

St Albans Diocesan Synod

12 October 2024

NET ZERO CARBON ACTION PLAN PROGRESS REPORT

In October 2022 Synod agreed a Net Zero Carbon Action Plan as the diocesan response to the Church of England General Synod's decision to pursue Net Zero Carbon by 2030. The plan includes a commitment to report regularly to diocesan synod. 2023 was a year of transition and investment in resources and structures and synod did not receive a full report on the Action Plan in that year. The attached document is a full report against the Action Plan covering each line of the Plan.

The most significant resource investment has been the engagement of Tom Abraham as Net Zero Carbon Officer. Initial funding for this role came 80% from the total return investment strategy surplus and 20% from national funding. Years two and three of the funding for this role has been committed by the national church as part of a package of Net Zero Carbon funding for the five Eastern Region dioceses.

Working with the Diocesan Environment Group, the Diocesan Environment Officer and the Net Zero Carbon Implementation Group, Tom Abraham has brought professional knowledge and expertise to the diocesan team, most significantly deployed to support Net Zero Carbon initiatives in parishes. He has also authored much of the attached report together with coordinating input from others.

At Synod Tom Abraham will present briefly and initiate discussion in small groups.

David White
20 September 2024

Item	Action to be considered	National Milestone	Date	Diocese of St Albans Action	Key Players	Report to Diocesan Synod October 2024
Dioceses - Every Diocese Should Consider						
1	Establishing a net zero carbon working group: Bring on board key stakeholders from all departments, bishops, archdeacons, and look for existing commitments and delivery of policy change.	4.1	2022+	We will develop and strengthen the Diocesan Environmental Group to include a bishop, an archdeacon, a rural dean and key diocesan officers, consideration will be given to establishing a Net Zero Carbon Implementation Group reporting to the DEG and the DBF.	Bishop's Staff Bishops Council	The DEG was strengthened from September 2023 in line with the action plan with the Bishop of Hertford as Chair. A NZC Implementation Group was established in September 2023 and has started to operate.
2	Gathering data and work to it: Task someone with creating an annual greenhouse gas emissions report using the data from Research and Stats, promote the Energy Footprint Tool and the Energy Toolkit, and the range of other national tools as they become available.	4.1.2	2022+	We will develop an annual CO2e emissions report using data from Research and Stats. We are promoting use of the Energy Footprint Tool (c.42% of parishes in 2022). We will establish data collection for parsonage houses and diocesan office buildings, and when national trials are complete, establish data collection for Diocesan travel.	DAC Property Comm Staff	An estimate of the emissions from churches was provided to the 2023 October Diocesan Synod, and a similar estimate will be provided in 2024. The Mission and Stats team at the National Church have commissioned Arup to generate full carbon footprints for the whole church and each diocese, but these will not be available in time for the October 2024 Synod.
3	Developing and agreeing a costed (costs and savings) strategy with Synod support. If possible, establish a local grant and/or loans scheme.	4.1.4	2023+	We will develop a costed strategy to bring to Synod for approval. We will establish a diocesan grant scheme from Autumn 2022	Bishop's Staff Bishops Council Diocesan Synod	The development of a costed plan is proving to be a challenge due to the lack of good data we have on our buildings, including how many there are. Work will continue on improving this data to enable a reasonable initial estimate to be generated along with stated assumptions. Grant schemes have been established for parishes for Net Zero Carbon Major Projects, and also to support Energy Audits. A grant from the National Church will enable quick wins projects to be undertaken.
4	Taking a two-pronged attack (i) finding some quick wins and pilots which show what is possible, while (ii) focussing strategically on the highest energy use buildings in the diocese, saving energy and decarbonising heat.	4.2.4	2022-27	We will introduce pilot schemes using heat pumps and solar panels in diocesan buildings including clergy housing identified in 2022 with prioritisation of those with end of life energy systems and highest energy use buildings with the aim of saving energy and decarbonising heat. This has been agreed by the Property Committee subject to funding to be agreed by the DBF. Other technologies are emerging (eg hydrogen schemes) which we will consider as they become available. Church schools are around 50% of the overall carbon footprint and secondary schools are likely to be the highest use buildings.	Property Comm	Parsonage houses: pilot schemes have been completed at two properties where significant heating challenges were identified. We have identified some significant learning points particularly around assessment of existing insulation that will inform future projects. At the present time there is no specific funding available for quick win projects in schools.

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5	Commissioning a desk-based Renewable Energy Feasibility Study for all buildings. With the results, consider opportunities for bulk procurement by implementing solutions on an intervention basis (e.g. installing PV panels or heat pumps) rather than a building basis. Add to your diocesan Net Zero Carbon Action Plan	4.1.5	2023+	We will use a desk-based feasibility study to consider patterns of energy use in similar buildings. Energy Audits to identify where there is scope to deal with a number of buildings in an area. We have an energy efficiency database and have used this to determine the properties sustainable technology can best be tested in.	DAC Property Comm Staff	We have developed a map that identifies where there are a group of buildings located in the same postcode. Now that Historic England have updated their guidance on renewable energy and listed buildings there is potentially greater value in undertaking a desk based exercise to determine the generation potential.
6	Increasing capacity and understanding: potentially use the national 'train the trainer' scheme in Carbon Literacy to increase understanding across the diocese.	5.2.4	2022+	Consideration will be given to developing local expertise through energy champions approach. The DEG is planning Carbon Literacy training and training the trainer events in autumn 2022 with a view to running online workshops including for local champions in Spring 2023	DEG Staff	In person Carbon Literacy Training courses have been run in November 2023 and August 2024 training 26 people from across the diocese. An online CLT course is running in September 2024. A shorter (1 hour course) introduction to carbon literacy course is now available with dates being currently being scheduled for delivery to Diocesan Office staff. This will also be delivered to the Bishop's Senior Staff (date tbc) and twice per year in an online format as webinars for parishes.
7	Identifying required policy changes/levers for change: Create a DAC policy, set expectations for APCM reports, quinquennial inspections and archdeacon's visitations.			We will identify policy changes and requirements for reports and inspections for implementation in 2023/2024. DAC strategy in place. QI guidance in place. The new criteria includes heating, hot water, boiler age, adaptability to modern technology, EV charge point installed	DAC Property Comm Staff	The DAC published its NZC Strategy for church buildings in January 2021, reviewed Dec 2022. The national framework for church building QIs reflects the need for architects and surveyors to incorporate an awareness of climate change and the commitment to NZC, whilst national and diocesan guidance aim to capture information about building services to inform future decisions. There is similar guidance on parsonage QIs. Further work is needed on setting expectations for APCM reports on church fabric, and for
8	Instigating discussions with local authorities about proposed low carbon heat networks over the coming decade and the potential for any buildings across the Church estate to be connected to them. Feed the results of these discussions into the Net Zero Carbon Action Plan and specific building heating replacement plans			We will initiate discussion with local authorities in 2023. May be relevant to all categories of building in a locality.	Staff	All local authority websites were reviewed in early 2024 seeking information on their Heat Network plans and positions on the Climate Emergency. No heat network plans were publicly available. If parishes are seeking looking at longer term options for space heating (i.e. they don't need a new heat source immediately) then they will be advised to approach their local council to understand if there are any current plans for a district heat network.

