Introduction

This strategy supports and expands the Environmental Justice theme of the Diocesan "Changed Lives → Changing Lives" Strategy, as set out in the "Towards a Flourishing and Sustainable Future" document which was adopted by Diocesan Synod in July 2021. Care for the Environment was included as a theme of the diocesan strategy by Diocesan Synod originally in November 2019.

Diocesan Policy Context

Aim: To affirm the fifth mark of mission "to strive to safeguard the integrity of creation and sustain and renew the life on earth" (https://www.anglicancommunion.org/mission/marks-of-mission.aspx).

A Diocesan Environmental Policy was adopted by Diocesan Synod on 30th March 2019. An updated 2021 version was approved at Diocesan Synod in Nov 2021.

It sets out the following specific aims:

- To lead our Diocese in caring for creation, reducing emissions to net zero by 2030 and in demonstrating good environmental practice.
- To join with the wider Anglican community, other denominations and faiths in supporting proenvironmental initiatives, including the Church of England Environment Programme.
- To encourage churches, schools and others within the Diocese to take action in caring for creation and to register as Eco Churches or Eco Schools.
- To provide information and resources to support action for the environment by all, and to encourage the sharing of good practice.
- To fulfil the requirements of being an Eco Diocese and strive for higher awards.

This 2019 Policy was underpinned by the Environmental Action Plan that focussed on targets for achieving Eco Diocese awards. We achieved the Eco Diocese Bronze Award on 17th November 2020.

In November 2019 Diocesan Synod adopted a Climate emergency motion:

Diocesan Climate Emergency Motion November 2019

"This Synod recognises the Environment and Climate Emergency, and commits to the following:

- 1. Learning the facts about today's environmental degradation and human-induced climate change;
- 2. Speaking the truth about the Emergency and the changes that are needed to safeguard the environment and mitigate climate impact;
- 3. Taking the necessary action to reduce greenhouse gas emissions to net zero by 2030, and to model ways in which our faith and congregations can enable all of God's creation to flourish;
- 4. Fighting social injustices caused by the environmental crisis;
- 5. Implementing the Diocesan Environment Policy 2019 and Action Plan;
- 6. Including our Care for the Environment within our diocesan Changed Lives → Changing Lives strategy."

In November 2019, General Synod also adopted the following motion:

General Synod Climate Emergency Motion November 2019

"That this Synod, recognising that the global climate emergency is a crisis for God's creation, creation, and a fundamental injustice, and following the call of the Anglican Communion in ACC Resolutions A17.05 and A17.06;

- (a) call upon all parts of the Church of England, including parishes, BMOs [Bishop Mission Orders], education institutions, dioceses, cathedrals, and the NCIs [National Church Institutions], to work to achieve year-on-year reductions in emissions and urgently examine what would be required to reach net zero emissions by 2030 in order that a plan of action can be drawn up to achieve that target;
- (b) request reports on progress from the Environment Working Group and the NCI's every three years beginning in 2022 and;
- (c) call on each Diocesan Synod, and cathedral Chapter, to address progress toward net zero emissions every three years."

Strategy Overview

Incorporating all elements of the policy context, our Care for the Environment Strategy has two key themes which are broken down into a number of sub-themes:

THEME 1: Promoting awareness and encouraging corporate and personal action

- o SUB-THEME 1.1: Encourage all churches to engage with the Eco Church scheme
- SUB-THEME 1.2: Encourage all schools to declare a commitment, create a clear route map for action and engage with environmental initiatives
- o SUB-THEME 1.3: Learn and disseminate the facts about the environment crisis
- o SUB-THEME 1.4: Fight social injustices caused by the environmental crisis
- o SUB-THEME 1.5: Embed environmental issues in ministerial training etc.
- o SUB-THEME 1.6: Develop and implement an ethical investment policy

• THEME 2: Reducing Greenhouse Gas (GHG) net emissions to zero by 2030

- o SUB-THEME 2.1: Diocesan buildings energy use
- o SUB-THEME 2.2: Diocesan staff work related travel
- o SUB-THEME 2.3: Clergy Housing energy use
- o SUB-THEME 2.4: Churches energy use
- o SUB-THEME 2.5: Churches work related reimbursable travel
- o SUB-THEME 2.6: Schools energy use and decarbonisation
- o SUB-THEME 2.7: Schools staff work related reimbursable travel and trips

Scope

The national Environment Working Group have developed a definition of what is in scope for the net zero target and this was updated in September 2020 after national consultation. This is included in Appendix 1. This strategy will be reviewed as required after any changes of the national scope to ensure continued alignment.

