

<p>1 Tuesday, 9 July 2019                  2 (10.00 am)                  3 (Proceedings delayed)                  4 (10.10 am)                  5 THE CHAIR: Good morning, everyone. Welcome to Day 7 of                  6 this public hearing. Ms McNeill?                  7 MS McNEILL: Thank you, chair. Chair, our first witness is                  8 from the Worcester Diocese. As with yesterday, this                  9 witness is giving evidence anonymously, in line with the                  10 restriction order you made to prevent the identification                  11 of his parish and, through him, the complainant in                  12 relation to the case. Can the witness please be sworn?                  13 WITNESS AN-X3 (sworn)                  14 Examination by MS McNEILL                  15 MS McNEILL: Thank you, Reverend. You are a parish priest                  16 within the Diocese of Worcester; is that correct?                  17 <b>A. Correct.</b>                  18 Q. We are referring to you by the cipher X3 for the purpose                  19 of this hearing.                  20 Can I confirm, you made a witness statement for this                  21 inquiry dated 3 June 2019, which was signed by you and                  22 endorsed with a statement of truth? Can I confirm you                  23 have had the opportunity to check that witness statement                  24 to make sure that it is true, to the best of your                  25 knowledge and belief?</p> <p style="text-align: center;">Page 1</p>	<p>1 <b>A. Yes, it is.</b>                  2 Q. Do you have a copy of it in front of you?                  3 <b>A. Yes, I have.</b>                  4 Q. At any time, if you would like me to bring you to                  5 a paragraph to help you as we go along, please just let                  6 me know. It is not a test of memory?                  7 <b>A. Thank you.</b>                  8 Q. You have come today, Reverend, to give us evidence about                  9 the case study we are calling WO1, which is the first                  10 case study of the Diocese of Worcester. If we look at                  11 one page of Edina Carmi's report, please, it is                  12 EWM000466_006. (Pause)                  13 I was bringing it up in order to let us know the                  14 brief factual circumstances of that case, but I can read                  15 them.                  16 Is it right that, in June 2017, a parishioner within                  17 your parish approached you at church to tell you that                  18 a 70-year-old parishioner, who we are calling F20, had                  19 been sending inappropriate text messages to his                  20 18-year-old daughter, who we are calling A138?                  21 <b>A. That's correct.</b>                  22 Q. Is it right that the text messages were of a sexual                  23 nature, and the safeguarding professionals thought they                  24 could be construed as grooming?                  25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 2</p>
<p>1 Q. Additionally, is it right that F20 was involved in                  2 a sports organisation, which included working with                  3 children?                  4 <b>A. Yes.</b>                  5 Q. What was the first action you took when this disclosure                  6 was made to you?                  7 <b>A. The first time that they asked to see me was a couple of</b>                  8 <b>days before. I arranged a meeting. I listened and</b>                  9 <b>looked at the evidence that they had on the screen saver</b>                  10 <b>on a mobile phone, and my initial reading of it is that</b>                  11 <b>it built up to a situation with grooming, and I said</b>                  12 <b>that we had here something that I needed to pass on to</b>                  13 <b>the Diocesan Safeguarding Advisor and said that I would</b>                  14 <b>type up the interview that we had and, if they could</b>                  15 <b>protect the evidence and also make a transcript of it,</b>                  16 <b>which they did, I would meet them on the Sunday, which</b>                  17 <b>I did, and we sort of went through that.</b>                  18 <b>I telephoned the Diocesan Safety Advisor --</b>                  19 <b>Safeguarding Advisor on the Saturday. This was on the</b>                  20 <b>Friday night. On the Saturday, I telephoned them.