

# The Chaplaincy

## Service Value Assessment: Academic Year 2015/16

### 1. Summary of impact of service activities from the previous academic year

Provide reflection on your priorities and the effectiveness and impact of service activities on the student experience.

**a) update on actions and impact in relation to your services' priorities outlined in the previous year's report:**

- Improve communication and efficiency within the team by recruiting and inducting a full-time Administrator in place of two part-time roles.
  - New full-time Administrator was recruited in December 2015, with more streamlined communication and working as a result.
- Maximise the potential of the new rooms at King's Buildings, provide clear guidelines on usage of shared space, and provide resources to meet the needs of the diverse user groups.
  - KB rooms have been fully fitted out with resources for Muslim Prayer, yoga, mindfulness, and also common room/kitchen facilities.
  - Usage of the space is now managed via a new bookings system brought into line with central bookings and in accordance with Prevent compliance.
  - User guidelines are clear and accessible on the Chaplaincy website, and this gave occasion to review all our guidelines for Chaplaincy users.
- Refresh and further promote Religious Literacy in Higher Education, as fits the changing needs in the world, Prevent compliance duty, and the demographic of University members. Work with the Religion and Belief Advisory Group on this.
  - We hosted a national conference on Religion and Belief Literacy in May 2016, with the HEFCE-funded research team from Cambridge and Goldsmiths, and invited members across UoE and other Scottish universities. We asked them to address changes in the landscape since we last hosted them in 2013, including speaking to matters of Prevent Compliance.
  - We piloted a Religion and Belief workshop for new Diversity training with Vet Schools students, and the Vet School have asked to rerun in future years. This work can form a basis for training in other schools and University areas, though the training needs tailoring to specific needs (for the Vet School, it concerns working with clients of diverse religion and belief backgrounds, and discussing with them options for their animals).
  - We met regularly with a focus group of students and Honorary team members, to work up training in Religion and Belief Literacy for students. This will lead to pilot sessions in 2016-17.
  - We convene the Religion and Belief Advisory Group each semester, with an option to convene more if need arises.
- Further develop the potential of the Camino and multi-faith and belief work in fostering good campus relations, combatting dangers of alienation, and assisting Widening Participation.
  - The Camino has been enabled to continue through the support of Heartbeat, an organisation in the USA co-founded by Associate Chaplain, Alison Newell, ([www.heartbeatjourney.org](http://www.heartbeatjourney.org), a sacred journey towards earth's wellbeing), the partner organisation with which Chaplaincy developed the Multifaith Camino Pilgrimage for Peace. We have thereby been able to send six students a year for three years running, representing six different religious or belief tradition. These students team up with six students from the USA for the Pilgrimage, which is

- led by a member of Heartbeat and a representative from the Chaplaincy, and they return to develop multi-faith and belief activities with the Chaplaincy and further afield.
- “Exploring our Faiths and Beliefs” met fortnightly across 2015-16. This involved 12-20 students of different faiths sharing their faith stories for 2 hours and then having small and large group discussions. This group also fed into the Camino pilgrimage group and to hospitality to the pilgrims, and to social welfare activities and services, such as the Chaplaincy response to the refugee crisis.
  - We convened separate meetings with Jewish and Muslim students as needs arose or it seemed appropriate, to gauge experiences on campus and support needs, in relation to Prevent, aftermath of international terror attacks, and any local concerns. We kept the Religion and Belief Advisory Group informed.
  - Develop “What’s the University For?” (WUF) ideas and impact along diverse tracks as appropriate.
    - WUF outcomes and style of events were shared with various areas of the UoE (see response to **Recommendation 3**) below).
    - WUF expanded so as to operate along two tracks in 2015-16:
      - 1) A large event on ‘The Personal Politics of Climate Change’, with IAD, SRS, GeoSciences, the School of Divinity, Nourish, and student societies. This was picking up a question about the role of universities in responding to climate change that has been present throughout the Series.
      - 2) A set of conversations on ‘The Compassionate University’, with students and staff from across the UoE, and in conjunction with the Compassion Initiative. One of these conversations was hosted as part of EUSA’s ‘Let’s Talk’ week.

***b) Recommendations to the service from the academic year 2014-2015 annual QA Report***

The Chaplaincy is asked to:

- 1) Continue to make effective use of Chaplaincy spaces to enable their use by a wide variety of faith groups and other relevant groups:**
  - Annual review of bookings to ensure a good range of societies are represented and space is fairly allocated and properly reflective of diversity.
  - On-going emphasis on inclusivity and hospitality so that people of all backgrounds feel welcomed.
  - We worked intentionally with SSOs within CHASS in 2015-16 to inform them of the ways in which students and staff can access the Bristo Square Chaplaincy Centre, and make use of its calm spaces and also have access to Chaplain support. The SSOs convened a meeting at the Centre, we gave them a tour, and at their request put in follow-up support/conversation meetings with them. SSOs are often short of space to see students. They reported feeling glad to know that they can send students to the Centre, and inform students of the resources we offer.
  - Space given to new Well-being Society, to develop Qi Jong sessions in the Bristo Square Chaplaincy Centre. The students involved went on to develop with the Chaplaincy the Project Elpis initiative that took solar panels to refugees in Greece to enable the recharging of mobile phones.
  - Chaplaincy has advised on new prayer and reflective spaces at UoE sites: the Dental Institute; Usher Institute at the Medical School.

**2) Use the Creative Brief developed to promote the work of the Chaplaincy and the opportunities for support and development it offers for all students:**

- The Creative Brief, shown below, has implicitly informed our work with students and staff, especially in new interfaces, such as our working with SSOs in explaining opportunities to let students know about the Chaplaincy.
- The Creative Brief was used with ECA design students who produced some Graphic Designs to depict the Chaplaincy ethos.
- Plans afoot for 2016-17 to work with CAM in exploring how to use the Creative Brief in creating an image of the Chaplaincy for the UoE and for public engagement.

**Focus Group Outcomes and 'Creative Brief'**

We have run a series of Focus Groups with student and staff users and non-users, with some assistance from EUSA and from the Business School. The purpose has been twofold: to understand people's perceptions of Chaplaincy; to clarify and think how better to communicate the nature of the Chaplaincy. Out of these focus groups we developed a creative brief (shown below), with the help of the Buddhist and Humanist Honorary Chaplains, both of whom have backgrounds in advertising. We intend to use this brief to inform how we present the Chaplaincy across the University.

**Chaplaincy Creative Brief**

The Chaplaincy is one of the University's best-kept secrets. A surprising range of people hang out there because it's a place that makes stuff happen. Some of them are atheists, who go there despite the religious connotations of the word 'chaplaincy', because they are politically active and socially conscious: people who want to reach out beyond what divides them in order to make the world a better place.

The Chaplaincy's current slogan is "For People of All Faiths and None", but the time has come to present it in a different way so that all students become aware of its existence, regardless of their relationship with religion, and choose to discover for themselves what Chaplaincy can offer them.

<b>Target audience:</b>	Students and staff of U of E
<b>Objectives:</b>	Increase engagement
<b>Tone of voice:</b>	Friendly, direct, contemporary
<b>Single minded proposition:</b>	Best kept secret
<b>Key benefits:</b>	Surprisingly, you'll like it here
<b>Reasons to believe:</b>	Testimonials from students
<b>Audience takeaway:</b>	I should check it out
<b>Deliverables (outdoor, print, TV etc.):</b>	Web, leaflet, new ID
<b>Budget:</b>	TBC
<b>Schedule:</b>	This term

<b>What Chaplaincy Isn't</b>	<b>What Chaplaincy Is</b>
A bit sad and gray	A place you'd want to be
Commercial	Sustainable and comforting
About drinking	A great place to cook and eat
Impersonal	A welcoming and supportive second home, with like-minded people
Just for the religious	Spiritual, reflective, non-judgmental
Consumerist	Activist
Noisy	Quiet, calm, meditative
Evangelical	A listening space, a place for community

**To consider how insights from the “What’s a University for” (WUF) series can benefit development of the University Strategy Plan, if not already incorporated:**

- The Chaplain fed to Tracey Slaven and team the key values that participants in the WUF Series articulated for the UoE: scholarship, collegiality and the common good.
- The Chaplain gave a presentation on the WUF Series to Senate.
- Members of the Strategic Planning team were invited to and attended the key public WUF event in 2015-16, on Climate Change, and noted the values and strength of feeling articulated, especially by the students.
- The Strategic Planning team were kept informed of the WUF plans and schedule, which including the on-going ‘Conversations towards a Compassionate University’, with an open invitation to attend.
- The Quality Assurance Team of Academic Services held a discussion of the WUF Series for their team away day and we supplied them with material to assist with that.
- The WUF Series with reflective insights will be written up for export in 2016-17, and will form a resource for on-going planning.

## 2. Fit with Strategic Plan Goals

### STRATEGIC GOALS

#### Excellence in Education

- Continuing to lead and develop the “What’s the University for?” Series (WUF), in collaboration with students, tutors, IAD, EUSA Global, DEI and Engag/Ed, and for this to serve improvements in student experience of teaching and learning. Development of a large network of students and staff from across all UoE sites engaged in WUF, with feedback taken to Central Management Group, SEAG and ESG, changes to teachings styles within sociology and anthropology, consultation around values and academic citizenship, and adoption of WUF methodology by General Council, Internationalisation, and strategic planning within SRS.
- Establishing an Edinburgh Award in Mindfulness. 25 students took the Award, and will become Mindfulness Ambassadors in 2016-17.
- Contribution to compassion teaching for the Medical School: Compassion in Health Care (Special Study Component for Edinburgh University Medical Students).
- The Associate Chaplain Alison Newell was part of the editing team for the second Tools of the Trade poetry book which was given to every graduating Medical student in Scotland
- Enhancing DEI provision. Take-up of opportunities for phone and skype counselling, and google hang-outs – but in single figures.
- Contribution to teaching within Divinity. The Chaplain nominated for EUSA Teaching Awards for the past three years, and contributing to new online Masters module in philosophy of religion.