Church Schools where the Diocesan Board of Education has a significant degree of influence are included within the scope. For simplicity, this strategy will refer to these simply as "Schools".

The National Definition focuses on two categories of schools; Voluntary Aided schools (for which the Diocese holds additional capital funding) and Church Majority Multi Academy Trusts. Church Majority MATs have majority church representation at Member level. There are 103 schools within the Diocese, the greatest proportion of schools are Voluntary Controlled schools which are maintained by the local authority.

It is important to recognise that "the Diocese" is a collection of autonomous organisations, including all PCCs and School Governing Bodies. Making progress on this strategy will therefore depend on each body adopting its own care for the environment policy/strategy including a target of net zero carbon emissions by 2030 and developing supporting plans to achieve this. It is acknowledged that funding any improvements will not be an insignificant challenge.

Additional item included in scope by Canterbury Diocese

In the national scope, ethical Diocesan investments are currently scheduled for consideration after 2030. However, although the Diocese has only very limited investments, we have chosen to work on this through the Finance & Assets Committee.

Note 2: The Cathedral are a separate sovereign body answerable to General Synod in their own right. They are therefore not included in the Diocesan scope. However, the Cathedral are represented on the Environmental Working Group to ensure that we work closely together and learn from each other.

THEME 1: Promoting awareness and encouraging corporate and personal action

| 1.1 | Encourage all churches to engage with the Eco Church scheme | | | | |
|-----------------------|---|--|-----|---------------|-------------------|
| Owner | Director of Communities | Director of Communities and Partnerships | | | |
| What will be done? | Work on this was begun in 2016. Regular communication through multiple channels will need to continue with take-up and awards monitored. Volunteer Eco-Champions will be recruited for every Deanery. Encourage school/church partnerships. | | | | |
| Who will do it? | Part of the ongoing work of the Communications Team. Environmental Working Group. Eco-Champions. PCCs. | | | | |
| When will it be done? | A significant amount of work has already gone into this and a good engagement has already been achieved. It is likely that most effort will need to be applied in the first two years of this strategy i.e. 2021 and 2022. This will depend on take-up. | | | | |
| How will we | Number and percentage of churches registered with Eco Church | | | | |
| measure progress? | Number and level of awards achieved | | | | |
| progress: | Eco award level of Dioce | esan Offices | | | |
| | Overall Eco Diocese award level | | | | |
| | Eco Church status | No. Churche | es | % of 3 | 27 churches |
| | Registered | 71 | | | 22% |
| | Bronze | 18 | | | |
| | Silver | 7 | | | 8% |
| | Gold | 0 | | | |
| | | | | | |
| | Eco Diocese award | | Tai | rget % | Target number |
| | Bronze | Registered | | 10% | 33 |
| | DIOIIZE | Awarded | | 6% | 18 |
| | | Registered | 4 | 40% | 131 |
| | Silver | Awarded | • | th at least a | 98 |
| | Silver | | | silver or | |
| | | | 1 | gher) | |
| | Gold | Registered | _ | TBC | |
| Posources | Within ovicting recourse | Awarded | 1 | TBC | one or mere leads |
| Resources | Within existing resources. PCCs may wish to consider appointing one or more leads to focus on this. This could include a young person where appropriate. | | | | |
| Notes | Churches need to be registered individually with the scheme. A parish with more than one church, will need a registration for each church. | | | | |