</b>                  21 <b>I managed to get the assistant, because the Diocesan</b>                  22 <b>Safeguarding Officer was off ill at the time, and she</b>                  23 <b>contacted me straight away, almost. We were certainly</b>                  24 <b>talking about the evidence that was collected by Monday</b>                  25 <b>morning. So it all happened over a weekend, no</b></p> <p style="text-align: center;">Page 3</p>	<p>1 <b>problems.</b>                  2 Q. Is it right that the Assistant Diocesan Safeguarding                  3 Advisor informed the local authority?                  4 <b>A. Yes, she did, straight away, and I did advise the</b>                  5 <b>complainant that they were quite -- able to phone the</b>                  6 <b>police, if they wanted, directly and go around our sort</b>                  7 <b>of diocesan -- I'm a little bit nervous at the moment --</b>                  8 <b>the things that we do in the diocese.</b>                  9 Q. Don't worry. Did you think it was necessary for you to                  10 contact the police directly?                  11 <b>A. No. I knew that she was in a safe place anyway, and</b>                  12 <b>that the evidence had been safeguarded, and things would</b>                  13 <b>take place within 24 hours, really.</b>                  14 Q. By "safeguarded", you made sure that they kept the text                  15 messages and a transcript was produced typing up what                  16 the text messages said; is that right?                  17 <b>A. Correct, and I wrote contemporaneous notes.</b>                  18 Q. Of all of your meetings with A138's family, you kept                  19 contemporaneous notes, I understand, at the outset?                  20 <b>A. I kept -- at the outset, yes.</b>                  21 Q. When the police ultimately decided to take no further                  22 action in August 2017, the police recommended that you                  23 speak -- sorry, the local authority recommended that you                  24 speak with F30 yourself. Did you arrange that meeting?                  25 <b>A. Sorry, with F ...?</b></p> <p style="text-align: center;">Page 4</p>

<p>1 Q. F30 -- F20, sorry, the alleged perpetrator.                  2 <b>A. Thank you.</b>                  3 Q. Sorry, my fault.                  4 <b>A. I did, yes.</b>                  5 Q. You met with him together with his wife; is that                  6 correct?                  7 <b>A. That's true, yes.</b>                  8 Q. We can see in your witness statement at paragraph 15 --                  9 can we please bring that up, Henry, it's ACE027582_006.                  10 Paragraph 15, if we can zoom that one out. There was                  11 a little bit of a delay in arranging that meeting,                  12 I understand in part because you had family commitments                  13 at that time as well as a busy parish list of                  14 commitments. Is that fair?                  15 <b>A. That's very fair, yes, thank you.</b>                  16 Q. When you met with them, can we look over the page,                  17 please, in your witness statement, to page 8, Henry, of                  18 the same document. During the meeting in November 2017,                  19 some key actions were agreed, which is that, first of                  20 all, (a), F20 would write to the family of                  21 the complainant through you, but that, other than that,                  22 F20 would not seek to contact the complainant and would                  23 respect their need for space. The Assistant Diocesan                  24 Safeguarding Advisor would contact the family to update                  25 them regarding the meeting. The Assistant Diocesan</p> <p style="text-align: center;">Page 5</p>	<p>1 Safeguarding Advisor would draft a voluntary                  2 safeguarding agreement for F20's conduct, and you would                  3 update the Parish Safeguarding Officer and the                  4 churchwardens; is that correct?                  5 <b>A. Yes, that's correct.</b>                  6 Q. Can you tell us, during this period, what pastoral                  7 support was offered or provided to the complainant?                  8 <b>A. The support was largely to come from me. The</b>                  9 <b>complainant -- oh, to the complainant, yes, sorry.