#### Excellence in Research

- The Chaplain is a world expert on religious (Protestant) fundamentalism and attracts PhD enquiries in this area. She publishes on this topic and wider themes within philosophical theology, including in 2015, “Fundamentalist Readings of the Bible” in *The New Cambridge History of the Bible, vol. 4, 1750 to the Present*, ed. John Riches (Cambridge University Press, 2015), pp. 328-43; “Fundamentalist Approaches to Religion” in *Routledge Handbook of Contemporary Philosophy of Religion*, ed. Graham Oppy (Routledge, 2015), pp. 74-89, and in 2016 ‘Feminist Epistemology of Theology’ in *The Oxford Handbook of the Epistemology of Theology* ed. W. J. Abraham and Fred Aquino (Oxford University Press), in press. She is also Book Series editor for the British Society for the Philosophy of Religion, with Routledge, and is currently co-editing a volume on *Atheisms* with Victoria Harrison who holds a Chair at the University of Macau, China. She is co-investigator for a new grant-funded Lecture Series: ‘Lectures in Science, Religion and Human

Flourishing', awarded in 2016 for five years, funded by the Templeton and Blankmeyer Foundations, and held in conjunction with St Andrew's University.

- The Associate Chaplain, Rev Alison Newell, brought together the speakers for the half day conference Reconnecting to Compassion to feed into both the Compassion Initiative at the university and the WUF ongoing work on a Compassionate University.
- The Chaplaincy provision of mindfulness training is researched in an on-going basis by Dr Amanda Martindale, Lecturer in Sport & Performance Psychology at Moray House so as to track and better understand some of the benefits of mindfulness practice. A grant application to Seed Corn Trust is planned to further this research.

## **ENABLERS**

### **Quality People**

- 100% rate of completion of Annual Reviews.
- The Honorary team is an extensive network of over 25 dedicated people from across a wide range of faith and belief traditions, who give their time freely to the University. The Chaplaincy convenes them fortnightly for support, training and embedding within the UoE networks and culture.
- We provide safe and accessible working environments with particular attention to creating an atmosphere of welcome and inclusivity, and maintaining areas of sanctuary. We maintain clear health and safety standards in relation to bookings and use of kitchen facilities.
- We had two placements students in 2015-16: Liam Frazer, candidate for Ministry with the Church of Scotland; and Nick Bowry, ordinand with the Scottish Episcopal Church. Liam focused on the Religion-Atheism interface and helped us pilot work in religion and belief literacy Nick undertook field research on people's experiences of being Christian and starting university. He also ran film-discussion evenings at Pollock Hall, where he has worked as a Warden for many years.

### **Infrastructure**

- Rolling programme of renovation of the Chaplaincy Centre in Bristo Square, particularly to the drop-in space and Sanctuary, and meeting rooms.
- Developing usage of the new Chaplaincy rooms at KB
- Advising on prayer and sanctuary spaces in a range of sites: the New College Sanctuary, the Vet School, the Dental Institute and the Usher Institute.

## **STRATEGIC THEMES**

### **Outstanding Student Experience**

- Ensuring that the UoE remain a top-rated University for Faith Provision in the International Student Barometer.
- Keeping the Chaplaincy high in its satisfaction ratings for student support in internal UoE surveys,
- Promoting student health and well-being and safety through provision of one-one support, rollout of mindfulness practice across the University, partnering with Counselling, Disabilities, CSE, Healthy University, IO Student Support, Accommodation Services, and working closely with PTs and SSOs to provide comprehensive cover.
- Maintaining prompt, professional and caring response in case of emergency or death, and quick response to student and staff seeking non-emergency support.
- Creating inclusive spaces and events for students and staff alongside one another, so as to foster a sense of belonging to a learning community. The WUF Series specifically promotes dialogue and generates activity to foster togetherness within the learning community.

- Promoting inclusivity through extensive multi-faith and belief activity, including fortnightly 'Exploring our faith' meetings, community meals, speaker events and workshops, Multi-faith and belief services, vigils and pilgrimages, and spiritual practices from diverse traditions.
- Providing high quality Services in the form of Christmas Carol Service, University (Start of Session) Service, Remembrance Day Service, Anatomy Service (in honour of those who have left their bodies to science, and involving all first-year Medics); and ensuring a breadth of faith and belief provision, including for Diwali, Eid, Hanukkah, Lunar New Year, and Thanksgiving.

## Global Impact

- The Chaplaincy collaborated with and co-sponsored Project Elpis to take an interfaith group including two Arabic speakers to the Greek Refugee camps in Athens and Lesvos (29 May-4 June 2016). Project Elpis and the founders, 2 young environmental science students who had been engaged in Chaplaincy initiative throughout 2015-16, needed financial support to produce small solar power units designed to charge mobile phones for the refugees. A mobile phone is often a lifeline for the refugees in contacting people back home and in travelling. The Chaplaincy saw the potential of this project for multi-faith and humanitarian work in behalf of the University. The Chaplaincy with support from Heartbeat enabled the piloting and delivering of two solar powered mobile phone charging devices without which the project would not have got off the ground. The Chaplaincy arranged for the President of the Islamic Society to be on this trip together with another Arabic speaking student with experience of refugee work. They translated in the camps and the President of ISoc gave a session on Ramadan for the NGOs working in the Lesvos camps, and the Project Elpis founders were interviewed by BBC Good Morning Scotland while in the camps in Lesvos with the Chaplaincy team. The University Press office picked up on the initiative and went out to make a film. The Chaplaincy-led University Service, at the start of the academic session 2016, picked up on the theme of refugees and brought together Project Elpis and the University of Edinburgh German department who had also been involved in refugee work in the 2016. The Principal mentioned Project Elpis at numerous speaking engagements and it was given a high profile place on the University website:

<http://www.ed.ac.uk/news/2016/project-elpis>

Project Elpis also featured on Facebook and crowd-funded sites:

<https://www.facebook.com/Elpis-502263686647257/?fref=ts>

<https://www.indiegogo.com/at/projectelpis>

- On-going outcomes of the Soweto Melodic Voices Project include links between Prestonfield Primary School, Edinburgh, and MxLosi Primary School Soweto; a creative music project in primary schools in Edinburgh, originating with the choir's visit to Dalry Primary school, and spearheaded by a PhD student at Moray House; the development of youth project 'Staged for Life' for unemployed people in Edinburgh, generated by a member of the Soweto Melodic voices team, who took music, stage and recording training out to Soweto to provide the choir with the skills to pass on to new generations of young Sowetans. The Chaplaincy advised the application to the MasterCard Foundation to fund scholarships for African students, and is now assisting with the support for the MasterCard scholars.
- Camino Interfaith Peace Pilgrimage is now in its third round, and makes faith communities and universities in UK and USA aware of engagement across difference.
- Associate Chaplain leading interfaith retreats/pilgrimages in New Mexico USA, and retreats for international pilgrims on Iona and bringing global experience from troubled places around the world through the training offered in the Chaplaincy by Dr Pat Cane with the organisation Capacitar, an organisation for trauma healing and transformation working in 80 countries in the world.
- The Chaplaincy worked with Queen Margaret University to bring over from the USA Rabbi Stephen Fuchs for a week's events around Holocaust Memorial Day. The Rabbi has an international reputation, and he preached at St Giles' Cathedral; the first Rabbi ever to do so.

## **Lifelong Community**

- Engagement with alumni to assist with fostering sense of University of Edinburgh family; through work with General Council and Graduations, and formal events such as Carol Service.
- Engagement with local community through: public engagement events; the faith and belief communities of our Honorary Chaplains and Belief Contacts; the Chaplains' roles on local councils including Edinburgh Interfaith Association; and Old Town Ministry Network.

## **Social Responsibility**

- Hosting and actively encouraging the University's Amnesty Society; the Hearty Squirrel Food Co-operative, who run a weekly café at the Chaplaincy; People and Planet; Save the Children, and numerous volunteer groups and fund-raising initiatives.
- Coordinating of Societies working to support Refugees, meeting weekly with Amnesty International, Save the Children and STAR, and resulting in a Save the Children exhibition in the Chaplaincy, a Multi-faith Service followed by outdoor vigil, and assistance with an Amnesty International ceilidh in Teviot to raise money for the crisis. For further information on refugee response and other social responsibility engagement, see the SRS blog: [www.sustainability.ed.ac.uk/blog/2015/chaplaincy-promotes-social-responsibility-and-sustainability-during-interfaith-week/](http://www.sustainability.ed.ac.uk/blog/2015/chaplaincy-promotes-social-responsibility-and-sustainability-during-interfaith-week/)
- Worked with the IO to hold a Vigil in George Square following the Paris and other terror attacks of autumn 2015, with the Principal, Fiona Hyslop MSP and a representative from the French Consulate in attendance. The Muslim Chaplain's contribution was especially appreciated by the large gathering.
- Camas project (begun in 2015 and repeated in 2016) to bring together students with vulnerable adults from the local Grassmarket Community, to learn together across difference by engaging in a week at the environmental centre on Mull Camas. Students gaining confidence in relating with and being creative with those with a very different life experience. As a result, students from Social Work now work on placement at the Grassmarket Community Project.
- Creating and hosting a Reconnecting to Compassion Conference: a half day conference linking multi-faith and belief issues with exploration of compassion in our lives, in our society and in our world. The Conference was fully booked with 150 participants.
- The Chaplaincy hosts a box for the Food Sharing initiative, for non-perishable goods and bread which is accessed weekly by the students. Food Sharing is a Scottish wide community of people aiming to reduce food waste, by providing a platform through which retailers and individuals can share food. Reducing food waste helps to decrease Carbon emissions and improves food security.

