



The Diocese of
Southwark

Information pack

Archdeacon of Reigate



Christ
Centred

Outward
Focused



The Diocese of
Southwark

Bishop of Southwark

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A message from the Rt Revd Christopher Chessun,

Bishop of Southwark

Following the appointment of The Venerable Moira Astin to the Suffragan See of Crediton I am seeking to discern her successor for the Archdeaconry of Reigate. I hope that you will take time to consider prayerfully whether you might be called to this ministry which will help play an important part to shape and implement our renewed Southwark Vision of a 'Christ Centred and Outward Focused' Diocese.

I want the Diocese of Southwark to deepen its service of all the people who live here, in the diversity which is God's gift, and as the late Pope Francis wrote in *Evangelii Gaudium*, to 'to proclaim the Gospel without excluding anyone'. I regard the parish as the bedrock of ministry and engagement in the Church of England whilst being fully committed to fresh expressions and pioneering where appropriate, in pursuit of renewal and missional growth.

Southwark is a diverse and vibrant Diocese that spans the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving 2.9m people across 16 local authorities in South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking alongside those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve new constituencies in new ways.

Reigate Archdeaconry is the largest and least densely populated part of the Diocese of Southwark. It comprises 46 benefices with 76 churches across the full range of style and theology – with some significant lay voices that have in some parishes made it difficult for our female clergy to flourish. The Archdeaconry covers the London borough of Sutton and the small towns and the countryside of Surrey in the district of Tandridge, the vast majority of Reigate and Banstead district, and parts of Mole Valley district. Sutton is a borough that is undergoing change, as it becomes more ethnically and religiously diverse, with significant pockets of deprivation as well as prosperous suburbia. The countryside includes our Diocesan Retreat and Training Centre which continues to flourish and sustain itself.

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The Diocese of Southwark

The South London Church Fund and Southwark Diocesan Board of Finance is a company limited by guarantee (No 236594)

Registered Office: Trinity House, 4 Chapel Court, Borough High Street, London SE1 1HW. Charity No 249678

Company Secretary: Nicola Thomas



Southwark Vision 2024-2035 is encapsulated in our motto, 'Christ Centred, Outward Focused'. It is a vision founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Keeping Christ as our centre and the focus of unity, we will continue to turn outwards – seeking to support, encourage, resource and learn from one another as we serve our parishes and God's world.

You will find more details about Southwark Vision later in the information pack, and also on the Diocesan website [here](#).

In June 2024, we were delighted to be awarded £29m over nine years from the Church of England for whole-diocese transformation programme to support Southwark Vision. In Reigate Archdeaconry, these funds will provide support for 'hub' projects at Springfield Church Wallington – the Diocese of Southwark's oldest 'Fresh Expression' – and St John's Caterham Valley. Further information can be found [here](#).

None of this, however, will be at the expense of core funding for our parishes. Indeed, we are well advanced in a programme in which the Archdeacons, Bishops and senior members of Diocesan staff will be meeting representatives from every parish over the next two years as part of a process we are calling 'Parish Conversations'. These are an opportunity for listening, to hear the joys, challenges, concerns and opportunities with which each parish is grappling, and for us to work with parishes to identify what new or additional support might best benefit them as they seek to thrive in mission and ministry.

Equality, diversity and inclusion is at the heart of the Southwark Vision, and the Archdeacons play a key role as seek to ensure that our structures, policies and practices do not put up barriers to those from the wealth of diverse backgrounds in the Diocese. At times, sadly this has not served our female clergy as well as it should have done in some of our parishes, but the Diocese of Southwark is firmly committed to the discipline of speaking well of one another across church traditions and theological convictions, including the ministry of women and LGBT clergy. The culture in this Diocese is that all should flourish and I encourage people to receive the great diversity in ethnicity and culture, sexuality, and gender as God's gift and blessing. The College of Bishops works collaboratively with the Bishop of Fulham and the Bishop of Ebbsfleet where I have requested extended episcopal care for those parishes which have passed the respective declaration under the 'Five Guiding Principles', and I expect the Archdeacons to work in the same way. We are committed to being an anti-racist Diocese and this was reflected in March 2021 when our Diocesan Synod unanimously approved our [Anti-Racism Charter](#), and its adoption throughout the Diocese.