</b>                  10 <b>Right. The complainant -- yes, I offered both sides</b>                  11 <b>support. The complainant -- I had an agreement, which</b>                  12 <b>was reached with them, with no problems whatsoever, that</b>                  13 <b>they would attend the 8.30 service rather than coming to</b>                  14 <b>the 9.15. That seemed to fit in with what they usually</b>                  15 <b>did. They would often come to that service anyway. And</b>                  16 <b>that seemed to work. So I had a regular -- on Sundays,</b>                  17 <b>I met them, but where my house was placed, they would</b>                  18 <b>often come to the door and talk to me anyway. So before</b>                  19 <b>this happened, I had regular communication with them and</b>                  20 <b>that continued as a family.</b>                  21 Q. Sticking, if we can, with the pastoral support provided                  22 to A138 -- and I just want to make a correction, chair,                  23 a note has been passed to me. I may have inadvertently                  24 said that A138, the complainant, was F20's, the alleged                  25 perpetrator's, daughter. If I did, I misspoke, chair.</p> <p style="text-align: center;">Page 6</p>
<p>1 She was not his daughter.                  2 The family support came through you?                  3 <b>A. Yes.</b>                  4 Q. But that was largely through contact with the parents;                  5 is that right?                  6 <b>A. It was largely through the parents. The family --</b>                  7 <b>I often saw them as a family, but they have a younger</b>                  8 <b>daughter, other than --</b>                  9 Q. A138.                  10 <b>A. A138. So I wasn't quite sure how much she was in the</b>                  11 <b>circle of confidence, so I never spoke to them about</b>                  12 <b>this issue. But I did mention, "If you want to talk</b>                  13 <b>about the other thing, then ..."</b>                  14 Q. Was there a reason that the contact was largely through                  15 the parents, as opposed to with A138 herself directly?                  16 <b>A. Yes, it did. She seemed to move on, and it was usually</b>                  17 <b>through the father. But I knew that they were always</b>                  18 <b>talking to each other, and that was happening, yes.</b>                  19 Q. Was an offer made, should she need it, that she could                  20 contact you or the Diocesan Safeguarding Advisor                  21 directly?                  22 <b>A. Yes, it was. Yes.</b>                  23 Q. But is it right that she, herself, didn't want to have                  24 any direct contact?                  25 <b>A. That's how I read it from my conversation with her and</b></p> <p style="text-align: center;">Page 7</p>	<p>1 <b>the family, yes.</b>                  2 Q. You mentioned about arranging the attendance of                  3 the complainant's family to church. Is it right that                  4 you made arrangements so that the complainant's family                  5 and the alleged perpetrator, F20, did not attend the                  6 same services?                  7 <b>A. I made that arrangement.</b>                  8 Q. Was that done in consultation with A138's family?                  9 <b>A. Yes.</b>                  10 Q. As it happened, it required them to switch the service                  11 that they attended, as opposed to F20 switching the                  12 service that he attended. Why was it that they moved,                  13 rather than him?                  14 <b>A. I was quite happy to tell him that he wasn't to come to</b>                  15 <b>that service, the 9.15 -- sorry, I've got it wrong, I've</b>                  16 <b>left the church. 10.15.</b>                  17 Q. That's okay. Don't worry about the time.                  18 <b>A. I was quite happy to say to him, "You're not to come to</b>                  19 <b>that service. You make up your mind where you do go",</b>                  20 <b>but they were very happy to come to that particular</b>                  21 <b>service, to the earlier one, at 8.30.</b>                  22 Q. Is it right in that February 2018 there were attempts                  23 made to arrange a meeting between F30 and A138's family?                  24 <b>A. F20.</b>                  25 Q. Yes, sorry. It is entirely my fault, F20 and A138's</p> <p style="text-align: center;">Page 8</p>