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9	Working with your HR department to ensure that your response to the climate crisis and the 2030 net zero carbon ambition is reflected in staff job descriptions, staff training (such as Carbon Literacy training), departmental plans and Key Performance Indicators.			We will implement an HR review in 2023 to ensure that net zero carbon ambition is reflected in staff job descriptions, training, personal development plans and key performance indicators.	DBF Staff	All staff job descriptions have been amended to include reference to NZC policies and protocols and staff commitment to undertake training and engage with information and instruction in respect of these policies and protocols. Carbon Literacy Training is being made available to all staff in autumn 2024.
10	Promoting Eco Church and use the criteria to inform your planning.	4.2.9	2023+	Diocesan Synod has already committed to achieving Eco-Diocese status by end 2022. We will promote Eco Church with a target of 40% of local churches registered on the scheme, 30% with awards, of which one-third will have silver awards or higher by 2026. In addition, the target for the Diocesan Office will be to have achieved the Eco Church silver level by 2026.	DEG Staff	Eco Diocese Bronze award achieved November 2023; current progress towards Eco Church targets: 37.24% churches registered; 19.79% with awards; 6.25% silver awards.
Churches and Cathedrals - every cathedral and church should consider:						
1	Passing a motion at your PCC or equivalent, to recognise the climate emergency, and the General Synod target of 2030. Make a commitment as a church			We will encourage all parishes to recognise the climate emergency and make a net zero carbon 2030 commitment. We will provide model commitments for parishes to make.	Bishop Archdeacons Staff	Parishes recommended to use the Climate Emergency Toolkit produced by Tearfund, CofE Environment programme and others. https://www.climateemergencytoolkit.com/ to prepare and write their own statements of commitment.
2	Measuring your carbon footprint with the Energy Footprint Tool. Report the results through your APCM or equivalent.			We will continue to encourage all parishes to measure their carbon footprint and report through their APCM. Target is 90% by end 2023	DAC Prop Committee Glebe Committee Archdeacons Staff	Currently carbon footprint is not easily made available following input of data to the Energy Footprint Tool. Energy consumption information is currently only displayed at a parish level in the Parish Dashboards. Once the outputs from the national statistics team's processing of the EFT data is available a decision will be taken on how best to share carbon footprint information with our PCCs. (Where other dioceses use the national church's EFT system they can instantly see their carbon footprint).
3	Using the Practical Path to Net Zero Carbon as a start point for an action plan.	4.1.4	2023+	We will encourage use of Practical Path to Net Zero. The DAC strategy guidance for parishes refers to this and to the "quick win" actions set out in following sections.	DAC Staff	The DAC strategy guidance refers to the Practical Path, and completion of the Practical Path is necessary as a step to being awarded NZC grants for audits and improvement works.

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4	For most smaller churches, heated only a few hours per week or month, the carbon footprint is already very low. Here, good maintenance is key: looking after the roof, gutters, windows, and doors, and tackling the causes of damp.			We will continue to encourage small and low use churches to continue small scale maintenance measures.	DAC Staff	The maintenance grants scheme assists with the promotion of small scale maintenance measures, and the NZC Quick Wins grant also allows for maintenance measures as well as other low cost decarbonisation options.
5	The most common recommendation from the audits is to switch to a green electricity tariff. The analysis of the first year of the Energy Footprint Tool suggests that churches could reduce their collective carbon footprint by 22% through this step. Combining electric heating with a 100% renewable tariff makes a church - nearly - net zero carbon, leaving only their transport to consider.	4.2.10 4.2.11	2024	We will strongly encourage parishes to swap to green electricity tariffs, as soon as 2022 turmoil in energy markets has settled. The Diocesan Office and several parishes are on "green" tariffs thorough Parish Buying.	DAC Staff	We are currently awaiting guidance from the NCIs on their definition of a green tariff. At present they only publish backwards looking information. They have commissioned work to define a green tariff to enable future selection. Once the output from this work is available then we will be able to promote the option to energy consumers.
6	The second most common recommendation is on lighting. For light, the change required is often straightforward, with a shift to LED lamps powered by a 100% green electricity tariff, lighting becomes both energy efficient and net zero carbon. Movement and light-level sensors can be useful if lights are routinely left on.	4.2.13	2025	We will strongly recommend parishes move to LED lamps with use of movement and light-level sensors where appropriate. This has been done at the diocesan office when lighting needs replacing but could - funding allowing - be speeded up.	DAC Prop Committee Staff	A 'Quick Wins' grant scheme funded by the national church is about to launch which will support switching to LEDs and procurement of sensors, among other low cost opportunities related to the 'Practical Path to Net Zero'.
7	The most cost-effective option is to 'turn off' lights and equipment that are not needed and review heating settings to reduce carbon emissions and save money on energy costs.			We will strongly recommend that parishes turn off equipment not in constant use and review heating settings. We will use the staff group at the Diocesan Office to champion further economy measures there; motion sensors have already been introduced in some areas and will be extended to others.	DAC Prop Committee Staff	This is an area which needs more work to enable delivery. Reviewing the timings for heating is a regular item raised during visits to parishes. There is potential to develop common communications with other dioceses in the Eastern Region to enable this.

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8	Taking appropriate steps to reduce heat loss, and to make existing systems as efficient as possible. Plan ahead for replacements when the current system reaches the end of its working life by creating a Net Zero Carbon Action Plan, including a Heat Decarbonisation Plan, using the national guidance.			We will strongly recommend that parishes develop Net Zero Carbon Action Plans including equipment replacement planning as part of a decarbonisation plan.	DAC Staff	We are encouraging parishes to complete the Practical Path to Net Zero when applying for NZC grant funds. This prompts parishes to consider the different steps they can take, and can form a basic plan that is adequate for many parishes. The larger challenge is to drive engagement before a grant is needed to fund decarbonisation works (that are often heating systems), and there would be benefit in some additional focus on this.
9	Avoiding making a large intervention for a small energy saving; all the materials you use have an embodied carbon cost.			We will encourage parishes to avoid interventions that make small energy savings.	DAC Staff	The NZC Officer has developed a simple calculator for determining the cost per tonne of CO2e saved that is being used when NZC Major Project grant applications are made, and also when assessing some of the recommendations made for improvements to Parsonage Houses.
10	Every cathedral and larger, regularly used churches should also consider: creating a Net Zero Carbon Action Plan, including a Heat Decarbonisation Plan, using the national guidance, as set out in the milestones above.	4.2.4	2022-27	We will strongly recommend that parishes develop Net Zero Carbon Action Plans including equipment replacement planning as part of a decarbonisation plan.	DAC Staff	The National Church is funding energy audits for the top 600 highest carbon emitting churches in the UK. This includes 20 from our Diocese. These are expected to be delivered in late 2024, possibly extending into early 2025, and should provide a basic heat decarbonisation plan that can form the basis of a broader NZC action plan. We have supported supplementary grant funding to top up the National Church's grants towards energy audits for other churches. 20 churches have been awarded grants for this. Further national church funding to support more audits for high emission churches based on the latest EFT submissions is expected in 2025.
11	Every cathedral and larger, regularly used churches should also consider: actively planning and fundraise to implement their Net Zero Carbon Action Plan.	4.2.14	2030	We will provide information and training for parishes on funding opportunities.	DAC Staff	The DAC ran a fundraising workshop in June 2024. We have yet to develop any specific training for parishes on net zero carbon funding, but have responded reactively to queries when received.