Be assured of my prayers for you and good wishes,

With best wishes

A handwritten signature in black ink that reads "Christopher Southwark". The signature is written in a cursive, flowing style.

The Rt Revd Christopher Chessun
Bishop of Southwark

A message from The Rt Revd Dr Rosemarie Mallett, Bishop of Croydon



The Archdeaconry of Reigate is the most varied of the archdeaconries within the Diocese of Southwark. It contains the only rural parishes in the Diocese serving hamlets and villages, along with suburban commuter towns and the edge of the London boroughs in Sutton. At the southernmost edge of the Archdeaconry, Gatwick Airport is a gateway to the world for many people. I am looking for a colleague who can continue to build relationships across several civic authorities, each with their own priorities and characteristics, and work with ecumenical colleagues across the range of Christian confession.

Our strategic priorities in the Croydon Episcopal Area mirror those of the wider Diocese: renewal of mission and service, deepening relationships with and among our parishes, speaking well of each other across the range of theological conviction held in good faith, and clergy well-being. I am the lead Bishop for social and racial justice, and I chair the Southwark Board of Education. These are key priorities for me.

I am also looking for a colleague who will work closely and collaboratively across the Area Team and with colleagues in the Bishop of Southwark's senior staff and at Trinity House. It would be an advantage if the next Archdeacon of Reigate brings with them some experience of ecclesiastical law. Most importantly, however, I would like a colleague with a pastoral heart and a deep prayer life.

The Rt Revd Dr Rosemarie Mallett
Bishop of Croydon



The Diocese of
Southwark

ARCHDEACON OF REIGATE ROLE DESCRIPTION

The Archdeacon of Reigate is a member of the Bishop of Southwark's senior staff team and shares in the leadership of the Diocese with the Area Bishops, the Diocesan Secretary, and other senior clerical and lay colleagues. With the other Archdeacons, the successful applicant will play his or her part by ensuring that the diaconal foundation of the Diocese - its organisation and processes - serves and reflect Gospel imperatives in parishes, chaplaincies, and BMOs.

In a highly diaconal role, Archdeacons also require excellent priestly, pastoral and teaching skills as they 'assist the Bishop in his pastoral care and office' (Canon C 22). They are called with the Bishops to be leaders in mission, to encourage and facilitate healthy growth by shaping the culture and direction of the Diocese, and to develop appropriate resources to support this within their jurisdiction. Archdeacons act as advocates of the common vision and communicators of strategy, with a key role in policy formulation and communication.

Each Archdeacon is ultimately accountable to the Bishop of Southwark and take responsibility for particular Diocesan portfolios on his behalf. They also work closely with their Area Bishop and their archidiaconal colleague in their episcopal area, in what is known as the Trio.

Statutory responsibilities

Archdeacons' statutory responsibilities are set out in Canon C22 and other legislation and are, in summary:

- Oversight of Glebe and parsonages within the Archdeaconry, working in close partnership with the Diocesan Secretary and the Diocesan Property Department
- Oversight of all churches in the Archdeaconry, attending meetings of the Diocesan Advisory Committee (DAC) and ensuring that proper records are kept in churches
- Visiting churchyards and parishes to prepare reports for the Registrar when consecrations or closures are required
- Conducting quinquennial Visitations in parishes and carrying out duties under the Inspection of Churches Measure 1955
- Holding yearly visitations and admitting churchwardens annually to their office
- Working with the Bishop, taking pastoral responsibility for identifying the need for pastoral reorganisation and negotiating proposals with all other interested parties
- Being involved in consultations which arise from clergy vacancies and in the subsequent recruitment process including the development of role descriptions, the interviews and the appointment of the preferred candidate.
- At the instruction of the Bishop, inducting any priest who has been instituted for a Benefice
- Being appropriately involved in matters of clergy discipline and capability including the specific duties outlined in the Clergy Discipline Measure 2003 and the Ecclesiastical Office (Terms of Service) Measure 2009
- Investigating Grievances

