

SOUTHWARK

◆ CATHEDRAL ◆

**The Cathedral and Collegiate Church
of Saint Saviour and Saint Mary Overie,
Southwark**

Statutes

Office holders

1. The Bishop

- (1) The Bishop has the principal seat and dignity in the Cathedral.
- (2) The Bishop may, after consultation with the Chapter, officiate in the Cathedral and use it in the Bishop's work of teaching and mission, for ordinations and synods and for other diocesan occasions and purposes.
- (3) The Bishop may—
 - (a) celebrate the Holy Communion in the Cathedral on Christmas Day and Easter Day;
 - (b) preach at or appoint the preacher at one of the services in the Cathedral on Christmas Day and Easter Day; and
 - (c) preach at or appoint the preacher at ordination services.

2. The Dean

The Dean is the principal dignitary of the Cathedral, next after the Bishop.

The Chapter: general

3. Corporate and spiritual life

- (1) The Chapter is at the heart of the Cathedral's corporate and spiritual life. Its members pray for the Cathedral, its mission, each other and the communities they serve.
- (2) All members of the Chapter and its committees work together to support and uphold the Cathedral's unique identity, its reputation, mission and values through independent scrutiny and oversight.

Nominations Committee

4. Composition etc.

- (1) The Nominations Committee must have at least five members.
- (2) It is for the Chapter to appoint the members of the Committee, at least three of whom must be non-executive members of the Chapter.
- (3) It is for the Chapter to appoint the chair of the Committee, but that person may not be an executive member of the Chapter.
- (4) The Chapter may remove a member of the Committee from office if—
 - (a) at least 75% of members present and voting vote in favour of the removal; and
 - (b) the removal decision is accompanied by a written record of the Chapter's reasons for removing the member of the Committee.
- (5) A member of the Committee holds office as such for a term of up to four years and may be reappointed, but a member who has served more than eight years is not eligible for appointment as a member, until at least 12 months has passed since the member last ceased to hold office as such.
- (6) A member of the Committee who was a member of the Chapter at the time of his or her appointment to the Committee vacates his or her membership of the Committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the Chapter (but this shall not prevent that person's re-appointment as a member of the Committee).
- (7) If, at the invitation of the chair of the Committee, a chief officer or any member of the Chapter attends the whole or part of a meeting of the Committee, the person may speak but not vote.
- (8) If, at the invitation of the chair of the Committee, any other person attends the whole or part of a meeting of the Committee, the person may speak, but only at the discretion of the chair, and may not vote.
- (9) A person is disqualified from membership of the Committee if—
 - (a) the person is under the age of 16; or
 - (b) the person would be ineligible to serve as a member of Chapter under section 36 or paragraph 2(1) of Schedule 2 of the Cathedrals Measure 2021.

5. Functions

- (1) The Nominations Committee must advise the Chapter on—
 - (a) the recruitment of non-executive members of the Chapter;
 - (b) the recruitment of members of committees of the Chapter; and
 - (c) the training needs of members of the Chapter and its committees.

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- (2) The Nominations Committee must—
 - (a) keep under review the skills, knowledge and experience of, and the diversity among, members of the Chapter, members of each committee (including the Nominations Committee itself) and members of each sub-committee; and
 - (b) where, in light of a review under sub-paragraph (a), the Committee identifies areas where improvements are required, make recommendations to the Chapter on how to make those improvements.
- (3) The Nominations Committee must liaise and co-operate with each other committee and each sub-committee of the Chapter.
- (4) The Nominations Committee must recommend to the Bishop candidates for the role of senior non-executive member.

6. Proceedings

- (1) It is for either of the chief officers, at the request of the chair of the Nominations Committee, to convene a meeting of the Committee.
- (2) The Committee must meet at least three times each year.
- (3) Notice of a meeting of the Committee must, unless otherwise agreed, be given to each member of the Committee, and to each person entitled or invited to attend the meeting by virtue of article 4(6) above, at least five working days before the date of the meeting.
- (4) In the case of each person invited to attend a meeting of the Committee by virtue of article 4(7) or (8) above, notice of the meeting must be given to the person as soon as reasonably practicable before the meeting.
- (5) Notice of a meeting of the Committee—
 - (a) must specify when and where the meeting is to be held;
 - (b) must include an agenda for the meeting; and
 - (c) must, subject to paragraph (6), be accompanied by the relevant papers for the meeting.
- (6) In so far as it is not reasonably practicable for the relevant papers for a meeting of the Committee to accompany the notice of the meeting, the papers must as soon as reasonably practicable be given to each person to whom the notice was given.
- (7) The quorum for a meeting of the Committee is three members, at least one of whom must be a non-executive member of the Chapter. A member shall not form part of the quorum in relation to an item of business if that member is precluded from forming part of the quorum by virtue of the Chapter's conflict of interest policy maintained under article 8(2) of the Constitution.
- (8) Articles 12(6) and (7) of the Constitution (remote participation) apply to a meeting of the Committee as they apply to a meeting of the Chapter.