| 1.2 | Encourage all schools to declare a commitment, create a clear route map for action and engage with Eco Initiatives |
|--------------------|--|
| Owner | Director of Education |
| What will be done? | Work on this was begun in 2018. Regular communication will be necessary through normal channels with schools. |
| | DBE declares a commitment within its own Environment Policy |

| | DBE acts as system influencer: | |
|-----------------------|---|--|
| | Eco-initiatives such as Eco Schools, 'Walk to School' & 'Walking Bus (supported by the KM Charity) and Ashden Climate Solutions 'Let's Go Zero' Encourage GBs and school leadership teams to pass a resolution to work toward Net Zero by 2030 and formalise a clear route map for action Encourage partnerships between school and church to address environmental/climate change priorities | |
| Who will do it? | Diocesan Board of Education, School Governing Bodies. | |
| When will it be done? | It is likely that most effort will need to be applied in the first two years of this strategy i.e. 2021 and 2022. This will depend on take-up. | |
| How will we | Baseline: | |
| measure progress? | Eco Schools engagement - Just over half of diocesan church schools are engaged in the scheme, of which 15% are at Bronze level, 45% at Silver and one school achieving the Green Award (St John's Grove Green Primary Academy in Maidstone, inspected & awarded on 25 June 2019) | |
| | Net Zero commitment – unknown | |
| | Ambitions by end 2022: | |
| | 75% of diocesan church schools registered with Eco School scheme, with increase in Silver and Green awards 100% of diocesan church schools report registration with any Eco-initiative (Eco-Schools, Walk to School, Let's Go Zero or equivalent) 50% of GBs report passing a resolution to work toward Net Zero by 2030 and have ratified a clear route map for action | |
| Resources | Within existing resources, regular maintenance and capital budgets, grants etc. | |

| 1.3 | Learning and disseminating the facts about the environment crisis | |
|--------------------|---|--|
| Owner | Director of Communities and Partnerships | |
| What will be done? | Learning the facts about environmental degradation and human-induced climate change will be researched using peer reviewed and reputable sources, as well as through learning from global contacts, experts and people living in areas hardest hit by the consequences of climate change. | |
| | Based on knowledge and information gained from learning the facts, the truth will be communicated about the climate emergency and the changes that are needed to safeguard the environment and mitigate the negative impacts from human-induced climate change. This will be achieved through a range of media including the diocesan website, Outlook, newsletters, The Briefing, fact sheets and other materials, Deanery eco-champions, conferences, seminars etc. | |
| Who will do it? | The Environmental Working Group (EWG) will oversee this with much of the work being undertaken by the Care for the Environment Project Board. | |
| | Everyone has responsibility for speaking the truth and disseminating the learning. Information will be cascaded across the diocese for use by Eco-Church Kent Facebook Group, clergy, churches, schools, eco groups and individuals. | |
| When will it | While much of this work will be undertaken by 2022, information gathering will be | |

| be done? | ongoing as new information, research and global understanding develops. |
|-------------------------------|---|
| How will we measure progress? | Measure the "inputs" i.e. the key material that has been developed and the breadth of communication used. Possibility of using questionnaires to test the achievement of the outcomes. |
| Resources | Within existing resources |

| 1.4 | Fighting social injustices caused by the environmental crisis |
|-------------------------------|---|
| Owner | Director of Communities and Partnerships |
| What will be done? | Based on knowledge gained from learning the facts and information supplied through our global contacts (e.g. link diocese), actions will be identified that the diocese, churches, schools, eco groups and individuals can take to fight the injustices caused by the environmental crisis. |
| Who will do it? | Actions can arise from anywhere in the diocese, although it is envisaged that initiatives will mainly be developed through the EWG and Care for the Environment Project Board, Communities and Partnerships Framework and the Eco Church Kent Facebook Group. |
| When will it be done? | This work will be ongoing. |
| How will we measure progress? | It will only be possible to track known actions that have been taken. These will be collated by the Owner. |
| Resources | Within existing resources |