<p>1 family?</p> <p>2 <b>A. Yes.</b></p> <p>3 Q. Why did that meeting never actually happen in the end?</p> <p>4 <b>A. We had a letter of apology from F20, which I delivered,</b></p> <p>5 <b>and we talked about, and I talked about getting at least</b></p> <p>6 <b>some reconciliation working, which they agreed. But up</b></p> <p>7 <b>to my time of leaving the parish in June, the</b></p> <p>8 <b>complainant's father, particularly, said that he didn't</b></p> <p>9 <b>want to go down that particular way, and the complainant</b></p> <p>10 <b>herself, and he hadn't reached a point where he felt</b></p> <p>11 <b>that he wanted to have a face-to-face encounter with the</b></p> <p>12 <b>respondent.</b></p> <p>13 Q. So, ultimately, you were led by the wishes of</p> <p>14 the complainant and her family?</p> <p>15 <b>A. Yes, and I was careful that when I talked to him about</b></p> <p>16 <b>that, that the complainant had, according to him, and</b></p> <p>17 <b>I'm sure that he was talking to her, had also moved on.</b></p> <p>18 <b>She's finished college now and she's started a different</b></p> <p>19 <b>life, really.</b></p> <p>20 Q. We are aware from the information we heard yesterday</p> <p>21 that a safeguarding agreement was ultimately drafted.</p> <p>22 Was that managed by the Diocesan Safeguarding Team?</p> <p>23 <b>A. Yes.</b></p> <p>24 Q. As the parish priest, how difficult is it for you to</p> <p>25 manage those sorts of attendance agreements?</p> <p style="text-align: center;">Page 9</p>	<p>1 <b>A. With the help of the churchwardens and the Parish</b></p> <p>2 <b>Safeguarding Officer, it's not difficult. It's a matter</b></p> <p>3 <b>of being vigilant and watchful and looking at behaviour</b></p> <p>4 <b>and keeping your ears up, really. Doing it as a team is</b></p> <p>5 <b>much easier.</b></p> <p>6 <b>In that particular parish, I was there every Sunday</b></p> <p>7 <b>that this was going on, but then there were social</b></p> <p>8 <b>events which I didn't always attend. So we always have</b></p> <p>9 <b>churchwardens or myself at social events as well. It's</b></p> <p>10 <b>a relatively easy job to do when you have a circle of</b></p> <p>11 <b>people who are held in that confidence.</b></p> <p>12 Q. Let's talk a little bit about the circle of people. So,</p> <p>13 in these cases, do you inform the churchwardens and the</p> <p>14 Parish Safeguarding Officer about the agreement as well</p> <p>15 as the allegations, or are they just aware of</p> <p>16 the agreement?</p> <p>17 <b>A. They are aware that allegations have been made, and</b></p> <p>18 <b>they're aware of the agreement. And I believe in our</b></p> <p>19 <b>diocese that they have to take the agreements with them,</b></p> <p>20 <b>the churchwardens, when they go to meet the archdeacon</b></p> <p>21 <b>at the visitation. It's something that's presented.</b></p> <p>22 <b>But my churchwardens don't always tell me what they</b></p> <p>23 <b>present to the archdeacon and what she asks for.</b></p> <p>24 Q. What, in your parish, is the role of the Parish</p> <p>25 Safeguarding Officer?</p> <p style="text-align: center;">Page 10</p>
<p>1 <b>A. Very important. I think that's a role which has</b></p> <p>2 <b>developed and is probably still developing.</b></p> <p>3 Q. What do they do in your parish? I'm looking, if it</p> <p>4 helps you, at page 12 of your witness statement. It's</p> <p>5 page 12, paragraphs 27 to 28.</p> <p>6 <b>A. I think when this complaint started, we had a very</b></p> <p>7 <b>different vision of a Parish Safeguarding Officer. The</b></p> <p>8 <b>safeguarder who had been appointed was the parish</b></p> <p>9 <b>secretary, and also had other jobs in the church, and it</b></p> <p>10 <b>was a matter -- it was a show of hands of who would do</b></p> <p>11 <b>the administrative work and make sure that people were</b></p> <p>12 <b>duly checked by what has become the debarring service.</b></p> <p>13 <b>I don't think it was called that in those days.</b></p> <p>14 <b>We had a wonderful person who did a wonderful job,</b></p> <p>15 <b>but was not, in a sense, an aware person of what</b></p> <p>16 <b>happened in sort of the -- this sort of social issue.</b></p> <p>17 <b>She was somebody who got the forms, got them filled in,</b></p> <p>18 <b>attended the meetings and passed everything on, and, of</b></p> <p>19 <b>course, things develop at a tremendous speed now. So</b></p> <p>20 <b>our present safeguarding -- Parish Safeguarding Officer</b></p> <p>21 <b>is an ex-police officer, actually, who --</b></p> <p>22 Q. Let's perhaps not give too much information about them</p> <p>23 personally, in case it leads to identification.</p> <p>24 <b>A. No, okay, but I will say it's a different sort of</b></p> <p>25 <b>person, who has experience with people, more so, than</b></p> <p style="text-align: center;">Page 11</p>	<p>1 <b>with admin, and that's very important.