Key Responsibilities

- With the Bishop of Croydon, to have pastoral oversight within the Archdeaconry, working with Area Deans in the pastoral care of clergy, their families and households, and others as appropriate
- To support parishes as they develop and implement their mission of proclamation and service; to encourage and facilitate congregational growth, and spiritual depth and maturity
- To deliver Diocesan strategy and policy within the Archdeaconry
- To build a culture of mutuality and reciprocity by communicating with parishes about the Parish Support Fund, and agreeing pledges from parishes
- To reinforce good practice in Safeguarding across the Archdeaconry; to take an active role in Core Groups, ensuring that appropriate actions are taken and followed up in a timely and professional manner
- To collaborate with Area Deans, supporting, guiding and working with them to strengthen the life and energy of the Deaneries and members of the Reigate Archdeaconry Mission and Pastoral Working Group
- To conduct regular Ministerial Development Reviews with all clergy of incumbent status in the Archdeaconry, advising on appropriate training, sabbatical or other particular needs with colleagues where appropriate
- To support chaplains in the Archdeaconry in their ministries, drawing them into the life of their deanery as well as the Episcopal Area and Diocese more widely
- To preach and lead services at churches throughout the Archdeaconry
- To manage the appointment of clergy and chaplains within the Archdeaconry, working with the Bishops, Patrons, Area Deans, Lay Chairs and administrative staff to recruit under God the best possible candidates
- Encouraging parishes to involve and engage the full spectrum of people who live or work within the Archdeaconry, mindful our common values in Southwark Vision 2024-2035, our Anti-Racist Charter, and our priority always to be Christ centred and outward focused
- To develop encouraging, fruitful and positive relationships with ecumenical partners and leaders of other faith communities
- To promote appropriate links with local authorities, civic representatives, and other agencies and partners that build community resilience and cohesion across the Archdeaconry
- To ensure efficient administration in order that that issues are dealt with promptly

The Archdeacons of Reigate and Croydon receive support from a full-time PA.

Qualities that we are looking for:

- Is a disciple of Jesus Christ with a heart for the kingdom of God and is able to inspire others to follow Jesus more closely
- Is able to develop, nurture and encourage others
- Is a loyal friend and colleague who has a genuine grasp of collegiality and the spiritual fruit of wisdom, patience and kindness. Demonstrates that we need to speak well of each other.
- Someone who is able to value different church traditions, comfortable and secure in their own tradition, but able to respond to other traditions with sensitivity and joy
- Understands the Southwark Vision objectives and can help imaginatively with its realisation in the places of the Archdeaconry and across the wider Diocese.
- Preaches and leads worship in a way that inspires and deepens faith in God
- Is committed to addressing racial injustice in the church and in society
- Understands the reality of rural and urban life and ministry and is sympathetic with this
- Can innovate and lead for change, is adaptable, relishes problem solving and is a peaceable, astute presence in the middle of conflict
- Is enthusiastic about mission in parishes, chaplaincies, schools and the mixed ecology of Church
- Has good personal experience of leadership in parish life
- Able to lead and promote a culture which prioritises safeguarding, where all current policies and procedures in relation to safeguarding are carefully implemented
- Demonstrates determination to ensure that actions resulting from Core Groups are followed up and implemented.
- Can chair meetings in a timely manner and with attention to core tasks
- Is competent in the digital settings of worship and collegial meetings
- Manages and communicates change effectively, and can manage a complex workload with competing demands
- Able to understand and assimilate the financial complexities of Diocesan, Area and parish finances
- Can manage projects and tasks and deliver these efficiently
- Has the capacity to understand ecclesiastical and other law as it relates to the ministry of an archdeacon
- Grasps complex documents, financial and legal reports in an effective way, contributing to their content and shape
- Be a credible public representative of the Church of England in wider society and with ecumenical and other partners
- Models a healthy and balanced life, includes a weekly day of rest, and giving time to family, friends and recreation
- Has been in Priest's orders for six years (Canon C22(1))

