

DIOCESAN PROFILE



The Diocese of Chichester is the successor of the ancient Diocese of Selsey, which was established by St Wilfrid who was based at Selsey Abbey from 681 AD. In 1075, following the Norman Conquest, the see was translated to the city of Chichester and the Diocese of Chichester was created.

The modern diocese is one of the largest in the Church of England, stretching nearly 100 miles along the south coast, from east of Rye to west of Chichester, and north almost as far as Haslemere, Gatwick and Tunbridge Wells. The ecclesiastical and civic boundaries are not quite coterminous but the diocese includes nearly all of East Sussex and West Sussex, in addition to small areas of Kent, Surrey and Hampshire.



*The Right Reverend Dr Martin Warner
Diocesan Bishop*

THE DIOCESAN BISHOP IS the Rt Revd Dr Martin Warner, who is assisted by the Suffragan Bishop of Horsham (The Rt Revd Mark Sowerby) and the Suffragan Bishop of Lewes (The Rt Revd Richard Jackson). Bishop Martin has appointed a Dean of Women's Ministry (The Revd Canon Ann Waizeneker) and a Dean of Self-Supporting Ministry (The Revd Canon Julia Peaty) who, along with the Bishops, Archdeacons, Cathedral Dean and Diocesan Secretary, make up the senior staff of the Diocese.

*The Right Reverend Mark Sowerby
Suffragan Bishop of Horsham*

*The Right Reverend Richard Jackson
Suffragan Bishop of Lewes*

*The Reverend Canon Ann Waizeneker
Dean of Women's Ministry*





CHICHESTER CATHEDRAL (and the residence of the diocesan bishop) is located at the western end of the diocese. The cathedral seeks to position itself as a centre of excellence and is valued by parish churches as the Mother Church of the diocese. The current Dean is the Very Revd Stephen Waine.

THE DIOCESE HAS 4 ARCHDEACONRIES AND A TOTAL OF 21 DEANERIES. There are nearly 500 church buildings in 362 parishes, which are grouped into 275 benefices. Church communities vary in size, with the largest seeing several hundred attend every week whilst some of the rural churches have very small congregations. In terms of its worshipping community, the Diocese of Chichester is the fourth largest diocese in the Church of England (after London, Oxford, and Southwark).

CHURCH ATTENDANCE IN THE DIOCESE OF CHICHESTER

Average weekly attendance – all ages: 37,000
Average Sunday attendance – all ages: 31,000
Average Sunday attendance – adults: 26,600
Average Sunday attendance – children: 3,700
Total Electoral Roll: 46,600

Those figures for the diocese are taken from the Church of England's Statistics for Mission document and relate to the calendar year 2016:



The Diocese of Chichester is the fourth largest diocese in the Church of England

The Diocesan Strategy

At Pentecost 2015 the diocese launched a fresh strategy for the next quinquennium. Its central aim (taken from the well-known prayer of St Richard of Chichester) is 'to love, know, follow Jesus'. The Strategy has three key objectives which follow the General Synod's lead:

1. TO GROW NUMERICALLY AND SPIRITUALLY

By 2020 we would like to see the following in place:

- + Every Benefice to have a plan in place for Christian growth and nurture and a credible but stretching target for numerical growth.
- + A diocesan policy that facilitates and releases energy to plant churches into areas of recognised need and opportunity.
- + Every Benefice to be financially self-supporting, through a combination of encouraging generosity, grouping into financially sustainable units and, in areas of deprivation, the provision of direct grant help from historic resources.

2. TO RE-IMAGINE MINISTRY

By 2020 we would like to see the following in place:

- + Develop a portfolio of specialist training and support for volunteers, e.g. church officers and school governors.
- + Develop a fuller complement of lay ministries focused on equipping people to serve in both the wider community and the church.
- + To allow the energy and enthusiasm of our people to be released we will ensure that skills in collaborative ministry form a central part of selection and training for clergy.
- + We want to be pro-active in the promotion and discernment of vocations to ordained ministry, encouraging those with the gifts and skills we need to lead a church in mission. Alongside this we will work with the national church on creative and stimulating patterns of training.
- + We want to renew our existing clergy's confidence in leadership and put in place effective patterns of development that sustain joy and effectiveness for life long ministry.

3. TO CONTRIBUTE TO THE COMMON GOOD

By 2020 we would like to see the following in place:

- + We want every Benefice to have conducted an audit of their community engagement. On the basis of this we want Benefices to prayerfully engage with one new project to bless their local community.
- + Given the scale of needs in many places this must be done with our ecumenical partners and other people of good will, irrespective of their faith. We will provide central resources to help people put these aspirations into reality.