</b></p> <p>2 Q. So does that person take a much more hands-on role in</p> <p>3 the management of safeguarding within the diocese?</p> <p>4 <b>A. Very much so. And I think the diocese -- maybe</b></p> <p>5 <b>I started to misread it at first, but they've asked much</b></p> <p>6 <b>more of us.</b></p> <p>7 Q. Let's take a little bit of a look at some of</p> <p>8 the comments that Ms Edina Carmi made yesterday about</p> <p>9 this case in her report. Henry, it's at EWM000466_008.</p> <p>10 Chair and panel, if you have a copy, it's at page 8 of</p> <p>11 her report.</p> <p>12 Chair, I understand there's a bit of a technical</p> <p>13 hitch and poor Henry's computer has frozen, so he is</p> <p>14 restarting to bring it up. I don't need to display the</p> <p>15 sections of Edina Carmi's report, in order to ask the</p> <p>16 questions, and we all saw them yesterday. I know the</p> <p>17 witness has a copy to hand if he needs it. So, with</p> <p>18 your leave, I'm going to battle on as best I can for now</p> <p>19 until Henry manages to sort out the technical issue.</p> <p>20 At page 8 of her report, sorry, Reverend, what</p> <p>21 Edina Carmi says is that she thought you acted</p> <p>22 commendably in taking the initial report seriously; that</p> <p>23 you reported it appropriately over the weekend -- I see</p> <p>24 you turning. Do you have page 8?</p> <p>25 <b>A. I can't find it.</b></p> <p style="text-align: center;">Page 12</p>

<p>1 Q. Don't worry. It's not a problem.                  2 <b>A. The page 8 that I have, at the top of the page it says</b>                  3 <b>"Detailed summary of actions".</b>                  4 Q. That's okay. If you go back to the internal page 5.                  5 There are two different page numberings.                  6 Paragraph 1.5.1?                  7 <b>A. Yes, got it. Thank you.</b>                  8 Q. Excellent. We are going old school, back to paper.                  9 What she says is that the vicar commendably took the                  10 initial report seriously and reported it appropriately                  11 over the weekend. She says that you recognised that,                  12 despite the lack of previous concerns over a 20-year                  13 period, this was a safeguarding matter and action must                  14 not wait. She commended you for speaking directly to                  15 the alleged victim and explained the action to take.                  16 Over the page, she also highlights that you were                  17 personally thanked by the bishop for the way that you                  18 handled this case, and you very much appreciated that,                  19 that in your pastoral role that was something that                  20 really assisted. How involved is your bishop in                  21 safeguarding matters?                  22 <b>A. You're talking about my diocesan bishop?</b>                  23 Q. I am, yes.                  24 <b>A. Yes, he did thank me, but in my diocese it is actually</b>                  25 <b>delegated to the Bishop of Dudley, who is the Suffragan</b></p> <p style="text-align: center;">Page 13</p>	<p>1 <b>Bishop of Worcester, and he is very personally involved,</b>                  2 <b>yes.</b>                  3 Q. If we look again, and sticking with the same page of                  4 Edina Carmi's report, paragraph 1.5.3, the only sort of                  5 negative she addresses about the actions that you took                  6 were the lack of a direct contact with the complainant                  7 and that contact going through the family. We talked                  8 about that. You said that that was at her wish. Is                  9 that right?                  10 <b>A. Yes. I think that we had several other contact times</b>                  11 <b>where I met with the complainant and her mother too,</b>                  12 <b>which was probably informally. I didn't go home and</b>                  13 <b>sort of write it all down. But it was usually with</b>                  14 <b>a parent that I met her. And by this time, of course,</b>                  15 <b>she was 18 as well.</b>                  16 Q. Ms Carmi notes at paragraph 1.5.5 that it took nine                  17 months before a signed safeguarding agreement was in                  18 place. We've heard that that was in part due to the                  19 circumstances at the time, which was that you were                  20 dealing with family matters, a busy parish, I understand                  21 there was a changeover in the Parish Safeguarding                  22 Officer, other specific circumstances?                  23 <b>A. Yes.</b>                  24 Q. Do you have any thoughts on how the process of dealing                  25 with allegations and putting in place safeguarding</p> <p style="text-align: center;">Page 14</p>