Safeguarding

The Diocese of Southwark is committed to the safeguarding of children, young people and adults and for many years this commitment has been at the heart of our work across parishes. We work so that the policies and practice developed in the House of Bishops' guidance contribute to making the Church a safe and welcoming space for all. This means that we seek leaders who

- seek and respond to feedback,
- who improve their own knowledge of current safeguarding matters and have an active desire for continuous professional development in this area
- who seek out, listen to and respect the views of those with professional safeguarding expertise
- who above all promote the welfare and voice of children, vulnerable adults, victims and survivors of abuse as well as those who are the subject of concerns or allegations of abuse.

In order to promote this, your competence in safeguarding understanding and behaviour forms a key part of the discernment process, as well as enquiries to reassure the appointing panel that you are not a safeguarding risk. You will be asked to complete a confidential declaration and your bishop will provide a Clergy Current Status Letter (CCSL), prior to interview, having examined your blue file. Your referees are also asked to comment on your approach to managing safeguarding. In the event of safeguarding concerns being raised, the Bishop of Southwark will liaise with your Bishop, the Diocese of Southwark's DSA and any other relevant professionals for advice and direction on how to proceed. If any issues raised cannot be resolved within the timescales for the appointment process, you may be asked to withdraw.

Background Information to the Diocese of Southwark

The Diocese of Southwark, founded in 1905, forms part of the Province of Canterbury in England and is part of the wider Church of England, in turn part of the worldwide Anglican Communion.

The Diocese covers fifteen Local Planning Authorities (in part or wholly).

The Diocese seeks to be a Christian presence and to share the Christian faith in each of its parishes through the mission and ministry of its clergy, congregations, schools and chaplaincies and works to promote the common good, with a particular concern for those most in need.

The Diocese is divided into six archdeaconries and twenty-five deaneries, overseen by the

The Diocese of Southwark serves...