| 1.5 | Embed environmental issues in ministerial training etc. |
|-----------------------|--|
| Owner | Director of Mission and Ministry |
| What will be done? | Working with the Environment Working Group, identify what training might be required by each relevant group. This would include clergy and lay roles. Determine how this can best be delivered e.g. through inclusion in current training programmes, additional training programmes, etc. |
| Who will do it? | Mission & Ministry team working with EWG and roll out through appropriate delivery partners e.g. St, Augustine's, deaneries etc. |
| When will it be done? | Review to be carried out in 2021. Revised and new programmes etc to be rolled out from 2022 onwards. |
| How will we | Track what training etc has been delivered. |
| measure progress? | Use of training feedback to assess effectiveness. |
| | Note: The outcomes will most likely be manifested in other themes/sub-themes. |
| Resources | Within existing resources but there may be additional costs involved for specific types of training still to be determined. |

| 1.6 | Develop and implement an ethical investment policy |
|-------------------------------|---|
| Owner | Director of Finance |
| What will be done? | Working with the Finance & Assets Committee to develop and implement an ethical invest policy for Diocesan Funds, with reference to Archbishop's Council as required. |
| Who will do it? | Finance & Assets Committee |
| When will it be done? | Review to be started in 2021. A timeline for implementation will need to be developed. |
| How will we measure progress? | The percentage of Diocesan investment that is invested ethically. |
| Resources | Within existing resources. However, it is noted that there may be a variation in investment returns arising from the implementation of the policy. |
| Notes | This is not presently within scope in the national definition. |

THEME 2: Reducing GHG net emissions to zero by 2030

There are two important approaches to achieving net zero emissions:

- Reduce energy usage
 - o E.g. Improve energy efficiency (e.g. more efficient heating, LED lighting)
 - o E.g. Reduce energy waste e.g. draughts, lights/heating left on
- Use "green" (i.e. renewable) energy
 - o E.g. Use "greener" fuel sources e.g. move from oil/gas to electricity (where appropriate)
 - o E.g. Buy energy on "green" tariffs using (more) sustainable energy sources
 - o E.g. Purchase carbon offsets for residual non-renewable energy use

Net zero emissions could be achieved purely by the second approach if carbon offsets were purchased for any non-renewable energy use. However, this approach is likely to be more expensive over the long term and is unlikely to be affordable. (It is arguably not as good for the environment either!) The strategy will therefore need to consider a combination of the above overlapping approaches, balancing costs and benefits.

| 2.1 | Diocesan Buildings Energy Use | |
|-------------------------------|---|--|
| Owner | Diocesan Office Manager | |
| Establishing a baseline | Usage and tariff details are known. Diocesan buildings are all on a green tariff and carbon offsets are purchased for the GHG. Our offices are effectively at net zero. However, there is still a need to continue to focus on reducing energy usage and to using "greener" energy. | |
| | 2019 Baseline: 0 tonnes CO ₂ (after applying offsets) | |
| What will be done? | Continue to buy carbon offsets for non-renewable energy. Find ways to reduce energy usage e.g. LED lighting, office consolidation. Consider energy tariffs that use more renewable energy as contracts renew. | |
| Who will do it? | Diocesan Office Management Team. | |
| When will it be done? | This will be part of the ongoing work of the team. Improvements will be considered as part of regular building maintenance. | |
| How will we measure progress? | Establish a baseline energy usage based in 2019 and total carbon offset. Monitor annual progress at reducing energy usage and carbon offset. Note: Usage figures in 2020 and 2021 will have been affected by the pandemic. | |
| Resources | Within existing resources. | |

| 2.2 | Diocesan Staff Work Related Travel | |
|-------------------------|--|--|
| Owner | Director of Communities & Partnerships | |
| Establishing a baseline | Finance to provide a list of all travel-related claims from 2019. Approximate calculations applied to estimate emissions. Fairly wide margin of error. | |
| | 2019 Baseline: 41 tonnes CO ₂ | |
| What will be done? | Promote use of online meetings.Promote use of online training. | |

