwell and Nottingham)* asked the Presidents of the Archbishops' Council: What process was involved, and how was a final decision reached, to adopt the strapline 'A Christian presence in every community' and what control, if any, is exercised over its use?

Mr Philip Fletcher (Archbishops' Council, appointed) replied on behalf of the Presidents: The strapline 'A Christian presence in every community' was developed for the website rather than for the Church of England as a whole, and may be used by others as they wish. It emerged from discussions with the Archbishops' Council and the Church Commissioners and was discussed with the media bishops, the Communications Task Group, the Diocesan Communications Panel, Commissioners Management Group and Pensions Board Management Group, during broader communications discussions.

There was also general support, in informal discussions with a wide range of people across the Church, for a sentence that expressed the Church's Christian ministry of serving the nation and involvement in communities of all types, including online. We do not claim any kind of copyright or unique rights to a factual and descriptive phrase. No explicit control is therefore exercised over its use and we know of no cases where it has been misused, so no controls are envisaged for the future.

Revd Moira Astin (Oxford): Is it true? *(Laughter)*

The Chairman: That is probably asking for an expression of opinion, which is not allowed; but the point is taken.

67. *Mr Adrian Greenwood (Southwark)* asked the Presidents of the Archbishops' Council: Since the group of sessions in July 2011,

- (a) what actions has the Archbishops' Council taken to turn the rhetoric of lay involvement into reality (paragraphs 81 and 82 of GS 1815);
- (b) what further such actions are planned in the next six months; and
- (c) how will progress be monitored and success measured?

The Bishop of Sheffield (Rt Revd Steven Croft) replied on behalf of the Presidents: Since July 2011 the Archbishops' Council has continued to support and encourage lay discipleship and ministry, principally through the work of the Education Division and the National Adviser on Lay Discipleship and Shared Ministry. The Ministry Division bishops have begun work on a vision for re-imagining ministry, to be considered by the House of Bishops in autumn 2012. This will refer to the ministry of the laity and issues around ministerial collaboration.

The implications for policy concerning lay and shared ministry will then be considered by the Archbishops' Council. Initiatives and new approaches which flow from this review will be monitored by the Council, with reference to the work of those divisions which hold responsibility for lay development, discipleship and shared ministry, in particular the divisions of Education, Ministry and Mission and Public Affairs.

Mr Adrian Greenwood (Southwark): I welcome the bishop's reply and look forward to the reports referred to. Does the bishop agree with me that turning the rhetoric of lay involvement into reality goes way beyond the issues of lay ministry and requires a change of culture within the whole Church, so that the contributions of all members of the Church, lay and ordained, are given equal value?

The Bishop of Sheffield: Yes I would agree with that, Mr Greenwood, and I really hope that the work which is to be done on re-imagining ministry will give due weight to lay discipleship and lay ministry, and seek to integrate those within an overall theology and practice of ministry for our Church for the future.

Mr Tim Hind (Bath and Wells): Is the bishop aware of what the House of Laity is doing in terms of its 'Make the Difference' campaign, in trying to promote lay involvement across the land?

The Bishop of Sheffield: I have heard something of it but would be glad to be more fully informed.

House of Bishops

68. *Mr Nicholas Harding (Southwell and Nottingham)* asked the Chairman of the House of Bishops: As the Bishop of Southwell and Nottingham continues to be a successful 'Bishop for Children', has the House considered appointing a 'Bishop for Youth' to address the specific needs of those in the 11–25 age range, and those who minister to them?

The Bishop of Oxford (Rt Revd John Pritchard) replied on behalf of the Chairman: I think it has a lot to commend it. Indeed, some time ago I remember being approached informally to see whether I would act in such a way but I could not make a meeting for the next three years or something, so was not invited to do it. However, I do think that it is very good to have advocates and champions.

Mr Nicholas Harding (Southwell and Nottingham): In that case, could I encourage the bishop to have conversations with members of the Church of England Youth Council to form the role and to see how it is carried out in the long-term future?

The Bishop of Oxford: It sounds a very good idea. Can I read an answer that I have just been given? The Bishop of Southwell and Nottingham was asked to take on the brief for children by the Archbishop of Canterbury and it would be for him to consider a similar appointment for the age range identified in Nick's question. As far as I know, the House has not considered such an appointment. Thank you for that suggested way ahead.

*69. *Canon Ann Turner (Europe)* asked the Chairman of the House of Bishops: What audiovisual resources are there available on the safeguarding of children and vulnerable adults for parishes wishing to become better acquainted with local, practical, requirements?