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7. Reporting

- (1) A draft of the minutes of each meeting of the Nominations Committee must be circulated promptly to each member of the Committee for approval.
- (2) Once the minutes of a meeting of the Committee are approved, the minutes—
 - (a) must be sent to every member of the Chapter and the chief officers; and
 - (b) may be sent to such other persons as the Committee thinks appropriate.
- (3) The Chapter must consider any matters arising from the minutes of a meeting of the Committee.

8. Terms of reference

The Chapter has the power under section 15(8) of the Measure to set terms of reference for the Nominations Committee in relation to its functions, proceedings and reporting requirements but subject to the requirements of the Measure, the Constitution and these Statutes.

Finance Committee

9. Composition etc.

- (1) The Finance Committee must have at least seven members.
- (2) It is for the Chapter to appoint the members of the Committee, following consultation with the Nominations Committee.
- (3) It is for the Chapter to appoint the chair of the Committee; and that person must have recent and relevant financial experience and must be a non-executive member of the Chapter.
- (4) The Chapter may remove a member of the Committee from office if—
 - (a) at least 75% of members present and voting vote in favour of the removal; and
 - (b) the removal decision is accompanied by a written record of the Chapter's reasons for removing the member of the Committee.
- (5) A member of the Committee holds office as such for a term of up to four years and may be reappointed, but a member who has served more than eight years is not eligible for appointment as a member, until at least 12 months has passed since the member last ceased to hold office as such.
- (6) A member of the Committee who was a member of the Chapter at the time of his or her appointment to the Committee vacates his or her membership of the Committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the Chapter (but this shall not prevent that person's re-appointment as a member of the Committee).
- (7) The Dean is not entitled to be a member of the Committee but is entitled to attend the whole or part of a meeting of the Committee. At any meeting which the Dean attends, he or she may speak but may not vote.
- (8) The chief officers must each attend each meeting of the Committee unless the Committee considers that there are circumstances which justify excluding or excusing either or both of the chief officers from the whole or part of the meeting. A chief officer, when attending the whole or part of a meeting of the Committee, may speak but not vote.
- (9) If, at the invitation of the chair of the Committee, any member of the Chapter attends the whole or part of a meeting of the Committee, the person may speak but not vote.
- (10) If, at the invitation of the chair of the Committee, any other person attends the whole or part of a meeting of the Committee, the person may speak, but only at the discretion of the chair, and may not vote.
- (11) A person is disqualified from membership of the Committee if—
 - (a) the person is under the age of 16; or

- (b) the person would be ineligible to serve as a member of Chapter under section 36 or paragraph 2(1) of Schedule 2 of the Cathedrals Measure 2021.

10. Functions

- (1) The Finance Committee must keep under review the activities and management of the Cathedral in relation to such matters as the Chapter specifies in terms of reference for the Committee.
- (2) Section 16(8) of the Measure requires the Chapter, in providing the terms of reference referred to in paragraph (1), to have due regard to any guidance issued by the Church Commissioners on the responsibilities of a Finance Committee.
- (3) The Finance Committee shall also have regard to any applicable guidance issued by the Charity Commission.

11. Proceedings

- (1) It is for either of the chief officers, at the request of the chair of the Finance Committee, to convene a meeting of the Committee.
- (2) The Committee must meet at least six times each year.
- (3) Notice of a meeting of the Committee must, unless otherwise agreed, be given to each member of the Committee, and to each person entitled or invited to attend the meeting by virtue of article 9(7) or (8) above, at least five working days before the date of the meeting.
- (4) In the case of each person invited to attend a meeting of the Committee by virtue of article 9(9) or (10) above, notice of the meeting must be given to the person as soon as reasonably practicable before the meeting.
- (5) Notice of a meeting of the Committee—
 - (a) must specify when and where the meeting is to be held;
 - (b) must include an agenda for the meeting; and
 - (c) must be accompanied by the relevant papers for the meeting.
- (6) In so far as it is not reasonably practicable for the relevant papers for a meeting of the Committee to accompany the notice of the meeting, the papers must as soon as is reasonably practicable be given to each person to whom the notice was given.
- (7) The quorum for a meeting of the Committee is five members, at least one of whom must be a non-executive member of the Chapter. A member shall not form part of the quorum in relation to an item of business if that member is precluded from forming part of the quorum by virtue of the Chapter's conflict of interest policy maintained under article 8(2) of the Constitution.
- (8) In the event that the chair of the Committee is absent at a meeting that is otherwise quorate, the members of the Committee present may choose one of their number (not being an executive member of the Chapter) to preside at that meeting in place of the chair of the Committee.