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Churches and Cathedrals - every diocese should consider ways to support this work:						
1	Embed the Fifth Mark of Mission in the work of the DAC and create an environmental policy, appropriate for your diocese.			We adopted a Diocesan Environmental Policy at Diocesan Synod in June 2022. This policy embeds the Fifth Mark of Mission in the diocese. Policy to be kept under review.	Diocesan Synod DEG	As well as a strategy on NZC, the DAC has also developed a strategy on Biodiversity (published November 2023) to support parishes and inform consideration of casework. A DAC working group is considering issues of climate resilience (e.g. larger capacity rainwater goods; flooding risk).
2	Encourage uptake of the resources that exist, such as the Energy Footprint Tool, Practical Path to Net Zero Carbon , webinar programme, and heating guidance.	4.2.5	2023+	We will continue to encourage all parishes to measure their carbon footprint and report through their APCM and to engage in promotions and raised awareness around net zero carbon initiatives.	DAC Staff	The proportion of parishes completing the EFT data for 2023 was around 70%, significantly higher than for 2022 (59%). The NZC officer continues to publicise national and diocesan resources and grants through the Church Buildings Bulletin and blog posts, encouraging uptake by engagement with individual parishes.
3	During visitations, Archdeacons to ask churches about using the Energy Footprint Tool, using the Practical Path to Net Zero to create an action plan, and about planning ahead for replacing their oil and gas heating.	4.2.12	2025	We will extend the content of Archdeacons visitations to include understanding, engagement and planning for net zero carbon.	Archdeacons	This is through archdeacons' annual inspections / questionnaire and regular churchwardens' training. The archdeacon-led online training in November 2023 focused on environmental matters including NZC as well as Eco Church. Planning ahead?
4	Carry out a skills audit of your DAC and recruit new advisors where needed.			DAC appointed July 2022. We will continue to monitor skills within the DAC (and Property and Glebe Committees) and add additional members where appropriate.	Bishop's Council DAC Staff	The DAC has recruited additional sustainability and building services consultants since 2020, to share the workload of casework, providing free advice to parishes within the faculty application process. The DAC routinely considers the environmental impact of proposals, reflecting the recent change in the faculty rules to embed consideration of environmental impact.
5	Identify your 20% of largest, busiest churches, and – to the degree capacity allows - proactively seek ways to support them, to plan for and achieve net zero carbon.	4.2.4	2022-27	We will use energy footprint data to identify churches that should be prioritised for net zero carbon planning and action.	DAC Staff	The NZC Officer has identified the top 20% of large, busy and high-emitting churches for support. National funding priorities are also targeted towards the group of highest-emitting churches.

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6	Seek a firm who will carry out a free desk-top analysis of the churches most suitable for solar panels, and potentially EV car charging.			We will seek partnership with businesses capable of undertaking analysis of potential for buildings initiatives and EV car charging	DAC Staff	The NZC Officer continues to explore a viable business model for the installation of solar panels on church roofs, recognising that for many churches, solar panels are not appropriate or are not a first priority in responding to the commitment to NZC. The Diocese has established a link with JustPark, which offers the opportunity for churches to have managed car parks and potentially EV charging points.
Education - every DBE should consider:						
1	Once schools understand how they are performing they need to be able to identify what the technical route is to achieve net zero carbon. The best way of doing this is to produce a Capital Asset and Climate Action Plan (referred to in other parts of this document as a Net Zero Carbon Action Plan) containing a Heat Decarbonisation Plan (HDP). The key to progressing schools towards the target is for them to find a bespoke route by commissioning these audits and establishing business cases to bid for funding required to deliver the projects that are identified. Without this information, and an appreciation of the technical solutions, progress may be halted.	4.3.3	2024-26+	We will work with schools and Local Authorities to obtain HDP's funded by grants and capital funds. Batches of VA schools will have the plans completed by an external provider	DBE Staff	HDPs are being gradually carried out in VA schools with some being funded by the Central Team via the CoE Decarbonisation Framework. This includes the schools the National Church have identified as being our top 5 emitters of carbon.
2	Reviewing the Wayfinders Project schools reports, available on the Net Zero Carbon Resource Hub, as a starting point.			We will review the reports and utilise as we consider best for our schools	DBE Staff	Not yet actioned

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3	Dioceses are encouraged to support the allocation of a significant proportion of the capital funding received, including capital funding for Boards of MATs (CIF or SCA as above), to fund projects outlined in HDPs. This would demonstrate progress against the HDP. Other capital works such as solar panels and LED lights could also be funded through school capital (through SCA). The significant barrier is the cost of the actual heat decarbonisation, for example, moving from fossil gas/oil to air-source or ground-source heat pump (especially as this may cost perhaps 3 or 4 time more than a gas replacement, although running costs may be lower). Where sustainable technology is comparatively expensive, it becomes difficult to justify and prioritise the limited sum of school capital funding available. These are issues that will have to continue to be addressed collectively as we progress towards 2030. There are some proposals for funding in the DfE draft Sustainability and Climate Change Strategy along with evaluation of best value for money approaches for retrofitting education buildings and developing retrofit and repair standards.			From September 2022 SCA criteria will place greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.

