

27th April 2026

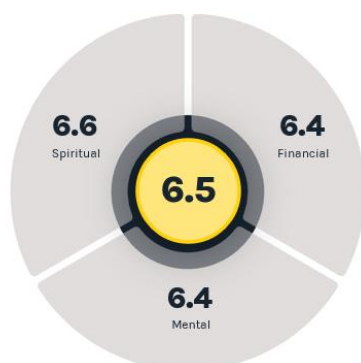
Clergy Wellbeing Survey results

Hello friends.

I am writing to provide you with the initial results of the clergy wellbeing survey, which was open between 17 February and 24 March this year.

The survey was open to all licensed clergy across the diocese, and we were encouraged that **70%** of clergy took part. This gives us confidence that the findings reflect the experience of the majority of licensed clergy in our diocese. We intend to repeat the survey next year, and we hope that even more of you will participate.

We carried out this survey because we care deeply about you and your wellbeing, and because we want to listen to what you have to say. The results will help us make informed decisions, prioritise actions that affect your wellbeing, and provide a baseline against which we can measure progress in future years.



The survey produces an overall wellbeing index, which reflects how our licensed clergy feel about their spiritual, financial, and mental wellbeing. Those who completed the survey may remember that these questions were asked on a scale from 0 to 10. This year, the overall score was **6.5**, which is considered a moderate score for surveys of this kind. We are encouraged by this, while also recognising that there is more to do if we are to see wellbeing improve further.

There were positive results in several areas, including:

- taking regular 24-hour breaks
- low experience of bullying or harassment related to protected characteristics (discrimination); and
- the use of annual leave.

These results are positive and something we should recognise and build upon.

However, some areas scored less positively. These included:

- feeling part of the bigger picture of the diocesan vision and outcomes
- relationships with the central offices; and
- awareness of how the Covenant for Clergy Care and Wellbeing supports wellbeing in practice.

We have heard these concerns clearly, and they will be priorities for us in the coming months.

This correspondence is being sent to you under delegation during the Bishop of Derby's absence.

The key themes emerging from the survey included:

- workload and boundaries
- administrative support and resources
- communication and connection with the central diocese; and
- theological direction and institutional trust.

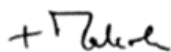
I want to thank you for your honesty, and to reassure you again that all information was collected anonymously. We recognise the importance of addressing these themes and, where we are able to make changes, we are committed to doing so. We cannot fix everything, but we are determined to act on the things that we can.

We recognise this is a long-term culture change, and plan to repeat the survey annually, but please be assured that this year's results will not be put in a drawer and forgotten. We are already working on an action plan to begin shaping change. This is not the end of the journey, but the beginning, and there is much to do together.

Our commitment to you is to take your feedback seriously and to act on it. We will keep you regularly updated on progress, and we encourage you to engage with future communications and opportunities to be involved.

It has been a joy and a privilege to journey with you as Bishop of Repton these past five years. You will be often in my prayers as I enter a new phase of life and ministry. Thank you, friends.

May the grace of the Lord Jesus Christ, the love of God, and the fellowship of the Holy Spirit be with you all.

A handwritten signature in black ink, consisting of a cross symbol followed by the name 'Malcolm' in a cursive script.

+Malcolm
Bishop of Repton