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- (9) Articles 12(6) and (7) of the Constitution (remote participation) apply to a meeting of the Committee as they apply to a meeting of the Chapter.

12. Reporting

- (1) A draft of the minutes of each meeting of the Finance Committee must be circulated promptly to each member of the Committee.
- (2) Once the minutes of a meeting of the Committee are approved, the minutes—
- (a) must be sent to every member of the Chapter and the chief officers; and
 - (b) may be sent to such other persons as the Committee thinks appropriate.
- (3) The Chapter must consider any matters arising from the minutes of a meeting of the Committee.

13. Terms of reference

The Chapter has the power under section 16(11) of the Measure to set terms of reference for the Finance Committee in relation to its functions, proceedings and reporting requirements but subject to the requirements of the Measure, the Constitution and these Statutes.

Audit and Risk Committee

14. Composition etc.

- (1) The Audit and Risk Committee must have at least five members.
- (2) It is for the Chapter to appoint the members of the Committee, at least one of whom must be a non-executive member, following consultation with the Nominations Committee.
- (3) It is for the Chapter to appoint the chair of the Committee; and that person must have recent and relevant financial experience and must not be a member of the Chapter.
- (4) The Chapter may remove a member of the Committee from office if—
 - (a) at least 75% of members present and voting vote in favour of the removal; and
 - (b) the removal decision is accompanied by a written record of the Chapter's reasons for removing the member of the Committee.
- (5) A member of the Committee holds office as such for a term of up to four years and may be reappointed, but a member who has served more than eight years is not eligible for appointment as a member, until at least 12 months has passed since the member last ceased to hold office as such.
- (6) A member of the Committee who was a member of the Chapter at the time of his or her appointment to the Committee vacates his or her membership of the Committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the Chapter (but this shall not prevent that person's re-appointment as a member of the Committee).
- (7) The Dean is not entitled to be a member of the Committee but is entitled to attend the whole or part of any meeting of the Committee; and at any meeting which the Dean attends, he or she may speak but may not vote.
- (8) The Chair may invite either or both chief officers to attend the whole or part of each meeting of the Committee and a chief officer, when attending the whole or part of a meeting of the Committee, may speak but not vote.
- (9) If, at the invitation of the chair of the Committee, any member of the Chapter attends the whole or part of a meeting of the Committee, the person may speak but not vote.
- (10) If, at the invitation of the chair of the Committee, any other person attends the whole or part of a meeting of the Committee, the person may speak, but only at the discretion of the Chair, and may not vote.
- (11) A person is disqualified from membership of the Committee if—
 - (a) the person is under the age of 16; or
 - (b) the person would be ineligible to serve as a member of Chapter under section 36 or paragraph 2(1) of Schedule 2 of the Cathedrals Measure 2021.

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15. Functions

The Audit and Risk Committee must keep under review the activities and management of the Cathedral in relation to the identification, management and mitigation of risk and carry out such other functions as the Chapter specifies in the terms of reference for the Committee.

16. Proceedings

- (1) It is for either of the chief officers, at the request of the chair of the Audit and Risk Committee, to convene a meeting of the Committee.
- (2) The Committee must meet at least three times each year.
- (3) Notice of a meeting of the Committee must, unless otherwise agreed, be given to each member of the Committee, and to each person entitled or invited to attend the meeting by virtue of article 14(7) or (8) above, at least five working days before the date of the meeting.
- (4) In the case of each person invited to attend a meeting of the Committee by virtue of article 14(9) or (10) above, notice of the meeting must be given to the person as soon as reasonably practicable before the meeting.
- (5) In so far as it is not reasonably practicable for the relevant papers for a meeting of the Committee to accompany the notice of the meeting, the papers must as soon as is reasonably practicable be given to each person to whom the notice was given.
- (6) Notice of a meeting of the Committee—
 - (a) must specify when and where the meeting is to be held;
 - (b) must include an agenda for the meeting; and
 - (c) must be accompanied by the relevant papers for the meeting.
- (7) In so far as it is not reasonably practicable for the relevant papers for a meeting of the Committee to accompany the notice of the meeting, the papers must as soon as is reasonably practicable be given to each person to whom the notice was given.
- (8) The quorum for a meeting of the Committee is three members, at least one of whom must be a non-executive member of the Chapter. A member shall not form part of the quorum in relation to an item of business if that member is precluded from forming part of the quorum by virtue of the Chapter's conflict of interest policy maintained under article 8(2) of the Constitution.
- (9) In the event that the chair of the Committee is absent at a meeting that is otherwise quorate, the members of the Committee present may choose one of their number (not being an executive member of the Chapter) to preside at that meeting in place of the chair of the Committee.
- (10) Articles 12(6) and (7) of the Constitution (remote participation) apply to a meeting of the Committee as they apply to a meeting of the Chapter.