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4	Some local authorities, who have responsibility for school places, have resolved to build greener and more efficient school buildings. Dioceses should support this policy and there should be an understanding that all new buildings – whether funded through PSPB, SCA or Basic Need or any other means – would have to have a non-carbon heat source and in effect be a net zero carbon building, as proposed in the DfE draft Sustainability and Climate Change Strategy for all new school buildings to be net zero carbon in operation by 2023.			We will work in partnership with the DfE and local authorities to ensure that any new church schools or extensions provided to meet a basic need for school places minimise carbon usage	DBE Staff	No such projects as yet.
5	Dioceses should also consider the use of well-established diocesan landholdings and woodland as an asset not only in terms of offsetting for the diocese but also for use as forest schools and activities that raise awareness and appreciation of the natural environment.			We will seek to audit and identify diocesan owned woodlands and work with and encourage schools to utilise local green spaces and woodlands	DBE Staff	Not started as yet
6	Regional Environment Groups can work with schools to identify opportunities to decarbonise from the data collected by the EFT.	4.3.11	2022	We will work with regional groups to facilitate relevant and meaningful engagement with our schools	DBE Staff	Eastern Region Net Zero Group to meet Q4 2024.
7	Regional Environment Groups can look at batching applications for funding where possible.			We will work with regional groups to identify procedures to submit batch applications can be submitted	DBE Staff	This will be supported by the CoE Decarbonisation Framework which has just been established
8	Project delivery can be overseen by Regional Environment Groups and reported to the Diocesan EWG.			We will work with regional groups to develop plans for shared oversight of projects including project delivery	DBE Staff	Eastern Region Net Zero Group to meet Q4 2024.

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Education - every school should consider:						
1	Supporting school governing boards to make a formal declaration (for example, Let's Go Zero) to become net carbon zero by 2030 and encourage ex officio governors to share good practices across the school and church community on this issue.			We will strongly encourage schools to make a formal commitment to a National scheme	DBE Staff	This has been done via the Heart for the Earth Project over the last two academic years.
2	Establishing an 'eco charter' for school councils to implement, identifying personal pledges to work towards the target as a collective.			We will provide an Eco Charter exemplar for schools to personalise and adopt	DBE Staff	This has been done via the Heart for the Earth Project over the last two academic years.
3	Providing an 'Annual Resilience Statement' to review their declaration. A suggestion is that this would be a statement setting out how directors/ governors are measuring the school's climate resilience and Schools can become beacons for their parish targets, and addressing challenges church, enthusing, leading the way and over the short, medium and long supporting the church's journey to be an Eco term, including risks posed by Church and on its route to Net Zero Carbon. climate change (as per the DfE Response to Consultation – Diocesan Board of Education draft Sustainability & Climate Change Strategy). Future planning and decision making should also be taken with consideration of any impact on future generations.	4.3.2	2022+	We will strongly encourage schools to annually review their commitment and situation. We will collate VA schools resilience statements to review and to encourage schools to engage with the process	DBE Staff	This has been done via the Heart for the Earth Project over the last two academic years.

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4	Switching to 100% 'green' energy tariffs through their procurement providers. Switching to renewable tariffs is an easy way for schools to reduce reliance on fossil fuels, and they can be encouraged to switch as soon as possible, while recognising that some are tied-in to local authority energy tariffs for a number of years.	4.3.7	2025	We will strongly encourage schools to switch to green energy tariffs where possible. We will also work with local authorities with regard to the bulk procurement schemes that many of our schools use.	DBE Staff	The National Church has commissioned work to define what they mean by a green tariff. Once this is available we will promote to schools.
5	The Capital Asset Management Plan and Climate Action Plan, both containing Heat Decarbonisation Plans (HDPs), provide a roadmap toward the net zero carbon target through retrofitting buildings. From these plans, a phased plan for implementing the HDP can be developed at a strategic level with Boards of Education. A significant amount of the capital works required to meet the HDP will be fabric work (to roofs and windows) which can be funded through school capital funding (funding routes include through CIF and SCA, although CIF is unlikely to provide support for decarbonisation projects directly without a significant contribution from the Academy). HDPs will also identify 'low hanging fruit' and will discuss habits and working practices that could be addressed relatively easily. Reducing energy consumption is a key first step.			We will strongly encourage schools to incorporate their HDP into their AMP, and to use their HDP to strategically plan for works which will reduce energy consumption. We will also analyse the HDPs of schools and plan SCA spending accordingly	DBE Staff	Work ongoing with those schools who have a HDP
6	We will strongly encourage schools to incorporate their HDP into their AMP, and to use their HDP to strategically plan for works which will reduce energy consumption. We will also analyse the HDPs of schools and plan SCA spending accordingly			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.

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6a	• Upgrading thermal envelopes (where required) such as walls, windows, roofs, floors			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.
6b	• Installing energy efficient boilers and heating equipment powered by 'green' energy tariffs, OR			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.
6c	• Installing low carbon heating systems (such as heat pumps or biomass) and/or renewable energy sources (wind, solar, etc)			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.
6d	• Switching to energy-efficient lighting and other building systems			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.
7	Assessing the school's current approach and consumption of resources which will help to motivate sustainable practices – a requirement for Schools and DBEs that hold capital funding. Effective buildings maintenance, glazing, insulation and draughtproofing are all important to improving efficiency.			We will strongly encourage schools to develop an AMP that focusses on building efficiency	DBE Staff	Once additional resources are in place to support the School Building Officer the scrutiny of school AMPs will be enabled

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8	Other improvements to energy efficiency; for example, through swapping to LED lighting, and to include provision for any planned installation of renewables on buildings such as solar PV. This also has the benefit of reducing energy demand and the possibility that schools may have to review incoming electricity supply.			SCA criteria will support greater emphasis on energy efficiency and carbon reduction	DBE Staff	A small proportion of SCA funding has been allocated for projects such as LED lighting. Due to the level of SCA funding and the need across the estate for works such as roofs we are unable at the moment to increase the levels of funds to go towards projects such as heat pumps etc.
9	Promoting walking buses and to use sustainable transport where possible, and to plan for the installation of Electric Vehicle charging points where applicable (as recommended in the DfE draft Sustainability and Climate Change Strategy). Schools could work with local authorities to develop local travel action plans for safe active travel infrastructure around schools. Schools could review their programme of school trips, calculating the carbon emissions from these and reviewing the potential for trips with lower carbon emissions.			We will strongly encourage schools to promote green transport in their community and for their activities	DBE Staff	Promoted through Heart for the Earth
10	The habits of each school community and think about offsetting the carbon that schools cannot avoid using. For example, there could be a multi-year plan with ideas on how to reduce energy consumption and travel, fund-raise for charging points, plant trees, or offset in other creative ways.			We will strongly encourage schools to offset unavoidable carbon emissions	DBE Staff	Promoted through Heart for the Earth

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11	Integrating the environment into the school programme; from utilising data from smart meters within the classroom to inspire sustainable habits, to exploring the grounds of the adjoining church yard and looking at plants to learn new scientific knowledge and skills. Identify and outline ways to teach this agenda, with a commitment to share resources where possible with their local church, and to share stories and experiences. This also helps to encourage community projects, such as shared electric vehicle charging points.	4.3.6	2023+	We are producing a climate based suite of resources for schools that will integrate the environment into both the curriculum and worship together with practical resources	DBE Staff	Promoted through Heart for the Earth
12	Although not within the scope of the net zero carbon 2030 target, schools can consider other environmental policies such as creating recycling points which can be used by the whole community, for example battery recycling.			We will encourage schools to work with their community on creating a wider initiatives	DBE Staff	Promoted through Heart for the Earth
13	With National and Diocesan support, encourage schools, children and young people to produce key documents (flyers, presentations, info sheets etc.) to make the declaration to work toward net zero carbon visible to the community.			We will encourage schools to work with their community and local church and make their commitment as visible as possible	DBE Staff	Promoted through Heart for the Earth