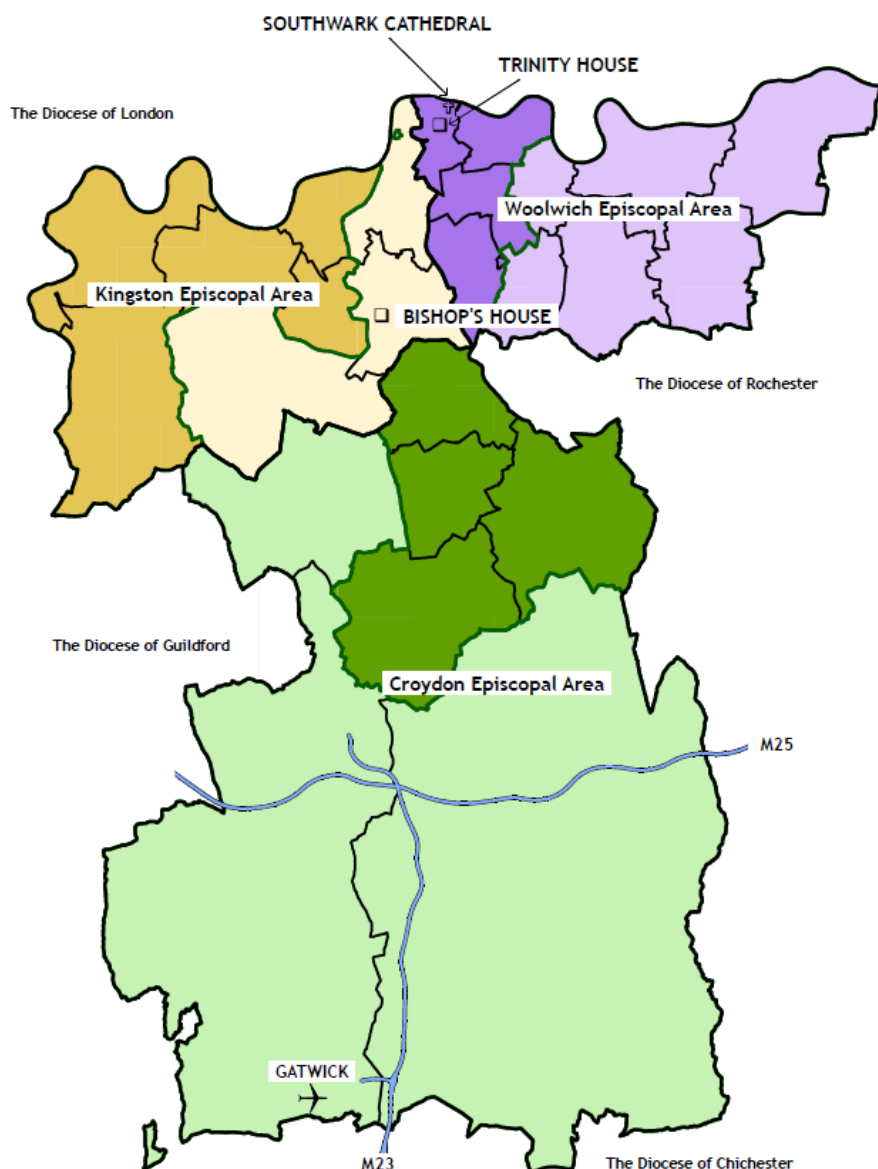


2.9 million people

in the **16** local authorities of South London and East Surrey

through **356** places of worship – a church of England presence in every community

and **103** church schools educating more than **37,000** young people



Bishop of Southwark, who is supported in his pastoral work in the Diocese by three area bishops, the Bishop of Kingston, Bishop of Woolwich, and Bishop of Croydon, as well as six archdeacons.

The statutory work of the Church and support to the parishes is provided by the staff of the Diocesan office, located in Trinity House, Southwark.

Trinity House and the Area Offices

Trinity House houses the Diocesan office where most of the executive and professional staff of the Diocese are based. Trinity House is under the overall direction of the Diocesan Secretary who reports to Bishop Christopher, our Diocesan Bishop. Trinity House is just off Borough High Street, within a quarter of a mile of Southwark Cathedral.

SOUTHWARK VISION 2024–2035

Christ Centred | Outward Focused

Southwark is a diverse and vibrant Diocese in so many ways, from the energy of the inner city to the beauty of the Surrey Hills. We are one of the largest Dioceses in the Church of England, serving the people of South London and East Surrey. We take joy in the distinctiveness and variety of God's gifts and people. You will find churches that offer welcome, care and dignity in Christ's name to their parishes; chaplains walking along side those in education, hospitals, and prison; and pioneering communities seeking to reach out and serve in new ways.

Our vision is founded on mutual commitment, speaking well of one another and walking together in the pilgrimage of faith. Supporting, encouraging, and resourcing each other in our common task, we seek to be a Diocese that is Christ centred and outward focused.

Our priorities are:



Parishes

We value all our parishes and are committed to enabling and serving them, so they can minister to the whole people of God in their local context.



Ministry

We will maintain the highest possible number of stipendiary clergy and grow our lay ministries. We will ensure that our parishes are served by well-resourced and well-supported clergy, including self-supporting ministers. We will continue to foster and grow our lay ministries including new pipelines for children and youth workers in ministry.



Growth

We will grow our existing churches, including revitalisation initiatives, and establish new worshipping communities. We want to see our Diocese surpassing pre-pandemic levels of attendance in the next five years, to include mixed ecology of worship patterns Sunday to Saturday and grow a further 10% by 2035.



Youth & Diversity

We are committed to becoming a younger, more diverse Diocese. We wish to see our churches evolve to better reflect the communities in which they serve and the gifts of the whole people of God.