## **Partnerships**

- On-going development of the Compassion Initiative, with Global Health Academy, Royal College of Surgeons. and Stanford University.
- Partnership with St Andrew's University and with the Divinity School of UoE in receiving a five-year grant from the Templeton and Blankmeyer Foundations to fund a lecture Series on 'Science, Religion and Human Flourishing'

## **Equality and Widening Participation**

- Establishment and hosting of the Religion and Belief Advisory Group, to monitor and advise on Equality and Diversity.
- Close working with the Religious Literacy Leadership in Higher Education Project (HEFCE funded), importing its insights to Scottish HEIs. Held a conference in May 2016 for UoE members and Chaplains and staff of other universities, following a first conference that we hosted in 2013.

- Running Equality and Diversity training with the Vet School, as a pilot in 2016 and to be continued in future years, drawing on the Chaplaincies Honorary Team and bringing in the expertise of the Imam of the Central Mosque.
- Holding Focus Groups on Religion and Belief Literacy, with students and Honorary Team members, with a view to:
  - Developing a course for students;
  - Rolling out training to UoE Schools and Areas seeking input;
  - Working with local primary and secondary schools on conversations across diversity.
- Supporting primary and secondary schools in the Lothians who are looking for representatives from diverse faith and beliefs to deliver school assemblies. Members of the Honorary Team help with speaking at schools.
- Working with Sikh Sanjog to help improve access to higher education for young Sikh girls in their community.

### 3. Service Usage Figures

#### Average weekly usage figures 2015-16 at the Chaplaincy Centre, Bristo Square

Semester 1

Weekday drop-in, 1880

Evening usage, 1058

**Total 2938**

Semester 2

Weekday drop-in 2075

Evening usage 1003

**Total 3078**

This is slightly up on last year's figures (given below). Average headcount of service users remains around the 3,000 mark from year to year.

#### Headcount figures for 2014-15

Semester 1

Weekday drop-in, 1890

Evening usage, 1121

**Total 3011**

Semester 2

Weekday drop-in 1925

Evening usage 849

**Total 2774**

The weekend conference numbers are not included in these figures for either 2014-15 or 15-16

The headcount figures remain constant across the years, and we are up to capacity in the Chaplaincy Centre both for bookings and for drop-in, where students are needing to sit on the floor at busy times of the day.

The Chaplains also conduct much of their work outside of the Chaplaincy Centre, where we do not gather usage figures or other data. We have rough figures for attendance at regular practices such as Mindfulness in diverse sites, and also for attendance at the Carol Service (c. 1,250) and Remembrance Sunday (c. 700).



In 2015 we also conducted a largescale outdoor vigil in George Square following the terror attacks in Paris and around the world, with attendance of 200-300 (estimate).

The Carol Service in 2015 took place in St Giles for the first time, while the McEwan Hall is undergoing development. The numbers were very high, one estimate being 1,400. This put a lot of pressure on the Cathedral and we have discussed how to manage the numbers for 2016.

#### **WEBSITE USAGE – GOOGLE ANALYTICS**

The Chaplaincy website had 39,276 unique visitors for 2015-16, which was down from 41,443 the previous year. There is a 'longer neck' in the figures for 2015-16 webpages, which suggests that people are visiting the Chaplaincy site for more reasons than before. Events remains the most visited page, and Mindfulness the second most visited, as shown in the table overleaf taken from Google Analytics.

Pages

Sep 1, 2015 - Aug 31, 2016

This report includes a high-cardinality dimension, and some data has been grouped into (other). [Learn More](#)

All Users  
100.00% Pageviews

Explorer



This data was filtered with the following filter expression: /chaplaincy/

Page	Pageviews	Pageviews	Contribution to total: Pageviews
	<b>39,276</b> % of Total: 0.03% (131,888,477)	<b>39,276</b> % of Total: 0.03% (131,888,477)	
1. <a href="#">www.ed.ac.uk/chaplaincy/events</a>	<b>4,365</b>	11.11%	
2. <a href="#">www.ed.ac.uk/chaplaincy/events/mindfulness-meditation</a>	<b>3,134</b>	7.98%	
3. <a href="#">www.ed.ac.uk/chaplaincy/wellbeing-and-mindfulness</a>	<b>1,932</b>	4.92%	
4. <a href="#">www.ed.ac.uk/chaplaincy/about/staff-and-team/honorary-chaplains</a>	<b>1,357</b>	3.46%	
5. <a href="#">www.ed.ac.uk/chaplaincy/about/staff-and-team</a>	<b>1,229</b>	3.13%	
6. <a href="#">www.ed.ac.uk/chaplaincy/events/camino-peace-pilgrimage-2016</a>	<b>1,222</b>	3.11%	
7. <a href="#">www.ed.ac.uk/chaplaincy/about</a>	<b>1,218</b>	3.10%	
8. <a href="#">www.ed.ac.uk/chaplaincy/about/contact</a>	<b>1,188</b>	3.02%	
9. <a href="#">www.ed.ac.uk/chaplaincy/facilities/locations/kings-buildings</a>	<b>1,172</b>	2.98%	
10. <a href="#">www.ed.ac.uk/chaplaincy/faith-and-worship-facilities</a>	<b>1,113</b>	2.83%	
11. <a href="#">www.ed.ac.uk/chaplaincy/about/staff-and-team/chaplaincy-staff/university-chaplain</a>	<b>1,094</b>	2.79%	
12. <a href="#">www.ed.ac.uk/chaplaincy/events/reconnecting-to-compassion-conference</a>	<b>1,043</b>	2.66%	
13. <a href="#">www.ed.ac.uk/chaplaincy/facilities/locations/bristol-square</a>	<b>1,020</b>	2.60%	

## CHAPLAINCY FACEBOOK6

The Chaplaincy's Facebook page has 712 followers at the time of this report and this has been steadily increasing as shown in the graph below.



Taken from: <https://www.facebook.com/EdinburghChaplaincy/>

Comparable chaplaincies at Russell Group universities in January 2015 were:

- Bristol – 139
- Cardiff – 243
- Exeter – 62
- Glasgow – 154
- King's College – 173
- Nottingham – 171
- Sheffield – 112
- Southampton – 220

We are aware that our level of public engagement increases our number of Facebook followers, which would seem to be relatively high for a University Chaplaincy.

We launched a YouTube Channel in 2014-15, and of the films uploaded, the most viewed is the University Carol Service (1,882 views), followed by a film, on Mindfulness (885 views) and a film of Soweto Melodic Voices (729 views).

## USERS OF SPACE FOR 2015/16

The Chaplaincy Centre is fully booked in semester time every year, and we aim each year to make space for some new groups. We prioritise space for religious and belief societies, and then social welfare societies, and aim also to give space to creative societies. A growing trend in 2015/16, which began the previous year and is reflected in space allocation, is an interest in well-being societies and a higher number of events to promote mental and spiritual well-being.

Two new initiatives in 2015/16 brought undergraduates, postgraduates and staff together for penetrating conversation about hopes, aspirations and the University: "The Compassionate University" conversations under the umbrella of "What's the University for?"; and a U.Lab hub, for those wishing to develop initiatives and benefit from peer-coaching, following the impetus of MIT's Theory U leadership MOOC.

An ongoing initiative introduced in 2014/15 particularly supports postgraduates, “Spiritual Conversations on Living and Dying Well”, frequented mostly, though not exclusively, by postgraduates and facilitating discussion of matters of ultimate concern. At the request of participants both continued into 2015-16.

**Those who use the Chaplaincy for its faith, belief and social-welfare provision include:**

- a) **The University’s religious and belief societies**, all of whom come under the umbrella of the Chaplaincy for provision and guidance:
  - Bahá’í Society
  - Buddhist Society
  - Christian Union
  - Hindu Society
  - Islamic Society
  - Jewish Society
  - QiGong Society (new)
  - Quaker Society
  - Student Christian Movement
  
- b) **Social-welfare and campaigning societies**, who use Chaplaincy Centre’s meeting rooms and resource area for the weekly activities:
  - Amnesty International Society
  - Amnesty International Letter Writing
  - Bollocks to Poverty Society
  - First Aid Society
  - Save the Children Society
  - Student Voice for Animal Rights
  - WaterAid Society
  
- c) **Creative and well-being groups:**
  - African Dance Society
  - Ballroom Dancing Society
  - Create Society
  - Female Voice Choir
  - Les Escogriffes Society
  - Modern Dance Society
  - SocieTEA
  - Theatre Paradok
  - University Singers
  - Yoga Society
  
- d) **New users in 2015/16:**
  - Amnesty International Equalise Meeting (new)
  - Revelation Rock Gospel Choir (new)
  - Young Carers Group (new)
  
- e) **Language and International groups:**
  - TANDEM Language Café

**Table 1.1      Groups using Bristo Square Chaplaincy Centre**

**University Religious/Spiritual/Meditation Societies/Groups:**

- Bahá'í Society
- Buddhist Society
- Christian Union
- Hindu Society
- Islamic Society
- Jewish Society
- Quaker Society
- Qi Gong Society (new)
- Student Christian Movement

