

Independent Reviewer

Consultation paper on the Operation of the Resolution of Disputes Procedure

Introduction

Part of the package enabling the consecration of women to the episcopate in the Church of England was the introduction of a process for the resolution of disputes relating to the operation of the House of Bishops' Declaration (GS Misc 1076). The Declaration on the Ministry of Bishops and Priests (Resolution of Disputes Procedure) Regulations 2014 provide for the appointment of an Independent Reviewer to consider individual grievances from a parish as well as more general expressions of concern arising from the operation of the House of Bishops' Declaration.

The Archbishops of Canterbury and York, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod, confirmed my appointment to this new role which took effect from 17 November 2014.

As I embark on it, it seems sensible to publish these draft notes setting out some aspects of how I envisage the disputes procedure will operate. The notes are not intended to supplant the Regulations but to supplement them. They draw on the various elements which make up the package, most importantly the House of Bishops' Declaration. They also reflect informal conversations which I have had since my appointment with a variety of individuals and groups who between them span the range of differing views within the Church on the consecration of women as bishops.

My purpose in publishing these notes is to provide an opportunity for all concerned to comment, and so to help build trust in the new arrangements. While the key features of the new arrangements are set within a clear framework, the procedures I describe will inevitably evolve over time as experience grows through the handling of individual cases.

Building trust is not, of course, the same thing as reaching decisions which will please everyone. Sometimes it may be necessary for the Independent Reviewer to criticise one or more of the parties to a grievance or to express views with which others may disagree. That is inevitable in any ombudsman-type arrangement. Everyone, whatever their views, may however be confident of my independence and my intention to try to operate the new arrangements impartially and fairly and with due regard to the five guiding principles set out in paragraph 5 of the House of Bishops' Declaration.

I shall welcome comments on the notes which follow. These should be sent to me at Church House, Great Smith Street, London SW1P 3AZ, to reach me **by 4 September 2015**.

Thereafter I will revise these notes as I think appropriate in the light of the comments I receive and then publish the amended text. I shall also review the notes from time to time, in the light of experience gained in operating the new arrangements.

Sir Philip Mawer

June 2015

Independent Reviewer: Draft Notes on the Operation of the Resolution of Disputes Procedure

Introduction

1. These notes are intended to help those who want to know more about the procedure for the resolution of disputes relating to the operation of the House of Bishops' Declaration on the Ministry of Bishops and Priests ([GS Misc 1076](#)). The procedure itself is set out in The Declaration on the Ministry of Bishops and Priests (Resolution of Disputes Procedure) Regulations 2014. These notes need to be read alongside those Regulations.
2. The notes describe the way in which the procedure works. They are a guide, not a rigid set of rules. How the procedure for resolving disputes is made effective in any particular case will, inevitably and rightly, depend to some degree on the circumstances of that case. Moreover the way in which cases are handled is likely to evolve over time as the Church gains practical experience of how the procedure can best be used to advance rather than hinder its mission and its unity.

The Functions of the Independent Reviewer

3. The duties and responsibilities of the Independent Reviewer are set out in The Declaration on the Ministry of Bishops and Priests (Resolution of Disputes Procedure) Regulations 2014 ('the Regulations'). For convenience, a copy of the Regulations is attached to these notes.
4. The functions of the Independent Reviewer are:
 - a) To consider a grievance brought by a parish against any office holder, within the scope of Regulation 8;
 - b) To consider any expression of a more general concern under Regulation 27; and
 - c) To provide the Archbishops of Canterbury and York with an annual report on the exercise of the Reviewer's functions, as required by Regulations 30-31.

Exercise of the Independent Reviewer's Functions

5. The Regulations do not prescribe in detail how the Independent Reviewer will carry out his functions. However, they do lay down some requirements and they also include some permissive provisions intended to guide the Reviewer in the task. These are, so far as the consideration of grievances is concerned, set out in Regulations 16-26.
6. More generally, Regulation 7 provides that in exercising his functions the Independent Reviewer must:
 - a) Act impartially and fairly; and
 - b) Have regard to the 'five guiding principles' referred to in paragraph 5 of the House of Bishops' Declaration on the Ministry of Bishops and Priests (GS Misc 1076) ('the House of Bishops' Declaration').