| | Develop a sustainable travel policy. Consider the financial viability of providing a bookable electric vehicle if there is sufficient residual usage and/or electric vehicle salary sacrifice scheme or similar. Additional, bookable parking spaces with chargers, prioritised for electric vehicles. |
|-------------------------------|--|
| Who will do it? | Diocesan Office Management Team / Communities & Partnerships. |
| When will it be done? | This will be part of the ongoing work of the team. |
| How will we measure progress? | An annual calculation of carbon usage across all reimbursable travel. Note: Travel in 2020 and 2021 will have been significantly affected by the pandemic. |
| Resources | Within existing resources. Some opportunities may require additional investment. |

| 2.2 | Clause Housing Francy Hea | |
|-------------------------------|--|--|
| 2.3 | Clergy Housing Energy Use | |
| Owner | Director of Property | |
| Establishing a baseline | Determine typical energy usage based on EPC ratings and average reasonable use (not actual use). Since not all properties have EPC's, it will be necessary to estimate based on comparable properties. | |
| What will be done? | Consider getting EPCs done for properties that do not have one. Review EPC recommendations and establish which ones should be implemented. This should include consideration of switching heating systems to more carbon efficient solutions whilst being mindful of running costs and system longevity. Build improvements into routine maintenance schedules. Identify any funding shortfall and seek grant/ other additional funding. This should include a future forecast of typical energy use across the portfolio of properties. Consider changing vacant properties to Eco energy providers. | |
| Who will do it? | Property Department. | |
| When will it be done? | Establish a baseline based on 2020 EPC ratings. Review EPC recommendations in 2021 onwards and cost up. Programme within existing maintenance schedules where feasible. Seek grants and/or additional funding to address any shortfall as required. Components (e.g. boilers) will only be replaced at normal end-of-life. | |
| How will we measure progress? | Annual update of typical energy usage across the property portfolio based on EPC ratings. | |
| Resources | To be determined. | |
| Notes | The national definition is based on EPC grades and average reasonable use. However, it is important to note that net zero will in practice not be achieved by this alone. The diocese determines broadly the type of energy used in clergy housing (e.g. main source of heating) and energy efficiency measures. The choice of energy supplier, tariffs and actual usage are the responsibility of the resident clergy. | |

| Churches Energy Use |
|---|
| Director of Communities & Partnerships |
| All churches were encouraged to complete the annual parish return from 2019 onwards. The total usage by all churches has been extrapolated from the 50% of churches that did respond. There is therefore a margin of error. 2019 Baseline: 1672 tonnes CO ₂ |
| Encourage PCCs to undertake energy audits through Parish Buying (or similar). Encourage PCCs to switch to green tariffs. Encourage PCCs to consider moving to greener energy (e.g. oil/gas to electricity) where feasible, with a particular focus on moving away from oil. Encourage PCCs to consider other energy reduction measures e.g. insulation, LED lighting etc. Encourage PCCs to prepare a costed plan for achieving net zero by 2030 and monitor completion by providing a suitable template and training. Work with PCCs to seek additional funding where required. |
| Communities & Partnerships, Comms, Diocesan Advisory Committee, PCCs. |
| Ongoing programme of communications. Note: Usage figures in 2020 and 2021 will likely have been affected by the pandemic. |
| Annual estimate of total energy usage across all churches based on parish returns. |
| Funding necessary improvements will be challenging and will required creative assignment of maintenance budgets, grant applications, fabric funds etc. A grant of £37,000 was made by Marshall's Charity in 2020 and 4 churches have successfully bid for schemes of up to £10,000. Additional funding is being sought. |
| |

| 2.5 | Churches work related reimbursable travel |
|-------------------------------|--|
| Owner | Director of Communities & Partnerships |
| Establishing a baseline | It is not proposed to establish a Diocesan measure. Collating the information would be highly resource intensive. |
| What will be done? | Encourage PCCs to review staff reimbursable travel and seek ways to reduce the carbon impact. Provide guidance and training as appropriate. Develop a sustainable travel policy for clergy. |
| Who will do it? | Communities & Partnerships, Communications, PCCs. |
| When will it be done? | Ongoing programme of communications. |
| How will we measure progress? | Not applicable. |

