MANAGING GLEBE LAND FOR BIODIVERSITY AND CLIMATE
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INTRODUCTION

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This guidance note aims to help diocesan committees that deal with decisions on glebe as well as diocesan staff and Diocesan Environment Officers who support these committees. It is hoped that committees will endorse and adopt policies that embed issues of nature and climate into their decision-making. This document addresses some of the background, gives examples of policies and suggests practice to do this.

It has been written by dioceses, for dioceses, with input and advice from the Church Commissioners for England, and nationally approved by the Church of England Environmental Working Group (EWG).

The management of Church land is both of great importance and also highly complex, due to the need to balance financial returns, affordable housing, food production, community use, biodiversity, and carbon sequestration. These objectives are not all mutually exclusive and long term asset value can be protected where management leads to multiple benefits, such as improving soils and carbon sequestration.

The scope of this note is deliberately focused on glebe land; owned and managed at a diocesan level. Churchyards are well-served by guidance from Caring for Gods Acre whilst Church Commissioners land is managed by the Rural Asset Management Team.

The following are the key steps that can help bring land into diocesan climate and biodiversity ambitions:

- Make a commitment to including your land within your diocesan climate and biodiversity goals
- Understand what land you’ve got plus the tenancies and agreements associated with it
- Make a plan of how you will achieve your goals on the land
- Ensure you’ve got the right skills on your committee to take the plan forward
- Engage your managing agents about your plan
- Take a collaborative approach with tenants and licenses to forward the plan when negotiating or renegotiating tenancy or license terms
- Influence all tenancies through highlighting good practice and no-agenda meetings
For the last few years rising global tensions, the pandemic and now the conflict in Ukraine have seen the reversal of trends in globalisation towards more protectionism and local resilience. As the Outlook for 2023 by Savills highlights, “As countries urgently move to localisation to contain the impact of conflict in an increasingly volatile world, the regenerative power of food, fibre and fuel from land becomes more prominent and more desirable.”

Prioritisation of food production on agricultural land is a government policy, as evidenced in the government Food Strategy with objectives to have “a prosperous agri-food and seafood sector that ensures a secure food supply in an unpredictable world” and “a sustainable, nature positive, affordable food system that provides choice and access to high quality products that support healthier and home-grown diets for all”.

However, while investments in prime agricultural land remain positive, Savills Outlook views poorer quality grazing land as having greater growth potential. “Having increased by 22% since December 2020, demand is likely to continue over the next five years as pressure to re-carbon and re-nature land intensifies. Unlike land that is defined by location, infrastructure or aesthetics, it can be easier to focus the management of poorer quality land on providing valuable services to society. Investors motivated by environmental and carbon targets set by government are well placed to seek natural capital uplift here, either for their own benefit (insetting) or to provide services to others (offsetting).”

Some diocesan land will be highly productive agricultural land while some will have the characteristics of poorer quality grazing. However, careful consideration needs to be given in the role of this land in the stratified system of livestock production in England were calves and lambs born on such land are routinely moved to higher quality land to be finished, leaving the breeding stock behind. Therefore, whilst it may be of lower quality, it is not of lower importance in the overall farming system.

Government policy makes it clear that even in highly productive areas it expects food to be produced in a sustainable nature positive way that will be incentivised by its Environmental Land Management Schemes (ELMS). Additional value is now available as well, most explicitly for less productive areas, driven by the market for natural capital. Food production and natural capital uplift are not mutually exclusive goals for land assets and both are intrinsic to the government Food Strategy and 25 Year Environment Plan.
Why you need a diocesan strategy/policy on land

In line with our 5th Mark of Mission ("To strive to safeguard the integrity of Creation and sustain and renew the life of the earth"), we are committed to being good stewards of nature, and enhancing biodiversity on our land is essential to this. The biodiversity loss and climate change crises are also now recognised as intricately linked: we cannot tackle one without addressing the other and so enhancing biodiversity is a key part of our climate change response (and vice versa).

It should be the aim of each diocese to establish policies and practices to promote biodiversity improvements and climate resilience across their land holdings. This is in line with the requirements of the diocese achieving a Silver Eco Diocese award.

