

AGENDA

Hadleigh Deanery Synod

Tuesday 14th October 2026, 19:30 (Refreshments from 19:00)

St.James the Great Church, 103 Blenheim Chase, Leigh-on-Sea SS9 3BY

1. Welcome and opening prayer
2. Apologies for absence
3. Minutes of previous meeting - Thursday 14th July 2026
4. Matters Arising (not appearing elsewhere on the agenda)
 - 4.1. Resources audit update - Fr David
 - 4.2. MOF Funded Parish Project Support admin - Proposal to withdraw bid
 - 4.3. MOF Bid - Deanery Youth event - Bid to be submitted to AMPC - 4.11.26
 - 4.4. Amendment of bank mandate
5. Developing a Social Media Strategy (With Q&A) - Tom Gellard - Diocesan Director of Communications
6. Finance
 - 6.1. Deanery Finance report
 - 6.2. Parish Share Update 2026 (See Appendix 1)
 - 6.3. Parish Share Allocation 2027 (See Appendix 2)
 - 6.4. MOF Bid - Shared Deanery outreach event resources - 4.11.26
7. Deanery News
 - 7.1. Revd Chukwudum Chimaeze licensing to BTH Group
 - 7.2. Fr David Wylie licensing to St Mary the Virgin, Benfleet and St David, Eastwood
 - 7.3. Recruitment of Associate for St Margaret/St Mary, St David Group
 - 7.4. Welcome of new curate Revd Aletta Penman-Barry to BTH
 - 7.5. Welcome of new curate Revd Mary Namubiru to St Laurence/St Aidan
 - 7.6. Welcome new Priest with PTO Revd Gareth Williams
 - 7.7. Revd John Kemp has been very unwell but is improving slowly
 - 7.8. Deanery confirmations booked for St.Clement's, Sunday 22nd November, 3pm
8. Questions for Diocesan Synod?
9. Wellbeing
10. Safeguarding
 - 10.1. In person training - A training morning is being arranged.
 - 10.2. Key legal change to DBS system (See Appendix 3)
 - 10.3. DBS Requirements for PCCs (See Appendix 4)
11. Vocations - Revd Carolyn Madanat
 - 11.1. New Director of Vocations (DDO)

12. Any other business - to Deanery Secretary (hadleighdean.office@gmail.com) by 12th October
13. Dates and venues of future meetings
 - Standing Committee dates 2027 (all 13:30)
 - Fri 16 Apr 2027 - St Margaret's vestry
 - Fri 4 Jun 2027 - St Margaret's vestry
 - Fri 10 Sep 2027 - St Margaret's vestry
 - Deanery Synods 2027
 - Wed 27 January 2027 - St Margaret's Leigh on Sea - Creating a Safeguarding Culture (PSOs to be invited by Deanery Reps)
 - Thu 13 May 2027 - St Laurence Eastwood - Grants and Funding
 - Tue 13 July 2027 - St Nicholas' Canvey Island - Theme TBC
 - Wed 13 October 2027 - St Barnabas' Hadleigh - Eco Church/Net Zero (St Aidan's)

Possible themes

- Growing Lay Ministry
- Martyn's Law (Terrorism preparedness - evacuation and lockdown policies - In force from April 2027) - (Appendix 5)

14. Closing Prayer and Blessing.

Appendix 1 - Parish Share update - September 2026

	2026			2025			
September 2026	Share Requested	£ to date	% to date	Share Requested	£ to date	% to date	Year End % paid
Canvey Island: St Nicholas	£69,603	£36,000	51.72%	£71,313	£36,000	50.48%	75.72%
Eastwood: St David	£34,840	£21,250	60.99%	£36,321	£22,500	61.95%	82.60%
Eastwood: St Laurence	£45,049	£33,787	75.00%	£45,021	£33,766	75.00%	100.00%
Hadleigh: St Barnabas	£48,100	£18,000	37.42%	£47,689	£23,400	49.07%	100.00%
Hadleigh: St James the Less	£39,040	£20,250	51.87%	£38,813	£19,000	48.95%	72.14%
Leigh: St Clement	£100,623	£75,467	75.00%	£96,711	£72,533	75.00%	100.00%
Leigh-on-Sea: St Aidan	£45,049	£33,787	75.00%	£45,021	£33,766	75.00%	100.00%
Leigh-on-Sea: St James the Great	£64,823	£22,500	34.71%	£62,970	£22,500	35.73%	63.52%
Leigh-on-Sea: St Margaret	£102,575	£51,288	50.00%	£100,078	£48,750	48.71%	66.60%
New Thundersley: St George	£52,282	£36,597	70.00%	£51,045	£29,418	57.63%	100.00%
South Benfleet: St Mary the Virgin	£37,635	£12,204	32.43%	£37,692	£2,000	5.31%	29.18%
Thundersley: St Peter	£49,078	£36,809	75.00%	£51,045	£38,284	75.00%	100.00%