**External Religious Groups/Events:**

- Ismailis

**Other Religious/Multi-faith Initiatives:**

- Capacitar Tai Chi
- Chaplaincy Welcome Week Fair
- Chaplaincy Welcome Week Pre-Opening Ceremony Lunch
- Chaplaincy Welcome Week First Sunday Lunch
- DreamWhispering 101
- Gaelic Prayer (new)
- EU Carol Service
- EU Children's Christmas Party
- EU Christian Union Event Week Talks & Lunch Bars
- EU Christian Union Freshers Week Events
- EU Christian Union Lunch Bars
- EU End of Term Service with Notre Dame Choir
- EU Hindu Society Diwali Celebration
- EU Islamic Society Eid Celebration
- EU Islamic Society Freshers Week Welcome Dinner
- EU Jewish Society Holocaust Memorial Day Events
- EU Jewish Society Friday Night Dinner
- EU Student Christian Movement Freshers Week Event
- EU Student Christian Movement Meet Up for Churches
- Exemplar Reasoning and Conversion Stories Meeting
- Exploring our Faiths
- Holy Communion
- Honorary Chaplains' Meetings
- Indoor Labyrinth
- Interfaith Week Care for the Environment Exhibition
- Interfaith Week Our Faiths Honour the Earth Event
- Mindfulness Meditation
- Mindfulness Meditation Staff Training Course
- Mindfulness Meditation Student Course
- Mindfulness in Nature Course
- Reconnecting to Compassion Conference
- Religious/Belief & Conflict Literacy Planning

**Other Religious/Multi-faith Initiatives continued:**

- Religious Literacy Meeting
- Spiritual Conversations – Living & Dying Well
- Spiritual Conversations – More conversations around dying.
- Taize Prayer
- Yoga

**Non-Religious University Societies:**

- African Dance Society
- Amnesty International Society
- Amnesty International Society Equalise Meetings
- Amnesty International Letter Writing
- Ballroom Dance Society
- Bollocks to Poverty Society
- Create Society
- ESCAPE (Edinburgh Students Coalition Against Poverty)
- Female Voice Choir
- First Aid Society
- Les Escogriffes Society
- Modern Dance Society
- Save the Children Society
- SocieTEA
- Student Voice for Animal Rights Society
- Theatre Paradok
- University Singers
- WaterAid Society
- Yoga Society
- Young Carers Group

**Internal/External Non-Religious Groups/Events:**

- 40th Anniversary of Chaplaincy Event
- Amnesty Scottish Students Conference
- Audacious Women Festival – Moving Minds Exhibition
- Compassionate Care Module
- ESCA Meadows Marathon Registration
- EUSA Advice Place Volunteers Training
- EUSA eVOLve Christmas Party for Older People
- EUSA Freshers Week Events
- Internal/External Non-Religious Groups/Events cont:
- EUSA Mental Health & Wellbeing Week Exhibition
- EUSA Tandem Languages Café
- EUSA Therapets Event
- EU African Dance Society Workshop
- EU Department for Social Responsibility and Sustainability Freshers Food Festival
- EU Disability Office (using room for Counselling Sessions)
- EU ECRED Experience of Dementia Meetings
- EU Global Health Academy Networking Event
- EU Great Cake Bake – World Record Attempt.
- EU Innovative Learning Week Peer Learning & Support Workshop

**Internal/External Non-Religious Groups/Events continued:**

- EU LangSoc Study Session
- EU Malaysian Students Association Event
- EU Music Society Rehearsal
- EU Student Mental Health Co-ordination Group Meeting
- EU Student Support Officers Meeting & Training Sessions
- EU Office of Lifelong Learning SCO Explore Day x 2
- EU Paws Against Stress Event
- EU Photography Society Potluck Supper
- EU Post Gifford Lecture Discussion Group
- EU Refugee Awareness Exhibition
- EU Retired Staff Association
- EU Save the Children Training Session x 2
- EU Visit from Bowling Green State University
- Food Sharing Initiative
- Fringe Festival
- Honorary Anglican Chaplain Vestry Meeting
- In My Presence Participative Art Event
- International Office Networking Event for Dependents
- Knights Templar Charity Planning Event
- Memorial Service
- Out of Sight, Out of Mind Mental Health Exhibition (including opening event)
- Refugee “pull together” Planning Meeting
- Sick Kids Memorial Service
- Thanksgiving Meal with EUSA & International Office
- ULab Coach Circle
- ULab Hub Meetings
- What’s the University For Climate Change meetings
- What’s the University For – Personal Politics of Climate Change Event

**Table 1.2 Categories of Chaplaincy Usage by University Community:**

- Staff
- Students – Undergraduate, Postgraduate (PG) Taught and PG Research
- Religious Societies
- People wanting a relaxed, drop-in, de-stressing, meeting or prayer space (Bristol Square Chaplaincy Centre, King’s Buildings, Moray House, and Summerhall)
- International Students
- Vulnerable Students and Staff
- Students and Staff seeking non-alcoholic space for social meeting
- Alumni and Former Staff

In 2015-16, placement student and ordained Nick Bowry (also a long-term Warden and Pollock Halls) conducted research on faith development amongst first year Christian students. He was testing the report: Guest, M., Aune, K., et al (2013). *Christianity and the University Experience*. London. Bloomsbury Publishing plc, which concludes that for individuals with a Christian faith that go to a traditional or elite University (Edinburgh University would be in this category), 55% of them will retain the same level of faith commitment, whilst 26% will become ‘more religious’, and only 19% become ‘less religious’. 40% of them will be in an environment where they have 3 or more close Christian friends (pp104-107). Nick Bowry interviewed a mix of Evangelical, Episcopal and Roman Catholic students and gained insights about how they relate to faith societies and to the Chaplaincy, consonant with the report by Guest et al.

His findings and analysis include:

- Faith societies and groups enable them to have and be part of a familiar faith group, with value imbued in the fellowship and relationships within that group;
- All of the interviewees have found University to be a place of choices and opportunities; coming to university has enabled students to make choices about how they interact with their faith;
- Students would gravitate to faith groups and societies that gave some sense of continuity with their home faith life; only where a student intentionally wishes to slough off their old faith identity would they use this opportunity to drop their faith involvement, or change it in some way;
- Students who attend SCM value it for its open, inquiring stance;
- Their fellow students respect their faith and it would appear to be a non-issue for the interviewees; their faith is part of their identity and their peers seem to get that;
- Agreement with Guest's research (p. 134), finding that Christian faith seems to provide a useful anchor for Christian students, and also that the impact of the life changes experienced in coming to University was lessened by joining a faith society;
- "The interviewees said that as well as using the faith societies, their use of the Chaplaincy space at other times for studying and quieter and calmer space than other places was highly valued. 'It has a good atmosphere' to relax and study in, was a common view, and valued by the interviewees."

It has been interesting to read the fruits of Nick's research alongside UCAS statistics on religion and belief identification amongst UK domiciled accepted UG applicants for 2014-15. The statistics show that 1211, 32%, of our UK domiciled UG students declare themselves to be Christian, which is a significantly higher percentage than that in some wider surveys of the younger population (eg YouGov state that only 22% of 18-24 year olds identify as Christian).

It seems significant to reflect on the experiences that the Christian students discussed with Nick, compared to the experiences we have heard from Jewish and Muslim students, some of whom feel inhibited to display aspects of their faith within the University. That said, we hear sometimes anecdotally indicators from Christian and other faith-affiliated students that they feel that their faith is not respected on campus.

Nick Bowry also ran 'Thinking Films' evenings at Pollock Hall, and the greatest take-up was amongst Chinese students, such that the conversations often turned on cultural differences between East and West.

## 4. Innovations and Successes

### **Consolidating New Initiatives for Induction**

So as to further extend a welcome to freshers, and to help students to become aware of the Chaplaincy early in the time at the UoE (responding to feedback from student users that they wish they had discovered the Chaplaincy earlier):

- Chaplaincy Freshers Pre-Opening Ceremony Lunch – auditorium full (capacity 200), and timing seems fitting in providing a sense of welcome prior to the formal ceremony.
- Decision to run normal social drop-in throughout Welcome week to enable freshers to see the nature of semester-time provision, rather than earmark the space for special Welcome Week events.
- Participation in Induction Team events in the Assembly Rooms and in inductions on other sites.
- Mindfulness, Tai Chi and lunchtime Communion were well-attended in Welcome Week.
- Decision to begin the lunchtime provision of spiritual practice in Induction Week, to meet a need for calm practices and gatherings.
- Co-hosting with IO events for the dependents of International Students, and developing with them a café drop-in using the Methodist church in Nicolson Square.
- Participation in refresher induction events in January in conjunction with EUSA Global.



**Reflection:** Welcome Week is hard work for freshers, some of whom come to touch base with a Chaplain because of feeling overwhelmed. Moving to a regular drop-in service maintains the calm of the Chaplaincy Centre and helps students to see what is on offer for the rest of semester. It also enables returning students to use the drop-in during that week, and this creates a community within which newcomers can find a place. The pre-Opening Ceremony lunch is a way of introducing the Chaplaincy Centre and provision to large numbers of freshers at a sympathetic time within the Welcome Week diary. We continue our long tradition of Chaplaincy Freshers' Fair and lunch on Tuesday of Welcome Week, which is invaluable for Society reps of the Religion, Belief and Social Justice Societies, and members of the Honorary Team, to meet one another and to welcome freshers. A number of initiatives are devised each year at Chaplaincy Freshers Fair, such as shared meals between the Jewish and Islamic Societies, and debates between the Humanist Society and Christian Union. For the rest of Welcome Week the Chaplains assist with induction events across the University as well providing a steady base at the Chaplaincy Centre. We then provide a "First Sunday Lunch" at the start of teaching week 1, aware that the weekend can feel long and lonely to many freshers, and for this we work with the IO, EUSA Global, and the International Student Centre.