The Bishop of Southwell and Nottingham (Rt Revd Paul Butler) replied on behalf of the Chairman: The Church of England has not produced any such material centrally. The responsibility for training and for ensuring that policies are implemented at local level rests with dioceses, all of whom have expert safeguarding advice available. The National Safeguarding Adviser has had very few requests about the possibility of providing training resources nationally, and only one request specifically about audiovisual resources.

The Church of England belongs to the Christian Forum for Safeguarding, which means that we work together with the main Christian denominations about safeguarding matters. Some audiovisual material has been made available by both the Catholic Safeguarding Advisory Service (CSAS) and the Churches' Child Protection Advisory Service (CCPAS). However, neither of these resources relate specifically to Church of England policy.

*70. *Revd Tony Redman (St Edmundsbury and Ipswich)* asked the Chairman of the House of Bishops: Of the senior clergy, including bishops, deans and archdeacons, how many were trained through a regional training course and how many by college or university, either numerically or proportionately?

The Bishop of Ely (Rt Revd Stephen Conway) replied on behalf of the Chairman: On the basis of the data in *Crockford*, nine out of 251 senior clergy completed their initial training through a regional training course.

71. *Revd Tony Redman (St Edmundsbury and Ipswich)* asked the Chairman of the House of Bishops: How much was spent per head in 2011 on the training of new bishops, and has any comparison been made of the spending per head in that year on the training of new archdeacons?

The Bishop of Ely (Rt Revd Stephen Conway) replied on behalf of the Chairman: We have calculated the figures to be £4,350 for each new diocesan bishop and £1,850 for each new suffragan bishop. These figures include staff costs for the Archbishops' Adviser on Bishops' Ministry and the Learning and Development Adviser, whose roles involve a significant responsibility for providing and facilitating support to bishops in the first year of their ministry (estimated to be about 20 per cent of each role). The difference between the two figures reflects the entitlement of a new diocesan bishop to transition coaching and more in-depth media training.

The CMD Committee has not made a comparison of these figures with sums per head spent on the training of new archdeacons. The Committee is, however, well aware of the recent research commissioned by the Archdeacons' Forum and will be discussing its findings and implications at its next meeting in March 2012.

72. *Revd Charles Razzall (Chester)* asked the Chairman of the House of Bishops: How many people are living as enclosed hermits in the Church and what are the arrangements for supporting this way of life?

The Bishop of Dudley (Rt Revd David Walker) replied on behalf of the Chairman: Having just heard how cheaply I was trained for communicating, I hope that you will bear with me! We do not have a way of centrally collecting information on the numbers of people living as enclosed hermits but we put out a few feelers and we are aware that there are at least a dozen such hermits at the moment. Enclosed hermits are supported by individual religious communities. Contact details for all Anglican religious communities can be found in the *Anglican Religious Life Yearbook*, and further details of the eremitical life can be found in the *Handbook of the Religious Life*. Both books are published by the Canterbury Press. By the end of this week I expect a little queue of people wanting to become enclosed hermits!

Revd Charles Razzall (Chester): The second book has already sold out. I tried to get a copy at Church House Bookshop! How might the whole Church, given our proper emphasis on marriage and our struggle with other relationships, recognize that for many people two is a crowd and that the solemn, joyful, solitary, consecrated life can be received as a charism and gift to the Church? How can the House of Bishops give us a lead on this?

The Bishop of Dudley: In answering that, I hope we are not just talking about enclosed hermits. As well as the people to whom I have already referred, there are now a number of people who are part of what is called 'the single consecrated life'. The Bishop of Monmouth, the Bishop of the Church in Wales, chairs a subgroup of the Advisory Council, which meets from time to time with such of those people who are prepared to be clubbable enough to come together once in a while.

With regard to the consecrated single life – those people who take a formal vow of celibacy before a bishop – we are trying to keep a track, in particular of those who are not supported by a particular enclosed community, because they are perhaps the ones most at risk. The Advisory Council reports on an annual basis to the House of Bishops on the work that we are doing, and I stand ready to answer questions there – or here.

The Archbishop of Canterbury (Dr Rowan Williams): In the light of what you have just said, is there any way in which the assets of religious communities that for one reason or another have come to an end can in some part be made available for the support of enclosed eremitical life, since, as you say, not all hermits are supported by religious communities?

The Bishop of Dudley: I very much welcome the Archbishop's suggestion. Yes there is. We have now set up the Anglican Communities Development Trust, a fund which is looking to receive money where there is perhaps a community that has come to the

natural end of its life but wishes to bequeath something of its residual assets to the ongoing furtherance of the religious life in the Church of England. At the moment we have very small funds there and we are using them largely to focus on the area of new monasticism, which I am happy to talk about at length on another occasion.