| Resources | Within existing resources. |
|-----------|--|
| Notes | Review in 2023 to consider the feasibility of developing a Diocesan total measure. |

| Owner Director of Education Establishing a baseline The average DEC rating for school buildings is category D, with only two schools category A and 40 schools operating between categories E-G. This information been carefully collated and analysed and will inform the Estate Strategy and Vis for the DBE and inform prioritisation of funding. What will be done? INFLUENCE Encourage Governing Bodies (GBs) to switch to green tariffs and consider move away from oil/gas — where possible, schools should be working towards 10 renewable electricity Encourage GBs to prepare a costed plan for achieving net zero based on Display Energy Certificate Recommendations Report. Consider providing the with a template and suitable training. Encourage GBs to consider other energy reduction measures e.g. insulation, I lighting etc. DBE to organise training (Let's Go Zero), uniting schools towards Net Zero carbon target Representatives of the DBE on Academy Trust Boards will provide challed regarding the environment agenda. DATA DBE to promote use of the Energy Footprint Tool in schools DBE reviews DECs on a biennial basis Data will inform prioritisation of funding where DBE is in receipt of the Schools only) DECARBONISE | ing 0% the em |
|--|------------------------|
| a baseline category A and 40 schools operating between categories E-G. This information been carefully collated and analysed and will inform the Estate Strategy and Vis for the DBE and inform prioritisation of funding. What will be done? INFLUENCE • Encourage Governing Bodies (GBs) to switch to green tariffs and consider move away from oil/gas — where possible, schools should be working towards 10 renewable electricity • Encourage GBs to prepare a costed plan for achieving net zero based on Display Energy Certificate Recommendations Report. Consider providing the with a template and suitable training. • Encourage GBs to consider other energy reduction measures e.g. insulation, lighting etc. • DBE to organise training (Let's Go Zero), uniting schools towards Net Zero carbanget • Representatives of the DBE on Academy Trust Boards will provide challed regarding the environment agenda. DATA • DBE to promote use of the Energy Footprint Tool in schools • DBE reviews DECs on a biennial basis • Data will inform prioritisation of funding where DBE is in receipt of the Schools only) | ing 0% the em |
| Encourage Governing Bodies (GBs) to switch to green tariffs and consider move away from oil/gas – where possible, schools should be working towards 10 renewable electricity Encourage GBs to prepare a costed plan for achieving net zero based on Display Energy Certificate Recommendations Report. Consider providing the with a template and suitable training. Encourage GBs to consider other energy reduction measures e.g. insulation, lighting etc. DBE to organise training (Let's Go Zero), uniting schools towards Net Zero carbitarget Representatives of the DBE on Academy Trust Boards will provide challed regarding the environment agenda. DATA DBE to promote use of the Energy Footprint Tool in schools DBE reviews DECs on a biennial basis Data will inform prioritisation of funding where DBE is in receipt of the Schools acquired allocation grant from the Department for Education (Voluntary Aid Schools only) | 0% the em .ED |
| Encourage Governing Bodies (GBs) to switch to green tariffs and consider move away from oil/gas – where possible, schools should be working towards 10 renewable electricity Encourage GBs to prepare a costed plan for achieving net zero based on Display Energy Certificate Recommendations Report. Consider providing the with a template and suitable training. Encourage GBs to consider other energy reduction measures e.g. insulation, lighting etc. DBE to organise training (Let's Go Zero), uniting schools towards Net Zero carbitarget Representatives of the DBE on Academy Trust Boards will provide challed regarding the environment agenda. DATA DBE to promote use of the Energy Footprint Tool in schools DBE reviews DECs on a biennial basis Data will inform prioritisation of funding where DBE is in receipt of the School Capital Allocation grant from the Department for Education (Voluntary Aid Schools only) | 0% the em .ED |
| Capital Allocation grant from the Department for Education (Voluntary Aid Schools only) | |
| DECARBONISE | |
| | |
| Working with the Local Authority, the DBE supports GBs in accessing gr funding for energy-saving technologies, using this in conjunction with ot capital funding streams such as DFC and SCA funding in a single project | |
| Who will do it? Ex officio foundation governors will be urged to play a key role as environment champions in both the school and church communities and there will additional training provided to support this function to drive change. | |
| Governors will have a responsibility for reporting to the DBE and ensuring that schools are setting key targets including engaging in award schemes and encouraging the school's curriculum on environmental matters. | |
| When will it A baseline average rating has been established: Category D. | |
| be done? Ongoing programme of communications. Policy implementation, reviewed annual | y. |
| How will we Annual estimate of energy use across all schools. | |
| measure Note: It is understood that the national team are working on an annual return for | |