As part of the Tier 3 Net Zero commitments of the CoFE we are committed to including the emissions that come from the land we own, whether we manage that land or it is tenanted. This does not fall within our 2030 ambition for Net Zero, but does fall within the wider governmental target of Net Zero by 2050. The government have also signed up to the commitment to restore 30% of degraded habitat by 2030 following the COP15 summit on biodiversity. In addition to our targets, the National Farmers Union (NFU) has set an ambition for UK agriculture to be Net Zero by 2040 and the new government incentive schemes also prioritise biodiversity and other environmental outcomes, so farmers are incentivised to adapt practice.

As the effects of climate change can already be felt in our weather patterns there is a change in practice necessary not only to reduce and sequester carbon emissions but also to adapt to current and future weather conditions. Climate resilience is building into future plans measures that can better cope with the changes in our weather. This can include soil, water and cropping strategies that are more robust in the face of extreme events of drought or flood, such as the development of reservoirs and better understanding of flood risk.

While most diocesan land is not in hand, tenanted land and smaller holdings are likely to fall within potential schemes that aim to build climate resilience and should be considered in terms of our role in safeguarding Creation. The diocese does have a role supporting its tenants in moving towards more climate friendly practices – by encouraging, sharing good practice and working with tenants to develop their management.
Different dioceses will have different structures for managing and making decisions concerning any land holdings. These may include the Bishop’s Council, a glebe, investment or asset committee with input from a number of individuals such as land agents and Diocesan Environment Officers. Even if not formal members of diocesan asset committees, such committees should work closely with their DEOs, sharing information and involving them in decision-making processes. Overall, decisions made by these committees will be informed by diocesan policy and strategy within which land can be an explicit consideration.

Diocesan land holdings are an important resource for a diocese as an asset and as somewhere where the diocese has a physical presence in the community and in the landscape. The highest impact from this resource is achieved where these aspects are synchronised to deliver diocesan objectives.

Considering its role in supporting nature recovery and tackling climate change provides an opportunity to consider the role of the entire land holding, including at landscape level, for the wider mission of the diocese, not just as individual blocks of land. Different land-holdings will be better suited to particular purposes. Non-exclusive options for using land may include:

- Agriculture in an environmentally friendly way – potentially using integrated crop management, regenerative, low-carbon or organic practices and with environmental enhancements supported through agri-environment schemes
- Planting trees (native or conifers) and other silviculture (agro-forestry, silvopasture) where appropriate
- Wetland restoration to alleviate flooding and support climate adaptation
- Establishing wildlife areas and habitats
- Providing spiritual and recreational places for communities
Each of these uses can provide an income to the diocese, while also delivering on other social, missional and environmental outcomes. Having a strategic plan that sets out what the diocese is aiming to achieve with its land across all areas, can then helpfully inform what role each separate land holding can play in delivering that purpose.

A statement such as the following may be inserted into the diocesan strategy/policy relating to the environment to set out that intention:

**CASE STUDY: Lincoln diocese**

Lincoln Diocese has added the following wording to their Glebe Estate Strategic Objectives

Fourth Objective- To develop a Green Strategy for the estate: -

1. To understand the carbon footprint of the estate in line with the tenanted holdings working within the current parameters which may constrain aspirations.

2. Harness green and carbon capture opportunities alongside the obligations under The Charities Act.

3. Work towards improving the EPC ratings of the residential dwellings.

4. Biodiversity Net Gain opportunities to be considered in the context of development projects.

The estate objectives to be taken into account alongside what are considered to be the core and non-core estate holdings.

**Managing our land for biodiversity, nature and engagement activities**

We will promote biodiversity improvements and climate resilience across our land holdings. This will include mapping our holdings to understand their value and potential for biodiversity and climate action and, where appropriate, to facilitate collaboration with neighbouring land owners in larger landscape management schemes. We will deliver the land-related milestones within the ‘Church of England’s Routemap to Net Zero Carbon by 2030’, and monitor the gains for nature and climate. We will encourage the use of our land to raise awareness and appreciation of the natural world, and identify partnership opportunities to deliver outcomes for nature and climate.
2b The legislative context

The management of diocesan land is covered by legislative measures that have implications for dioceses and tenants/managers. Some are universal such as the Church Property Measure (2018), which may be informed by the Charities Act (2022). Some will be dependent on tenancy agreements (e.g. Agricultural Holdings Act/ Agricultural Tenancies Act) and land type (e.g. the Agriculture Act and Environmental Land Management Schemes).