### **Developing New Weekly Provision and Embedding initiatives begun in previous year**

- Alongside the yoga classes introduced in 2014/15 with the support of an IP grant, to provide yoga with insight into its Hindu grounding, which enables us to offer Hindu practice alongside Buddhist, Daoist and Christian provision, in 2015/16 we facilitated a student Qi Jong initiative of the new Wellbeing Society, which helps to make mindfulness and Tai Chi type provision available to more students, amongst whom demand is high.
- Mindfulness roll-out: Mindfulness weekly drop-in sessions were offered across four sites: the School of Medicine, the Vet school, the Chaplaincy's new rooms at King's Buildings, and centrally in the Bristo Square Chaplaincy Centre. Three student courses were developed for those wanting fuller Mindfulness training: at the Chaplaincy Centre, at the School of Education and in the Botanical Gardens (Mindfulness and nature). These were made possible through contributions from the EUSA Wellbeing Fund and funding from the Student Experience Project. A second staff course was offered in cooperation with IAD. The Chaplaincy Mindfulness Initiative is looking into how to sustain this contribution to the University.
- Chaplaincy initiated an Edinburgh Award in Mindfulness for students who wish to take this as part of their mindfulness course. There were 25 student places available, and we had nearly 400 applicants. Those who have qualified for the award in 2015/16 will become 'Mindfulness Ambassadors' 2016/17. Their role is to expand the practice of mindfulness within the University supervised by the Chaplaincy.
- Introducing U.Lab hubs and coaching circles. U.Lab is a MOOC from MIT, developing Otto Scharmer's Theory U, and promoting engagement and prototyping for the positive transformation of business, society, and the self. The Scottish Government has been interested in the initiative, and the Chaplain and Associate Chaplain Geoffrey Baines attended Scottish Government presentations with Otto Scharmer ahead of setting up a Chaplaincy hub. Staff, postgraduates, and people involved through community engagement projects with the University Chaplaincy participated in the hub. The Chaplaincy hub itself was a group of eight, and we also helped plant a hub in High School Yards which focused on Climate Change, and we directed students with an environmental focus there.
- Spiritual Conversations on Living and Dying Well were back by demand: a set of lunchtime conversations for students and staff to enable conversation about matters of ultimate concern, face fears and find shared wisdom and sources of hope. The feedback has been that it is important for the University to have a space that enables such exploration because it is unusual to find opportunities to discuss fears and difficulties around dying, that it complements seeking counselling for bereavement, that the mixture of students and staff conversing on the same level is valued and unusual, and that the conversations enable sharing of wisdom.

- Introducing Dreamwhispering, a form of talent-mentoring, developed by Geoffrey Baines, to help people to identify and/or value their naturally recurring talents in the ways that they think, relate, and act.

### **New Community Outreach Initiatives**

- Project Elpis, as described above under Fit with Strategic Plan: Global Impact
- Coordinating Refugee Response, as described above under Fit with Strategic Plan: Global Impact
- Reconnecting to Compassion conference, with sponsorship from Interfaith Scotland, Edinburgh Interfaith Association, Global Health Academy and SRS, involved speakers from the Hebrew Synagogue, the Central Mosque, the Church of Scotland's Church and Society Council and Napier's Formula. Information above under Fit with Strategic Plan: Social Responsibility.

### **New Ways of Supporting UoE Staff and Their Support of Students**

- Support for SSOs across CHSS, providing meeting space and conversation on matters of difficulty in their support of students.
- Mindfulness Training Course for Admin and Academic Staff, with accompanying research into the benefits of Mindfulness. Places filled up quickly for this course, and a bid for further research funding will be made in 2015/16.
- Mindfulness drop-in sessions were run at Little France, Easter Bush, and Moray House; attendance at least 50% staff.
- Engagement with the Business School in working with staff to work with students on mindful approaches to leadership, drawing on both mindfulness and U.lab Chaplaincy work.

### **New Developments in 'What's the University for?' Series**

- "What's the University For?" Series (WUF) built on its partnership with Cities that Listen and with the Compassion Initiative, to develop a series of conversations on "The Compassionate University". These conversations enable sustained attention to themes that had come out of the events in 2014/15: 'Creating a University' and 'The Humane University'.
- WUF developed a second stream in 2015/16, working on 'The Personal Politics of Climate Change', with IAD, SRS, GeoSciences, the School of Divinity, Nourish, and student societies.
- The WUF format was taken up by the strategic planning of SRS, Internationalisation, and by General Council to be used at its meeting in London 2016. It has also been taken to Heriot-Watt University, and the format and reflections will be written up for export elsewhere.

## **5. Business Process Developments/New Ways of Working**

Decision to move to a full-time administrator, instead of two part-time posts, in order to make time-efficiencies and improve communication within the team. The new Full-time administrator began in December 2015, and the team is benefiting from more streamlined worked and administrative continuity.

Associate Chaplain Rev Alison Newell moved to 0.8 post, and Rev Geoffrey Baines, former Methodist Honorary Chaplain, joined the team as 0.2 to fill the gap. The effects are:

- Diversified one-one support sessions with students and staff, Geoffrey's specialism being to help people recognise and develop their talents.
- Bringing expertise from the Cities that Listen team into our planning for the "What's the University for?" Series, and helping to develop and embed initiatives from that Series.
- Training with U.lab theory of transformational leadership, working with the Scottish Government initiatives around Theory U, and introducing U.lab hubs and coaching circles to the Chaplaincy, and potentially to other areas, beginning with the Business School.

Expansion of the Honorary Team to include a Pagan Belief Contact, in response to requests from student surveys and in line with the recent practice of the Edinburgh Interfaith Association. Jean Fowler brings Pagan community networks into collaboration with Chaplaincy initiatives. She gave a presentation on Paganism at the Honorary team away day. She also sits on the Board of the Edinburgh Interfaith Association.

Exploring within USG the prospect of some administrative tasks, especially finance and HR, being handled across USG. The rationale is that for Chaplaincy, recruitment and some types of financial transactions are rare and require the Administrator/s to undertake refresher training for one-off circumstances, which is not time-efficient.

New Bookings System developed in conjunction with Central Bookings and Timetabling, in accordance with Prevent Compliance. This streamlines our systems and eases the management of bookings in the new KB Chaplaincy rooms.

### **Student Experience Services Communications Project**

The Chaplaincy Administrator participated in the Student Experience Services Communications Project, which focused on streamlining communication in three areas:

- Students Website – <http://www.ed.ac.uk/students>
- Student communications
- Staff website – <http://www.ed.ac.uk/staff>

It is too soon to tell whether this will simplify Chaplaincy communication activity.

### **What We Have Discontinued**

- Staff lunches and coffee mornings: attendance was waning as people's work patterns changed, and we have instead developed more activities that are attended by staff alongside students (see Spiritual Conversations, and the spectrum of lunchtime spiritual practices, Mindfulness roll-out, "What's the University for?" events and special evening functions).
- Multi-faith and belief meals at the weekends, which we have replaced by a range of events organised in conjunction with Edinburgh Interfaith Association, Interfaith Week, the IO, Global, and International Student Centre. This increases our partnerships, community engagement and relieves the team of some weekend working.

### **Some New Developments**

- Providing a Multi-faith panel for teaching of undergraduates at New College, with requests for further panels in the following academic year. This is a new way of working with the Honorary Team and drawing upon the team as a resource for the UoE.
- The Camino Interfaith Pilgrimage has been continued by a Doctoral student who went on the first Camino in 2013/14. He is working with the group Heartbeat, with whom the Chaplaincy partners for the Camino. This has enabled the Chaplaincy to encourage a further six students to undertake the Camino and develop their interfaith experience, whilst the resourcing is moved to Heartbeat and to personal financing. This has freed up some Chaplaincy funds and the Associate Chaplain's time to resource the Camas Project in June 2015, as a community-engagement and social-responsibility initiative.

## 6. User communications and feedback

The Chaplaincy has received no complaints in this reporting period.

### **ESES Results 2016**

Overall rating for Chaplaincy sits at 73%, 2% down from 2015. We are remaining in the 70s, having seen in 2014 an 11% increase from the year before.

We note that satisfaction with the Chaplaincy increases as year of study increases: those in year 1 of study rate the Chaplaincy at 68%, with a steady increase to 75-76% in years 2-4, and up to 86% for those in years 5+. This is the opposite direction of travel to the results for UoE satisfaction overall.

We are aware that students in their 3<sup>rd</sup> and 4<sup>th</sup> years make most use of the Chaplaincy drop-in and have a strong sense of making the Chaplaincy their home. We also have a lot of engagement with graduate students, and the overall satisfaction statistics would seem to reflect that. It is difficult to glean specific information from the PTES survey in order better to understand postgraduate levels of satisfaction with the Chaplaincy.

Chaplaincy is rated highest among CMVM students: 78%. We are rated 71% by both CHASS and SCE. The higher rating among CMVM students may reflect the delivery of mindfulness provision at the Vet School, Medical School and Little France, Tai Chi and Equality and Diversity Training at Easter Bush, and the development of a student mindfulness training course in collaboration with medical students.

Nonetheless, the highest number of positive free-text comments have come from students in CHASS.

