

**Section 2: Practical actions**

The review proposals are mostly contained in the structure and detail of the Shared Discernment Process but some that we would highlight are:

- a) Continued training and awareness of issues around unconscious bias in those involved in the work of discernment at every stage of the process.
- b) Widening the pool of DDOs, Bishops' Advisers and the National Selection Team. We have repeatedly heard from overlooked groups that *'it is about seeing people like you in front of you'*. In this we need to enable all to pay loving attention, have proper regard for, and act intentionally when it comes to those who have previously been unseen or overlooked.
- c) Simplicity matters if we wish to widen access, not least in communication, and we have sought to address this in the terminology we use and in structuring proposed new processes.
- d) We have also heard from under-represented groups, such as those from BAME heritage, that mentoring and specific support for candidates throughout the whole process is key. Some of this is already offered and we believe that more investment and development in this will be fruitful and beneficial.
- e) We recognize that work being done by the Pastoral Advisory Group will need drawing into this framework.
- f) Work has been done within the submissions to IICSA with regard to strengthening the response of the Church to issues of safeguarding. This includes the scrutiny work that DDOs do with candidates which in time we hope will be strengthened by a psychological assessment but also includes strengthening the safeguarding training of DDOs, Bishops' Advisers and the National Selection Team.

**Section 5: The 'how' of the Shared Discernment Process**

At the moment, the following comprise the sources of evidence for a candidate fulfilling the Selection Criteria and how they are employed:

- 1) Paperwork
  - a) Candidate's Registration Form,
  - b) Candidate's written reflection;
  - c) DDO sponsoring papers and 4 references
- 2) BAP activity
  - a) the Personal Inventory,
  - b) Pastoral Exercise,
  - c) Group Presentation and Discussion;
  - d) three interviews with Bishops' Advisers are all used to make a final summative recommendation

The Review Group have been attending to the renewal of our testing of the evidence of a candidate fulfilling required criteria.

**An update on the Mandatory Psychological assessment (for Phase 1b of the proposed new architecture)**

Bishop Martin commissioned a three-month project employing Professor Chris Lewis to explore how the Church might use psychological assessment in the discernment process. Professor Lewis is a colleague of Professor Leslie Francis. There have been some delays in completing this work which has included surveying all Dioceses; undertaking semi-structured interviews with those Dioceses who already use such an assessment; looking at other churches practice both in the UK and in the US; undertaking a literature search and then working up detailed proposals, testing them out and reporting back. The Review team are confident that good progress can be made on this work and, in the light of IICSA, it is vital that this continues.

However, for reasons beyond our control, the assessment has not been completed and we cannot, therefore make sensible recommendations to the House about the place of a mandatory psychological assessment in May 2019.

It is good to note that the very thorough use by DDOs of a "traffic-light" documentary tool, which helps them ask questions of candidates in very sensitive areas of life is already in place and further assessment work will build on this. However, at this stage, a rushed, uncostered, and unexamined roll-out of a mandatory psychological assessment amidst a great deal of wider change seems unwise. It risks significant failure in terms of achieving desired insights, whilst contemporaneously alienating DDOs with whom we need to maintain trust, confidence, and collaboration. The proposed architecture does, however, anticipate the introduction of this work into Phase 1b, and that it lays substantive foundations for later phases both of discernment and formation. Subject to the agreement of the House, the Review team will continue work on this and an update will be made in December.