Deepening our discipleship

Christ is at the heart of our faith and we will only grow by being intentional about going deeper in our journey with him, replicating our learning and sharing our resources.



Healing

We will seek God's healing for our communities and our world. Christ's call for healing and reconciliation requires us to grapple with many of the issues that we face including safeguarding, social justice, racial justice and care for creation.

The Diocese of Southwark

The Diocese of Southwark serves the southern part of London - the most diverse city in the world - and a significant part of Surrey. It includes most of London south of the River Thames from Surbiton in the west to Thamesmead in the east, and extends south through Croydon to the rural villages of East Surrey and on to Gatwick Airport on the Sussex border.

Southwark is home to many tourist attractions, including the Shard, Tate Modern and the O2, to many major international corporations, including Legal and General, PricewaterhouseCoopers and Legal & General. However, while residents normally commute into the centre of other major-city diocese, in Southwark may commute out – to the City, Westminster and the West End. Tens of thousands commute through Southwark from dioceses as far away as Winchester, passing the Cathedral as they head across London Bridge to the City.

With a population of nearly 2.9 million in an area of 317 square miles Southwark is both the third most populous Diocese in England and also one of the smallest in area. The Diocese covers 25 Parliamentary Constituencies, 16 London Boroughs, two boroughs in the County of Surrey and part of a third. It includes every type of community: affluent stockbroker belt, massive suburban sprawl, riverside gentrification and some of the most deprived wards in the country. Seeking to worship, serve and bear witness to God's love in Christ in this dynamic environment presents exciting opportunities and challenges for clergy and laity alike. The population of the Diocese is growing and highly diverse. It is a global Diocese which embraces its ethnic diversity purposefully and is a microcosm of the Anglican Communion.

Many religions other than Christianity have a significant presence in the Diocese, with more than 60 non-Christian places of worship. There is also an enormous range of different Christian groups, and nine of the Boroughs are within the fifty most religiously diverse areas in the country. There is a need to revitalise ecumenical work to ensure that, despite the diversity of groups, we work together effectively to proclaim the good news of Jesus Christ

The Diocese is also responsible, through its Board of Education, for working with twelve local authorities and other regional and national bodies in overseeing the work of over 100 Church Schools. We have chaplains in eight universities, three colleges of further and higher education, 19 NHS Trusts, hospitals and hospices, and six

prisons. Relationships between the church and civic authorities are valued and fostered carefully, and parishes are showing great creativity in participating in community life in the wake of the financial cutbacks which have had a major impact on voluntary bodies.





The Mother's Union is strong and active, with about 2,000 members in 100 parishes, and has active links with our link Dioceses in Zimbabwe: Matabeleland, Manicaland Central Zimbabwe and Masvingo.

The Diocese of Southwark has a reputation for its strong liberal or radical tradition but the situation is more complex as the Diocese embraces the full range of Anglicanism in churchmanship and theological viewpoint. Disagreements tend to be openly debated. Under Southwark's Episcopal Area system the Bishop of Southwark is responsible for the whole Diocese, working closely with the Area Bishops of Kingston, Croydon and Woolwich who are each responsible for two archdeaconries. The relatively large number of archdeacons enables them to be in very close contact with their parishes and clergy and can offer detailed advice and support.

Background information to the Croydon Area and Reigate Archdeaconry

The transfer of the archdeaconry of Croydon with its associated suffragan see from the Diocese of Canterbury to Southwark in 1985 was the catalyst for the creation of an Area Scheme in 1991. Without its area system, this large and complex Diocese would be ungovernable. With it, however, relational church flourishes because significant pastoral and operational functions are delegated to the Area Bishop with the Area Office handling administrative matters locally, while unitary structures are maintained across the Diocese.

