

Milestones from the [Routemap to Net Zero Carbon by 2030](#)

In the *Routemap* document milestones are broken down by audience and topic. This document provides a way to view them all together.

| Milestone | Date | | | | | | | | |
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| | 2022 | 2023 | 2024 | 2025 | 2026 | 2027 | 2028 | 2029 | 2030 |
| 4.1 Dioceses | | | | | | | | | |
| 4.1.1. Dioceses: All dioceses to convene a Net Zero Carbon working group, with senior representatives. | 2022 | | | | | | | | |
| 4.1.2. Dioceses: All dioceses provide an annual carbon emissions report to Diocesan Synod using the results provided by the national Carbon Emissions report from Research and Statistics. | 2022 | | | | | | | | |
| 4.1.3. Dioceses: All dioceses develop a communication strategy to churches and schools - focus on the 'why', the theology, and make it positive. | 2022 | | | | | | | | |
| 4.1.4. Dioceses: All dioceses provide an outline of their decarbonisation plans to Diocesan Synod as a Net Zero Carbon Action Plan, to include estimates of costs for different options, as well as the policy changes and levels for change required. To be reviewed annually by senior staff. The plan should make reference to the Practical Path to Net Zero and actively consider implementation of 'quick wins', how to decarbonise heat, how to reduce energy consumption and how to encourage behaviour change. | | 2023 | | | | | | | |
| 4.1.5. Dioceses: All dioceses audit clergy property (where possible) by 2023 and develop a property retrofitting plan by 2024 (see Section 4.4 of the Routemap). | | 2023 | 2024 | | | | | | |
| 4.1.6. Dioceses: All dioceses audit their landholdings and develop a land management plan. | | | | | 2026 | | | | |

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| 4.2 Churches and Cathedrals | | | | | | | | | |
| 4.2.1. National: Faculty rule changes were agreed by General Synod in 2022, for a range of changes to the rules to support net zero carbon. Clear guidance to be issued on agreed changes, and wide communication about the implications. | 2022 | | | | | | | | |
| 4.2.2. National: Promote the Practical Path to Net Zero checklist, Heating Options Appraisal guidance, and church energy audit programme to all those responsible for church buildings. | 2022 | | | | | | | | |
| 4.2.3. National: Parish Buying rolls out and promotes new net zero carbon product offering, including solar panels, heating solutions, 'green' gas tariff and EV car charging. | 2022 | | | | | | | | |
| 4.2.4. Cathedrals and Churches: Over the duration of a Quinquennium and from 2022, all cathedrals and the top 20% of energy-consuming churches to develop net zero carbon action plans for completion by no later than 2027. These should include, as a minimum, low-carbon heating options to replace fossil-fuel heating at end-of-life, such as heat pumps or far infra-red heating panels. The Action Plan should also contain a Heating Resilience Plan which should consider how to manage heat should the existing system fail, to avoid needing a quick like-for-like fossil-fuel replacement. | 2022 | | | | | 2027 | | | |
| 4.2.5. Dioceses: Every diocese has a 90%+ completion rate for the Energy Footprint Tool , and 100% of cathedrals complete the Energy Footprint Tool. | | 2023 | | | | | | | |
| 4.2.6. Cathedrals: All cathedrals to have sustainability reviews completed. The review should make reference to the Practical Path to Net Zero and actively consider implementation of 'quick wins', how to decarbonise heat and how to reduce energy consumption. | | 2023 | | | | | | | |
| 4.2.7. National: Pilot an investment scheme for projects with high enough Return on Investment (see Section 5.4). | | 2023 | | | | | | | |