It is a problem, though, that sometimes when a community finishes the people who end up controlling the pot do not necessarily always have the vision. On one or two occasions that has been quite a concern for us; so we do urge communities that are thinking about their legacy to think about it early, not on their deathbed.

73. *Revd Dr Rosemarie Mallett (Southwark)* asked the Chairman of the House of Bishops: What actions has the House taken to further the positive intentionality of the recommendations of the *Unfinished Business: A Pastoral and Missional Approach for the Next Decade* report (GS 1844), so as to ensure better representation of black, Asian and minority ethnic people at senior leadership levels in our national, diocesan and local Church structures?

The Bishop of Dudley (Rt Revd David Walker) replied on behalf of the Chairman: This is a multifaceted issue. We heard something in response to Vasantha's Question earlier. Work continues on several fronts. The Archbishops are due shortly to announce an episcopally led task group that will take forward the work the Bishop of Sheffield outlined to us at Synod last July. That is about the intentional development of minority ethnic clergy for senior appointment. In addition, they have also asked the Vacancy in See Committees to review their membership in the light of that commitment to positive intentionality that was set out in the report mentioned and which Synod backed overwhelmingly. I can add that, when I had an inkling we might have a vacancy in see in my own diocese, I made sure that the committee contained a wide range of membership.

Clearly the responsibility for involving minority ethnic Anglicans in Church structures at all levels is something that belongs to each and every one of us. While we cannot identify at this stage what initiatives are taking place in individual parishes and dioceses, I do suggest to Synod members that we each take action to raise the question in our own local communities and structures. It is not good enough to leave it to somebody else – even the House of Bishops.

Revd Dr Rosemarie Mallett (Southwark): I thank the bishop for his reply and I am glad to see that the issue is being attended to at the highest level. I would ask if, in the planning processes regarding this issue, thought has been given to specific ways of encouraging senior diocesan officers in each diocese to take responsibility for rolling this out; and also if there is a projected timeframe for reporting back any interim diocesan responses to Synod. Also, will the to-be-formed episcopally-led task group be the responsible body nationally for co-ordinating progress in this area?

The Bishop of Dudley: There is quite a lot in that supplementary, so I will see if I have remembered some, if not all, of it! First, in terms of who is responsible in a diocese for trying to progress this, I would say that matters around ministry largely fall to the bishops to take a lead on. I would hope that every bishop, through his staff meeting in particular, is constantly reviewing the contributions that minority ethnic clergy can make, both in and beyond his diocese. That can be everything from when

we are setting up a working party to somebody going on a course or representing us at some body within or beyond the diocese. This is something where bishops in particular need to take a lead, because we are often the gatekeepers to the sort of matters that allow people to develop their experience and to show what they are capable of on a wider stage.

I have forgotten the second half of the question!

Revd Dr Rosemarie Mallett (Southwark): It is the timeframe for reporting back and if the episcopally-led task group will be the ones who will take responsibility nationally for co-ordinating progress in this area.

The Bishop of Dudley: The task group has not yet been fully set up. Before I can respond to that, we will have to wait for the Archbishops to announce what is happening.

Revd Canon Simon Killwick (Manchester): Is the House of Bishops aware of the urgency of this matter? I remember the very moving and valuable debate we had in July 2011 and yet I came out of it feeling very depressed, because I remembered a similar debate about 10 years before and nothing seemed to have changed. There is an urgency. Is the House of Bishops aware of it?

The Bishop of Dudley: I believe the House of Bishops is aware of that urgency. That is why the Archbishops, in consultation with the House – and we had discussions on this in December – are about to announce this episcopally-led task group. That is the measure of the urgency. I know that you may think a task group is not the most urgent thing to do, but it is something we can do. Revd Killwick is absolutely right. For too long we have fallen far too short of the level of the black and minority ethnic leadership we need if we are truly to be the agents of God’s mission that he calls us to be. We must do better and do better quickly.

74. *The Dean of Portsmouth (Very Revd David Brindley)* asked the Chairman of the House of Bishops: What consideration has the House recently given to the theology and role of cathedrals, and to the question of whether it is possible and desirable for a diocese to have more than one cathedral?

The Bishop of St Edmundsbury and Ipswich (Rt Revd Nigel Stock) replied on behalf of the Chairman: The House has not recently considered this matter. It is, however, aware of the Dioceses Commission’s view set out in its report of the West Yorkshire reorganization scheme issued last November that, in this instance, the three existing cathedrals should continue as cathedrals of the proposed new diocese.

