

Mr Chris Gill (Lichfield) to ask the Chair of the Business Committee:

Q8 Thank you for arranging the induction sessions at the last Synod setting, which were generally very well received. It came as a slight surprise though that when one group of the young people who facilitated the sessions were asked if they called themselves Christians, they all replied 'no'. Could you please outline the arrangements that were put in place to choose facilitators and whether their faith or beliefs were considered a factor?

Canon Robert Hammond to reply as Chair of the Business Committee:

A The younger leaders were chosen by six secondary schools across the country that are part of the National Younger Leadership Groups, through which the Church of England Education Office works with around 250 primary and secondary young leaders in partnership with the Archbishop of York's Youth Trust. Because the young people were drawn from school contexts (rather than directly from churches) there will have been young people at a variety of stages of their own faith journey, and therefore not all would necessarily publicly identify as Christian or Anglican, as this was not a stipulation given to the schools for them to use in selecting the students to be part of the leadership programme in the first place.

CROWN NOMINATIONS COMMISSION

Mr Sam Margrave (Coventry) to ask the Chair of the Crown Nominations Commission:

Q9 It has been reported that the appointment process for the new Archbishops' Appointments Secretary was an internal advertisement, with a short time to apply, and there was an interview of one candidate. It is understood the process was conducted by an independent panel.

Please provide General Synod members with, and publish copies of, the following documents concerning the appointment of an Archbishops' Appointments Secretary so we can scrutinise this process of appointment to such an important and significant role:

- The Advertisement for the vacancy and where it was published;
- The membership of Independent panel;
- The Terms of Reference of the Independent Panel;
- The Job Description and Person Specification for the role of Appointments Secretary; and
- The Job Description and Person Specification for the role of members of the independent panel who chose the candidate.

The Archbishop of Canterbury to reply as Chair of the Crown Nominations Commission:

A This is a staff position appointed by the Archbishops. A vacancy arose following a restructuring of the role as part of the Simpler NCIs/Transforming Effectiveness process. The recruitment was in line with current best practice for all vacant or significantly reshaped roles within the National Church Institutions during this change.

The post was advertised internally across the National Church Institutions' networks and open to all employees. Full details, including job description were publicly available. There is an occupational requirement to be a practicing / communicant Anglican.

A number of experienced and potentially appointable NCI staff applied and all who applied were invited to interview. The identity of candidates is confidential so we cannot comment on the shortlist for a particular role.

The independent interview panel of five lay members and one retired Bishop, reflected the other stakeholders in the process within the Church structures and Government.

The Revd Dr Tom Woolford (Blackburn) to ask the Chair of the Crown Nominations Commission:

Q10 Please can you confirm that, in line with the recommendations made in *From Lament to Action*, there was an appointable candidate of UKME/GMH background in the shortlist for the Archbishops' Secretary for Appointments?

The Archbishop of Canterbury to reply as Chair of the Crown Nominations Commission:

A This vacancy arose following a restructuring of the role as part of the Simpler NCIs/Transforming Effectiveness process. The recruitment was in line with current best practice for all vacant or significantly reshaped roles within the National Church Institutions during this change.

The post was open to all employees of the NCIs, including those from a UKME/GMH background. The identity of candidates is confidential so we cannot comment on the shortlist for a particular role.

Mr Richard Denno (Liverpool) to ask the Chair of the Crown Nominations Commission:

Q11 A briefing document for a Vacancy-in-See Committee says the Committee needs to decide "whether it wishes to express a view as to whether the new bishop should be someone who will, or will not,