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17. Reporting

- (1) A draft of the minutes of each meeting of the Audit and Risk Committee must be circulated promptly to each member of the Committee.
- (2) Once the minutes of a meeting of the Committee are approved, the minutes—
 - (a) must be sent to every member of the Chapter and the chief officers; and
 - (b) may be sent to such other persons as the Committee thinks appropriate.
- (3) The Chapter must consider any matters arising from the minutes of a meeting of the Committee.

18. Terms of reference

The Chapter has the power under section 16(11) of the Measure to set terms of reference for the Audit and Risk Committee in relation to its functions, proceedings and reporting requirements but subject to the requirements of the Measure, the Constitution and these Statutes.

Other committees and sub-committees

19. Committees: composition etc.

- (1) A committee of the Chapter established under the Constitution must have at least three members.
- (2) It is for the Chapter to appoint the members of the committee, at least one of whom must be a member of the Chapter, following consultation with the Nominations Committee.
- (3) It is for the Chapter to appoint the chair of the committee and that person may, but need not, be a member of the Chapter.
- (4) The Chapter may remove a member of the committee from office if—
 - (a) at least 75% of members present and voting vote in favour of the removal; and
 - (b) the removal decision is accompanied by a written record of the Chapter's reasons for removing the member of the Committee.
- (5) A member of the committee holds office as such for a term of up to four years and may be reappointed, but a member who has served more than eight years is not eligible for election, or for appointment or co-option as a member, until at least 12 months has passed since the member last ceased to hold office as such.
- (6) A member of the committee who was a member of the Chapter at the time of his or her appointment to the committee vacates his or her membership of the committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the Chapter (but this shall not prevent that person's re-appointment as a member of the committee).
- (7) A member of the Senior Management Team is entitled to attend the whole or part of a meeting of the committee and is entitled to speak but not vote.
- (8) If, at the invitation of the chair of the committee, any member of the Chapter attends the whole or part of a meeting of the committee, the person may speak but not vote.
- (9) If, at the invitation of the chair of the committee, any other person attends the whole or part of a meeting of the committee, the person may speak, but only at the discretion of the chair, and may not vote.

20. Sub-committees: composition

- (1) A sub-committee established under the Constitution must have at least three members.
- (2) It is for the committee under which the sub-committee sits to appoint the members of the sub-committee, following consultation with the Nominations Committee and with the approval of the Chapter.
- (3) It is for the Chapter to appoint the chair of the sub-committee.

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- (4) The chair of the sub-committee must be a member of the committee under which the sub-committee sits.
- (5) The Chapter or the committee under which the sub-committee sits may remove a member of the sub-committee from office if—
 - (a) at least 75% of members present and voting vote in favour of the removal; and
 - (b) the removal decision is accompanied by a written record of the Chapter's or committee's reasons for removing the member of the sub-committee.
- (6) A member of the sub-committee holds office as such for a term of up to four years and may be reappointed, but a member who has served more than eight years is not eligible for election, or for appointment or co-option as a member, until at least 12 months has passed since the member last ceased to hold office as such.
- (7) A member of the sub-committee who was a member of the Chapter at the time of his or her appointment to the sub-committee vacates his or her membership of the sub-committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the Chapter (but this shall not prevent that person's re-appointment as a member of the sub-committee).
- (8) A member of the sub-committee who was a member of the committee under which the sub-committee sits at the time of his or her appointment to the sub-committee vacates his or her membership of the sub-committee automatically and without execution of any instrument of resignation upon that person ceasing to be a member of the relevant committee (but this shall not prevent that person's re-appointment as a member of the sub-committee).
- (9) A member of the Senior Management Team is entitled to attend the whole or part of a meeting of the sub-committee and is entitled to speak but not vote.

21. Functions

The functions of each committee or sub-committee established under the Constitution are set out in the terms of reference for that committee or sub-committee.