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| 4.2.8. National: Proposal to change APCM rules to require reporting of carbon footprint results to come to General Synod. | | 2023 | | | | | | | |
| 4.2.9. Churches: Eco Church registration <ul style="list-style-type: none"> All cathedrals registered for Eco Church and achieve bronze. 10% of local churches in every diocese registered; 5% of local churches awarded at least at bronze (= Bronze Eco Dioceses standard). 40% of local churches registered; 30% of local churches awarded, of which at least a third of these awards should be Silver or higher (= Silver Eco Dioceses standard). All dioceses reach Gold Eco Dioceses standard – targets are currently being amended by A Rocha. | | 2023 2023 | | | 2026 | | | 2029 | |
| 4.2.10. Cathedrals and churches: At the point of contract renewal, switch to 100% green electricity tariff, encouraged through a major national switching campaign*. * Timing to be kept under review, depending on stabilisation of the energy markets. | | | 2024 | | | | | | |
| 4.2.11. Cathedrals and churches: Having reviewed options to replace fossil fuels, all churches and cathedrals that remain with gas heating, switch to a 'green' gas tariff at the point of contract renewal*, based on national advice about the criteria to apply. * Timing to be kept under review, depending on stabilisation of the energy markets. | | | 2024 | | | | | | |
| 4.2.12. Cathedrals and churches: No new oil boilers installed in churches and cathedrals after this date. * * contingent on government action to connect rural communities to the grid. | | | | 2025 | | | | | |
| 4.2.13. Churches: All churches to have energy efficient lighting installed throughout, with timers and light and motion sensors where appropriate. | | | | 2025 | | | | | |

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| 4.2.14. Cathedrals and churches: All cathedrals, and at least the top 20% of energy-consuming churches, to deliver the actions in their Net Zero Carbon Action Plans. | | | | | | | | | 2030 |
| 4.3 Schools | | | | | | | | | |
| 4.3.1. National: Provide training to support the establishment of ‘Regional School Environment Groups’ (school leaders, diocesan buildings officers, diocesan environmental officers, local authority, consultants, local champions, people with technical expertise) | 2022 | | | | | | | | |
| 4.3.2. National: Provide a template for an ‘Annual Resilience Statement’ which schools can adopt. | 2022 | | | | | | | | |
| 4.3.3. National: As per the Department for Education (DfE) draft Sustainability and Climate Change Strategy, create a template for a Capital Asset Management Plan and Climate Action Plan which schools can adopt along with an estates vision informed by DfE Good Estate Management (GEMS) and considering the Church Net Zero Carbon Action Plan template ¹ : <ul style="list-style-type: none"> • Dioceses to identify schools with boilers approaching end-of-life and support schools through funding feasibility to identify opportunities for a more sustainable solution and apply for grant funding from BEIS to deliver those by 2023. • revised to include Execution Plan (funding, delivery method, programme etc) by 2024. • revised to include Heat Decarbonisation Plan (HDP) by 2026 • deliver the actions in these plans (subject to funding). | 2022 | 2023 | 2024 | | 2026 | | | | 2030 |

¹ The NZC Plan should make reference to the Practical Path to Net Zero and actively consider implementation of ‘quick wins’, how to decarbonise heat and how to reduce energy consumption. The Action Plan should also contain a Heating Resilience Plan which should consider how to manage heat should the existing system fail to avoid needing a quick like-for-like fossil-fuel replacement

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| 4.3.4. DBE: DBE to take the lead in the promotion of the Energy Toolkit in their schools to commence data collection from utility bills. | 2022 | | | | | | | | |
| 4.3.5. National: Develop and share a <i>Practical Path to Net Zero Carbon for Church Schools</i> and a template Net Zero Carbon Action Plan. | | 2023 | | | | | | | |
| 4.3.6. DBE: DBE to take the lead in the promotion of smart meter installations in schools and be undertaking data analysis from the information provided. | | 2023 | | | | | | | |
| 4.3.7. Schools: All schools to work with their procurement provider to switch to green energy tariffs at point of contract renewal*. Having reviewed options to replace fossil fuels, any school remaining on gas heating should switch to a 'green' gas tariff, based on national advice about the criteria to apply. *Timing to be kept under review, depending on stabilisation of the energy markets | | | | 2025 | | | | | |
| 4.4 Clergy housing | | | | | | | | | |
| 4.4.1. National: Develop a <i>Practical Path to Net Zero Carbon for Clergy Housing</i> . | | 2023 | | | | | | | |
| 4.4.2. Housing Management: All dioceses and the NCIs to have retrofitting and maintenance plans in place. These should include a Heating Resilience Plan which should consider how to manage heat should the existing system fail to avoid needing a quick like-for-like fossil-fuel replacement. | | 2023 | | | | | | | |
| 4.4.3. Dioceses: All dioceses to have commissioned stock surveys such as EPC+ reports for at least a representative sample of clergy housing. | | 2023 | | | | | | | |
| 4.4.4. Housing Management: All dioceses, the NCIs and the Pensions Board to have run switching campaigns to encourage occupiers to switch to 'green' electricity and, having reviewed options to replace fossil fuels, any building remaining with gas heating should be encouraged to switch to green gas tariffs at the point of contract renewal*, based on national advice about the criteria to apply. * Timing to be kept under review, depending on stabilisation of the energy markets. | | | | 2024 | | | | | |