### **FREE-TEXT COMMENTS FROM THE ESES SURVEY 2016**

**Chaplaincy received the below positive verbatim comments:**

#### **From CHASS:**

- “The Chaplaincy is one of my favourite” (HCA)
- “I love the Chaplaincy space” (HCA)
- “As usual, I feel there is a persistent taboo in the area of religious belief. While professors try hard to get students to understand the importance of understanding why people believe what they do and to respect, there is still an underlying sense that it is something of the past that can only be examined in that context. With university services in this respect, the Chaplaincy is fantastic. However, when approaching staff in other buildings, such as the library, to ask if there were any facilities that could be used briefly for prayer, the response, while still reasonably respectful, gave the impression that it was an inappropriate thing to ask. I have also been aware of other students feeling harassed due to their ethnicity.” (HCA)
- “The chaplaincy is a great place to hangout with friends and not have to worry about staff or others interrupting you.” (HEA)
- “I absolutely LOVE the chaplaincy. Such a great place to study.” (LAW)
- “the Chaplaincy is a very nice place. It's good that students can use the microwave and get coffee and tea in the Chaplaincy. However, it would be very good to have more microwaves available for undergraduate students on campus.” (LLC)
- “I regularly study, do activities and or meet friends in the Chaplaincy which is one of my favourite parts of the university. The non-academic/extra-curricular side to the university is really excellent and rich in opportunities; I have been really impressed and I couldn't fault it.” (LLC)
- In response to a question about positive aspects of UoE experience: “studying and meeting friends in the Chaplaincy” (LLC)

- “the chaplaincy has a welcoming environment.” (LLC)
- “Chaplaincy staff v helpful with society room booking” (LLC)
- “The Chaplaincy is a really great environment.” (LLC)
- “Free tea in the chaplaincy” (LCC)
- “The chaplaincy has been great for quiet places to study and also for a society I am a part of” (PPL)
- “I think the chaplaincy is a big asset to the university” (PPL)
- “We need at least 5 times more spaces like the chaplaincy or DHT/potterrow cafes. They are always busy - there is clearly demand for more such spaces.” (PPL)
- “EUSA, chaplaincy, careers service, sports and exercise gym and activities amongst others are really great to have around university.” (SPS)
- “The Disability Service is first class, as well as the chaplaincy and the Advice Place.” (SPS)
- “free tea + coffee at chaplaincy” (SPS)

#### **From CMVM:**

- “The chaplaincy, is the greatest space on earth, I rely on it heavily. It should be invested in.” (BMS)
- “chaplaincy is great, love the free access to hot water, would be good if this was available in the library, would be encouraged to spend more time there if i didnt have to pay £2.50 for some hot water and a tea bag” (MED)
- In response to the question: “Looking back on your University experience so far, please highlight any particularly positive aspects in the box below”: “Chaplaincy” (MED)

#### **From CSE:**

- “I really like the Chaplaincy and the societies I am a part of”. (CHE)
- “the chaplaincy are soo [sic] good. I hope there is a mini chaplaincy for each building as it is so hard to go to one chaplaincy when you have a limited time.” (ENG)
- “Other services are good, especially the advice place and the chaplaincy.” (GEO)
- “Chaplaincy here in Edinburgh is just amazing, more than Very Good that I could select.” (INF)

#### **There was one negative comment:**

- “Found Chaplaincy unwelcoming” (HCA).

We are sorry to see that one student reported finding the Chaplaincy unwelcoming. We do not have the information to understand what lay behind that experience. Providing a warm welcome is one of our primary aims, and if we feel we have slipped we discuss this at team meetings. We are glad of the superlative tone in which some other students express their satisfaction with the Chaplaincy.

We are aware that the students appreciate the ‘free’ tea and coffee! The hot drinks are technically by donation, to a designated charity each year. In 2015-16 we collected for Save the Children in connection to the Refugee crisis work that we were doing together with students. From 2016 onwards we are making the donation aspect more explicit, with a suggested donation of 20p per cup, and as a result are seeing a marked increase in the funds raised for charities (currently Médecins Sans Frontières). At the same time, it is important to us and to our users that the Chaplaincy is not a commercial space.

One student reported a feeling of taboo about religious belief at the UoE, out with the Chaplaincy. As a Chaplaincy service, we seek to monitor such feelings of unease amongst students and staff, and established with Religion and Belief Advisory Group for this purpose. We field advice from schools and areas regarding provision for religious observance, and the members of the Honorary Team are swift to respond on detailed matters within their own traditions. The Chaplains regularly meet with student societies and groups to discuss how best they can be supported within the UoE, especially recently regarding concerns over Islamophobia and Anti-Semitism.

From the questions asked in the PTES and New Student Surveys it is hard to glean useful information and feedback for the Chaplaincy. This is frustrating, given the amount of engagement we have with postgraduate students, and given the value there would be in hearing how new students are acclimatising and making use, or otherwise, of the Chaplaincy service. The NSS likewise does not help us to evaluate our service.

### **International Student Barometer**

Faith Provision at the University of Edinburgh for 2015/16 was rated overall at 98.24%, which placed it top of the Support table and placed the University as number 1 in Scotland for Faith Provision.

Worship Facilities were rated at 91% satisfaction, which is a 1% increase from the previous year.

The University of Edinburgh is unusual for an historic university and for a university with a Chaplaincy, in that it does not have a Chapel or central place of worship and gathering. Instead we have a range of small prayer and contemplation facilities across sites, and an artistically renovated Sanctuary in the Chaplaincy Centre. That we are rated highly on worship facilities, whilst having no central place of worship, is good testimony to the care taken and appreciation given to these diverse facilities, and to the use of other UoE buildings and the buildings of our Honorary Team members for special services and gatherings.

### **Verbatim feedback from various courses and projects**

#### **Camas:**

- “Going to Camas was an incredible experience for me. It allowed me to experience places and things that i never would have thought of doing at all by myself. The trip also allowed me to connect and meet many incredible new people from an array of different backgrounds. The trip highlighted to me just how important it is to take chances and try new things. What was particularly enlightening and interesting about the experience was learning about everybody's lives and how their decisions had led them to where they are today. I truly think this is a great trip and hope that others get to experience it in the future.”
- “For me this week in camas was quite significant as it helped me realise that the career I thought I wanted to do is definitely the one i want to do. Living with the people from grassmarket for a week was amazing as you got to listen to their stories and what they would like to achieve at camas. By the end of the week I was sad to leave as I had got to know the people so well and I had overcome some personal fears and done things j never thought I would have like abseiling ect..I would also like to ask if there were any volunteering opportunities at the grassmarket as I would be interested.”
- “Camas was an absolutely fantastic experience for me. I got to make new university friends and meet a group of people who I would probably never get the opportunity to meet. The scenery was stunning, and I really enjoyed being cut off from the world for a while (city life can get stressful). I also feel I really benefited from the daily reflections which instilled a sense of calm and appreciation for the world. But what I really enjoyed most was the sense of community at Camas, everyone was looking out for each other and there was always some hilarious and interesting conversations going on somewhere. I loved doing chores and eating dinner together; it was fun be part of such a diverse team of people who were all working together toward a common goal. Moreover, I got to do so many things that I wouldn't ordinarily have a chance to try , such as abseiling and coasteering. I am very thankful to the Chaplaincy for providing me with this opportunity.”

#### **Dreamwhispering feedback:**

- “[This] caring and transformative approach to developing individuals and helping them discover their talents and purpose has re-energised my work and, perhaps even, my life. It has given me the confidence to pursue the change and development that I am seeking to promote and to listen to

the 'whispers from the future' that I had previously not been brave enough to take seriously. (Ph.D student)

- Dreamwhispering has brought my abilities and skills to my attention in a gradual, affirmative way. Over the years certain strengths have lain dormant, becoming invisible to myself in the normal course of everyday life. It has been a lifesaver in making me realise an untapped potential by helping me to open a new window on myself, on what I can now value. An extraordinary yet simple, positive exercise which I find very energising, of great benefit. (Support staff member)

### **Spiritual Conversations feedback:**

- "I think often of the gentle space you provided for spiritual conversations and talk of death with gratitude"
- "Was just great last term. Glad things are unfolding further"
- It is important for the University to have this space because it is unusual to find opportunities to discuss fears and difficulties around dying"
- "It's like having counselling for bereavement"
- "It's unusual for students and staff to converse on the same level"
- "I like the sharing of wisdom."

### **U.lab hubs:**

- "I think the coaching circles gave a space to reflect that was unique to the university. We could identify ways that we felt stuck in systems, and try out insights both conversationally and in practice"
- "I was keen to participate in U.Lab and the concept of Theory U having some previous experience of earlier versions of the approach. Unfortunately it just wasn't the right time for me —while I was enthusiastic I did not have a clear focus or project to trial the approach. Having said all of that if the course was to run again with a chaplaincy hosted hub I would probably be interested in having another go!"
- One member of staff used the hub to process best ways of transitioning as she wound down her UoE work and moved to another university.
- A postdoctoral member used the hub to reflect on the transition from doctoral to postdoctoral work.
- A member of academic staff used it to reflect on styles of teaching and support for undergraduates.
- One participant gained peer-support and ideas for the development of a youth unemployment initiative, 'Staged for Life', which grew out of the Chaplaincy project with Soweto Melodic Voices (2013-14). John Grieve of JustFestival (with whom Chaplaincy partnered) developed training in music-recording, which he took to Soweto on behalf of the Chaplaincy. He then brought the training model back to Edinburgh to train local young people, supported by multiple local grants. John joined the Chaplaincy U.Lab hub and gave and received peer coaching for Staged for Life. John wrote to the Chaplaincy to say: "I have attached a report that describes the work we have been doing in 'Staged for Life' - the youth training programme I set up, inspired by my experiences in Soweto - as you have played such a big part in the creation of the project."

<http://just-festival.org/just-projects-1/2016/11/9/staged-for-life>

### **Results from research conducted with participants on Chaplaincy Mindfulness Courses**

The results of the Feb-March 2016 cohort revealed some very promising findings, including significant improvement in mindfulness ( $p < .001$ ), resilience ( $p < .001$ ), and self-compassion ( $p < .001$ ), and a significant reduction in perceived stress ( $p < .001$ ). There was no difference in *compassion for others* pre and post training; however, it should be noted that the mean score for this construct was already very high prior to the training course commencing (mean 4.02 on a 1-5 scale).