22. Proceedings

- (1) It is for the chief officers, at the request of the chair of a committee or sub-committee established under the Constitution, to convene a meeting of the committee or sub-committee.
- (2) Notice of a meeting of the committee or sub-committee must, unless otherwise agreed, be given to each of its members, and to each person entitled or invited to attend the meeting by virtue of article 19(7) or (8) or 20(9) above, at least five working days before the date of the meeting.
- (3) In the case of each person invited to attend a meeting of the committee by virtue of article 19(9) above, notice of the meeting must be given to the person as soon as reasonably practicable before the meeting.
- (4) Notice of a meeting of the committee or sub-committee—
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- (a) must specify when and where the meeting is to be held;
 - (b) must include an agenda for the meeting; and
 - (c) must be accompanied by the relevant papers for the meeting.
- (5) In so far as it is not reasonably practicable for the relevant papers for a meeting of the committee or sub-committee to accompany the notice of the meeting, the papers must as soon as is reasonably practicable be given to each person to whom the notice was given.
- (6) The quorum for a meeting of the committee or sub-committee is three members. A member shall not form part of the quorum in relation to an item of business if that member is precluding from forming part of the quorum by virtue of the Chapter's conflict of interest policy maintained under article 8(2) of the Constitution.
- (7) In the event that the chair of the Committee is absent at a meeting that is otherwise quorate, the members of the Committee present may choose one of their number to preside at that meeting in place of the chair of the Committee.
- (8) Articles 12(6) and (7) of the Constitution (remote participation) apply to a meeting of the committee or sub-committee as they apply to a meeting of the Chapter.

23. Reporting

- (1) The terms of reference of a committee or sub-committee established under the Constitution make provision as to the reporting of proceedings of its meetings to the Chapter.
- (2) A draft of the minutes of each meeting of the committee or sub-committee must be circulated promptly to each of its members for approval,
- (3) Once the minutes of a meeting are approved, the minutes—
- (a) must be sent to every member of the Chapter and the chief officers;
 - (b) (in the case of a sub-committee) must be sent to every member of the committee under which the sub-committee sits; and
 - (c) may be sent to such other persons as the committee or sub-committee thinks appropriate.

24. Terms of reference

The Chapter has the power under section 17(6) of the Measure to set terms of reference for each committee or sub-committee established under the Constitution in relation to its functions, proceedings and reporting requirements but subject to the requirements of the Measure, the Constitution and these Statutes.

Senior Management

25. Chief officers

- (1) There shall be a senior lay role in the Cathedral to be known as the Chief Operating Officer, who shall be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (2) The Chief Operating Officer shall by virtue of his or her office also be—
 - (a) the ‘administrator of the cathedral’ for the purpose of the Care of Cathedrals Measure 2011; and
 - (b) the clerk of the Chapter for the purposes of the Church Representation Rules as they are applied to the Parish by section 40 of the Measure.
- (3) A Chief Finance Officer shall be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (4) The Chapter may determine that a chief officer is to be assigned a stall in the chancel of the Cathedral and may invite a chief officer to robe and participate in liturgical services in the Cathedral.

26. Other appointments

- (1) The Chapter may appoint a person, to be known as the chapter clerk, to advise the Chapter, committees and sub-committees on law and procedure.
- (2) The chapter clerk shall have such legal or other qualifications as the Chapter considers appropriate and shall be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (3) The chapter clerk shall attend meetings of the Chapter or any committee or sub-committee at the invitation of the chair of the meeting and if so attending may speak but not vote.
- (4) The person appointed under article 26 of the Constitution to supervise music in the Cathedrals shall be known as the Director of Music and shall be the chief organist in the Cathedral.
- (5) The Director of Music shall be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (6) The Chapter must appoint a cathedral archaeologist after consulting the Cathedrals Fabric Commission for England.

27. Establishment of management group

There is to be a group called the **Senior Management Team**, concerned with the management of the Cathedral.

28. Membership of Senior Management Team

The members of the Senior Management Team are—

- (a) the Dean;

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- (b) each residentiary canon with responsibility for a department of the Cathedral or for part of its operations;
- (c) the chief officers; and
- (d) such other members of staff (whether lay or clergy) as the Chapter considers appropriate.

29. Functions of Senior Management Team

The functions of the Senior Management Team are to ensure the good management of the Cathedral and, in doing so, to—

- (a) promote the Cathedral's core values;
- (b) promote a diverse, transparent and inclusive working place/culture;
- (c) protect and promote the Cathedral's reputation;
- (d) support the Dean to lead the Cathedral;
- (e) lead the development and the delivery of the Cathedral's strategy as set by the Chapter;
- (f) ensure strategic plans and objectives meet agreed budgets and achieve agreed outcomes;
- (g) direct and oversee annual priorities and associated budgets;
- (h) to the extent authorised under article 31(3) below, delegate executive functions to heads of department or other senior employees of the Chapter, receive reports from such persons and monitor the exercise of those functions;
- (i) set budgets for persons exercising executive functions under item (h) above and (subject to any conditions imposed pursuant to article 31 below) determine the extent (if any) of the authority of such persons to authorise non-budgeted expenditure;
- (j) approve non-budgeted expenditure up to such limits as are set by the Chapter for this purpose from time to time;
- (k) discuss managerial, HR, Safeguarding and pastoral issues as necessary; and
- (l) ensure effective communication of decisions and key issues across the wider organisation.