As 2020 approaches, work is beginning on the plan for the next 5 years. An episcopal visitation will take place in 2019 during which parishes will be consulted on what has gone well and what the priorities for the future are. They will also be asked to report back on the priority project each was asked to select and where appropriate to identify their next priority. In tandem with this, and informed by the emerging responses, the vision and priorities will be fleshed out into a strategy for the next quinquennium which will cover both deployment of resources and choice of projects to further our aim to know, love, follow Jesus. It will be accompanied by a five year financial plan to ensure the priorities can be achieved within the context of sound financial support.



SDF funding

This transformation is already underway as leaders and the church family have started to explore new ways to re-imagine ministry and deepen their faith. However there is more to be done. To help speed up the process of change the Diocese has been successful in gaining SDF funding for three projects from the Church Commissioners. These three projects are located in Brighton, Crawley and High Hurstwood and have been running successfully for two years. The Diocese has committed to setting up 20 church 'plants' or partnerships by 2021; these apostolic partnerships are seen as a catalyst for wider change, helping the Diocese to learn how to do new things but also to help other churches and communities recognise that positive change can happen. A wider programme needs to be developed and rolled out to ensure that over time every Parish can follow in Jesus' footsteps and has the ability to truly care for the souls and meet the local needs.

The church family have started to explore new ways to re-imagine ministry and deepen their faith



Administration

The administrative centre of the diocese is Church House, Hove where the majority of the DBF's employees are based. The Diocesan Secretary is Gabrielle Higgins. Church House staff provide the statutory services required for a C of E diocese and a few discretionary functions. Some functions have been combined into the 'Apostolic Life' team which is designed to encourage parishes in their Christian calling within the communities they serve, as well as including the traditional function of supporting the deployment and ministerial development of clergy.

The diocese has an annual budget of over £18m. Since 2013 budgeted annual expenditure has increased by an average of 1.9%. Around 80% of costs relate to ministry provision and training and around 80% of income comes from parish share receipts, with the balance funded principally from investments and rental income. Parish share is pledged by parishes taking into account parish ministry costs, which are determined by allocating direct ministry costs plus a share of diocesan fixed costs and amount to around £70,000 a year for a full time incumbent post; smaller parishes may share an incumbent or have a part time or house for duty incumbent.

The traditional function of supporting the deployment and ministerial development of clergy



Education

The Diocese's clergy, authorised lay ministers and other lay people are engaged with nearly 160 Church of England schools (of which 150 are Primary), with a combined roll of about 37,000.

The Diocese of Chichester has over 200 years of successful experience as a provider of schools across Sussex as part of its mission to support and serve the whole community. The Diocese currently has 157 church schools and academies and all their school sites are held in church trusts; 78 of these are in West Sussex.

- + 39,000 children and young people attend Church of England schools & Affiliated schools across West Sussex, East Sussex, Brighton & Hove.
- + There are over 600 Foundation Governors in Church of England Schools, recruited, trained and supported by the diocese.
- + There are 150 Church of England primary schools and 7 Church of England secondary schools, as well as 2 Affiliated schools, across the diocese.
- + Over 80% of Diocese of Chichester schools are rated Ofsted Good or Outstanding.

The Board of Education has a broad remit of responsibilities, delivered by the Education team, covering aspects of school effectiveness, school improvement, leadership, governance,



admissions, appeals, federations and partnerships, academies, land and building services, as well as maintaining its more traditional responsibilities for Christian distinctiveness, spiritual development, SIAMS inspections, Collective Worship and Religious Education.

The Education team's vision for all schools is that they deliver "*Learning with meaning and purpose: to know God and shape the world*". They therefore work closely with church schools and academies to support and sustain them, with the aim that they also work in partnership with the three local authorities in Sussex (West Sussex, East Sussex, Brighton & Hove), Universities, the National College, the Department for Education and also with the national Church of England network.

All Church Schools and Academies are entitled to expect the Board of Education to:

- + Have a pastoral concern for all staff, pupils and governors of the school
- + Arrange briefing sessions on important matters relating to Church of England schools
- + Represent Church schools at regional education groups such as SACRE, School Forum, Scrutiny Committees, LA School Strategy Support meetings etc.
- + Liaise with various bodies at local, regional and national level on behalf of Church schools, to include Department for Education, Education Funding Agency, OFSTED, the National Society, Teaching Schools Alliances, professional organisations and Regional Schools Commissioners
- + Represent schools on interim executive boards where appropriate
- + Provide assistance and advice to a professional standard
- + Complete administration of Section 48 SIAMS process
- + Provide representation to the Diocesan Board of Finance in relation to land/building/trust issues for voluntary aided and voluntary controlled schools and academies.
- + Provide the opportunity for all Year 6 pupils to attend leavers services across the diocese.