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Clergy housing and retired clergy housing - all clergy housing owners/managers should consider:						
1	Developing maintenance plans: All dioceses should have good records of the condition of their housing stock from the Quinquennial Inspections required every five years. These reports should identify works that can be carried out immediately, or within the next five years, that will help identify what maintenance works will help reduce energy waste; for example, replacing worn window seals and regular servicing of boilers and other heat sources. Dioceses should use this information to develop maintenance plans, leading to a programme of works.	4.4.3	2024	We will build on existing procedures in which the Property Committee receive quinquennial reports on the condition of the diocesan housing stock. The Property Committee will review the format for quinquennial inspections ensuring that issues and recommendations impacting on net zero carbon issues (both short and medium term) are clearly reflected in maintenance proposals. The Glebe Agents will adopt the parsonage house quinquennial inspection template for better comparison, understanding and to present a "diocesan" standard, which is relatable to nationally recognised data.	Property Comm Staff	The Diocesan Surveyors have revised the format of the Parsonage Quinquennial reports to include recommendations regarding insulation and the suitability of the property for alternative technologies. Insulation and preventative maintenance are prioritised and undertaken with other quinquennial works. A significant project in building a database of property information is underway.
2	Understanding stock condition: The Energy Footprint Tool allows dioceses to calculate the carbon footprint from clergy housing using an EPC. Some dioceses and parishes have started commissioning reports on their housing portfolios to help them plan for change, and a few have already started a programme of works focussing first on 'easy wins'. Dioceses are increasingly talking to each other to learn from the experience of those who are further ahead. There is now a recognition that a better quality of survey of our housing is needed, than the standard 'house purchaser type EPC'. The quality of these EPC reports can vary significantly and the recommended works arising from those reports are too limited in scope. EPC Plus reports cover a broader scope.	4.4.3	2023	We hold EPC ratings for approximately 50% of the housing stock and these are automatically required when any property is let. Quinquennial reports include comment on energy efficiency, short of a full EPC. Consideration is being given to training one or more members of staff to undertake EPC/EPC Plus inspections. We will use EPC information to improve the understanding of housing stock condition and focus attention on improvements to reduce energy usage.	Property Comm Staff	Funding has been made available to enable enhanced retrofit assessments to be completed on our housing stock. These provide significantly more information than the limited EPC data and is based more on evidence and less on supposition. Software is being explored that will use this data and identify the 'easy wins' and determine the order of retrofit action. The majority of EPCs for our housing stock have now expired and this program will rectify this. A new version of the assessment methodology is due imminently, and once available we will accelerate the pace of assessments.

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3	Developing stock improvement plans: From the EPC Plus reports, a programme of works can be produced. The quality of our housing stock needs to improve significantly, meaning significant capital investment. The improvements should be focussed on the source of heating (replacing fossil fuel boilers) and heat retention capability. It remains to be seen whether the existing gas network can be re-used with hydrogen. Therefore, renewable energy solutions such as ground/air-source heat pumps, and (for off-grid applications), biomass boilers are likely to be seen as priority projects given the timescales we are working to. For buildings older than ten years, heat pump installation should be accompanied by insulation of walls, floors and roofs to improve energy efficiency. All of this work is highly disruptive and not to be recommended while a property is occupied. It needs to be recognised that most housing cannot be made entirely carbon neutral, but meaningful energy efficiencies can be achieved through good insulation and glazing improvements. Any building undergoing a major renovation should be prioritised for heat pump retrofit. Stock improvement plans should also assess the options for a building – whether to keep, retrofit or replace.	4.4.5	2024	We have significantly increased the sum available for repair and improvement to housing stock from 2023. On vacancy we will continue to review parsonage house performance and issues with out-going clergy and church wardens, with the aim of identifying the potential for reducing carbon footprint through a combination of replacing fossil fuel boilers and improving heat retention. We will continue to prioritise energy efficiency through the quinquennial inspection programme including: loft insulation (to 270mm where reasonably practicable), double-glazing installation when windows are replaced, energy efficient doors provided when replacement is needed, cavity wall insulation where possible, encouragement of water economy, water butts provided when gutters and downpipes replaced.	Property Comm Staff	The NZC retrofit assessment will inform the programme of works and be used in parallel with assessment of where stock should be retained or sold. Renewable energy solutions including air source heat pumps, solar PV and batteries are likely to be prioritised as meeting clergy needs most fully.
4	QI Inspections: Consider reviewing QI inspection template to identify the current EPC rating where available and the opportunities for energy efficiency measures.			We will regularly review and improve the Quinquennial Report template which will include the EPC rating and opportunities for new and emerging energy efficient measures.	Property Comm Staff	Once NZC retrofit assessment data is available this will be appended to the QI reports.

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5	EV charging: Review the potential for installation of electric vehicle (EV) charging points (where off-street parking is available) at change of occupancy			We plan to introduce a scheme where clergy in diocesan housing can request installation of an EV charging point. Full details of funding this scheme are to be developed and discussions are being held with a potential external funder for these installations.	Property Comm Staff	Most clergy houses have garages with electrical sockets. In most cases where there are two or fewer cars in a household, and where mileage is limited this should provide adequate charging and additional EVC points will not be needed. A scheme to support EVC point installation will be considered if demand is found to be higher than anticipated.
6	Solar PV: Review the potential for installation of solar photo-voltaic panels (with battery if appropriate) at change of occupancy, or as part of a review of renewable potential across the estate.			We will run a pilot scheme to install PV panels at some parsonage houses where boilers are old, inefficient and/or oil-fired. Suitable properties need to have a predominantly south facing roof, minimal shading, be in good condition and meet other suitability criteria. The results of the pilot scheme will inform future decisions on installation of PV panels.	Property Comm Staff	PV has been installed at East Barnet, and efficacy data will be gathered on occupation. Solar PV is under consideration at several other sites as part of their retrofit assessments seeking to achieve the best value zero carbon housing.
7	Electric cookers: Encourage tenants to replace existing gas cookers with energy-efficient electric cookers at end-of-life.			Where kitchen improvements are being considered we will consider installation of electric cookers to reduce carbon footprint. In addition approximately one cooker per year is replaced without a full kitchen replacement.	Property Comm Staff	We are considering whether to start to remove gas connections for cookers in vacancy. Whilst this would promote NZC goals it may have a detrimental impact on clergy wellbeing and finances if they need to replace gas cookers with electric. This may be deferred. Clergy will be encouraged to purchase electric cookers when replacement is needed, but this is their choice.
8	Reviewing government incentives: The UK government announced VAT relief on energy saving materials for residential accommodation in the Spring Statement 2022 and the Boiler Upgrade Scheme from April 2022.			We will continue to monitor government initiatives and take advantage of any schemes which will assist in reducing carbon footprint of our housing stock. We will improve our understanding of schemes that apply to the Board; most schemes assist only individuals.	Property Comm Staff	We have reviewed the known available government funding, and this is regularly discussed at a regional level. A key challenge is that many of the grant funds are dependent on a combination of the specific income & benefits entitlement of the occupant household, along with the EPC and council tax ratings of the property, and in some cases the deprivation index of the locale. We do not have knowledge of the income / benefits information, and have not yet developed a mechanism to overcome this.