Legal advice should always be sought on specific issues, but members of asset committees and others will be mindful of their fiduciary duties. One of the most common questions raised in relation to land is on the issue of best value. The Charity Commission outline their understanding of best value in the following way:

Trustees must always act in the best interests of their charity. How they demonstrate this is usually left to their discretion, but when it comes to selling, leasing or transferring their charity’s land, the law sets out clear requirements to ensure that these important transactions are properly managed in the charity’s interests and that the trustees obtain the best price reasonable in the circumstances.¹

Options in interpreting this are possible but only in very limited circumstances depending on the objectives of the charity and the ethical investment policy of the organisation (see section 3.8 from the Charity Commission advice and the Ethical Investment Advisory Group for the National Investing Bodies of the Church of England for more information).

Achieving market value on returns is possible while following nature and climate policies, with examples of government and private investment incentives generating value from biodiversity or increase carbon sequestration on land. These provide good ethical and financial reasons for strategic plans preferring options which satisfy the policy objectives while fulfilling the criteria from the Charity Commission.

These incentives are still developing and further analysis of opportunities in this area will be necessary as they achieve greater maturity. Meanwhile, there are a number of practical steps that can be undertaken to assess diocesan land holdings for consideration of options for the future.

2c  The community context

Glebe is different than other assets that the diocese may hold. It comes with history and is publicly visible, such that changes to its management will be noticed. While the Church Property Measure does not require consultation with the parish if glebe is disposed of the land will still matter to tenants and the people who surround it. As Walter Brueggemann describes in his theological work The Land glebe is not a space but a place:

‘Space’ means an arena of freedom, without coercion or accountability, free of pressures and void of authority. Space may be imagined as weekend, holiday, avocation, and is characterised by a kind of neutrality or emptiness waiting to be filled by our choosing.

But ‘place’ is a very different matter. Place is a space that has historical meanings, where some things have happened that are now remembered and that provide continuity and identity across generations… … It is a declaration that our humanness cannot be found in escape, detachment, absence of commitment and undefined freedom.²

Glebe tenants may have been in place for generations, either as a whole holding or more likely as part of their overall holdings, with memories of rent going to the parish clergy before 1978. Proposed changes to management or tenancy need to be sensitively handled and are aided by good relations with tenants. Discussions with the Tenant Farmers Association has highlighted the role no-agenda meetings with tenants have for land owners in promoting good conversation.

In contrast to meetings with an agenda where the topics of discussion are fixed, no-agenda meetings can provide an atmosphere founded on trust that promotes collaborative working. They can be a time for open discussion, which fosters creativity, encourages both to share, and can promote innovation based on each other’s ideas.

The convening power of the Church to bring together people should not be overlooked in being able to help influence communities that go beyond Church tenants and regular church-goers. Sharing your vision and where good practice is happening can be very effective in building trust, encouraging action and in having more of an impact.

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2d  Assessing diocesan land

The are some very practical first steps that every diocese should be considering if they have not taken them already. Firstly, ensuring that there is a complete list of holdings that are mapped (preferably digitally) together with the related tenancy or licence agreements. For a practical example of how to digitally map diocesan holdings of glebe please see the appendix to this note where Oxford diocese set out their methodology for doing so.

Secondly, information on how these holdings are managed – are they in hand, managed by diocesan staff, or by one or more agents. If they are managed by an agent, what regular conversations happen about the land they are managing on behalf of the diocese. Initially it is key to have an up to date terrier system with tenancy information as outlined in the list below.

- Holding
- Tenancy type
- Tenant name
- Commencement
- End
- Part/full break dates
- Break reasons
- Repairing liabilities
- Land use type
- Acreage

Baselining the current position is important to account for all carbon emissions relating to Diocesan land. The baseline can be conducted by a number of third party contractors including 1. 3 Keel, 2. Farm carbon toolkit, 3. Cool farm toolkit.

Having relied on publicly available data a Diocesan asset manager can then request information from their agents and tenants to build up primary information about the farming enterprise and how the land holding is utilised (A number of carbon toolkits are free to farmers to use). The carbon output of the farm can be understood alongside data on environmental projects.