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| 4.4.5. | Dioceses: All dioceses to have stock improvement plans in place, having regard to the timing of when properties become vacant. The plan should make reference to the <i>Practical Path to Net Zero for Clergy Housing</i> (Milestone 4.4.1) and actively consider implementation of ‘quick wins’, how to decarbonise heat and how to reduce energy consumption. | | | 2024 | | | | | |
| 4.4.6. | National: All See houses and bishops’ offices have energy-efficient lighting installed throughout (interior and exterior) with light and motion sensors where appropriate. | | | | 2025 | | | | |
| 4.4.7. | National: The NCIs to install or upgrade roof and cavity wall insulation, where feasible, to See houses and offices. | | | | | 2026 | | | |
| 4.4.8. | Housing Management: At change of tenancy, and no later than 2030, install smart meters to assist with monitoring and management of energy consumption. | | | | | | | | 2030 |
| 4.5 Theological Education Institutions | | | | | | | | | |
| 4.5.1. | TEIs: Net Zero Carbon Action Plans to be developed for all TEIs. The plan should make reference to the Practical Path to Net Zero and actively consider implementation of ‘quick wins’, how to decarbonise heat and how to reduce energy consumption. The Action Plan should also contain a Heating Resilience Plan which should consider how to manage heat should the existing system fail to avoid needing a quick like-for-like fossil-fuel replacement. All TEIs to have carbon measurement practices in place and to incorporate results in their regular reporting to their trustees/governing body. | | 2023 | | | | | | |
| 4.5.2. | TEIs: Incorporation of environmental teaching and learning within all TEI syllabuses and practices. | | | 2024 | | | | | |

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| 4.5.3. | TEIs: All TEIs to be on a 100% green electricity tariff at the point of contract renewal*, encouraged through a major national switching campaign in 2022. TEIs using rented property should discuss energy reduction measures and ensure a green tariff where possible. * Timing to be kept under review, depending on stabilisation of the energy markets | | | 2024 | | | | | | |
| 4.5.4. | TEIs: All TEIs are on a 'green' gas tariff at the point of contract renewal* if they remain on gas heating after having reviewed options to replace fossil fuels, based on national advice about the criteria to apply. * Timing to be kept under review, depending on stabilisation of the energy markets | | | 2024 | | | | | | |
| 4.5.5. | TEIs: All TEIs to be registered with Eco Church, and have achieved at least bronze. Where sharing a Diocese office, the TEI should be included in the Eco Diocese award. | | | 2024 | | | | | | |
| 4.5.6. | TEIs: No new oil boilers installed in TEIs after this date *. * contingent on government action to connect rural communities to the grid | | | | 2025 | | | | | |
| 4.5.7. | TEIs: All TEIs to deliver the actions in their net zero carbon action plans. | | | | | | | | | 2030 |
| 4.6 Offices | | | | | | | | | | |
| 4.6.1. | Office Management: All offices to register for Eco Church during 2022 and aim to achieve a bronze Eco Church award by 2023 and silver by 2026. | 2022 | 2023 | | | 2026 | | | | |
| 4.6.2. | Office Management: All offices to measure and report on their carbon emissions by inputting utility bill information and floor area into the Energy Footprint Tool . | | 2023 | | | | | | | |
| For offices where we have significant influence over the fabric, services, and utilities: | | | | | | | | | | |
| 4.6.3. | Office Management: All offices have at least a high level Net Zero Carbon Plan, including some consideration of space availability and needs. The plan should make reference to the Practical Path to Net Zero and actively consider | | 2023 | | | | | | | |