| progress? | schools similar to parishes. |
|-----------|---|
| Resources | Within existing resources, maintenance and capital budgets, grant applications etc. |

| 2.7 | Schools staff work related reimbursable travel and trips |
|-------------------------------|--|
| Owner | Director of Education |
| Establishing a baseline | It is not proposed to establish a Diocesan measure. Collating the information would be highly resource intensive. |
| What will be done? | Encourage Schools to review staff reimbursable travel and travel for school trips and seek ways to reduce the carbon impact. |
| Who will do it? | Children & Young People team, School Governing Bodies. |
| When will it be done? | Ongoing programme of communications. |
| How will we measure progress? | Not applicable. |
| Resources | Within existing resources. |
| Notes | Review in 2023 to consider the feasibility of developing a Diocesan total measure. |

Monitoring

A detailed Action Plan will be used to monitor progress against each of the themes and sub-themes. An annual report on progress will be made to the autumn Diocesan Synod.

Communication

The Communication Plan is a vital part of what has already been achieved to date. This will continue to be evolved to support the Action Plan and achievement of the objectives of this strategy.

Resources (Diocesan)

Staffing

- Diocesan Environmental Officer 0.5 FTE (To be considered. From ring-fenced strategic funding, not Parish Share.)
- Administrative Support
- Communications Support
- Other teams
 - An assessment of the level of work will need to be undertaken with individual teams to
 estimate the level of resource that is required and whether this can be prioritised within
 existing capacity and budget or whether additional capacity and/or budget will be
 required.

Financial

Funding will be prioritised to CO2 reduction within existing clergy housing and education budgets wherever possible. Applications will be made to external grant funding to further accelerate this where available. Individual parishes and Governing Bodies will need to develop their own plans and funding strategies.

Governance

| Governance Role | Responsibility |
|--|--|
| Diocesan Synod | Own the strategy and monitor progress through annual |
| | reports. |
| Archbishop's Council (ABC) | Monitor the delivery of the strategy on behalf of |
| | Diocesan Synod. |
| Environmental Working Group (EWG) | Oversee the delivery of the Care for the Environment |
| | Strategy |
| Care for the Environment Project Board | Manage all aspects of the delivery projects. |

Roles & Responsibilities

| Role | Who |
|--------------------------|--|
| Senior Responsible Owner | Director of Communities & Partnerships (Jonathan Arnold) |
| Programme Manager | Diocesan Environmental Officer (Teresa Redfern) |

Appendix 1: National definition of the scope of net zero carbon for the Church of England

The table below summarises whether all the main activities of the Church of England are in-scope of the 'net zero carbon by 2030' target set by General Synod in February 2020 or not. Those items in green are in-scope by 2030. Those in amber are in-scope but not until *after* 2030. Those in red are out of scope.