The Dean of Portsmouth: In view of the statistics showing that cathedrals are one of the sections of the Church’s mission showing real numerical growth, will the House give urgent consideration to the impact on the Church’s mission in a multi-ethnic city such as Bradford, were the city to lose its status as the title of a see and, therefore, in effect see the downgrading of its cathedral? When will the House give consideration to that and can we debate that issue before the Dioceses Commission reports to Synod?

The Bishop of St Edmundsbury and Ipswich: Dr Podmore, in his July 2011 Note, *Cathedrals in the New Diocese*, which is on the Commission's webpage, states, 'For there to be more than one cathedral in a diocese is not in itself an ecclesiological development in the Church of England, and the Dioceses, Pastoral and Mission Measure approved by the General Synod only four years ago...contemplated this possibility.' It is therefore perfectly possible for the cathedral in Bradford to remain under those circumstances. Indeed, in the report it took very serious note of the urgency of the mission of the cathedral in those circumstances.

The Bishop of Ripon and Leeds: Will the bishop affirm that, should the Dioceses Commission's proposals go through for West Yorkshire, the three cathedrals of Wakefield, Bradford and Ripon will remain cathedrals of the Church of England, equal to each other and to all other cathedrals of the Church of England?

The Bishop of St Edmundsbury and Ipswich: The report is still out for consultation. I cannot remember when it comes back. That was the original proposal and we have to wait and see as the consultation process proceeds.

75. *Miss Vasantha Gnanadoss (Southwark)* asked the Chairman of the House of Bishops: Has consideration been given to leaving the draft Bishops and Priests (Consecration and Ordination of Women) Measure substantially unchanged whilst also introducing a new Act of Synod that would govern the arrangement whereby suitable alternative bishops are given their authority (by General Synod) to fulfil the role defined in section 2 of the draft Measure?

The Bishop of St Edmundsbury and Ipswich (Rt Revd Nigel Stock) replied on behalf of the Chairman: The House of Bishops will need to decide at the Article 7 reference stage whether it wishes to make any further amendments to the legislation. In its deliberations it will, I am sure, want to reflect carefully on the debates due to take place in this session of Synod. There are certainly some matters which may be better dealt with by Code or possibly by Act of Synod rather than by Measure but, equally, there are some matters which have to be resolved one way or the other in the Measure itself. Where matters could in principle be dealt with in one or other instrument, the choice of instrument, *i.e.* Measure, Act of Synod, will have consequences for the legal status of the decisions taken.

Revd Canon Simon Butler (Southwark): Can the bishop confirm that a statutory Code of Practice has more weight in law than an Act of Synod in respect of these matters?

The Bishop of St Edmundsbury and Ipswich: All our legal advice so far has been that, yes indeed, a Measure reinforced by a Code of Practice does have more standing in law.

76. *Mrs Sarah Finch (London)* asked the Chairman of the House of Bishops: In view of the reservations expressed about the FAOC symposium, *The Journey of Christian Initiation*, during last July's Synod debate on the admission of baptized adults to communion, would the Chairman of the House of Bishops please inform the Synod whether or not the symposium's line on confirmation has the agreement and endorsement of the House of Bishops?

The Bishop of Guildford (Rt Revd Christopher Hill) replied on behalf of the Chairman: As I hinted earlier, *The Journey of Christian Initiation* is a collection of essays produced on behalf of the Faith and Order Commission, but it is not a statement by the House of Bishops and therefore the House has not been asked to endorse it. The Church of England's doctrine on confirmation is to be found, in particular, in our historic formularies and in particular in the *Book of Common Prayer*. The essays are consistent with that doctrine.

Mrs Sarah Finch (London): In view of the controversial nature of the matter, would the House of Bishops please ensure a full debate in the Synod on the doctrine of confirmation?

The Bishop of Guildford: I cannot answer for the House of Bishops on that question. I am sorry.

77. *Revd Dr Tim Stratford (Liverpool)* asked the Chairman of the House of Bishops: In view of the disquiet expressed in this Synod in July 2011 about the theological stance of the recent Faith and Order Commission publication *The Journey of Christian Initiation*, can the House inform the Synod what standing that publication has in relation to the doctrine and policy of the Church of England and, given that its cover links its authority to the General Synod, whether there are any plans for a debate in the Synod on the publication at some point in the near future?