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| <p>implementation of “quick wins”, how to decarbonise heat and how to reduce energy consumption. The Action Plan should also contain a Heating Resilience Plan which should consider how to manage heat should the existing system fail to avoid needing a quick like-for-like fossil-fuel replacement.</p> | | | | | | | | | |
| <p>4.6.4. Office Management: Offices to review the potential for installation of electric vehicle charging points and the provision of dedicated car parking spaces for electric cars. If appropriate, then move ahead to installation.</p> | | 2023 | 2024 | | | | | | |
| <p>4.6.5. Office Management: From 2023 onwards, all offices not already on one to switch to a green electricity tariff at the point of contract renewal*. * Timing to be kept under review, depending on stabilisation of the energy markets</p> | | | 2024 | | | | | | |
| <p>4.6.6. Office Management: From 2024 onwards*, and having reviewed options to replace fossil fuels, all offices that remain on gas heating switch to a ‘green’ gas tariff at the point of contract renewal, based on national advice about the criteria to apply. * Timing to be kept under review, depending on stabilisation of the energy markets</p> | | | 2024 | | | | | | |
| <p>4.6.7. Office Management: No new or replacement oil boilers to be installed in offices after this date.* * contingent on government action to connect rural communities to the grid</p> | | | | 2025 | | | | | |
| <p>4.6.8. Office Management: All owned offices to deliver the actions in their net zero carbon action plans.</p> | | | | | | | | | 2030 |
| Where offices are rented: | | | | | | | | | |
| <p>4.6.9. Office Management: Where offices are rented, initial engagement to take place with landlords with the aim of implementing a net zero carbon plan over the coming years. Determine what changes you can make under the lease and what changes they may be willing to make.</p> | | | 2024 | | | | | | |

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| 5.1 Communication, engagement and leadership | | | | | | | | | |
| 5.1.1. National: Use all available levers to lobby for changes that make decarbonisation easier. | 2022 | | | | | | | | |
| 5.1.2. National: Communications strategy created for the <i>Routemap to Net Zero Carbon by 2030</i> , including the creation of case studies, promoting resources identified in Milestone 5.1.4, Section 5.2 and the change to the Faculty Rules. | 2022 | | | | | | | | |
| 5.1.3. Dioceses: Dioceses to create a <i>Routemap to Net Zero Carbon by 2030</i> Communications Strategy. Net Zero Carbon messages to be incorporated in ongoing communications by Diocesan Communications Officers, Schools communications teams and Church communications, throughout the decade, with interest groups (e.g. DEOs) providing feedback. | 2022 | | | | | | | | |
| 5.1.4. National: Church of England Education Office (CEEO) to support Diocesan engagement with their family of schools and wider communities (through preparation of flyers, webinars, presentations etc). | 2022 | | | | | | | | |
| 5.1.5. National: Work with A Rocha UK to integrate net zero carbon actions more fully into the Eco Church and Eco Dioceses criteria, including have a Net Zero Carbon Action Plan containing a Heat Decarbonisation Plan. | | 2023 | | | | | | | |
| 5.1.6. National: Communication package with infographics and short videos aimed at each of the stakeholder groups, which show what the route to net zero carbon means for each group. | | 2023 | | | | | | | |
| 5.1.7. National: Plan ahead to measure, monitor and reduce all the ‘amber’ elements in the agreed scope of net zero carbon, to be included within a further target from 2030 onwards. | | | | 2025 | | | | | |