Learning with meaning and purpose: to know God and shape the world

Nationally, the Church of England has produced a Vision for Education, based on John 10:10. The Vision for Education can be accessed here: <https://www.churchofengland.org/sites/default/files/2017-10/2016%20Church%20of%20England%20Vision%20for%20Education%20WEB%20FINAL.pdf>

Partnerships

Ecumenically, there are two single congregation partnerships, and good relationships are enjoyed with other Christian denominations. Many parishes are involved with their local communities not just by way of occasional offices, prayer and financial support but through projects such as youth work, street pastors, food banks, night shelters and credit unions.

Internationally, the diocese has long-established links with Anglican dioceses in East and West Africa. There are also links with the Roman Catholic Cathedral at Chartres, The Roman Catholic Archdiocese of Bamberg and the Lutheran Diocese of Bayreuth.



Safeguarding

The Diocese, through its Safeguarding Team and its safeguarding policy, is committed to building a safer Church for all. Our work in this area is based in the following six safeguarding commitments, agreed by The Bishops of the Church of England in 2017:

- + Promoting a safer environment and culture
- + Safely recruiting and supporting all those with any responsibility related to children and vulnerable adults within the Church
- + Responding promptly to every safeguarding concern or allegation
- + Caring pastorally for victims/ survivors of abuse and other affected persons

The Diocese is committed to building a safer Church for all.

- + Caring pastorally for those who are subject of concerns or allegations of abuse and other affected persons
- + Responding to those that may pose a present risk to others

The Diocesan Safeguarding Team consists of a Diocesan Safeguarding Adviser (DSA), an Assistant DSA, and two Safeguarding Administrators. Additionally, an Independent Sexual Violence Adviser (ISVA) from the Survivor's Network in Brighton is permanently seconded to the Team, and works alongside them to support victims of abuse.



The team manage the Diocese's response to all types of safeguarding issues, including general safeguarding reports, allegations against church officers, and criminal investigations. Additionally, the team manage the delivery of safeguarding training across the Diocese, and the quality assurance of safeguarding at parish level. The latter is provided by Simple Quality Protects. SQP is an online tool which parishes use to ensure their safeguarding provision is complete. SQP enables the Safeguarding Team to monitor progress across the Diocese, on a parish-by-parish basis.

Training is provided according to the National Safeguarding Training Framework, and is delivered either via e-learning or face-to-face events. Training compliance is monitored for clergy via the Diocesan database, and within each parish via SQP.

An Independent Safeguarding Advisory Panel meets quarterly to provide support, scrutiny and oversight for the Diocese's safeguarding work. Consisting of senior leaders from the statutory safeguarding sector in Sussex, the Panel provides an essential layer of professional oversight of the Diocese's safeguarding work.

The Diocese of Chichester was selected as the Case Study for the investigation of the Anglican church in England and Wales by the Independent Inquiry into Child Sexual Abuse (IICSA). This selection reflected the relatively high number of cases of non-recent child sexual abuse in the Diocese. The public hearings detailed numerous past failings, at both local and national level, regarding safeguarding. However, recent and current practice received a more positive response, with Sussex Police in particular, in their evidence to IICSA, praising the recent progress the Diocese has made.

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Demographics

The total population of the diocese is over 1.6 million, representing nearly 700,000 households. Notwithstanding the rural areas, the average population density is above average both regionally and nationally. Taken as a whole, the diocese has a relatively low average IMD (Index of Multiple Deprivation) and Sussex is generally perceived as affluent but the picture is not uniform. Throughout the Diocese there are areas of deprivation and poverty; three towns have particularly high levels of deprivation, according to the 2015 IMD statistics which rank the 326 districts in order of deprivation (Hastings – 20; Brighton and Hove – 102; Eastbourne – 129). The cost of housing is very high and there are significant issues with homelessness in the towns, in addition to rural poverty.

The diocese is becoming more ethnically diverse and there are notable non-white populations in Crawley (27%), Brighton (16%) and Hastings (7%). Non-white populations in East Sussex have increased from 2.4% in 2001 to 4% in 2011, and in West Sussex from 7.6% to 12.4%. According to government census data, there is little variation in the proportion of White British people across six of the seven districts, however in Crawley the proportion of White British drops to 72.1% of the total population.