The Bishop of Guildford (Rt Revd Christopher Hill) replied on behalf of the Chairman: The doctrine of the Church of England is to be found, in particular, in its historic formularies. I apologize for some repetition here. The essays in the book that is being questioned are consistent with that doctrine and propose no change – and this may perhaps help the last questioner – to the policy of the Church of England in regard to its theology of confirmation or its practice of confirmation, or the more recent official policy of authorized communion before confirmation. It is a book which is a collection of essays and not a report, and there are no plans for it to be debated in this Synod.

Revd Dr Tim Stratford (Liverpool): Given that the book *The Journey of Christian Initiation* bears on its front cover an inscription that says 'The Faith and Order Commission of the General Synod of the Church of England', it suggests an official status. Can the bishop confirm to me, as a member of the Liturgical Commission, that members of that Commission are not bound by the thinking in that book and are free to consider other perspectives in their current work?

The Bishop of Guildford: I absolutely confirm that – as if anything else in the Church of England!

78. *Mr Richard Brown (York)* asked the Chairman of the House of Bishops: A number of bishops in the House of Lords wrote a letter to the *Observer* newspaper in November 2011 criticizing the Government's welfare reforms programme. Has the House considered showing similar opposition to the Legal Aid Bill currently going through Parliament (given that the legal aid cuts are likely to do as much damage to vulnerable people on low incomes, disabled people, children, etc.)?

The Bishop of Liverpool (Rt Revd James Jones) replied on behalf of the Chairman: A number of Lords Spiritual have been deeply concerned about the proposed legal aid reforms and have been following the progress of the Bill in Committee. At Second Reading in the Lords on 21 November the Bishop of St Edmundsbury and Ipswich delivered a speech which was strongly critical of the legal aid provisions in Parts 1 and 2.

The Mission and Public Affairs Division has been in touch with the Law Society, the Bar Council, the Immigration Law Practitioners' Association, the Children's Society and the Consumer Justice Alliance about possible amendments to the Bill. Lords Spiritual will be ready to speak and vote on amendments to improve or moderate the provisions of the Bill when it comes to Report Stage, probably in March.

79. *Mrs April Alexander (Southwark)* asked the Chairman of the House of Bishops: Recent press statements (5 January 2012 and 1 July 2011) on human sexuality and on civil partnerships indicate that the appointed working groups undertake to 'draw together material from the listening process'. Can further information be provided about this process, including such matters as who has listened to whom (in broad terms), when they listened, what they heard and how they overcame the difficulty that homosexual priests do not feel free to declare themselves in order to participate?

The Bishop of Gloucester (Rt Revd Michael Perham) replied on behalf of the Chairman: The House of Bishops' mandate for drawing together material from the listening process was set out in its statement of 1 July and given to the group of which I am now a member. We have a more extended time-scale than the group reviewing the 2005 statement on civil partnerships and are just about to have our first meeting, so I cannot say much today about how we shall be setting about our task. But I can give an assurance that we shall certainly want, among other things, to assemble and reflect on the very considerable range of material and experience that has emerged from the listening process around dioceses since 1998.

80. *Revd Stephen Coles (London)* asked the Chairman of the House of Bishops: To what extent were the provisions of the Equality Act taken into account by the House of Bishops when they declared a moratorium on the appointment of clergy in civil partnerships to the episcopate?

The Bishop of Sodor and Man (Rt Revd Robert Paterson) replied on behalf of the Chairman: On this as on other matters where legal issues are at stake, the House had the benefit of support from its Legal Adviser, who had been involved both in the preparation of the relevant papers and was present at the discussion which took the decisions set out in the 1 July statement.

81. *Revd Stephen Coles (London)* asked the Chairman of the House of Bishops: What provisions are being made to ensure that lesbian, gay, bisexual and transgender Anglicans are consulted by both the group reviewing the pastoral statement on civil partnerships and that advising the House on the Church of England's approach to human sexuality?

The Bishop of Sodor and Man (Rt Revd Robert Paterson) replied on behalf of the

Chairman: Before Christmas I wrote on behalf of the civil partnership group to a number of groups inviting them to submit representations and have now received replies from them all and some submissions from others. These include a detailed submission from the LGBT Coalition and some of its associated bodies. I understand that the group on human sexuality is to have its first meeting shortly and will be considering then how it is going to set about its task.

82. *Revd Canon Giles Goddard (Southwark)* asked the Chairman of the House of Bishops: In the interests of transparency and of gaining the confidence of the Church of England in their reports, how are the terms of reference for the House of Bishops' working groups on human sexuality and civil partnerships to be agreed and when will they be published?

The Bishop of Sodor and Man (Rt Revd Robert Paterson) replied on behalf of the Chairman: The 1 July statement from the House of Bishops constitutes the terms of reference for both groups.