The Five Guiding Principles

7. The ‘five guiding principles’ as set out in the House of Bishops’ Declaration are:
 - a) *“Now that legislation has been passed to enable women to become bishops the Church of England is fully and unequivocally committed to all orders of ministry being open equally to all, without reference to gender, and holds that those whom it has duly ordained and appointed to office are the true and lawful holders of the office which they occupy and thus deserve due respect and canonical obedience;*
 - b) *“Anyone who ministers within the Church of England must be prepared to acknowledge that the Church of England has reached a clear decision on the matter;*
 - c) *“Since it continues to share the historic episcopate with other Churches, including the Roman Catholic Church, the Orthodox Church and those provinces of the Anglican Communion which continue to ordain only men as priests or bishops, the Church of England acknowledges that its own clear decision on ministry and gender is set within a broader process of discernment within the Anglican Communion and the whole Church of God;*
 - d) *“Since those within the Church of England who, on grounds of theological conviction, are unable to receive the ministry of women bishops or priests continue to be within the spectrum of teaching and tradition of the Anglican Communion, the Church of England remains committed to enabling them to flourish within its life and structures; and*
 - e) *“Pastoral and sacramental provision for the minority within the Church of England will be made without specifying a limit of time and in a way that maintains the highest possible degree of communion and contributes to mutual flourishing across the whole Church of England.”*
8. It is important to note that, in its Declaration, the House emphasises that the five principles *“need to be read one with the other and held together in tension, rather than being applied selectively”*. In relation to the operation of the grievance procedure, the implication of this is that a balanced judgement will be necessary, deriving from the circumstances of each case, as to how the five principles have been *“held together in tension”* in that case.
9. The House of Bishops’ Declaration also states that the outworking of the five principles needs to be accompanied by *simplicity, reciprocity* and *mutuality*. If the five principles provide the chief reference point by which the Independent Reviewer must approach his functions, these three supporting concepts offer important ancillary guidance on the application of those principles in practice.

Bringing a Grievance

10. The procedure for bringing a grievance is set out in Regulations 9-15. It is important to note that a grievance can only be brought by a PCC if authorised by a resolution passed at a meeting of the PCC by one of the majorities specified in Regulation 11.¹ The Independent Reviewer will always seek confirmation that the requirements of the Regulations in this respect have been met.
11. Regulation 9 also requires that, before bringing a grievance, a PCC has given the office holder in respect of whom it wishes to bring a grievance a reasonable opportunity to address the grievance. Again, the Independent Reviewer will want to see evidence that this has been done.
12. In considering a grievance, it is the concerns of the parish as expressed by the PCC-not the concerns of any third party-which will be paramount. Correspondence about a grievance should primarily come from the PCC concerned. Whilst it will always be open to a PCC, if it wishes, to seek advice from others in framing its grievance, interested third parties should not seek to interpose their views on those of the PCC.
13. At the heart of any grievance must lie a genuine theological conviction in relation to the matters covered by paragraphs 16-29 or 33 of the House of Bishops' Declaration. The grievance procedure is not an opportunity for a parish disaffected with its diocese for other reasons to seek a new means of expressing that disaffection or a different form of Episcopal oversight. When considering a case, the Independent Reviewer will expect the PCC to describe clearly the nature of the theological conviction which underpinned its request for arrangements to be made for it under the House of Bishops' Declaration and to set that conviction clearly in the context of the history and tradition of the parish.
14. A grievance must also relate to an act or omission by the office-holder against whom the grievance is being brought (Regulation 8) and must normally be brought within three months of the act or omission in question (Regulations 12-13). It cannot relate to something other than a specific act or omission in relation to the outworking of the arrangements for parishes set out in paragraphs 16-29 or 33 of the House of Bishops' Declaration.
15. Regulation 14 provides that a PCC which wishes to bring a grievance must specify:
 - a) The office holder in respect of whom the grievance is brought;
 - b) The nature of the act or omission in question; and
 - c) The nature of the PCC's grievance in relation to that act or omission.
16. Given what is said earlier in these notes, it will also be helpful if the PCC supplies:
 - a) The resolution expressing the grievance passed by the PCC, along with confirmation that it was passed at an appropriately constituted meeting of the PCC, in accordance with the requirements of the House of Bishops' Declaration and the Regulations.

¹ In the context of the Regulations the expression 'PCC' includes not just a parochial church council of a parish but also the guild council of a parish church and the governing body for any non-parochial place.