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Offices - office managers should consider:						
1	Reviewing how offices are used, in terms of physical meetings, desk utilisation, and room rental. Simple layout changes can improve energy efficiency. Decide if you are in the right building.			We will review meetings policy between in person and online meetings, noting requirements for office based meeting space. We will review the future suitability of Holywell Lodge, including energy efficiency. We will keep potential relocation from Holywell Lodge under review, with a strong emphasis on office and meeting needs, location and energy efficiency.	DBF Property Comm Staff	All Boards and Committees have reviewed their meeting pattern and adopted online meetings where possible without detriment to business. All training provided or organised by diocesan staff has been reviewed and online training adopted where possible. A full evaluation of the carbon saving remains to be completed.
2	Adopting a policy of 'flexible working' to allow staff, where it is appropriate, to work from home. Each situation is different, but it may reduce energy consumption within the building and reduce carbon emissions from travel to work (not currently included in scope). Once adopted, review desk utilisation as it may be possible to reduce the size of office buildings, thereby reducing energy costs and carbon emissions.			We have introduced flexible working in 2022 to include the option of home working and reduced requirements for office space and the potential for reduced diocesan office energy costs, but recognising that there are likely to be additional costs and emissions from home working locations.	DBF Property Comm Staff	Flexible working continues to be available for staff leading to reduced travel and alternative uses for Holywell Lodge office space. Holywell Lodge is not fully operational on Fridays (eg reception not manned and most staff work from home that day). A full evaluation of the carbon saving remains to be completed.
3	Taking advice from an energy consultant.			We will continue to take advice from appropriate energy consultants. We will seek to add to the expertise on the Property Committee, including consideration buying in heating expertise.	DBF Property Comm Staff	There isn't currently an EPC available for the office. We will look to commission one once RdSAP 10 is available.
4	Engaging with your staff, in order to work towards behavioural change. Carbon Literacy training can be a good option here, and national 'train the trainer' sessions have already been run in 2022, and more are planned.			We will continue to engage with staff about behavioural change, both within their diocesan roles and more widely. A staff group will be established to champion improved practices. Energy efficiency awareness will be incorporated into job descriptions etc from 2023.	Staff	We have introduced an office NZC group that meets regularly and feeds back at Holywell Lodge Staff Meetings. Multiple members of both the property and DAC teams have attended the Carbon Literacy courses that have run.
5	Using your Net Zero Carbon Action Plan, action the quick wins for reducing energy consumption – not leaving equipment on standby, turning off lights when leaving rooms, replacing lights with LEDs, appropriate heating and aircon settings etc.	4.6.3	2023	We will run a campaign early in 2023 to encourage improved practices within Holywell Lodge in respect of energy housekeeping habits. LED lamps have been installed at the Diocesan Office when lighting needs replacing, but if funding allows this process could be speeded up.	Staff	We have introduced posters around the office, in relation to net zero carbon, and also have included messaging on the office sign-in tablets about carbon savings from different initiatives. We have started to map the multiple heating systems within the office, and also begun looking at office occupancy so that we can better manage each heating system in the future.

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6	Budgeting and work towards major project work.			Within a five year financial plan we have a new approach to budgeting in 2023 that identifies investment needs. This approach will be continues in the remainder of the financial planning cycle to end 2026.	DBF Staff	Scoping for costs of NZC implementation is underway and will form part of developing financial strategy for the diocese.
7	Reviewing the potential for sustainable travel to the office: secure parking for bicycles, scooters and motorcyclists, changing and storage facilities for cyclists, and to install electric bike and vehicle charging points. Consider developing a Travel Plan for the office that incorporates the Travel Hierarchy, and offers staff benefits such as the Government's Cycle to Work Scheme.	4.6.4	2023 2024	We are investigating installation of EV charging points at Holywell Lodge. We will make the Government's Cycle to Work Scheme available to diocesan office staff and consult with staff on travel to work matters (after other HR consultation currently in progress, and probably not until 2023). However, the Commissioners have concluded that parish clergy do not meet the criteria for Cycle to Work and Bicycle Purchasing Schemes.	DBF Property Comm Staff	We have undertaken an office travel survey that the majority of staff participated in. The results of this survey still need to be analysed.
8	Ensuring equipment replacements are energy efficient.			We will continue to ensure that energy efficiency considerations are taken into account in equipment replacement.	DBF Staff	Diocesan operations require use of relatively little equipment. A procurement policy with due reference to NZC concerns will be developed.
Communications - dioceses/cathedrals/regional bodies should consider:						
1	Developing a clear and engaging communications campaign, covering all stakeholder groups, and ensure key messages are shared widely and consistently. Build on and localise the national communications strategy and make use of national materials where locally useful.	4.1.3 5.1.3	2022+	We will develop (1) a clear communications strategy for specific initiatives in the net zero carbon area, and (2) ensure that decarbonisation is a constant theme in all general communication.	Bishop's Staff	A documented strategy has yet to be written, with current communications being relatively ad-hoc, but including regular blogs on the diocesan website, parish visits, information in the Church Buildings Bulletin, as well as attendance at all visitations to engage with church wardens, and attendance / presentations at various deanery synods. A meeting of regional communications representatives from dioceses across the region is scheduled for 24/9/2024 to discuss NZC communications.
2	Communicating progress on Eco Diocese and share ways in which progress has been made with others.	5.1.3	2022+	We will include in communication strategies specific reference to progress in Eco Diocese progression.	Bishop's Staff	A meeting of regional communications representatives from dioceses across the region is scheduled for 24/9/2024 to discuss NZC communications. This will be included in the communications strategy once it is written.