In addition to baselining the carbon emissions you can request the managing agents conduct a renewable review to ascertain opportunities on diocesan land, including on-farm solar, wind and battery storage.

They will also be well placed to advise on how a natural capital audit could be done on the holding to understand the elements of the natural environment that provide valuable goods and services.

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Such a task will consider any designated land (e.g. SSSIs) or priority habitats which may add focus. Conducting a Natural Capital audit alongside a Carbon audit allows the Diocese Manager to develop biodiversity and carbon targets.

As most diocesan land is not under the direct management of the diocese, opportunities for land to enter into agri-environment schemes will need discussion with managing agents and tenants.

Having a clear rationale for changes made in glebe management will help with obligations to explain these changes to parishes under the Church Property Measure. Such a rationale can point to the diocesan environmental policy, existing examples such as with the Church Commissioners portfolio, and publications such as ‘In Conversation’ featuring tenants.

An example of this has recently been put in place by the Diocese of Exeter where a change of tenant enabled the diocese to reach an agreement with the Apricot Centre to take on a 5 year Farm Business Tenancy over 25 acres of adjoining diocesan land. In person meetings facilitated by the land agent enabled heads of terms to be developed that will see both a market rent and the biodynamic farming practices used by the centre sequester more carbon in the soil, which will be shared equally between the Centre and the diocese.

The Commissioners have successfully achieved competitive bids for new tenancies that feature regenerative farming criteria in the agreements. They are working closely with advisors from across the land agents’ network to highlight opportunities in this regard. If your land is managed by an agent you can discuss options for including these criteria in future agreements, referencing the work done by the Church Commissioners.

- **Pre-Letting Environmental Assessments** – understanding and evaluating areas of ecological benefit on land before it is put to the market to let on a tenancy. This will ensure that all environmental opportunities are fully utilised.

- Setting out clear objectives of what type of tenant you want to attract and the expectations the tenant must meet during their tenure: This can be achieved through clear and concise farm letting particulars.

- Developing from this it is advised to include sections in tender forms where tenants/agents can provide details of proposed farming practices, including environmental plans for the farm. You can also include a section for an environmental referee or stakeholders they have worked with.

- Special conditions included in the Farm Business Tenancy (FBT) contract – such as for a Tenant to be obligated to collaborate with the Landlord; to undertake a carbon audit; to provide data; to set shared goals of environmental improvements.

- Include soil testing clauses in new tenancy agreements (FBTs) – with soil testing (to include structure, organic matter, NPK etc) the beginning and end of the tenancy term, and at agreed intervals to monitor soil health.

- Consider letting some of the land to other stakeholders who might be more appropriate – e.g. is there an area best suited to letting for wetland or to a local Wildlife Trust? Alternatively involving these environmental bodies in an advisory role could achieve a greater environmental focus.

- Providing consent for tenants to enter into government-funded environmental schemes, such as Sustainable Farming Incentive (SFI) or Countryside Stewardship Schemes (CSS).

- Consider tenancy term length – is 6 years more appropriate than 5 to allow a tenant to enter a 5-year environmental scheme. As options with Countryside Stewardship and Landscape Recovery grants develop, along with other climate and biodiversity investment options, term lengths may need to adapt to enable tenants to take advantage of these, this can be achieved through bespoke Farm Business Tenancies ensuring these schemes are available for tenants.

A clear rationale can also help influencing existing tenants – and through them the wider farming community. Good relationships are key – the use of no-agenda meetings to discuss their concerns and aspirations is a good way to do this. The use of comms can also highlight examples of good practice on diocesan land. The Church Commissioners have piloted this influencing work through their series of publications ‘In Conversation’ as mentioned above.