- b) A clear statement of the grounds of theological conviction which underlay the request for arrangements to be made for it under the House of Bishops' Declaration, as these were conveyed to the diocesan bishop or other office holder involved.
 - c) A brief description of the tradition of the parish, including for how long this tradition has been in place.
 - d) A full account of the steps taken, prior to and following the passing of the resolution by the PCC authorising the bringing of the grievance, to communicate with and to reach a mutually satisfactory understanding with the diocesan bishop-or in the case of a dispute with another office holder, the office holder concerned-as to the arrangements for ministry and oversight to be made for the parish.
17. Regulation 20(b) provides that, subject to the requirements of the general law, the Independent Reviewer may disclose to all the parties any information, documents or other materials which have been disclosed by any of them. Those submitting material to the Independent Reviewer will need to have in mind the likelihood that what they submit will be shared with the other parties and, if it is material to the Independent Reviewer's decision on the case, is likely to be disclosed by the Independent Reviewer in his published report on that grievance. It is important to ensuring the just handling of a grievance and to establishing confidence and trust in the disputes procedure that those involved have an opportunity to answer any concerns that may have been expressed about their conduct and that, other than in exceptional circumstances, all the evidence material to the Independent Reviewer's decision on a case is capable of being published along with his decision.

Consideration by the Independent Reviewer of a Grievance

18. The process for consideration of grievances by the Independent Reviewer is set out in Regulations 16-21. In practice it is likely to fall into the following stages:
- a) Initial Consideration-including whether the grievance falls within the scope of the Regulations and whether the requirements of Regulations 9, 11, 12 and 14 have been met. During this stage the Independent Reviewer may seek clarification of various matters from the PCC concerned.
 - b) Preliminary Inquiries-of the office holder(s) who is the subject of the grievance and of any other interested parties.
 - c) Further Consideration-in the light of the outcome of those inquiries, during which the Independent Reviewer may seek supplementary information and, if appropriate, may speak to or visit the parish concerned.
 - d) Preparation of a Report-during which the Independent Reviewer may share a draft of the report, or sections of it, with the parties with whom he has been in touch, in particular to ensure the accuracy of the factual account of the evidence on which his decision will be based.
19. Where possible, the Independent Reviewer will try to resolve a grievance on the basis of his consideration of the relevant correspondence and papers submitted to him, supplemented as necessary by telephone conversations or e-mail exchanges with the parties concerned. On occasion, however, it may be necessary for the Independent Reviewer (or, exceptionally, a person acting on his behalf) to visit the parish which has instituted the grievance for the purpose of assessing the position at first hand.

The Independent Reviewer's Decision on a Grievance

20. In assessing a grievance, the key consideration will be whether the office holder who is the subject of the grievance, the parish concerned and any other relevant parties have acted in accordance with the House of Bishops' Declaration. Crucial to the way in which the Independent Reviewer will assess this are the five guiding principles. The Independent Reviewer will also have in mind the three supporting concepts mentioned in the Declaration and referred to in paragraph 9 above.

21. The Independent Reviewer will have in mind too the following observation from paragraph 9 of the Report of the Steering Committee on the legislation (GS 1924):

“It is important to underline that a review process of this kind is about ensuring that the relevant provisions of the House's Declaration were followed. It is not for the Reviewer to substitute his or her judgement for decisions which it was properly for the bishop or other [office holder] to take. His or her role is to check process and fairness.”

22. The Independent Reviewer's principal aim throughout will be to achieve a resolution of a grievance through ensuring that the terms of the House of Bishops' Declaration have been met. Consistent with Regulation 21, his concern will be to seek to promote a mutually acceptable working relationship between the parties to the grievance. This may involve the use of mediation². On occasion it may be necessary for the Independent Reviewer to pass judgement on the conduct of one or more of the parties to a grievance. However, in the interests of the unity and mission of the Church, it is the (re)establishment of a mutually acceptable pastoral relationship-consistent with the arrangements instituted by the Synod and the House of Bishops and consistent also with the underlying theology and ecclesiology of the Church of England-which must be the primary aim.