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3	Collaborating across dioceses in regional groups (such as those which Diocesan Secretaries belong to) to trouble-shoot, share best practice, make easier access to case studies and maintain momentum by providing peer support.	5.2.10	2023	We are engaging with other dioceses in eastern region to maximise opportunities for cooperation for mutual benefit. Net zero carbon initiatives have been identified as one of the priority areas for this collaboration.	Bishop's Staff	The role of Net Zero Carbon Learning Coordinator has been created for and funded the five dioceses in the Eastern Region using grant funding from the National Church. This role is currently based in St Edmundsbury & Ipswich and is helping to secure sharing of learning across estates, schools, DACs and communications on the topic of net zero carbon. Additionally the DEOs from the 5 dioceses now meet quarterly.
4	Integrating questions into Archdeacon's articles of enquiry. Archdeacons are key because they contact all churches at times of change.			We will incorporate net zero carbon questioning into archdeacons visitation enquiries	Bishop's Staff Archdeacons Staff	Specific questions about net zero carbon were incorporated in to the the archdeacons visitations enquiries for 2023.
5	Dioceses can use advocacy for environmental change.			We will consider the role the diocese should have in advocacy on net zero carbon	Bishop's Staff	Senior staff continue to review an NZC advocacy strategy; final decision making will be for Bishop's Council or Diocesan Synod.
Communications - parishes should consider:						
1	Joining the Eco Church scheme, which is identified as a significant vehicle for driving engagement and commitment at parish level and ties in with the Eco Diocese scheme above.	4.2.9	2023-26	We will continue to encourage parish involvement in the Eco Church scheme.	Bishop's Staff	Parish involvement in Eco Church continues to increase as evidenced through increasing registrations and awards.
2	Committing to sharing experiences (good and bad) via the DEO, Area Deans or Archdeacons.	5.1.3	2022+	We will continue to share experience through all communication channels.	Bishop's Staff Archdeacons Staff	A meeting of regional communications representatives from dioceses across the region is scheduled for 24/9/2024 to discuss NZC communications as a whole.
Communications - schools should consider						
1	Using the Let's Go Zero campaign as one way to encourage schools and students to take action			We will encourage schools to join the Let's Go Zero campaign	DBE Staff	This was done through the Heart for the Earth resources
Communications - individuals should consider						
1	Christians can get involved locally in public debate to influence policies that make decarbonisation easier to achieve.			We will take opportunities through diocesan communications to encourage church members to get involved in public debate.	Bishop's Staff	The diocese has a general policy of promoting environmental concerns in line with the fifth mark of mission, including encouragement to local involvement in debate and influence.

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Capacity building - dioceses should consider:						
1	Most dioceses have a heating advisor and/or sustainability advisor, but not all; and similarly not all have a Diocesan Environment Officer. These staff/volunteers vary considerably in the time they have and the skills/background they came to the role from. Every diocese is encouraged to invest in these key roles and to include them in decision making functions			We have considered options to strengthen technical expertise in the net zero carbon area to support the work of the volunteer Diocesan Environmental Officer. We will pursue the appointment of a specialist Net Zero Carbon officer specifically to provide support to parishes in areas of energy efficient technology, procurement, fundraising and implementation.	Bishop's Staff	The volunteer Diocesan Environmental Officer has steered the work of the Diocese in this area, including the development and initial monitoring of the Action Plan, and continues to encourage, support and hold to account parishes, boards and committees and diocesan officers. The Diocese has obtained national church funding within a regional partnership bid to support the employment of the diocesan NZC Officer, appointed from May 2023. He provides technical expertise, collates baseline data, reviews technologies, and supports parishes as well as board and committee work on clergy housing, land and property and schools. He provides guidance for parishes on appropriate heating solutions, procurement and applications for NZC grants for major projects and quick wins.
2	Discussing with the DAC and Archdeacons how decision-making can best incorporate net zero carbon ambitions.			We will review DAC operation in the area of energy efficiency projects. The DAC will take account of the environmental impact of proposals in giving advice on faculty applications and informally.	Bishop's Staff Archdeacons Staff	The DAC has increased the number of consultants in the area of heating, building services and sustainability and works in close liaison with the NZC Officer on casework. The DAC is committed to considering the environmental impact of all types of proposal, from repairs to roofs and rainwater goods (e.g. looking at the opportunity for insulation and increasing the capacity of rainwater goods) to the reordering and replacement of church seating (e.g. floor insulation and potential for underfloor heating infrastructure; consideration of other future electric heating options where pews are removed).
3	Making carbon-footprint reporting, and completion of the Energy Footprint Tool, a required element of the APCM each year.			We will give guidance to parishes that carbon-footprint reporting, and completion of the Energy Footprint Tool will be required in APCMs each year. The DAC team will provide wording for this.	Bishop's Staff	This is still to be developed. At the present time we do not have an agreed means of disseminating carbon footprint information to parishes from the EFT (the national church system generates the carbon footprint in real time, but we do not currently use this system). This is being discussed at Diocesan Environment Group on 24/09/2024.

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4	Providing a Lay Training Pathway for Parish Environment Officers, as piloted in the Diocese of Leeds.			We will seek to learn lessons from the pilot undertaken in the diocese of Leeds and launch a scheme for Parish Environment Officers including a lay training pathway	Staff	This still needs to be explored and developed.
5	Gathering and sharing case studies. Update church records on the OFS Renewables Map.			We will gather and share case studies and will investigate use of the OFS renewables map. DAC Heating Case Studies Project in progress for completion and sharing through workshop and online Autumn 2022. use of the diocesan website to share case studies will be continued and developed.	Staff	As and when more renewables systems are installed we will work with OFS to include these locations on their renewables map. We are working to develop case studies as projects are delivered, and also undertaking research works in to different heating systems that will develop in to case studies to assist parishes in experiencing and finding the right heat decarbonisations for them.
6	Having a named project manager for delivering net zero carbon. This could be a new role or part of an existing role but would have dedicated time to deliver this work.			We will appoint a specialist Net Zero Carbon officer who will be responsible for delivering the action plan.	Staff	In May 2023 the Diocese appointed Tom Abraham as a specialist NZC Officer, with responsibility for delivering the action plan across the main areas of church buildings, clergy housing, schools, and church-owned land. His work supports, informs and encourages that of parishes, boards and committees, as well as the regional and national knowledge base and development of innovative applications of technology.
Work-related travel - every diocesan-level organisation should consider:						
1	Promoting the Energy Saving Trust Sustainable Travel Hierarchy and encourage it's use for making travel decisions while considering the greenest mile is the mile not travelled.			We will develop a diocesan transport policy to assist in all decisions impacting on travel with the intention of minimising carbon footprint.	DBF Bishop's Staff	We have undertaken an office travel survey that the majority of staff participated in. The results of this survey still need to be analysed.
2	Updating expenses policies to encourage sustainable transport, to include consideration to offering UK government mileage rates for cycling, motorbikes and carrying passengers on business. Review opportunities to offer the Government Cycle to Work Scheme to employees.			We updated the diocesan expenses policy in August 2022 to maintain HMRC compliance but promote sustainable transport where possible. We will offer the Government Cycle to Work Scheme to employees.	DBF Staff	The cycle to work scheme has been offered to staff, however there was no interest expressed in the scheme at the time. The travel survey responses still need to be analysed to identify if this may have changed.
3	Making all new car purchases non-fossil-fuel vehicles.			We do not purchase any vehicles.		