These results were supported by the data collected from the May-June 2016 Moray House postgraduate cohort, which again revealed some promising findings, including significant improvement in mindfulness ( $p < .05$ ), and self-compassion ( $p = .008$ ), and a significant reduction in perceived stress ( $p = .014$ ). The findings were approaching significance for an improvement in resilience ( $p = .057$ ). There was little change in compassion for others pre and post training; however, it should be noted that again the mean score for this construct was already very high prior to the training course commencing (mean 3.99 on a 1-5 scale).

### **Key Themes from Consultations and Feedback:**

- Students regarding Chaplaincy Centre as a 'home from home', or a place that they 'love'.
- Appreciation of welcome, inclusiveness and calm of the Chaplaincy Centre.
- High value placed on the mindfulness and wellbeing provision, and research showing evidence of benefits to those who have undertaken mindfulness courses.
- Appreciation of the non-commercial nature of the social drop-in, combined with assumption that the hot drinks are 'free' rather than by donation!
- Appreciation of the types of interactions, conversations and exploration enabled by the Chaplaincy team and in the Chaplaincy space (What's the University For?; Multi-faith and Belief exploration; Spiritual Conversations, Dream whispering, U.lab hubs).
- Appreciation of the opportunities for students and staff to engage on a level with one another on matters of poignancy and depth in Chaplaincy courses and events.

### **Our Response:**

- To maintain a high level of welcome and inclusivity and calm;
- To highlight the donations at tea and coffee, whilst maintaining a high level of service in the kitchen and drop-in;
- To increase provision of mindfulness courses and the roll-out of mindfulness opportunities across UoE sites, developing an overarching Chaplaincy Mindfulness Team;
- To continue and increase opportunities for student-staff encounter on a range of issues (WUF, compassion-themed events, Spiritual Conversations, U.lab hubs).

## **7. Service Reputation and Esteem Measures**

There is no National Accrediting body for Chaplaincies. University Chaplains look to one another for advice, and the University of Edinburgh Chaplaincy has received approaches and visits from almost ten universities since 2014, including from Aberdeen and from colleagues in Australia, who were looking to create or further develop multi-faith chaplaincies. From their website searches, these enquirers regarded Edinburgh as providing the widest and most inclusive model for university chaplaincy. We received the following feedback from the Chaplain of the University of Central Lancaster:

"I very much appreciated meeting you a while ago and the time you gave to explain your model and delivery of Chaplaincy. Following my visit I submitted a detailed report to our Directorate setting out my thoughts and reflections on the possible design of a new Centre here. I was able to use many very helpful ideas I gained from you to explain what could be achieved through the USPs of a well-equipped and resourced Chaplaincy Centre.

I am pleased to say that following a lengthy consultation procedure, we have just been informed of the Directorate's decision to allocate £300,000 to provide us with new and improved accommodation in an existing building which will be altered to meet our needs... and from then we should be much better equipped to serve the student and staff community."



In 2016 we have engaged with endeavours from English universities to survey university chaplaincies and share experience and good practice, and to consider the nature and design of chaplaincy space. We are in ongoing research discussion with LSE, Durham and a research project across the universities.

Due to the breadth of our Multi-faith and belief team, we received an invitation for an all-expenses paid trip to contribute to International Higher Education Interfaith Leadership Forum, at Georgetown University, including a visit to the White House, for September 2016, and insights from this conference will be shared with the University, and discussed with both the staff and Honorary teams of the Chaplaincy.

A particular strength at Edinburgh, as commented upon to us from within and out with the University, is the breadth and depth of our multi-faith and belief team. There are not many places where such a mix of religious, Humanist and Pagan traditions co-exist. We have the largest team of religion and belief representatives of any Russell Group university (26 – York is second with 22, and Oxford and Cambridge are organised differently with individual Chaplains, usually Anglican, for individual Colleges), and we are the only Russell Group university with a Daoist Belief Contact. Our Daoist Contact provides Tai Chi at the Vet School and for EUSA events.

The full-time and Honorary Chaplains are accredited individuals, with their own professional accrediting bodies, and have been recommended both by senior members of their tradition (be they senior ministers, bishops, councils) and by their congregations/communities.

The Labyrinth Chaplain and other Labyrinth facilitators are trained by Veriditas, which is a US-based not-for-profit organisation, and which is the leading international accrediting body for labyrinths.

Associate Chaplain Geoffrey Baines has received accreditation as a Human Capacity Mentor, Creativity Advocate, and, Strategic Leadership Mentor, through The International Mentoring Network. He has also undertaken MIT training in Theory U transformational leadership, and been awarded an Honour Code Certificate from MIT in 'Transforming Business, Society, and Self'.

Associate Chaplain Alison Newell is sought for retreat leadership nationally and internationally. She has led Muslim, Jewish, Christian, Native interfaith retreats in the USA, as well as conferences which focus on environmental sustainability and faith in the USA. On Iona, Scotland, she has led retreats for clergy and those in leadership positions within their faith communities. She is consulted on training in Spiritual Direction for religious leaders, within Edinburgh and beyond. She sat on the editing team for the poetry book *Tools of the Trade* in a collaboration with Royal College of GPs and the Scottish poetry library. This was given to every graduating medical student in Scottish universities in 2015. In 2016 it was used in a Compassion Module that Ali Newell co-taught for the Medical School.

The Chaplain's regular contact with Chaplains of other Higher Education institutions, particularly in Scotland, provides informal bench-marking for the Edinburgh University Chaplaincy. It transpires from these meetings that Edinburgh University Chaplaincy is distinctive in holding fortnightly (as opposed to monthly or twice-a-Semester) meetings of the Honorary Chaplains team, and in ensuring that the team members meet staff from across the University. We meet so frequently so as to:

- Learn from and support one another, and thus to maximise the benefit of being a multipath-and-belief team, and to develop the ways in which these benefits are shared amongst University members.
- Train one another up, in sharing insights, and visiting one another's places of ministry.
- Plan events.
- Ensure quality pastoral cover across the whole University (its diversity of members and of sites).

In monitoring and advising on University of Edinburgh practice on matters of religion and belief, the Chaplaincy makes regular use of its contacts with the Edinburgh Interfaith Association and Scottish Interfaith Council, and with the networks of its own Chaplaincy team. The staff Chaplains and relevant members of the Honorary Team are also members of network of those in City Centre Ministry, which further develops our links with the local community, and enables us to share good practice.

### **Reputation and Esteem as Measured Through External Bodies Seeking Our Services**

The Chaplain completed five-year stints as External Examiner for the Theology and Religious Studies at Chichester University, and Theology, Philosophy and Ethics at the University of Gloucester.

The Chaplain is Convenor of the Doctrine Committee of the Scottish Episcopal Church, and as such has made representation to the Scottish Parliament on the Assisted Suicide (Scotland) Bill, and produced a substantial paper on Same Sex Marriage for General Synod, which has received national and international attention within the Anglican Communion and across other worldwide communions. She is Book Series editor for the British Society for the Philosophy of Religion. She has been invited to speak on 'Identity, Diversity and the Common Good' at the Triennial meeting of Colleges and Universities of the Anglican Communion, in Chennai, India, in 2017.

Associate Chaplain Alison Newell is sought for retreat leadership nationally and internationally. She has led Muslim, Jewish, Christian interfaith retreats in the USA, as well as conferences which focus on environmental sustainability and faith in the USA. On Iona, Scotland, she has led retreats for clergy and those in leadership positions within their faith communities. She is consulted on training in Spiritual Direction for religious leaders, within Edinburgh and beyond. She has for the past two years been consultant editor for the poetry book, "Tools of the Trade" in a collaboration with Royal College of GPs and the Scottish poetry library, to produce a helpful resource for all graduating medical students.

## **8. Analysis of Service Monitoring and Achievement of Service Levels**

The Chaplaincy delivers its service with a team of 3.65 staff, which is a staff-member:service-user ratio of c. 1:1000 per week, given the user numbers for the Bristo Square Chaplaincy Centre and the work that we do outside of the Chaplaincy Centre.

We aim to see or respond to distressed students (students who come into, email or telephone the Chaplaincy for support) on the day of their request or within 24 hours. We have so far been able to maintain this level of response, and we call on Honorary Chaplains to provide extra cover on site or by phone or email, when the staff team are especially busy or unavailable.

We have also been able to provide 24-hour emergency on-call cover across the whole year, drawing on the Honorary Team for extra cover when staff team are on leave.

Chaplaincy monitoring and quality assurance is conducted in conjunction with a wide cross-section of partners (section 9) with whom we put on events, provide training, or perform ceremonial roles, including: student users, EUSA staff, the International Office, IAD, Servitors, Heads of Protocol, the Rector, the Minister of the University Church, the Principal's Office, Presidents and officers of student societies, student volunteers, the Chaplaincy Committee (which is itself made up of students, and academic and non-academic staff).

We find that debriefing with our partners (section 9) and focus groups are the greatest help in enabling deeper and shared reflection on perceptions and experiences of Chaplaincy. We also make use of feedback from the methods listed below, but these methods are less informative than probing conversations.

The Chaplaincy uses the following methods for gathering feedback:

- International Student Barometer.
- Edinburgh Student Experience Survey.
- Assessing usage as a form of feedback, including footfall, website usage, and engagement with social media.
- Comment cards about the Chaplaincy Service at the social drop-in.
- Comment cards on the nature of the Chaplaincy Centre building, in Bristo Square.
- Peer feedback for co-facilitated groups, and feedback asked from participants, either to the group, or by email or anonymous note.
- Focus Groups on use and non-use of the Chaplaincy.
- Blogs and other reports from students, services and external groups such as schools, following Chaplaincy events.
- Gathering together of unsolicited emails.