30. Proceedings of Senior Management Team

- (1) The Senior Management Team shall meet not less than fortnightly.
- (2) An agenda for each meeting shall be circulated not less than 24 hours in advance of each meeting.
- (3) The Senior Management Team shall be chaired by the Chief Operating Officer or in his or her absence such other member of the Senior Management Team as the members of the team shall decide.
- (4) Minutes of each meeting shall be recorded and the minutes circulated to all members of the group.

31. Accountability of Senior Management Team

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- (1) The Senior Management Team is accountable to the Chapter for the executive management of the Cathedral and is responsible for formulating strategies, plans and budgets for the approval by the Chapter.
- (2) The Chapter may issue to the Senior Management Team schemes of delegation (and may update such schemes from time to time) setting out the terms on which the Senior Management Team may take decisions on behalf of the Chapter and any associated conditions or limitations.
- (3) Schemes of delegation may authorise the Senior Management Team to further delegate such authority to individual members of the Senior Management Team or employees of the Chapter.

32. Committees of Senior Management Team

- (1) The Senior Management Team may establish one or more committees for dealing with matters relating to the day to day running of the Cathedral.
- (2) In the case of each committee established under this article, the Senior Management Team must specify in writing the matters which come within the committee's remit.
- (3) The Senior Management Team must appoint the members of each committee so established.
- (4) The chair of each committee so established must be a member of the Senior Management Team but, subject to that, the membership of the committee need not include a member of staff or a member of the Chapter.
- (5) Each committee so established must report to the Senior Management Team in accordance with such requirements as the Senior Management Team may specify in writing.
- (6) Each committee so established may regulate its own procedure, subject to such rules as the Senior Management Team may specify in writing.

Dignities

33. Vergers

- (1) The Chapter may appoint a head verger and as many assistant vergers as may from time to time seem necessary on such terms and conditions as may be determined by the Chapter.
- (2) The vergers shall be concerned to uphold the dignity of worship in the Cathedral, to care for its security and to welcome all who enter it.

34. Cathedral Wardens

- (1) There shall be two churchwardens of the Parish elected in accordance with the provisions of the general law relating to the appointment of churchwardens.
- (2) The churchwardens shall be admitted to office by the Bishop or a person appointed by the Bishop as the Bishop's substitute (who may be the Dean).
- (3) The churchwardens shall perform such duties as are required by law or agreed with the Chapter.
- (4) The churchwardens shall be known as Cathedral Wardens.
- (5) The Chapter may make provision for the appointment of not more than two deputy wardens. Any deputy warden or deputy wardens shall be appointed in the same way as the churchwardens, but shall not legally be churchwardens under the general law and for the avoidance of doubt shall not qualify as Cathedral Warden Members of the Chapter under the Constitution.

35. Residentiary canons

- (1) Subject to the rights exercisable by any other person in accordance with the Constitution and the Statutes, each of the residentiary canons shall have the obligation to preach and to celebrate the Holy Communion in accordance with a rota devised by the Dean after consultation with the Chapter.
- (2) The residentiary canons shall endeavour to strengthen the whole corporate life, worship and work of the Cathedral and to promote the role and effectiveness of the Cathedral in the Diocese.
- (3) The Bishop after consultation with the Chapter shall allocate (and may with the like consultation from time to time re-allocate) the Cathedral titles of Precentor, Chancellor, Treasurer, Missioner and Pastor between the Residentiary Canons so that a residentiary canon may hold one or more titles or no title. Other titles may be determined by the Chapter from time to time.
- (4) A Sub-Dean who shall be a residentiary canon shall be appointed by the Bishop after consultation with the Chapter. The Sub-Dean shall have precedence before the other residentiary canons. The Sub-Dean shall during the absence of the Dean, subject to the rights and powers of the canon in residence, exercise and perform the functions of the Dean as set out in article 18(2) of the Constitution. Rights and privileges conferred on the Dean in the Constitution and these Statutes are not exercisable by the Sub-Dean during the absence of

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the Dean. This paragraph (4) is without prejudice to the rights and duties of the Bishop in connection with the appointment of an interim dean.

- (5) The Precentor shall, either in person or through the Succentor (if appointed), and subject to the general control of the Dean, have responsibility for the music performed in the Cathedral in consultation with the Director of Music.
- (6) The Chapter may provide such accommodation as it deems necessary and reasonable for residentiary canons and their families.

36. Attendance at services by Cathedral dignities

- (1) Honorary canons, lay canons and ecumenical canons shall attend such services organised by the Bishop as the Bishop may require them to attend, unless prevented by sickness or other unavoidable cause.
- (2) Subject to the rights exercisable by any other person in accordance with the Constitution and the Statutes, each honorary canon beneficed or licensed in the Diocese or holding the Bishop's permission to officiate shall be invited by the Chapter to celebrate the Holy Communion in the Cathedral on such day as shall be agreed with the Dean on or before the installation of that honorary canon.