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4	Reviewing options to offer EV leasing to all staff.			We do not offer leased vehicles to staff.		Based on the travel survey only 1 member of staff expressed an interest in a leased EV offer.
5	In appropriate locations, offering electric pool bikes.			We do not operate in locations where electric pool bikes would be appropriate		We do not currently believe we are in a location where electric pool bikes would be appropriate.
6	Reviewing options to reduce flights – consider virtual meetings and options for rail or coach alternatives. Where flying is unavoidable, offer advice on how to fly greener.			We have negligible international or long distance travel.		Our international and long distance travel remains negligible.
7	Reviewing opportunities and options to install charging for electric vehicles and bikes, secure storage for bikes, scooters and motorbikes and changing facilities/lockers at all building types, where appropriate to encourage behaviour change. Installation of EV charging may be eligible for funding through the UK government EV ChargePoint grant scheme or the workplace charging scheme			We will investigate the possibility of EV charging points at Holywell Lodge. We will provide information and encouragement for parishes to consider EV charging points at church/hall locations.	DBF DAC Archdeacons Staff	There is secure storage available for bikes at the office, and showers are available to facilitate active travel options. Further work on the potential, and need for provision of EV charging points at the office is required.
8	Reviewing the potential to provide dedicated car parking spaces for electric cars and/or vehicles used for car share			We will investigate the possibility of EV charging points at Holywell Lodge, and incentivisation of car sharing.	Staff	The potential demand / value in EV charge points at Holywell Lodge will be assessed as part of the travel survey analysis, including understanding the proportion of staff who do not have off-street parking at their residence. There are currently 20 public fast chargers and 6 ultra-rapid chargers within a 10 minute walk of the office.
9	Developing and sharing a recommended school coach hire policy which suggests the use of low-carbon transport wherever possible and contains a sustainable coach hire hierarchy (e.g. public transport has been assessed as not feasible therefore: hire an electric coach, hire a biofuel coach, hire an ultra-low emission coach, use a coach of the correct size).			We will encourage schools to develop a school policy which addresses low carbon transport hire	DBE Staff	Still to be developed

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10	Investigating opportunities to work in partnership to promote active and more sustainable travel			We will investigate partnership opportunities to promote sustainable travel.	Staff	This will be reviewed once the travel survey data has been analysed.
Funding options - dioceses and others should consider						
1	Preparing for funding opportunities, through carrying out energy audits, heat decarbonisation plans, and/or Net Zero Carbon Action Plans. Commission reviews of opportunities for renewables on Church-owned buildings and land. Know what works needs to be done, what it costs, and be clear on the benefits and the case for funding. Work with finance teams to create cases for lending/investment			In appointing a specialist Net Zero Carbon Officer, we will build a source of knowledge about funding options and grant sources. The purpose of developing this expertise will be to support parishes in the energy efficiency approaches.	DBF Staff	The Net Zero Carbon Officer has been appointed. We are working to gather the necessary background data and develop the specific detailed information relevant to our buildings and context to enable the costing and delivery of the program.
2	Allocating some time from the network of Giving Officers to focus on supporting parishes with environmental fundraising.			We will ensure that the Diocesan Giving Adviser and Church Growth Officers are fully briefed and informed about environmental fundraising opportunities, sharing information and signposting wit parishes as appropriate.	DBF Staff	This area needs to be developed.
3	Fundraising at diocesan and regional levels for opportunities as they arise			We will maximise our application to secure external funding for initiatives diocesan energy efficiency initiatives - both centrally and in parishes.	DBF Staff	We have applied for all grant funding streams made available by the national church this year.
Church land - all those responsible for land management should consider:						
1	Reviewing with land agents the terms of tenancy agreements and use of the land. In terms of land use, a holistic approach that considers the benefits of increased carbon capture and biodiversity with food production and strategic value should be adopted. Opportunities to renegotiate terms with tenants should be investigated to support the take up of schemes which increase carbon storage and biodiversity. When new tenancies and licences are offered candidates with strong proposals in these areas should be given preferential consideration.	6.2.2	2022	We have a substantial portfolio of glebe land. We have engaged specialist consultants to advise on (1) the potential for solar generation and (2) the potential for forestry development, for glebe lands. We are considering energy efficiency improvements to glebe buildings and the implications on tenancy agreements.	DBF Glebe Comm Staff	Consultants presented reports on renewable energy opportunities and a rural portfolio review which included assessment of carbon sequestration (including through forestry) opportunities for glebe land to the Glebe Committee in November 2023.

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2	Where appropriate encourage greater carbon sequestration. It should be noted that this carbon may not contribute to the carbon budget of the landlord but be owned by the tenant as part of a scheme they have agreed to and be part of the business' own carbon budget. It should also be noted that many of the schemes that would sequester significant amounts of carbon, such as certain types of tree planting, would not do so within the period before 2030, but sequestration will continue to be required. Planting now is valuable in biodiversity terms and provides for future carbon storage.	6.2.1	2022	We have engaged specialist consultants to advise on the potential for forestry development, for glebe lands. We are also investigating the potential for forestry development in the HST development corridor with the benefit of government financial support.	DBF Glebe Comm Staff	A rural portfolio review report which included assessment of carbon sequestration (including through forestry) opportunities for glebe land were presented to the Glebe Committee in November 2023.
3	Land should be included within environmental policies by Church organisations so that where opportunities present themselves, such as with a change of tenant or sale/purchase of land, climate and biodiversity (and wider environmental gains such as flood prevention, soil improvement, temperature moderation, and air quality improvements) are considered as part of the process. It is not reasonable though to include this land in the net zero carbon target for 2030 because, for the greater proportion of landholdings, the Church organisations do not have the ability to directly change the management of it.	6.2.1 (6.2.6)	2022 (2025)	The Glebe Committee have adopted an environmental policy. We have engaged specialist consultants to advise on (1) the potential for solar generation and (2) the potential for forestry development, for glebe lands. We are considering energy efficiency improvements to glebe buildings. We are encouraging parishes to consider how they can improve energy efficiency of their church hall premises, for which the DBF is custodian trustee,	DBF Glebe Comm Staff	Consultants presented reports on renewable energy opportunities and a rural portfolio review which included assessment of carbon sequestration (including through forestry) opportunities for glebe land to the Glebe Committee in November 2023.

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4	Parishes to engage with opportunities to enhance the biodiversity of their churchyards through work such as that led by Caring for God's Acre. For example, letting grass grow longer, in places where it doesn't cause a health and-safety hazard, can enhance biodiversity and store carbon, while reduced mowing frequency saves carbon emissions from mowing machinery.			We will continue to promote biodiversity elements within the diocesan environmental policy and encourage every parish to develop management plans for their churchyard or other land which protect and enhance biodiversity, contributing to carbon storage and reduced GHG emissions. A biodiversity working party will be established to develop a strategy to support parishes caring for their churchyard/church curtilage land and parish-owned land.	DEG Staff	A DAC working party has developed a biodiversity strategy for the care of, and works to, church buildings and churchyards/curtilage land which was published in