## 9. Income Generation Activity, Where Possible

The Chaplaincy channels a huge amount of pro bono work, carried out for the University by the Chaplaincy's extensive team of Honorary Chaplains and Belief Contacts. The team provides advice on religion and belief to any member of the University who requests it, and also more officially via the Religion and Belief Advisory Group and the Chaplaincy Committee. The team also provides emergency cover, spiritual support to members of the University, and their families if appropriate, in times of need. Through their own communities they provide free of charge to the University, people willing to give language coaching to international students and their dependents, host families for international students, venues and assistance with such initiatives as children's film-showings, Halloween parties, volunteering outlets for students (including the Grassmarket Community Project, Sikh Sanjog, Sisters of Mercy centre for the homeless). They also provide channels for students to access the Mental Health Community Chaplains. The Annual Reports of the members of the Honorary Team evidence how the team promotes strong links between the University and the City, and fosters community engagement.

Honorary team members provide specialist sessions in Tai Chi and Mindfulness, by highly trained Daoist and Buddhist practitioners, at reduced rates to the University and across various sites.

Honorary Team members and their faith and belief communities offer venues to Chaplaincy and Chaplaincy-related activity free of charge or at reduced rates, to the benefit of the University. Priestfield Parish Church offers study space, common room space, venues for parties, free of charge. The Methodist Church in Nicolson Square reduces its rates for work that Chaplaincy runs together with IO, in support of international students and dependents. Greyfriars is looking to partner on student and community initiatives in its new premises at Kirk o' Field, which is being developed as the Charteris Centre.

## 10. Partnerships/Shared Services (Including Working with Schools and Colleges)

Being a small team, the Chaplaincy always works collaboratively and this extends our people power and reach. Above all, partnering is integral to our approach, which is to foster community within the University, and community engagement beyond it.

### **Internal Partnerships:**

- Disability Service, enabling use of a consultancy room in the Chaplaincy Centre four days of the week; Chaplain joined the Disability Service Committee.
- Counselling Service, hosting Therapets; Mindfulness Provision.
- Counselling and Disability Service in producing the leaflet 'What's on the Mental Health', to provide information in one place for mental health provision across the University.
- EUSA Volunteering, hosting Evolve Christmas Party for Older People.
- IAD, EUSA Global, General Council, SRS, VPs and academics across schools and colleges, in "What's the University for?"; EUSA in events for the Gather Festival.
- IAD for staff Mindfulness training.
- School of Health and Faith in Older People: training and writing about spiritual resilience, for care home workers.
- Alwaleed Centre for multiple interfaith events.
- Widening Participation, regarding Religion and Belief literacy, Sikh Sanjog community centre.
- Divinity School: provision of lectures and supervision of research; work with Religious Studies and theology with Multi-faith and belief team.
- School of Health: Mindfulness
- Medical School: Anatomy Service; Mindfulness project amongst students; creation of the "Tools of the Trade" poetry book, given to all graduating medical students.
- Global Health Academy: Launch of Compassion in Healthcare initiative; Global Health PhD Network uses the Chaplaincy Centre
- Social Work, Medical School, PPL: Empathy Network.
- Global Justice Academy: supporting students on the MasterCard Foundation Scholarships.
- Student Administration: Graduations
- Protocol: Carol Service, Remembrance Sunday, Opening Ceremony, University Service,
- School of Health, Social Work, Palliative Care Group: Spiritual Conversations on living and dying well.
- SRS and EUSA: environmental sustainability weekend for students.
- ISC, International Office Thanksgiving.
- Social Work department: Camas week with students and vulnerable adults at an eco-centre on Mull.
- Vet school: E&D training; mindfulness provision.
- King's Buildings: mindfulness provision.
- School of Health, Social Work, Palliative Care Group: Spiritual Conversations; U.Lab hubs.

The Global Health PhD Network chooses the Chaplaincy Centre as its meeting place on the grounds that it is an open, neutral and secure place for inter-disciplinary activity across the three colleges. This assessment, made to use by the Deputy Director of Global Health sums up the verbal feedback that we receive from our partners.

### **External Partnerships:**

- On-going partnering with communities across Edinburgh and beyond, through extensive team of Honorary Chaplains and Belief Contacts.
- Greyfriars Kirk for the University Service, Anatomy Service, Festival Service, and other large-scale memorial events.
- St Giles' Cathedral, for the University Carol Service and Holocaust Memorial Service.
- Camas working with Grassmarket Community Project.
- Camino working internationally with North American group 'Heartbeat'.
- "Tools of the Trade" poetry book for medics working with RCPG and Scottish Poetry Library.
- Art exhibitions with numerous community projects and charities.

- Multi-faith Public Conference: Reconnecting to Compassion with Global Health Academy; Edinburgh Interfaith Association; Global Health Academy; Global Compassion Initiative; and Social Responsibility & Sustainability.
- “What’s the University for?” with Cities that Listen, Heriot Watt University and JustFestival.
- Faith in Older People, for “Death Café’s” and training events.
- Edinburgh Interfaith Association for Interfaith Week events and Holocaust Memorial events.
- Queen Margaret University for the week of Holocaust Memorial Day.

#### **Committee Representation:**

- The Chaplain 2015/16: Religion and Belief Advisory Group; Equality and Diversity Committee; Prevent; Disability Service Committee; Welfare Consultative Group; and Emergency Response Group.
- The Associate Chaplain Rev Alison Newell 2015/16: Religion and Belief Advisory Group; the Mental Health Sub-Group; the Mental Health Strategy Group, and the Fair Trade Steering Committee.
- The staff Chaplains sit on the Chaplaincy Committee, which supports and reflects partnerships and is made up of a range of academic and support staff and students from across traditions.

## **11. Staff Development activity**

- 100% completion of Annual Reviews on time.
- Decision to supplement Annual Away Days in Semester 2 with half-away days in Semester 1, so as to fully embed action points and increase Service self-review.
- Annual Honorary Team Away Day, this year at Edinburgh Zoo, including presentation from new Pagan Belief Contact, and presentation on Chaplaincy refugee work and Project Elpis.
- The Receptionist took a two-session course entitled Ease The Load, which aims to provide resources to support the individual by teaching the principles of productivity and personal organisation, and providing an approach which puts the individual in control and reduces overall stress and anxiety.
- The following courses undertaken by the new full-time Administrator in 2015/16:
  - Health and Safety (121 Training with Lawrence Dickson, Head of the Training and Audit Unit).
  - Developing Your People.
  - Writing for the Web.
  - Computer Reps Training – Essential.
  - Oracle HR Training (121 Training with Carol Powers, USG Management Support Officer).
  - Giving Effective Feedback.
  - PECOS eProcurement System.
  - Robots – Music and Mayhem (Innovative Learning Week).
  - EdWeb training.
  - Health and Safety Conference 2016.
  - Allocating, Monitoring & Supporting Work.
  - IS Applications Lunchtime Seminar: The journey to EdWeb and beyond.
  - Introduction to VRS (Visitor Registration System).
  - Setting Effective Objectives.
  - Year End Guidance Presentation, including impacts of FRS 102.
  - SES Communications Project – Writing for the Web/EdWeb training session.
  - Practitioner induction: freedom of information request handling.
  - International Student Barometer Workshop – discussing the international student survey results.
- New Associate Chaplain Geoffrey Baines took eDiversity and Netiquette.

- One-one supervision and group-training in Mindfulness for the Associate Chaplain, as she oversees extensive roll-out of Mindfulness provision across the University.
- Personal Development week in leading Iona retreat, for Associate Chaplain.
- Regular one-one supervision for the Chaplain, with a senior chaplain from another sector (in this case, Hospital and Mental Health Chaplaincy).

## 12. Risk Analysis (Risk of Under/Non-Performance, Over-Delivery)

- Reputational risk to the University if formal roles at large ceremonies are poorly conducted.
- Risk to well-being of students and staff if pastoral care and emergency response are not in place or poorly handled.
- Health and safety risk, and risk to good campus relations, if dynamics between different parties on contentious matters of religion and belief are not understood and managed with appropriate sensibility.
- Reputational risk to the University, and risk to good campus relations, if Equality and Diversity are not well-managed in respect of religion and belief.
- Reputational and Health and Safety risks if under/non-performance in Prevent compliance. Risk of damaging good campus relations if Prevent compliance is over-delivered.

## 13. Summarise Key Priorities for the Coming Year

- Consolidate the team, with new staff members and configuration.
- Maintain support for and good relations with Religion and Belief Societies and Religious and Belief Literacy work, for benefit of good relations across the University of Edinburgh, and in context of E&D, and of Prevent Compliance duties and rise in hate-related activity.
- Maintain the level of pastoral competency for staff and students and family members in the case of death (Chaplaincy is the first port of call for the University in dealing with death).
- Maintain ability to provide appropriate memorial services and capacity to work alongside schools to offer advice and support for rituals after a death of student or staff member.
- Maintain the capacity to provide space in our auditorium for community building, inclusivity and sense of welcome to people of all faiths and none.
- Work with new incoming Campus Minister (a new role) to be appointed by Church of Scotland, in integrating the appointee into the Honorary Team, and developing shared initiatives.
- Consolidate the Chaplaincy Mindfulness initiative and roll-out, providing as comprehensive cover, information and research as possible within budget, to meet extensive demand.
- Develop the Compassion Initiative with Global Health and WUF, and develop WUF for export.