37. Dean and Canon Emeritus titles

- (1) The Bishop may confer upon a dean, a residentiary canon, an honorary canon, a lay canon or an ecumenical canon who vacates their office the title, as the case may be, of Dean Emeritus or Canon Emeritus or Lay Canon Emeritus or Ecumenical Canon Emeritus.
- (2) A title conferred under this provision shall confer no vested interest and, in particular, the holder shall not by virtue of that title be a member of the College of Canons.

38. Ecumenical Canons

- (1) There shall be not more than twelve ecumenical canons who shall be appointed by the Bishop after consultation with the Chapter.
- (2) Any person appointed as an ecumenical canon shall be a minister or lay person of good standing in a Church or denomination in communion with the Church of England or in a Church or denomination designated pursuant to the Church of England (Ecumenical Relations) Measure 1988 as being one to which that Measure applies which shall for this purpose include Churches or denominations within the Porvoo Communion.
- (3) An ecumenical canon holds a dignity by that name in the Cathedral but shall not be a canon of the Cathedral and accordingly shall not be a member of the College of Canons.
- (4) Any lay person appointed as an ecumenical canon shall be an actual communicant member of the Church or denomination to which that person belongs or shall otherwise be an active participant in worship appropriate to that Church or denomination.

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- (5) Any person appointed as an ecumenical canon shall be resident or have his or her place of work (whether paid or unpaid) within the Diocese or shall be actively engaged in the life and work of his or her Church or denomination in an ecclesiastical institution in another country with which the Cathedral has or intends to have a close relationship.
- (6) An ecumenical canonry shall be vacated automatically and without execution of any instrument of resignation upon the holder ceasing to reside or have a place of work within the Diocese or upon the holder ceasing to carry out the function in any foreign ecclesiastical institution to which the appointment as an ecumenical canon relates.

39. Honorary minor canons

- (1) There shall be one or more honorary minor canons appointed to assist in the ministry and mission of the Cathedral. The appointments shall be made by the Chapter after consultation with the Bishop for a fixed period not exceeding five years renewable for further fixed periods each not exceeding five years.
- (2) Clerks in Holy Orders shall not be appointed as honorary minor canons unless at the time of their appointment they are beneficed or licensed in the Diocese or hold the Bishop's permission to officiate.
- (3) Expenses may be paid to each Honorary Minor Canon as determined by the Chapter.
- (4) Each honorary minor canon shall make a promise to observe the customs and ordinances of the Cathedral.
- (5) An honorary minor canon who is appointed as such in connection with his or her appointment to another Cathedral or diocesan office vacates his or her honorary minor canonry on ceasing to hold that other appointment, unless the Chapter otherwise determines.
- (6) An honorary minor canon holds a dignity by that name in the Cathedral but shall not be a canon of the Cathedral and accordingly shall not be a member of the College of Canons.

40. The Succentor

- (1) A Succentor may be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine, and shall be designated as a minor canon.
- (2) It shall be the duty of the Succentor, in the absence of the Precentor or if the Precentor so directs—
 - (a) to be responsible in co-operation with the Director of Music for the pastoral care of the members of the choir; and
 - (b) to arrange for the performance of the music for the services in the Cathedral.
- (3) When acting for the Precentor, the Succentor shall have all the powers of the Precentor relating to the Precentor's cathedral duties (but not, for the avoidance

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of doubt, relating to the Precentor's position as a member of Chapter). The Succentor shall have precedence over the honorary minor canons.

- (4) The Succentor by virtue of being a minor canon holds a dignity by that name in the Cathedral but shall not be a canon of the Cathedral and accordingly shall not be a member of the College of Canons.

Worship

41. Divine Service and preaching

- (1) There shall be said or sung in the Cathedral Morning Prayer and Evening Prayer distinctly, reverently, and in an audible voice, every morning and evening, and the Litany on the appointed days, the officiating ministers and others of the clergy present in choir being duly habited.
- (2) The Eucharist shall be celebrated at least on all Sundays and other Feast Days, on Ash Wednesday, and on other days as often as may be convenient. It shall be celebrated distinctly, reverently, and in an audible voice.
- (3) Subject to paragraphs (1) and (2), it shall be for the Dean to determine the pattern of worship in the Cathedral after such consultation with the Chapter as the Dean considers appropriate or the Chapter otherwise requires.
- (4) Only forms of service that are authorised or allowed by Canon may be used in the Cathedral, subject only to such variations as are permitted by Canon.
- (5) Ministers in the Cathedral (other than the Dean) shall observe the directions and have regard to the guidance of the Precentor on liturgical matters. The Precentor shall report to the Chapter on his or her activities under this paragraph.
- (6) It shall be for the Dean and the Residentiary Canons to preach or to secure the attendance of a suitable preacher in accordance with the rota maintained under article 35(1) above.
- (7) The Dean shall ensure that invitations to guest preachers are made only in accordance with the safeguarding provisions set out in articles 11(3) and (4) of the Constitution.
- (8) No person shall preach in the Cathedral unless that person is—
 - (a) a minister, reader or lay worker of the Church of England or a church in communion with the Church of England;
 - (b) an ecumenical canon;
 - (c) a minister of a designated church to which an invitation has been issued under Canon B43; or
 - (d) a person who has been authorised to preach by the Dean.