23. Regulation 19 of the Regulations provides that the Independent Reviewer must complete his review of a grievance within two months of receiving the written notice of the grievance from the PCC. If he cannot do so, he must explain why to the parties and complete his review as soon as possible thereafter. In order to achieve this, the Independent Reviewer is likely to set deadlines for the receipt by him of material he requests during his inquiry. If there is unreasonable delay in meeting these deadlines by one or more of the parties to the grievance, the Reviewer may make reference to this in his report.

² The precise form that such mediation may take will depend on the circumstances of each case. Dioceses may, however, wish to give thought in advance to how mediation may best be made effective in their own particular context.

Consideration of a Concern about the Operation of the House of Bishops' Declaration

24. Paragraph 27 of the House of Bishops' Declaration provides that:

“Any person may raise a concern, in writing, with the Independent Reviewer in relation to any aspect of the operation of the House of Bishops' Declaration. Any such concern may relate to more than one act or omission under the House of Bishops' Declaration and to more than one parish or diocese.”

25. This provision is cast in broad terms. However, in providing for the Independent Reviewer to consider such a concern, the Steering Committee on the legislation suggested that the threshold for intervention “should be reasonably high” (paragraph 75 of GS 1924).

26. Moreover the provision is clearly not intended to allow a party other than a PCC to bring a complaint about a single act or omission by an office holder. It is not therefore a way of evading the requirements of Regulation 8. In order to be capable of consideration under Regulation 27, a concern must raise a question of more general application about the operation of the House of Bishops' Declaration. It will also generally be expected to relate to more than one act or omission under the House of Bishops' Declaration and to more than one parish or diocese.

27. Anyone seeking to raise a concern will be expected to provide details of the precise nature of the concern raised and of the specific acts or omissions under the House of Bishops' Declaration which have given rise to it. General expressions of unease will not suffice. To be capable of consideration by the Independent Reviewer, an expression of concern, like a grievance, must be founded upon hard evidence. And as with a grievance, that evidence must be capable of being shared with the other parties concerned.

28. Apart from saying that the Independent Reviewer may undertake an inquiry into the subject matter of a concern or concerns (paragraph 28), the Regulations say little in detail about how such an inquiry should be conducted. The stages through which an inquiry will pass are likely, however, to be similar in broad terms to those in respect of the handling of a grievance (see paragraph 18 above) and, as with a grievance, the Independent Reviewer will have regard not only to the five principles but to the other well-trying principles of natural justice in pursuing his inquiries.

Review and Assessment of the Outcome of Cases

29. Having issued his report, the Independent Reviewer will require the parties to a grievance or an expression of concern to report to him the action taken in response to any finding or recommendation he may make when issuing a decision on that grievance or concern.

30. For the purpose of preparing his Annual Report to the Archbishops, the Independent Reviewer will maintain a record of the number of grievances and expressions of concern he receives and of their outcome, together with such other statistical information on the operation of both the House of Bishops' Declaration and the Regulations as seems to him relevant to the discharge of his responsibilities.

Publication of Information about Grievances or Concerns

31. The Independent Reviewer will confirm in response to inquiries if he has received notice of a grievance or concern and whether or not he has begun a review of it. However he will not at any time discuss the details of a review or inquiry, or disclose correspondence received in the course of a review or inquiry, until that review or inquiry has been completed.
32. In accordance with Regulation 26, the Independent Reviewer will publish a report setting out his decision on a review and the evidence which underpins it unless he considers that there are good reasons for not doing so.

The Independent Reviewer's Annual Report

33. The Independent Reviewer will also summarise in his Annual Report to the Archbishops the outcome of the cases he has considered in the year covered by the report. The report will include the information required by Regulation 31, viz. -
- a) grievances with which the Independent Reviewer has declined to deal;
 - b) grievances in respect of which the Independent Reviewer has carried out reviews;
 - c) decisions (including recommendations) made by him following such reviews;
 - d) the extent to which any recommendations made by him have been acted upon;
 - e) concerns received by the Independent Reviewer about the operation of the House of Bishops' Declaration; and
 - f) inquiries undertaken by the Independent Reviewer as a result of the expression of such concerns.
34. Under Regulation 32, arrangements for the publication of this report are for the Archbishops, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod, to determine.