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| 5.2 Capacity building | | | | | | | | | |
| 5.2.1. National: Use Green Church Showcase entries to create a bank of new case studies across all building types. | 2022 | | | | | | | | |
| 5.2.2. National: Expand and further promote the national Environment Programme webinar series, including launching a new series with practical examples of churches and schools taking action. | 2022 | | | | | | | | |
| 5.2.3. National: Increase fundraising capacity, at both national and diocesan levels, and run periodic training for parishes. Share information about new funds. | 2022 | | | | | | | | |
| 5.2.4. National: A Church of England 'Carbon Literacy' training course has been developed, covering the climate science and the action required. 'Train the trainer' courses will then allow the knowledge to be cascaded cost-effectively and tailored to groups. These will be offered to all dioceses by 2022 and to all other parts of the Church by 2023. | 2022 | | | | | | | | |
| 5.2.5. National: Run an annual volunteer recruitment campaign looking for heating / sustainability advisors to join DACs and FACs, and DEOs where they are needed. | 2022 | | | | | | | | |
| 5.2.6. National: Continue to populate an online library (the Net Zero Carbon Resource Hub) with good examples of Net Zero Carbon Action Plans from around the country, to include results from research projects. | 2022 | | | | | | | | |
| 5.2.7. National: Update and share the criteria for procurement of true green tariffs. | 2022 | | | | | | | | |
| 5.2.8. National: Promote the Practical Path to Net Zero checklist, Heating Options Appraisal guidance, and church energy audit programme to all those responsible for church buildings. | 2022 | | | | | | | | |
| 5.2.9. National: Create and promote guidance for schools, cathedrals and clergy housing, similar to the Practical Path to Net Zero for Churches . See milestones | | 2023 | | | | | | | |

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| 4.2.2, 4.3.5 and 4.4.1. Also promote the Heating Options Appraisal Guidance and the church energy audit programme to all those responsible for church buildings. | | | | | | | | | |
| 5.2.10. Dioceses: Individually, or in regional groups, all dioceses to review their capacity to respond to the <i>Routemap</i> and identify gaps. The review should cover (i) the capacity to engage schools, archdeacons, deaneries, and churches across the diocese, (ii) the project management skills needed to initiate and support local action, (iii) the technical input needed and (iv) the local fundraising capacity needed. | | 2023 | | | | | | | |
| 5.2.11. National: Create a national training programme for heating and sustainability advisors. To include heat pump training for Church and Buildings officers, DACs, consultants and site teams, and training on the alternatives to gas hot water generation. | | 2023 | | | | | | | |
| 5.3 Work-related travel | | | | | | | | | |
| 5.3.1. National: Create, pilot and roll out a tool for measuring travel emissions. | 2022 | | | | | | | | |
| 5.3.2. National: National: Offer EV car leasing to clergy by Parish Buying, and investigate the potential for a centralised buying solution for school electric minibuses. | | 2023 | | | | | | | |
| 5.3.3. Institutions: All dioceses, and where applicable TEIs, schools, offices and the NCIs, to develop or update a Travel Plan that includes 'no travel' options. | | 2023 | | | | | | | |
| 5.3.4. Institutions: All dioceses, and where applicable TEIs, schools, offices and the NCIs, to review and update travel and expenses policies to encourage sustainable transport. | | | 2024 | | | | | | |
| 5.3.5. National: Where provided, all new bishops' and pool cars to be EV after this date (assuming a minimum range of 250 miles). If appropriate, E-bikes should form part of any pool of vehicles available for work-related travel. | | | 2024 | | | | | | |

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| 5.3.6. Dioceses and cathedrals: Review opportunities to install electric charging for coaches for those cathedrals and churches that are tourist destinations. | | | | 2025 | | | | | |
| 5.3.7. National: Install EV charging at all bishops' premises at next vacancy, on obtaining new EV car, or by 2026. | | | | | 2026 | | | | |
| 5.4 Funding Options | | | | | | | | | |
| 5.4.1. National: Increase environmental fundraising capacity. | 2022 | | | | | | | | |
| 5.4.2. National: Develop fundraising strategy. | 2022 | | | | | | | | |
| 5.4.3. National: Develop cases for support for key projects. | 2022 | | | | | | | | |
| 5.4.4. National: Create workstreams using funding awarded through the Triennium Funding process. Agree governance arrangements and reporting processes to oversee Milestone 5.4.7. | 2022 | | | | | | | | |
| 5.4.5. National: Research (2022) and then pilot (2023) a centrally approved financing structure for the installation of solar PV panels and LED lighting, through affordable lending, community energy, and/or Power Purchase Arrangement, applicable for schools and larger, daily used churches. | 2022 | 2023 | | | | | | | |
| 5.4.6. National: Create and share template legal documents for funding via affordable lending, community energy, and/or Power Purchase Agreements. | | 2023 | | | | | | | |
| 5.4.7. National: Distribute £30 million of Triennium funding (2023-2025) and £160 million (2026-2031). | | | | 2025 | | | | | 2031 |
| 5.4.8. National: Implement the national fundraising strategy. Seek match-funding for the Net Zero Carbon Demonstrator Grant Programme, capacity-building, and other aspects of the Environment Programme. | | 2023 | | | | | | | |