83. *Revd Canon Simon Butler (Southwark)* asked the Chairman of the House of Bishops: Will the House of Bishops publish a paper setting out the respective roles of the Archbishops, the General Synod and the House of Bishops (including under the Overseas and Other Clergy (Ministry and Ordination) Measure 1967) in determining whether the Church of England is in communion with ACNA?

The Archbishop of Canterbury (Dr Rowan Williams): These roles were discussed in paragraphs 17–21 of the Secretary General's paper GS 1764B, which was circulated to the last Synod in 2009 when the Private Member's Motion about the Anglican Church in North America was debated. I have arranged for a copy to be placed on the noticeboard. I do not think that anything needs to be added to that at this stage, but if Canon Butler has more detailed questions about what is said there I am sure the Secretary General would be happy to respond to them.

84. *Revd Canon Simon Butler (Southwark)* asked the Chairman of the House of Bishops: Will the House of Bishops request the Archbishops to brief the House on the circumstances in which applications to officiate in the Provinces of Canterbury and York made under the Overseas and Other Clergy (Ministry and Ordination) Measure 1967 will be successfully entertained for:

- (a) clergy of ACNA; and
- (b) clergy ordained overseas specifically for ministry in the Provinces of Canterbury and York?

The Archbishop of Canterbury: The Archbishop of York and I do, as a matter of course, ensure that members of the House of Bishops are briefed on relevant developments in relation to the operation of the 1967 Measure.

85. *Mrs Anne Foreman (Exeter)* asked the Chairman of the House of Bishops: As the recent Transformations Conference identified the need for a change of culture in the House of Bishops, what steps are being taken to begin to implement such change?

The Archbishop of Canterbury: I gave an oral report of the Transformations Conference to the House of Bishops on 13 December 2011, which was followed by a lively discussion.

The House is aware that there is a need to consider what the first woman bishop's experience would be on joining the episcopate. The need to ensure that culture of the House would be suitable for both sexes is understood. Acknowledgement of diversity of background and experience is equally important. These and the other issues arising from the Transformations Conference will be explored in more detail after the current synodical processes in relation to women in the episcopate have been concluded, but the House will keep them firmly in mind.

86. *Mrs Alison Ruoff (London)* asked the Chairman of the House of Bishops: Can the House, on behalf of the Church of England, put pressure on HM Government to stop it interfering with the definition of marriage?

The Archbishop of Canterbury: In Canon B 30, 'The Church of England affirms, according to our Lord's teaching, that marriage is in its nature a union permanent and lifelong, for better for worse, till death them do part, of one man with one woman, to the exclusion of all others.' That has been the basis of what Church of England representatives have said at recent meetings with the Home Secretary and with the Equalities Minister, and of the Archbishop of York's recent comments. The Government's proposed 12-week consultation exercise in March will provide a further opportunity for all the Churches to let their views be known.

87. *Mr Gavin Oldham (Oxford)* asked the Chairman of the House of Bishops: What steps are being taken to increase the effectiveness of the Church's mission to young people through digital media, in particular through social networks, and to provide diocesan-level episcopal oversight of such mission?

The Bishop of Norwich (Rt Revd Graham James) replied on behalf of the Chairman: CHP's *Reflections for Daily Prayer* have been developed as an 'app' and has proved popular, with over 8,000 downloads. The Communication Office's project, 'Say One for Me' (now called 'Pray for Me') uses Facebook to allow an interactive dimension. The Church of England Youth Council uses Twitter rather effectively.

However, the point about digital and social media is that they tend not to work if they are top-down; they are only effective if they catch on with the user groups. There is growing experience in the Church that people, especially young people, use new media in very unpredictable ways, and a number of attempts to use such media in mission have foundered on this unpredictability. I would suggest that episcopal oversight of such mission work would be the kiss of death. This is a field where people need to be free to innovate and see what happens.

88. *Revd Charles Razzall (Chester)* asked the Chairman of the House of Bishops: Are senior appointments in the Church subject to vetting by the Security Service (MI5) and are the results held on file within the Church?

The Bishop of Norwich (Rt Revd Graham James) replied on behalf of the Chairman: No.

*89 *Canon Christine McMullen (Derby)* asked the Chairman of the House of Bishops: Apart from the diocesan bishops, the Bishop of Dover and the elected suffragans, who attends meetings of the House of Bishops, and on what basis, and who has attended in the past two years?