<p>1 agreements could be streamlined or handled better?                  2 <b>A. I read through the sort of timeline of this as carefully</b>                  3 <b>as I could and sort of tried to fill in the details,</b>                  4 <b>because the actual respondent and his wife were</b>                  5 <b>sometimes ill during this time as well. I think it's</b>                  6 <b>too long, but I can't really offer any advice how to</b>                  7 <b>streamline it in my particular case. When I read it,</b>                  8 <b>I felt a little bit guilty about that, that it had</b>                  9 <b>taken -- because I hadn't realised it had taken so long.</b>                  10 <b>But I have no excuse. But I think it was the way that</b>                  11 <b>it was with balancing everything together as carefully</b>                  12 <b>as possible.</b>                  13 Q. It's not so much a question as necessarily an                  14 observation, but just to highlight, Edina Carmi                  15 commented that the safeguarding agreement should have                  16 been reviewed and, on the records she was looking at,                  17 had not been reviewed. Looking at paragraphs 29 and 30                  18 of your witness statement, is it right that the                  19 safeguarding agreement has now been reviewed and                  20 continues to be reviewed regularly?                  21 <b>A. Yes, that's quite right. During the sort of time</b>                  22 <b>between, I had regular phone calls with the ADSA and we</b>                  23 <b>reviewed it informally on the telephone. I was</b>                  24 <b>actually -- in my head, I had the notion that, when we'd</b>                  25 <b>written the agreement, it would be reviewed after</b></p> <p style="text-align: center;">Page 15</p>	<p>1 <b>a year, but I did expect some conversation in between,</b>                  2 <b>and I'd not actually picked that up from the information</b>                  3 <b>that I received from the diocese. So it was something</b>                  4 <b>that I -- I just didn't retain the knowledge of, I'm</b>                  5 <b>afraid.</b>                  6 Q. That concludes my questions about that case study.                  7 I just have a few concluding questions about                  8 safeguarding from the parish perspective before we                  9 finish, if I can. The first is, within your Diocese of                  10 Worcester, how visible is the Diocesan Safeguarding Team                  11 and how much contact would you have with them?                  12 <b>A. It's very visible now. It's very high profile. We are</b>                  13 <b>all doing training on a regular basis. We have</b>                  14 <b>a traffic light system which the PCCs have to look at</b>                  15 <b>with the help of the Parish Safeguarding Officer and you</b>                  16 <b>get green lights, amber lights or red lights. When we</b>                  17 <b>first did it, we were sort of on amber a few times,</b>                  18 <b>I think, but we're hopefully all green this year. It's</b>                  19 <b>quite complex.</b>                  20 <b>As a result, on every PCC agenda, we have a health</b>                  21 <b>and safety and a safeguarding item on the agenda, which</b>                  22 <b>is an open agenda, so that anybody can stand up and</b>                  23 <b>report anything. But I do ask them if there's anything</b>                  24 <b>they think should be in confidence that they tell me</b>                  25 <b>before, and I do sort of rule over that, or would do,</b></p> <p style="text-align: center;">Page 16</p>

1 **anyway. I have never had to.**  
 2 **We've also, as well as appointing a Parish**  
 3 **Safeguarding Officer, appointed a -- I think we call it**  
 4 **an advocate for children, and her role is to communicate**  
 5 **with children. I don't want to say any more about that,**  
 6 **because I think you would identify the parish if I did.**  
 7 Q. I'm grateful for that indication. Can I ask, how often  
 8 do you have cause to deal with a safeguarding matter as  
 9 a parish priest?  