This definition will next be reviewed in 2022, by the national Environmental Working Group.

| In scope? | Buildings / activities |
|---|--|
| ✓ 2030 NET ZERO | The energy use of our buildings; Gas, oil, or other fuel use Electricity purchased (no matter the source it is purchased from – renewable |
| These are in scope of our "net zero by 2030" target. | electricity purchased is accounted for later) For the following buildings; Churches, including church halls and ancillary buildings. (This includes non- |
| We will aim to measure and report these as soon as possible, as a first step towards making real and sustained reductions The national | parochial churches, BMOs and others if they have their own utility supplies.) Cathedrals (all buildings within the green line forming part of the precinct) Schools where the DBE has a significant degree of influence (generally Voluntary Aided & Diocesan Academy Trusts) including halls/other buildings Clergy housing, bishop's housing, and other staff accommodation wholly owned by the Church (based on EPC grades and average reasonable use, not actual usage) Church bodies' offices including Church House Westminster, diocesan offices, and bishops' offices Peculiars, only if they come under faculty jurisdiction Other diocesan property, including common parts of tenanted properties Theological Education Institutions which are part of the Church of England |
| EWG will review, and potentially expand this | For all the above, tenants' energy use and mobile phone masts should be excluded if possible, e.g. if on their own sub-meters. Floodlights managed and paid for by the local council should also be excluded if possible. Including the "well to tank" and "transmission and distribution" factors involved in getting energy to the building. |
| scope, every three years, from 2022 onwards, in line with reporting to General Synod. | Note: Electricity used to charge EV vehicles will be included within the above. All work-related travel (eg the petrol / diesel used by archdeacons on visitations, CBC / DAC members on visits to discuss projects, reimbursable clergy and ordinand travel, reimbursable staff and volunteer travel, reimbursable train journeys, staff and clergy making reimbursable flights for work or ministry, coaches hired for school trips etc). In standard Greenhouse Gas reporting definitions, these are our "Scope 1" and "Scope 2" |
| | emissions and some small elements of Scope 3 which are operationally simpler to include.3. From this, and on the understanding that real reductions in energy use have been made, the following can be removed: |
| | Excess energy generated on site (e.g. from solar PV) and exported to the grid 100% renewable electricity purchased either from the Green Energy Basket or agreed companies, reviewed annually, having regard to the criteria used by the Big Church Switch |
| | Green gas [certification approach still t.b.d.] Other reliable offsetting schemes, meeting national criteria to be developed. |

~ NET ZERO AFTER 2030

These will be in our next phase of work.

Some dioceses may opt to include these in their diocesan 2030 targets.

- 4. All the emissions from major building projects (new builds and extensions, major reorderings, solar panel installations, major new heating or lighting systems) *
- 5. Emissions generated from the farming / management of Church land (including church yards, unless fully controlled by local councils, and glebe land) less emissions sequestered through the farming / management of Church land (such as tree planting, soil improvement, and other nature-based solutions) *
- 6. All the emissions (including upstream process & transport) from the procurement of any items we buy (e.g. pews for churches, paper & printing for offices, new cars for bishops, catering for events)
- 7. Upstream and downstream emissions from water and drainage
- 8. Downstream emissions from waste disposal
- 9. Emissions from building contractors, plumbers, electricians and the like
- 10. Carbon generated from use of emails and the internet in work-based contexts
- 11. Diocesan investments, if they are a material amount
- 12. Air-conditioning gasses

In standard Greenhouse Gas definitions, these are those parts of our "Scope 3" emissions which are within our influence to a significant degree.

* To be specifically reviewed in 2022, with the potential to bring them into scope of the 2030 target, only after consultation, and if feasible methodologies have been developed

* NOT INCLUDED IN TARGET

Out of scope of our target (but still within our mission to influence)

- 13. Travel of staff and clergy to and from their usual place of work or ministry
- 14. The travel of the public to and from church, school, and church events.
- 15. Clergy family's & residents' GHG emissions (consumer goods, travel, holidays). The energy used to heat and light the housing, if over the average reasonable use above.
- 16. Personal GHG emissions from the lives of worshippers attending church, other church users (such as people attending a choir or playgroup), and overseas visitors
- 17. Schools over which we have very limited influence (generally Voluntary Controlled Schools which are fully controlled by Local Authorities)

In standard Greenhouse Gas definitions, see below, these are either out of our scope or are scope 3 but largely outside our influence.