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3 Regenerative agriculture is a conservation and rehabilitation approach to food and farming systems. It focuses on topsoil regeneration, increasing biodiversity, improving the water cycle, enhancing ecosystem services, supporting biosequestration, increasing resilience to climate change, and strengthening the health and vitality of farm soil.
2e Eco Diocese award and the collection of data

Following on from the basic information collated, further information can be catalogued in support of the diocese achieving a silver award as an Eco Diocese. Every diocese has committed to become an Eco Diocese and the Eco Church scheme provides a framework within which care for our land can be integrated within all that we do to meet the Fifth Mark of Mission. In order to achieve a silver Eco Diocese award a diocese will need to map land holdings to identify the following categories:

- SSSI (Site of Special Scientific Interest)
- NNR (National Nature Reserve)
- CWS (County Wildlife Site) / SNCI (Site of Nature Conservation Interest)
- LNR (Local Nature Reserve)
- A priority habitat (as identified in section 41 of the Natural Environment and Rural Communities Act 2006 (Section 41 habitats) and in 2016 Environment Act for Wales.)
- Home to a known population of a priority species (as identified in section 41 of the Natural Environment and Rural Communities Act 2006 (Section 41 species) and in the 2016 Environment Act for Wales.)
- In an agri-environmental scheme (e.g. Countryside Stewardship)

The criteria state that, from this exercise, a report should identify the current state of management for conservation of diocesan land; and “identify priorities for improving the value of diocesan land for biodiversity and carbon sequestration with particular reference to opportunities to put the land into relevant agri-environment schemes and flag up areas that may warrant further survey work.” This type of report could be an output of the review of holdings recommended above.

2f Housing and development

There are at least two aspects to consider in relation to biodiversity:

- Cases where an adjoining landowner/developer is hoping to develop their land and needs to identify additional land for either additional amenity space for the community, or biodiversity gains
- Cases where glebe itself is suitable for housing or other development either in isolation or in conjunction with other landowners

In both cases above consideration needs to be given to the future. In many cases a s.106 Agreement linked to the development (either on glebe that is retained, or sold) will put an obligation on the developer, or possibly the Diocese, to ensure glebe is used for biodiversity improvements and is managed in a way that ensures those gains are not lost in the future.

Generally there will be a requirement for any development proposals on land to provide for a net biodiversity gain; not all Local Authorities have adopted this, although it will become compulsory by November 2023. Dioceses should ensure that any development proposals make provision for at least the 10% of net gain stipulated in the guidelines.

Another way to ensure biodiversity improvements are not lost is by way of restrictive and positive covenants on land that is sold.

Where glebe is sold for housing or other commercial property development consideration for climate change can be mitigated as follows:

- Ensuring any development proposals provide a building that meets where possible a net zero target operationally, and has a minimal impact in embedded carbon terms through the construction process. The BREEAM standards, whilst no longer followed by most Local Authorities, are a helpful certification system for the built environment. BREEAM provides a useful holistic outline on how to design, construct and operate from new buildings by reviewing sustainability across the built environment lifecycle.
• Having regard to Energy Performance ratings - the Government’s EP Certification (EPC) system will be under review over the next few years, as at present measurement of energy performance does not always correctly align with being carbon neutral.

It is important to ensure that all housing development has equal regard to climate change. There can be a tendency for housebuilders to treat affordable housing and the private rented sectors differently. Thankfully the ‘Decent Homes Standard’ for social housing has been under review recently as part of the ‘Levelling Up’ government policy and there is a strong push to ensure this is adopted in the private sector.

Dioceses should ensure that their consultants are building in these standards within designs and construction of projects, either directly or indirectly following a disposal.

2g Other stakeholders/advisors who may be able to assist

Stakeholders/Advisors
 DEFRA
 Natural England
 National Farmers Union
 Tenant Farmers Association
 The Central Association of Agricultural Valuers
 A Rocha UK
 Local Wildlife Trusts
 Catchment Sensitive Farming
 Farming and Wildlife Advisory Group FWAG
 The Nature Friendly Farming Network NFFN
 Association of Local Environmental Record Centres ALERC
 Country Land and Business Association CLA
 Church of England National Environment Team

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CASE STUDY: Oxford diocese
Glebe land mapping

Aim: To compile a single GIS (Geographical Information Systems) map of the Diocese’s glebe land, to calculate the total area and as a second stage the area of different habitats present to estimate carbon emissions. It will also facilitate the research and work required to meet the land criteria of the silver Eco Diocese award.

Data gathering: Oxford Diocese works with three land agents, so glebe land records were requested from each. These came in varying formats: Scanned paper maps, PDF maps, GIS shapefiles and some spreadsheets of Land Registry title numbers.