Conclusion

35. These notes will be reviewed from time to time by the Independent Reviewer. If anyone has any comments on them which they would like to draw to the attention of the Independent Reviewer, they should write to him at:

Church House
Great Smith Street
London
SW1P 3AZ

email: jonathan.neil-smith@churchofengland.org

June 2015

GENERAL SYNOD

**THE DECLARATION ON THE MINISTRY OF BISHOPS AND PRIESTS
(RESOLUTION OF DISPUTES PROCEDURE) REGULATIONS 2014
Regulations made by the House of Bishops under Canon C 29**

1. The House of Bishops makes these Regulations under Canon C 29.

Appointment of Independent Reviewer

2. The archbishops must appoint a person to act as Independent Reviewer for the purposes of these Regulations. The appointment must be made with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod.
3. The archbishops may also appoint one or more persons to act as Deputy Independent Reviewers for the purposes of these Regulations, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod. If any Deputy Independent Reviewer is appointed, he or she will perform such of the Independent Reviewer's functions as the Independent Reviewer may from time to time determine. Any Deputy Independent Reviewer will also undertake the functions of the Independent Reviewer in the event that he or she is unable to do so for any reason.
4. The Independent Reviewer, and any Deputy Independent Reviewer, shall hold office for such period as the archbishops may determine, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod.
5. The Independent Reviewer, and any Deputy Independent Reviewer, may be removed from office by the archbishops, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod, only on grounds of incapacity, misconduct or other good cause.
6. Subject to Regulation 5, the terms on which the Independent Reviewer, and any Deputy Independent Reviewer, will hold office shall be determined by the archbishops.

Exercise of the Independent Reviewer's functions

7. In exercising his or her functions, the Independent Reviewer must:
 - (a) act impartially and fairly; and
 - (b) have regard to the 'five guiding principles' referred to in paragraph 5 of the House of Bishops' Declaration.

Scope of the grievance procedure

8. A grievance may be brought in relation to any office holder in respect of:
 - (a) any action taken by the office holder under paragraphs 16 to 29 inclusive or 33 of the House of Bishops' Declaration; and
 - (b) any failure on the part of the office holder to act in accordance with paragraphs 16 to 29 inclusive or 33 of the House of Bishops' Declaration.

Bringing a grievance

9. Before bringing a grievance a PCC must give the office holder in respect of whom it wishes to bring a grievance a reasonable opportunity to address the grievance.
10. A PCC may bring a grievance by giving written notice of its desire to do so to the Independent Reviewer.
11. The bringing of a grievance must be authorised by a resolution of the PCC passed either:
 - (a) by a majority of those present at a meeting at which at least two-thirds of the members of the PCC who are entitled to attend are present; or
 - (b) by a majority of all the members of the PCC.
12. A PCC may normally bring a grievance only if it does so within three months of the action or omission in question.
13. In exceptional circumstances, and if he or she is satisfied that there is good reason to do so, the Independent Reviewer may allow a PCC to bring a grievance where the action or omission in question took place more than three months previously.
14. The notice given by the PCC of its desire to bring a grievance must specify:
 - (a) the office holder in respect of whom the grievance is brought;
 - (b) the nature of the act or omission in question; and
 - (c) the nature of the PCC's grievance in relation to that act or omission.
15. The PCC must send a copy of its notice to:
 - (a) the diocesan bishop; and
 - (b) (if different) the office holder in respect of whom the grievance is brought.

Consideration of grievances by the Independent Reviewer

16. The Independent Reviewer may decline to deal with a grievance if, in his or her opinion:
 - (a) it does not fall within Regulation 8;
 - (b) it is vexatious or malicious; or
 - (c) there has been undue delay in bringing it.

17. If the Independent Reviewer declines to deal with a grievance, he or she must provide the parties and the diocesan bishop (if he or she is not one of the parties) with a written explanation of the reasons for that decision.
18. Once the Independent Reviewer has accepted a grievance he or she must carry out a review to decide whether the grievance is justified, partly justified or unjustified.
19. Subject to Regulation 21, the Independent Reviewer must either complete his or her review within two months of receiving the written notice from the PCC or, if he or she is unable to do so, must give the parties reasons for his or her inability to do so and complete the review as soon as possible thereafter.
20. The process for a review will be as follows:
 - (a) The Independent Reviewer must decide what further information (if any) he or she needs in order to be able to conduct the review. Subject to the requirements of the general law, the Independent Reviewer may require the parties, within such reasonable period as he or she may specify, to:
 - (i) provide such information, documents or other materials; and
 - (ii) answer such questions as he or she thinks fit.
 - (b) Subject to the requirements of the general law, the Independent Reviewer may disclose to all the parties any information, documents or other materials which have been disclosed by any of them.
 - (c) The Independent Reviewer may at any time give the parties the opportunity to comment on representations received.
 - (d) The Independent Reviewer may hold an oral hearing.
 - (e) The Independent Reviewer may appoint one or more experts to advise him or her.
21. The Independent Reviewer may at any time seek to achieve a settlement of the grievance which is acceptable to the parties, by some means other than the completion of the review (whether through a process of mediation conducted by some other person or persons or otherwise).