 10 **A. Ones that I wouldn't need to address the diocese with,**  
 11 **very regularly; mostly, because we have an aged**  
 12 **congregation, and we do have people who are diagnosed**  
 13 **with dementia, and we have done -- as a parish, we have**  
 14 **done Champion courses for dementia, and we have done**  
 15 **services which are -- basically, the theme is dementia.**  
 16 Q. It is my fault for not making it specific enough. How  
 17 often would you have cause to deal with safeguarding  
 18 matters relating to children?  
 19 **A. Very rarely.**  
 20 Q. Are we talking yearly, monthly or a couple of times in  
 21 my entire career?  
 22 **A. Are we talking about children making too much noise**  
 23 **during the church service? No.**  
 24 Q. No. Child sexual offences?  
 25 **A. Never. No, never.**

Page 17

1 **I need. And, in many ways, the friendship of strangers**  
 2 **coming in to help me with my thoughts and my task.**  
 3 **I realise there was a difficulty that we probably**  
 4 **should have appointed someone who was actually for the**  
 5 **complainant.**  
 6 Q. Yes, you've mentioned that you had to balance -- there  
 7 was a difficulty for you, that you were trying to  
 8 provide pastoral support, on the one hand, to the  
 9 alleged perpetrator, but at the same time providing  
 10 pastoral support for the complainant. Would you have  
 11 preferred to be able to split those responsibilities?  
 12 **A. If I'd had an assistant minister or ministry? in some**  
 13 **way, I probably would have done that.**  
 14 Q. Was there anybody you could have allocated that to?  
 15 **A. No, and I didn't want to give it to the churchwardens,**  
 16 **because that's not their role.**  
 17 Q. My final question is, is there anything that you, as  
 18 a parish priest, would appreciate that might assist you  
 19 to better manage child safeguarding issues? For  
 20 example, one of our witnesses said he would love a sort  
 21 of ready reckoner, a laminated page of top tips; others  
 22 have said, more support, more training. Is there  
 23 anything in particular that you think would be of  
 24 benefit to parish priests?  
 25 **A. I thought a little card -- which I think I've seen one**

Page 19

1 Q. So this was very unusual?  
 2 **A. Yes, it was.**  
 3 Q. Do you feel that the training you have received from the  
 4 Church of England has equipped you sufficiently for your  
 5 safeguarding responsibilities as a parish priest?  
 6 **A. Yes. You have to keep up in speed and make sure you**  
 7 **read what they produce, because it's a developing**  
 8 **situation, and it's changing quickly. I mean, the whole**  
 9 **nature of this inquiry is to see what things can be**  
 10 **changed, and so, as a parish priest, you have to keep**  
 11 **reading about that and read the information you get from**  
 12 **the diocese and elsewhere, some of which is quite**  
 13 **lengthy, I realise, but you've got to sort of make the**  
 14 **time to do it.**  
 15 **And you rely on the fact -- I think -- I probably**  
 16 **shouldn't have done with the family. I said, "I have**  
 17 **a red button, and when you told me that, I pressed that**  
 18 **red button, which means I'm going to refer it onwards".**  
 19 **It's probably the wrong thing to say, I know, but I say**  
 20 **that's what I'm going to do, and I ask them if they're**  
 21 **in agreement, and that's when I told them if they wanted**  
 22 **to go directly to the police, I think they had an issue**  
 23 **they could do that with. Then, really, my training**  
 24 **takes over because it is a phone call away, and with our**  
 25 **diocese, I found a phone call brought all the help**

Page 18

1 **somewhere, perhaps in a different diocese, I don't know.**  
 2 **A little card which we'd pass to people, whether they**  
 3 **keep it or not, which will say, "If you listen" --**  
 4 **encouraging people to listen and watch and that, if you**  
 5 **see something -- it is like coming up on the train,**  
 6 **isn't it, "Please report it. Don't be frightened to**  
 7 **report it".**  
 8 Q. Bishop Peter Hancock came last year and talked about  
 9 "See it, say it, sort it"?  