The Archbishop of York (Dr John Sentamu): Under the House's Standing Orders, those Provincial Episcopal Visitors who are not elected to the House may attend its meetings and may speak but not vote. Suffragan bishops who are not members of the House may attend if their diocesan see is vacant or if the diocesan bishop cannot attend – again with speaking but not voting rights. The House is supported by a core staff team. Other people, including other staff, attend as required for particular items of business.

At meetings of the House, the long-standing custom has been for substantive business to be taken in a committee of the whole House under SO 14 of the House's Standing Orders. In order that people may speak freely, only a summary of decisions is published. Minutes of the discussions (including lists of the individuals present) are not.

90. *Mrs Pamela Bishop (Southwell and Nottingham)* asked the Chairman of the House of Bishops: In view of the overwhelming support by bishops, clergy and laity in the dioceses for the draft legislation allowing women to be appointed bishops in the Church of England, will the House take into account in its consideration of the draft legislation the possible adverse impact on the credibility of, and confidence in, the General Synod amongst the members of the Church if the draft legislation, as it stands, is not finally approved in July 2012?

The Archbishop of York: When it comes to consider the legislation in May, the House of Bishops will take very seriously the responsibilities entrusted to it under Article 7 of the constitution. It will certainly want to reflect on the results of the Article 8 reference to the dioceses as well as the discussions in this group of sessions.

91. *Revd Canon Dr Judith Maltby (Oxford University)*: Given the inclusion of a man who is not a bishop in the group to advise the House of Bishops on the Church of England's approach to human sexuality, are there any plans to include some women members in order to achieve at least a partial gender balance on this currently all-male group addressing the complex issue of human sexuality?

The Archbishop of York: The Archbishop of Canterbury and I made the appointments to this group, after consultation with the Standing Committee of the House. It was, like the parallel group on civil partnerships, established as a small episcopal group. We concluded, however, that there was advantage in inviting a distinguished and independent outsider to chair and facilitate the process.

We do not intend to enlarge the membership of the group but it will be open to the group to consider how others can help it in its work, including, if it so decides, through inviting individuals to serve as consultants or assessors.

Secretary General

92. *Mr Adrian Vincent (Guildford)* asked the Secretary General: In the light of the statement by the Secretary General in GS Misc 979 that there were ‘as yet unresolved legal questions’ regarding the possibility of ordinariate congregations sharing Church of England church buildings under the Sharing of Buildings Act 1969, what progress has been made towards resolving those legal questions, and what plans have been made to promote the ecumenical sharing of church buildings with ordinariate congregations once those legal questions have been resolved?

The Secretary General (Mr William Fittall): The Roman Catholic Church has made it clear that it expects ordinariate congregations to worship in Roman Catholic churches so the application of the 1969 Act is somewhat academic. GS Misc 979 also makes clear that use of Church of England churches by non-Anglican congregations is also in principle possible without a sharing agreement under the 1969 Act, though any such arrangement would require, amongst other things, an assessment of the pastoral implications and the agreement of the Anglican diocesan bishop.

93. *Mr Anirban Roy (London)* asked the Secretary General: Who is responsible for deciding whether civil partnerships should be able to be registered in religious premises of the Church of England?

The Secretary General: Under the recent regulations, churches and chapels of the Church of England cannot apply to become approved premises for the registration of civil partnerships unless the General Synod has first decided that that should be possible. Such a decision would necessarily involve a willingness by the House of Bishops to amend the pastoral statement on civil partnerships issued in July 2005.

94. *Miss Rachel Beck (Lincoln)* asked the Secretary General: What are the employment policies followed by the NCIs relating to staff reorganization, including potential redundancies?

The Secretary General: We have a long-standing employment protection policy. Restructurings always involve a period of consultation. If the responsibilities of a post form a substantial part of a newly configured post, the member of staff concerned may have successor rights, which give an entitlement to being interviewed for the new role. Where a person is displaced following a restructuring, every effort is made to find them suitable alternative employment within the NCIs. If that is not possible, compulsory redundancy terms significantly more generous than the statutory minimum apply.

95. *Professor Anthony Berry (Chester)* asked the Secretary General: In the light of the resolution 13/31 of the ACC in July 2005, what procedures are in place to ensure that any working party or advisory group of the Church has a balance of membership reflecting the diversity of church and society?

The Secretary General: The responsibility for securing a balanced membership – both as to gender and to other factors such as churchmanship and geography – rests with those charged with constituting any particular body. For groups consisting

wholly or mainly of bishops, progress with meeting the request in ACC 13/31 is inevitably dependent on the outcome of the legislation currently before Synod on women and the episcopate.