42. Order of precedence

- (1) The order of precedence at services held in the Cathedral shall be as follows—
 - (a) the Bishop (or any suffragan bishop or assistant bishop representing the Bishop) and those in attendance on the Bishop;
 - (b) the Dean;
 - (c) the residentiary canons;
 - (d) the Cathedral Wardens;
 - (e) members of the Chapter not otherwise listed above;

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- (f) the chief officers;
 - (g) any suffragan bishop or assistant bishop when not representing the Bishop;
 - (h) the archdeacons;
 - (i) the honorary canons;
 - (j) the lay canons;
 - (k) the ecumenical canons;
 - (l) the minor canons;
 - (m) the honorary minor canons;
 - (n) the clerical and lay vice-presidents of the diocesan synod; and
 - (o) the area deans.
- (2) Any other person attending the service shall do so under the direction of the Precentor.

43. Music and choirs

- (1) Subject to the general control of the Dean, there shall be a Director of Music who shall perform such duties as the Precentor may determine.
- (2) There shall be as many assistant organists, lay clerks, chanters and choristers as the Chapter may determine.
- (3) The assistant organists shall be appointed by the Chapter on such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (4) Lay clerks, chanters and choristers shall be appointed by the Chapter on the nomination of the Precentor and the Director of Music upon such terms in respect of tenure, remuneration and duties as the Chapter may determine.
- (5) The Director of Music, assistant organists, lay clerks, chanters and choristers shall, upon appointment, be admitted to their offices by the Dean.

Miscellaneous

44. Execution of documents

A document which is not required to be executed by the application of the Chapter's seal is validly executed by the Chapter if it is signed on behalf of the Chapter by two members of the Chapter, or by one member of the Chapter and one of the chief officers.

45. Patronage

The power of presentation or nomination to a benefice in the patronage of the Cathedral is exercisable by the Chapter or a patronage committee of the Chapter (if so constituted).

46. Power to establish subsidiaries

- (1) The Chapter may, for the purpose of securing the good government of the Cathedral, establish subsidiary companies.
- (2) The Chapter may itself become a member of a company established under this article.
- (3) In this article, "**company**" includes any body corporate.

47. Parish church

The whole of the Cathedral is to be the parish church of the Parish.

48. Amendments

The procedure for making amendments to these Statutes is set out in sections 31 to 34 of the Measure.

Interpretation

49. Interpretation

- (1) In these Statutes—
 - “**the Bishop**” means the Bishop of Southwark (but see paragraph (2));
 - “**the Cathedral**” means the Cathedral and Collegiate Church of St Saviour and St Mary Overie in Southwark;
 - “**Cathedral Warden**” means a person serving as a churchwarden of the Parish (but not a person serving as a deputy or assistant churchwarden);
 - “**Cathedral Warden Members**” has the meaning given in article 5(4) of the Constitution;
 - “**the Constitution**” means the constitution of the Cathedral adopted pursuant to the Measure and as revised from time to time;
 - “**the Diocese**” means the diocese of Southwark and “**diocesan**” is to be read accordingly;
 - “**honorary canon**” means a canon appointed under article 21 of the Constitution;
 - “**the Measure**” means the Cathedrals Measure 2021;
 - “**the Parish**” means the ecclesiastical parish of St Saviour with All Hallows, Southwark, being the parish for which the Cathedral or part of it is the parish church;
 - “**working day**” means a day which is not a Saturday or Sunday, Christmas Day, Good Friday or a bank holiday in England under the Banking and Financial Dealings Act 1971;
- (2) Where the functions of the Bishop are being exercised by another bishop in accordance with an instrument made under section 13 or 14 of the Dioceses, Pastoral and Mission Measure 2007, the references in these Statutes to the Bishop are to be read as references to that other bishop.
- (3) A reference in these Statutes to a provision of the Measure is to be read as a reference to that provision as for the time being amended, extended or applied by or under any other Measure.
- (4) Subject to that, the Interpretation Act 1978 applies to these Statutes.

Revocation

50. Revocation

The Statutes of the Cathedral made on Easter Day 2000 (23 April 2000) cease to have effect.

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