**Annual Self Evaluation for IME2**

*Please answer as briefly as possible, with links to supporting material if helpful. 100-150 words should be enough for most questions\*. If it saves repetition, feel free to use last year’s return as a starting point, identifying new commentary relating to this year (e.g. different font/colour text).*

*It will be good if you are able to reflect with a critical friend – perhaps another IME2 director? – at some stage in preparing this return. The Ministry Development Team will be happy to suggest possible names.*

*\*Where the diocese has applied or intends to apply for curacy funding from the Strategic Mission and Ministry Investment Board, the information provided in this process will be used to assess the quality of training offered by the diocese so fuller answers are welcomed in this instance.*

**Review last year *[year 2 onwards]***

1. Summarise follow-up from last year’s intended actions and/or any other changes to processes or curacy training.

**Aims**

1. What are the diocese’s programme aims for curacy training and how do these relate to diocesan and national vision and strategy? How have these been reviewed or changed in the year? How are they aligned with national formation qualities for curacy?

**Training parishes and incumbents**

1. How are training parishes and training incumbents selected and what is the matching process with incoming curates?
2. How are training incumbents trained, supported and mentored (perhaps make reference to the *Training of Training Incumbents* Guidance 2017)? What process of oversight, early warning and intervention is there for the TI-curate relationship? What process of feedback (from both parties) and review? What learning processes are in place for when a curacy breaks down? What changes this year and why?

**Programme development**

1. What is the average length of curacy in your diocese?
2. Outline the diocesan-run programme of IME2 learning events and any review/change in the year. Is there academic validation?
3. Ministerial skills – what range of learning experiences is offered in the curacy context, how are these monitored, how reviewed as a programme, and have there been changes during the year?
4. How are curates helped to integrate their learning and development? Has there been a review or change in this area during the year?
5. What efforts are made to tailor the curacy programme to individual needs and developmental areas, to their curacy mode (e.g. stipendiary, SSM, chaplaincy), and to the varying mode and content of trainees’ prior IME1 programmes? What mentoring or other support for learning is available beyond the Training Incumbent?
6. What processes are in place for retaining, deploying and/or exporting curates at the end of curacy? What support is offered to assist in discerning the next phase of ministry?

**Assessment**

1. What are the curacy assessment and reporting procedures during and following curacy?
2. How have curacy assessment and reporting procedures been reviewed during the year? What range of input is there into these procedures (e.g. curate, TI, parish support group member, churchwarden, diocesan input)? What has changed in the year?
3. What training has been offered to those involved in assessment? Has this changed over the course of the year?

**Governance and resources**

1. Outline diocesan oversight of curacy training and its fit with ministry strategy. How has this been reviewed / changed during the year?
2. What steps are taken to ensure the programme complies with the Church of England’s safeguarding requirements at IME2?
3. What is the process for resourcing the curacy programme (money, people – recruiting, mentoring and development) and for its internal quality assurance? How does feedback inform its development? What has changed in the year?
4. How is your diocese’s programme able to share good practice or learn from others? An example?

**Diversity, belonging and inclusion**

1. How are issues of equality, diversity and inclusion considered in all processes related to IME2, e.g. vocations and curacy placement, content of IME2 sessions, support for curates in training and the broader work of the diocese in this area (The following types of intervention and data are all indicators of good practice):
   1. The level of UKME representation on the diocesan senior leadership team and within DDOs/ADDOs /Vocations Advisers
   2. Specific targeted work to encourage vocations amongst underrecognised groups;
   3. Signposting of key roles and resources in the Curate Handbook such as Diocese’s UKME Vocations Champion, it’s Racial Justice lead, CMEAC, AMEN, UKME Ordinands and Curates Group, access to the Ministries Mentor Directory, Diocesan Disability Advisor, Dean of Women’s Ministry, Go Sign!, Access to Work funding and any available learning support;
   4. Clear research and understanding by diocesan team of the proportion of people of UKME heritage/ people with disabilities/ range of social backgrounds within its congregations and its wider population in order to understand what a representative proportion of clergy of various backgrounds might be.

**Summary of planned actions**

1. Summarise actions intended in the current year.

*Please return ASEs* ***by the end of November*** *to* [*david.hanson@churchofengland.org*](mailto:david.hanson@churchofengland.org) *in the national Ministry Development Team.*