The Croydon Episcopal Area is geographically the largest of the three Area, stretching from Upper Norwood in the north to Gatwick Airport in the south, and from West Wickham in the east to Worcester Park in the west. The See of Croydon draws on a long and distinguished Christian history. The Minster is a Saxon foundation where four Archbishops of Canterbury are now buried, not far from the old archiepiscopal palace at Croydon. The parish church was designated a Minster in 2011 as part of a wider strategy of regeneration and renewal to affirm and build upon Croydon's civic identity with the issues of a changing demographic firmly in view.



The London Borough of Croydon is geographically at the periphery of a much greater metropolis, but it has many of the defining characteristics of a city in its own right. It matters greatly that there is both a Bishop and an Archdeacon of Croydon because these roles ensure immediate civic engagement to build common purpose that would otherwise be denied. Croydon itself is developing rapidly in its central area, with many new high-rise apartments and office blocks.

The picture is not as straightforwardly optimistic as these developments might suggest since Croydon as a Borough is in severe financial straits and is still receiving some of the population displaced from inner London by gentrification. The inner city has moved to the outer reaches of the London Boroughs. For example, Croydon is one of the three London Boroughs with the highest rates of serious youth violence; and Lunar House, through which applications for asylum pass, is situated centrally. Challenges are not confined to urban areas, however. Rural areas face problems of isolation, hidden poverty and unemployment set against a very rich tapestry of wealth; the Reigate archdeaconry includes areas of poverty equal to anything in the city.



The geographical area covered by the Tandridge and Reigate Deaneries is greater than the Woolwich Episcopal Area and constitutes the majority of the rural context of the Diocese. It stretches from the North Downs to the Kent and Sussex borders and is intersected by the M25, M23 and A22 with railway lines to and from Victoria and London Bridge as well as a cross-country service connecting Tonbridge to the London South Coast mainlines. The largest concentrations of population are at Redhill and Reigate and the surrounding area, Caterham, and Oxted and Hurst Green. Tandridge Deanery comprises fourteen benefices and thirty churches. Reigate Deanery

comprises seventeen benefices and twenty-seven churches, and the Deanery has a strong and campaigning social voice – most recently on the issue of modern slavery.

The Deanery of Sutton is roughly co-terminous with the London borough of the same name. In 2023 the population of the borough was 211,000 with 21% of the population under fifteen years old, and 15% over sixty-five. 17.5% of the population of Sutton is Asian, 5.9% is

black (Caribbean or African), and 68.3% is white.

Detailed statics are available

[here](#). There are

fifteen benefices

and nineteen churches in the Deanery representing a range of theological traditions and styles.



Within the Archdeaconry there are five Church of England schools in Sutton (four primary and one secondary) and eleven Church of England schools in Surrey (ten primary and one secondary). Many church families within the Archdeaconry seek places at St Bede's Ecumenical Secondary School (Anglican/Roman Catholic) in Redhill. There are a number of fee paying independent schools (Reigate Grammar, Caterham School, Dunottar School, and Woldingham School). East Surrey Hospital at Redhill is the main hospital for the area with a smaller community

hospital at Caterham Dean. There are also private hospitals at Gatwick and Caterham.

Terms of Service

- Status: Ecclesiastical Office Holder under Common Tenure
- Stipend: £41,792 per annum
- Pension: Archdeacon level pension through the non-contributory clergy pension scheme
- Housing: A house is provided at 35 Audley Drive, Warlingham, CR6 9AH for the better performance of the Archdeacon's duties
- Office: A fully equipped office is provided as part of the house. The Archdeacons of Reigate and Croydon and their PA also have a workplace office the Croydon Area Office, 6 St Peter's Road, Croydon, CR0 1HD along with the Bishop of Croydon and her PA.
- Expenses: All reasonable expenses are reimbursed by the Diocesan Board of Finance
- IT/Phone Provision as part of the office and will include a desktop or laptop computer, tablet and smart phone linked to the diocesan systems.

Key Dates

The closing date for applications is **Sunday 17 August 2025**.

Interviews will be held on **Thursday 4 September 2025** at Bishop's House, 38 Tooting Bec Gardens, SW16 1QZ.