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| 6.1 Offsetting | | | | | | | | | |
| 6.1.1. National: create a working group to develop and agree criteria for offsetting based on the broad themes of being additional and using credible validated schemes. | | | 2024 | | | | | | |
| 6.1.2. National: Review market offsetting opportunities, then develop and consult on a set of offsetting principles for Parish Buying to follow when identifying an approved supplier list for carbon offsets. | | | 2024 | | | | | | |
| 6.1.3. National: Parish Buying to identify an approved supplier list for carbon offsets. Suppliers should be reviewed at least every two years. | | | | 2025 | | | | | |
| 6.1.2 Implement carbon offsetting with an approved supplier to offset those emissions that have been impossible to eliminate. | | | | | | | | | 2030 |
| 6.2 Church land | | | | | | | | | |
| 6.2.1. Land Management: Contribute to a baseline survey of the current situation of these holdings run by the national Church. This will allow participation in the first tier of ELMS which includes options for improving soil carbon (soil organic matter). | 2022 | | | | | | | | |
| 6.2.2. Dioceses to review with their land agents the terms of tenancy agreements to include net zero and biodiversity ambitions. | 2022 | | | | | | | | |
| 6.2.3. National: Build in initial desktop research on the carbon sequestration of churchyards, to improve the baseline and understand the impact of different management regimes. | 2022 | | | | | | | | |
| 6.2.4. National: Develop guidance on churchyard management for nature and climate. | | 2023 | | | | | | | |

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| 6.2.5. National: Having undertaken a review in 2022, review whether to bring Church land within scope of the net zero carbon target. | | | | 2025 | | | | | |
| 6.2.6. Dioceses: All dioceses to align land management agreements going forward with the diocesan environmental policy objectives. | | | | 2025 | | | | | |
| 6.2.7. National: Develop and consult on clear guiding land management principles to govern the in-scope land categories. | | | | 2025 | | | | | |
| 6.3 Embodied carbon in building projects | | | | | | | | | |
| 6.3.1. National: Joint research with Historic England to understand what Lifecycle Carbon Assessment (LCA) tools already exist, what are under development, and how well they meet our needs. | 2022 | | | | | | | | |
| 6.3.2. National: Consult with dioceses and EASA as to whether, and if so when, Lifecycle Carbon Assessments should be made part of faculty applications for all large projects, the materiality threshold to be applied, and the recommended range of LCA approaches to be used. | | | 2024 | | | | | | |
| 6.3.3. National: Fund (or part-fund) LCA analysis of a handful of large exemplar building projects. Evaluate, and share the learnings. | | | 2024 | | | | | | |
| 6.3.4. National: Fund (or part-fund) sensible LCA ‘averages’ for a range of typical church projects, and how these vary with choices made about materials. Share these learnings. | | | 2024 | | | | | | |
| 6.3.5. National: Having undertaken a review in 2022, review whether to bring building projects into scope of the net zero carbon target. | | | | 2025 | | | | | |
| 6.3.6. National: Guidance for parishes and architects on completing Lifecycle Carbon Assessments for large projects to be published. | | | | 2025 | | | | | |

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| 6.3.7. National: Tool created to allow emissions from all building projects during the year above a certain threshold to be estimated and reported as part of the annual national GHG emissions report, using project costs and average emissions per £ for typical types of project. | | | | 2025 | | | | | |
| 6.3.8. National: Generic guidance for parishes to be produced and shared, on (i) the principles to apply to reduce the embodied carbon from projects and (ii) the environmental impact of commonly used materials. | | | | 2025 | | | | | |