96. *Revd Simon Cawdell (Hereford)* asked the Secretary General: Can the Secretary General confirm whether consultations have taken place within the national institutions of the Church of England concerning the ‘Occupy’ movement’s camps outside St Paul’s, Bristol and Sheffield Cathedrals and, if they have, what their nature has been and at what levels they have taken place?

The Secretary General: The responsibility for managing the response to the camps has necessarily rested with each cathedral, but the Communications Office has stayed in touch with cathedral staff in view of the high levels of media interest; staff from the Mission and Public Affairs Division have held discussions with representatives of the Occupy movement and the House of Bishops had a discussion in December of lessons learned and the variety of challenges faced in each place. It endorsed the need for further work on facing the communications challenges posed by events of this kind.

Clerk to the Synod

*97. *Mr Paul Hancock (Liverpool)* asked the Clerk to the Synod: With regard to the fifth notice paper (Emergency Procedures), when the premises that we use (Church House and York University) prepare for their inspections by the respective fire brigades, is there specific staff training in aiding the evacuation of those requiring assistance in leaving the buildings?

The Clerk to the Synod (Dr Colin Podmore): There are staff on the Synod team who are trained in fire evacuation procedures. This training is updated regularly. However, we rely on the staff of the Corporation of the Church House and the University of York for specialist evacuation of this type. This is why we ask people who will need assistance to leave the building to make themselves known to us, so that Corporation or University staff can be made aware of the potential need and a personal evacuation plan can be put in place.

*98. *Miss Emma Forward (Exeter)* asked the Clerk to the Synod: How are school chaplaincies represented on General Synod?

The Clerk to the Synod: An ordained school chaplain licensed under seal by the bishop of the diocese is an elector in the diocesan proctorial election and can also stand in that election. A chaplain with permission to officiate can also stand, but may not vote.

Under Rule 24(6)(c) of the Church Representation Rules, it is possible for any community of persons in a deanery who are under the spiritual care of a chaplain licensed by the bishop to be represented in the House of Laity of the deanery synod by a lay person (who is an actual communicant aged 16 or over) chosen by and from among them. That person becomes an elector in the election to the House of Laity of the General Synod, and a lay school chaplain who is an actual communicant aged 18 or over who is on an electoral, guild church or cathedral community roll can also stand in that election.

99. *Revd Charles Read (Norwich)* asked the Clerk to the Synod: Some members submitted questions for the July Group of Sessions regarding the appointment of PEVs which were considered to be out of order. Can the Clerk give any guidance as to what aspects, if any, of the appointment and work of PEVs may legitimately be the subject of Questions at General Synod, and to whom such questions should be addressed?

The Clerk to the Synod: The Chairman of the House of Bishops can be asked general questions regarding the appointments process for PEVs and the work that they undertake, because the House has a general responsibility for senior appointments processes and for issues concerning episcopal ministry.

The bishops of Beverley, Ebbsfleet and Richborough are suffragans of their respective Archbishops. Questions about whether individual sees should be filled when vacant, about the precise process followed in making individual appointments, and about the consecration of those appointed, are the responsibility of the relevant Archbishop in his capacity as diocesan bishop and metropolitan. Individual bishops may be consulted but the House of Bishops as such is not involved, so Questions to the Chairman of the House of Bishops on these subjects would not be in order. Questions cannot be asked of the Archbishops or any other bishops in their capacities as metropolitans or as diocesan bishops.

100. *Revd Hugh Lee (Oxford)* asked the Clerk to the Synod: As it is normal practice, where more than one diocese has submitted a DSM in identical or similar terms, for the diocese(s) concerned to be invited to nominate someone who could speak on behalf of their diocesan synod in the General Synod debate on the DSM and then to draw this to the attention of the person chairing the debate, is it also normal practice to invite the diocese(s) whose synods had rejected a motion in identical or similar terms to those of the DSM to nominate someone who could speak on behalf of their diocesan synod in the debate on the DSM and then to draw this to the attention of the person chairing the debate?

The Clerk to the Synod: The reason for the practice to which the question refers is that a motion moved at the instance of a diocesan synod can only be moved once in the same, or a substantially similar, form, yet it would be discourteous to a diocesan synod that submitted a motion listed in Special Agenda IV if it (or a motion in a substantially similar form) were debated without a representative being called to speak.

That consideration does not apply in the case of motions that diocesan synods have rejected, or have passed without submitting them for inclusion in Special Agenda IV. However, individual members may of course seek to speak in the debate. In any event, the overriding duty of the Chair in all debates is to ensure that there is a balance of speakers for and against the motion and any amendments.

After the closing act of worship, the Session was adjourned at 7 p.m.