Independent Reviewer's decision on a review

22. On the conclusion of his or her review the Independent Reviewer will issue a decision. The decision must be in writing and give the reasons for it.
23. Before issuing a decision, the Independent Reviewer may send a draft of it to the parties for the purpose of enabling them to identify any errors of fact or making representations as to the practicality of any recommendation the Independent Reviewer proposes to make.
24. If the Independent Reviewer considers that the grievance is justified or partly justified, he or she may include in the decision recommendations for addressing the grievance.
25. The Independent Reviewer must send a copy of his or her decision to each of the parties and to the diocesan bishop (if he or she is not one of them).

26. The Independent Reviewer must publish his or her decision on a review (including any recommendations he or she has made) unless he or she considers that there are good reasons for not doing so. Decisions may be published in an anonymised form if the Independent Reviewer considers that to be in the interests of the parties or any other person.

Raising of concerns about the operation of the House of Bishops' declaration

27. Any person may raise a concern, in writing, with the Independent Reviewer in relation to any aspect of the operation of the House of Bishops' Declaration. Any such concern may relate to more than one act or omission under the House of Bishops' Declaration and to more than one parish or diocese.

Undertaking of inquiries

28. Following the raising of one or more concerns under Regulation 27, the Independent Reviewer may undertake an inquiry into the subject matter of such concern or concerns.
29. When conducting an inquiry under Regulation 28, the Independent Reviewer may:
- (a) require any office holder, subject to the requirements of the general law and within such reasonable period as he or she may specify, to:
 - (i) provide such information, documents or other materials; and
 - (ii) answer such questions as the Independent Reviewer thinks fit; and
 - (b) appoint one or more experts to advise him or her.

Independent Reviewer's annual report

30. Following the end of each calendar year the Independent Reviewer must provide an annual report to the archbishops on the exercise of his or her functions during that year.
31. The annual report must contain information about:
- (a) grievances with which the Independent Reviewer has declined to deal;
 - (b) grievances in respect of which the Independent Reviewer has carried out reviews;
 - (c) decisions (including recommendations) made by him or her following such reviews;
 - (d) the extent to which any recommendations made by him or her have been acted upon;
 - (e) concerns received by the Independent Reviewer about the operation of the House of Bishops' Declaration; and
 - (f) inquiries undertaken by the Independent Reviewer as a result of the expression of such concerns.

32. The annual report must be published, in such manner as the archbishops, with the concurrence of the Chairs of the Houses of Clergy and Laity of the General Synod, may determine.

Interpretation

33. In these Regulations:

- (a) 'the archbishops' means the Archbishops of Canterbury and York;
- (b) 'the diocesan bishop' means the bishop of the relevant diocese;
- (c) 'the House of Bishops' Declaration' means the House of Bishops Declaration on the Ministry of Bishops and Priests made by the House of Bishops on 19th May 2014, as from time to time amended;
- (d) 'the Independent Reviewer' means the person appointed by the Archbishops of Canterbury and York under Regulation 2 to act as the Independent Reviewer;
- (e) 'office holder' means any archbishop, bishop, archdeacon, rural dean or minister having the cure of souls;
- (f) 'PCC' means:
 - (i) the parochial church council of a parish (other than a parish of which a cathedral is the parish church);
 - (ii) the guild church council of a guild church; and
 - (iii) the governing body for any non-parochial place; and
- (g) 'the parties' means (i) the PCC bringing the grievance and (ii) any office holder in respect of whom it is brought.

34. Functions conferred upon the archbishops under these Regulations must be performed by them jointly, save that:

- (a) in the event of one of the archbishops being incapacitated through illness; or
- (b) during a vacancy in one of the sees

the functions may be performed by the other of the archbishops.

These Regulations were made by the House on 17th November 2014.