

Clergy Wellbeing Survey 2026

What We Heard and What We're Doing

Thank you to everyone who took part. Your honesty has helped us understand more clearly the challenges affecting clergy wellbeing across the Diocese, including financial wellbeing, health and wellbeing support, administrative pressures, communication, participation, relationships and trust.

Our commitment is to listen carefully, take practical action, and report back regularly on progress.

Theme	You said	What we are doing
Financial wellbeing	Financial wellbeing is an important concern that impacts overall wellbeing	We have promoted the new Financial Wellbeing Service through Church Leaders' communications and engagement with Area Deans. We have also explored the Health Cash Plan available to stipendiary clergy through the Pensions Board. This can be accessed here .
Physical & Mental wellbeing	25% of clergy have a health concern that impacts their ministry.	We are reviewing how wellbeing and sickness support is communicated to clergy and those who support them. Guidance for Churchwardens and local leaders on supporting clergy wellbeing is also being developed.
Connection to diocesan vision	Clergy want to feel involved and connected.	We are developing clearer communication about diocesan priorities and vision through the new diocesan website, with further opportunities for engagement around the People & Places Plan and other strategic initiatives.
Neurodiversity support	29% of clergy selected that they have a neurodivergent condition and need better support.	We are developing a package of support for clergy with neurodivergent conditions and those who support them. Some neurodivergent clergy are already helping shape the Clergy Conference experience, including practical accessibility measures.
Administrative pressure	Administration is burdensome and lack of administration support has a significant affect on wellbeing.	We have completed a Parish Support Team (PST) resource toolkit and introduced it through a new twice-yearly induction event for clergy. An online version of the toolkit is being developed to make information about admin support from the PST easier to find. A new HR Toolkit has been developed (available here).
Relationships and communication	Relationships matter as connection plays a vital role in wellbeing.	We have introduced expected standards of behaviour and communication through a new Code of Conduct for the Parish Support Team and Volunteers. We are also promoting diocesan values and behaviours through Parish Support Team communications.
Ongoing updates	Data doesn't equal change. Keeping clergy informed about what happens next is important.	We have shared the Clergy Wellbeing Insights Report with all clergy and will continue to provide updates through Area Deans, deanery conversations, clergy communications and diocesan channels. A specific webpage is available here .

Progress at a glance

5 actions completed	3 actions in progress	3 planned to commence	1 action on hold
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Our commitment: Some improvements can be made quickly, while others require longer-term cultural and organisational change. We remain committed to listening carefully, acting where we can, and being open about the progress we are making.

Rooted in generous faith, courageous hope and life-giving love.