Appendix 2 - Parish Share Allocation 2027

Canvey Island: St Nicholas	65,683
Eastwood: St David	54,937
Leigh: St Clement	105,809
Leigh-on-Sea: St James the Great	68,497
Leigh-on-Sea: St Margaret	76,551
South Benfleet: St Mary the Virgin	59,588
Hadleigh: St Barnabas	50,699
Hadleigh: St James the Less	41,111
Eastwood	47,236
Leigh-on-Sea: St Aidan	47,236
New Thundersley: St George	52,226
Thundersley: St Peter	52,226
Total for Deanery	721,799

Appendix 3- Change to DBS legal requirements - Removal of the Supervision Exemption (From 1 September 2026)

From 1 September 2026, the law about regulated activity with children in England and Wales changed. The previous rule about the supervision of paid staff and volunteers carrying out specific activities with children was removed from the legal definition.

The new reality is that, if a person teaches, trains, instructs, cares for or supervises children often enough, or overnight, they will be in regulated activity with children even if someone else supervises them. This means an organisation will be able to ask for an ***Enhanced DBS check in the child workforce with a Children's Barred List check.***

The work is done often enough, or overnight, if it occurs:

- on more than 3 days in any 30-day period (potentially Sunday School teachers or youth club leaders where a group meets more than three times a month)
- once overnight, between 2am and 6am

If someone does these activities but less often, they will be eligible for an Enhanced DBS check, but without the Children's Barred List check. In these circumstances, they are not carrying out regulated activity with children.

What to do as a Parish:

- identify roles where people teach, train, instruct, care for, or supervise children and are currently supervised by someone else in regulated activity
- check if the activity is done often enough or overnight
- check if the person's current DBS certificate included a Children's Barred List check
- decide if a new Enhanced DBS check with Children's Barred List information is needed in line with sector specific guidance
- update recruitment, volunteering and safeguarding steps with immediate effect to remain compliant with the law

NB Enhanced DBS checks are free to Parishes when obtained through the Diocese. The first 5 Basic DBS checks will be free with any thereafter being charged back to the Parish at a cost of £28.22 per check.

NB "Eligible" does not mean **"required"**. Those **required** to have an Enhanced DBS check are **anyone who works in a Regulated Activity involving Children or Vulnerable Adults**.

<https://www.gov.uk/government/publications/dbs-checks-for-working-with-children-in-places-of-worship/dbs-checks-for-working-with-children-in-places-of-worship>

Appendix 4- DBS PCC requirements summary

If your PCC qualifies as a children's or vulnerable adult's charity (see below) then ALL the PCC members (inc. Churchwardens) would be **eligible** for an Enhanced DBS check **without** either of the barred lists. The PCC Member/ Churchwarden does not need to work with children and/or vulnerable adults themselves in order to be eligible for this level of check – they are eligible for this level of DBS check because of the work of the charity of which they are a trustee.

** Does my PCC qualify as a children's or vulnerable adult's charity? - This may occur, for instance, where the PCC has entered into an employment contract with a (paid) youth worker to run a youth club or other children's activities or if the PCC operated a pre-school or there were similar formalised arrangements for vulnerable adults, e.g. the PCC employed a (paid) worker to provide a regular care service to adults who receive a health or social care service.*

If a Parish does not qualify as a children's or vulnerable adult's charity **the PCC must therefore decide if PCC members/Churchwardens will be expected to complete a Basic DBS check** chargeable at £28.22 each after the first 5 free checks.

Appendix 5 - Martyn's Law - (In force from April 2027)

Venues where between 200 and 799 individuals (including staff) may reasonably be expected at the same time fall into the standard tier. This applies across the full range of activities, from small services to large weddings, fetes or concerts.

Core Requirements (The Four Key Areas)

Churches must establish and review basic public protection procedures covering:

- **Evacuation** – safely guiding people out of the premises.
- **Invacuation** – moving people safely into the premises or to secure areas within it.
- **Lockdown** – securing the premises to restrict the entry of an attacker.
- **Communication** – alerting individuals on site to move away from danger.
- **Training and awareness** – ensuring staff and volunteers are adequately trained to implement these procedures and respond effectively in the event of a terrorist attack.

<https://www.ecclesiastical.com/media/5bleijez/martyns-law-made-simple.pdf>