Land Registry (LR) data: We registered for a Land Registry Business e-Services account. This enables online purchases of LR title maps and plans but very helpfully then gives access to a free Map Search Tool which shows boundaries and title numbers of land registry parcels and can be searched by address or title number.

Open Source GIS software: QGIS was installed as the staff member was already familiar with it. (If you are not, there are many free training videos on YouTube.) Choose the latest Long Term Release (LRT) download. Functionality is added by installing 'plugins'. There is a very helpful plugin called ‘Zoom To Postcode’ which allows searching by postcode.

Open Source GIS data: INSPIRE index polygons (download page by local authority) are very similar (though not always identical) to Land Registry Title parcels, but sadly do not include the LR Title number, so have to be matched visually by location and shape. Alternatively, you can use The Land App which allows searching for a Land Registry parcel ID and it shows the Open Source INSPIRE polygon (with INSPIREID) best matching it (more information at the end).

Creating the data: We carried out manual matching of Land Registry (LR) title number lists with INSPIRE polygons by looking up each LR title number on the free LR map search tool or in The Land App, then manually locating the matching INSPIRE polygon in QGIS and copying it into a created ‘Oxford glebe land layer’. Where we had maps from the agents this could be done visually and the matching INSPIRE polygons copied into the Oxford glebe land layer. Where the land agents provided GIS data their polygons were copied into the Oxford glebe land layer.

Alternative method: If most glebe land is registered, an alternative to identifying areas from INSPIRE data is to purchase Land Registry parcels owned by the Diocese as a GIS polygon layer. Prices (as at Nov 2022) below.

- GIS Polygons with LR Title numbers - £1.50 /title (minimum fee £60 when taken without PolygonPlus data below)

Add-ons:
- PolygonPlus - GIS layer and pdf Title Register @ £3.00/title  OR
- pdf Register with Spreadsheet extract of ownership info @ £3.50/title
- PDF Title Plans - As available @ £3.00/title (plans over A3 size are not available in pdf format)

All PolygonPlus orders include a data extraction fee - £50.00 per batch of titles.

To request a free quotation for polygon data, submit to the Land Registry either a list of required titles, or a shapefile for a spatial search which will reveal the underlying titles or a list of names of ownership in order for them to run an Index of Proprietors Names search (IOPN) i.e ‘The Diocese of Oxford’ or any other name variants.

Unregistered Glebe Land: Often the land agents had maps of parcels which were missing on the Land Registry and INSPIRE layers, as the land had been owned by the Diocese for so long it had never been registered. In these cases, it could often be digitised by hand accurately enough by filling in the gap between the surrounding INSPIRE polygons.

Designated Sites: Once the glebe land is mapped, you can overlay any helpful Natural England land designations, priority habitats and agri-environment land management scheme GIS layers, downloaded from here (under the open government licence). For CV5/SNCI data you may have to ask your local Wildlife Trust (find yours here) or Environmental/Biological Records Centre (find yours here). GIS enables intersects of your glebe land layer with other layers and re-calculation of polygon areas. This will allow calculations of percentage of glebe land under different designations or of different habitat types.

Carbon Emissions: Once habitats are identified for the glebe land and total areas of each calculated (using GIS), published habitat carbon emissions statics can be used to calculate the total emissions of the Diocese’s glebe

**Addendum:** We learnt about The Land App mid-way through this process. Most helpfully, it allows searching for a Land Registry parcel ID and it shows the Open Source INSPIRE polygon best matching it. You can then save the parcels you want into your own plan and draw in other areas manually or upload GIS data if you have that. You can also export the data you create in the app back out to a GIS for further analysis should you wish. The app is intuitive and does not require GIS experience. It also displays Open Source layers from Natural England of designated areas and habitats. So, you could choose not to use a separate GIS. It is free for a limited level of use, or £15 a month for more, plus extra costs for purchase of Ordnance Survey map credits if you need detailed map boundaries. (OpenStreetMap is free as a base map.)

There are many Land App guidance videos on YouTube. [This one](#) shows how to access the Land Registry data. Tick on the Ownership category, Land Registry layers in the menu and use the search function with Land Registry title numbers. For more information contact: alison.riggs@oxford.anglican.org, Environment Action Delivery Coordinator, Diocese of Oxford.