

# Resourcing Ministerial Education Pattern and Cost of Dioceses' Curacy Training (IME Phase 2)

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This summary refers to the associated table, ['Curacy Training Pattern and Cost per Diocese'](#).

In brief, based on reported study hours, salaries and non-staff costs divided by the number of trainees in the diocese, the larger dioceses appear better geared up for good-quality IME phase 2 provision, and better placed to be cost-effective per curate. Not all dioceses with the smaller numbers of trainees have reported their expenditure on curacy training, but St Edmundsbury & Ipswich reports that it has 0.5 FTE officer (and some support) despite trainee numbers being an estimated 1/6<sup>th</sup> of, say, Oxford's. This looks like an argument for pooled provision. West Yorks & The Dales might bear this out, as its constituent former dioceses were already working together on IME2, as do Canterbury and Rochester, and Blackburn and Carlisle.

Clearly this is very broad-brush. Further research would be needed into the content of study programmes, the quality of trainees' experience, and outcomes in terms of their future ministry, in order to get a better picture of the comparative effectiveness of dioceses' curacy training overall.

Columns Ai-iv, drawn from diocesan websites and conversations with practitioners, reflect the shape of dioceses' curacy training:

- (A.i) Most dioceses require 3-4 years' training for stipendiaries, extended further for self-supporting trainees in part-time mode. It would be useful to feed in data about actual curacy lengths.
- (A.ii) A training pattern of work experience, regular supervision by TIs, private and facilitated reflection, and diocesan IME events is standard. A substantial minority of dioceses including Bath & Wells, West Yorkshire & the Dales, Blackburn, Bristol, Canterbury, Carlisle, Gloucester, Lichfield, Manchester, Peterborough, Rochester, Winchester and York place significant weight on a written portfolio not just for reflection but for external review.
- (A.iii) 8 dioceses via their regional partnerships currently require study for an award as part of IME2: Blackburn and Carlisle; 3x West Yorks & the Dales; Canterbury and Rochester; and York. Lichfield has just started a validated

route (Queen's). 4 more dioceses encourage validated study as an option. With Common Awards, this pattern will change.

- (A.iv) Almost all dioceses offer a programme of curacy training events, based round ministerial skills/knowledge, and most stipulate the attendance required. 2 dioceses (Bristol & St Albans) say there is no specific programme; trainees share in wider CMD and are encouraged to seek study opportunities.

Columns Bi-iv, drawn from enquiries made of practitioners, indicate time and costs.

- (B.i). Many dioceses' expectation, in line with national guidance, is that curates will give 1 day per week to study and reflection, pro-rata for part-time/SSMs. Outliers are Lichfield and West Yorks & the Dales, where the reflection element is extra; and, at the other end of the scale, the London areas, which expressly seek a light-touch approach.
- (B.ii). IME4-7 does not appear to make up the whole of any one diocesan officer's job description, with the exception of Oxford diocese. Oxford has 1.7 FTE officers, Birmingham 0.5 FTE. Annual non-salary budgets for tuition, residentials, expenses etc are stated as £15,000+ in Birmingham, Bristol, Carlisle, Chichester, Coventry, Derby, Lincoln, Oxford, Sheffield and York. The average suggests slightly less than 1 FTE officer and a tuition etc budget of less than £10,000. I have marked this in as a standard estimate, italicised, in the minority of cases where there has not been a response from the diocese.
- (B.iii). The main 'volunteer' commitment is from TIs and in some cases tutors, if unpaid for this work. Some dioceses also use volunteers as reflection / pastoral tutor group leaders and as end-of-curacy assessors/panel members, eg Bristol, Canterbury, Carlisle, Coventry. Bath and Wells buys in skilled facilitation.
- (B.iv) Numbers in training are provided by the diocese where stated, or estimated from latest Petertide lists of new deacons and priests. No distinction is drawn between stipendiary and self-supporting as both categories are beneficiaries of the diocese's investment in training. Reflecting the size of diocese, numbers range from 70-90+ trainees (Exeter, Lichfield, Chelmsford, Oxford), down to 15 (St Edmundsbury & Ipswich, Truro).