 10 **A. That's it --**  
 11 Q. Sort of that attitude?  
 12 **A. -- that's on the train. I was trying to remember it,**  
 13 **yes.**  
 14 MS McNEILL: Chair, that concludes my questions for this  
 15 witness. Do you or the panel have any questions for  
 16 this witness?  
 17 THE CHAIR: No, we have no questions. Thank you very much  
 18 for coming, Reverend.  
 19 (The witness withdrew)  
 20 MS McNEILL: Chair, it is obviously a little early. But if  
 21 we could just have five minutes to set the room back up,  
 22 that would be really appreciated.  
 23 (10.40 am)  
 24 (A short break)  
 25 (10.48 am)

Page 20

<p>1 MS McNEILL: Our second witness today is Julie O'Hara, who                  2 is from the Diocese of York.                  3 MS JULIE O'HARA (sworn)                  4 Examination by MS McNEILL                  5 MS McNEILL: Thank you very much. Is it right that you are                  6 the Diocesan Safeguarding Advisor for the Diocese in                  7 York?                  8 <b>A. I am.</b>                  9 Q. You produced a witness statement for this inquiry dated                  10 31 May 2019?                  11 <b>A. I did.</b>                  12 Q. It is endorsed with a statement of truth and signed by                  13 you. Can you please confirm that that witness statement                  14 is and remains true, to the best of your knowledge and                  15 belief?                  16 <b>A. I can.</b>                  17 Q. In terms of your evidence today, it is going to take,                  18 I think, three parts, three stages. The first is to                  19 tell us a little bit about how safeguarding works within                  20 the Diocese of York. Then we are going to deal with                  21 some of the sampling cases that Ms Carmi gave evidence                  22 about yesterday -- not in huge amounts of detail as she                  23 did, but just in particular your role in dealing with                  24 them.                  25 <b>A. Yes.</b></p> <p style="text-align: center;">Page 21</p>	<p>1 Q. And then to conclude with your thoughts as a diocesan                  2 safeguarding advisor about some of the broader issues                  3 for safeguarding at the diocesan level. Okay?                  4 <b>A. Okay.</b>                  5 Q. At any stage, if you want me to assist you by referring                  6 you to your statement or reminding you, please just let                  7 me know?                  8 <b>A. Okay. Thank you.</b>                  9 Q. The first question I have, in relation to the Diocese of                  10 York, how big is your Diocesan Safeguarding Team?                  11 <b>A. My Diocesan Safeguarding Team is primarily made up of</b>                  12 <b>myself as a full-time DSA; I have a full-time</b>                  13 <b>Assistant DSA; I also have a part-time DBS</b>                  14 <b>administrator; and I have a part-time events</b>                  15 <b>coordinator, who co-ordinates our training activity.</b>                  16 Q. You've set out, at paragraph 13 of your witness                  17 statement, the funding for the safeguarding team within                  18 the diocese. It is £191,049, to be specific --                  19 <b>A. Yes.</b>                  20 Q. -- which reflects an overall increase in spending from                  21 2017 and 2018?                  22 <b>A. Yes.</b>                  23 Q. Do you know whether that is considered a significant                  24 budget for a diocese of your size or, as compared to                  25 other similar-sized dioceses, whether it's not?</p> <p style="text-align: center;">Page 22</p>
<p>1 <b>A. I don't know specifically. I can only really work off</b>                  2 <b>my understanding of how other safeguarding teams look in</b>                  3 <b>the northern network in particular, from conversation</b>                  4 <b>with other DSAs. So I know that we are not the biggest</b>                  5 <b>of safeguarding teams, but I know, equally, we're not</b>                  6 <b>the smallest. But I don't have specific information</b>                  7 <b>that I can provide for you in response to that question.</b>                  8 Q. We will look at the detail as we go forward, but,                  9 broadly speaking, do you think, in terms of people and                  10 possibly money, it is enough within the Diocese of York?                  11 <b>A. I think you can see that there has been a steady</b>                  12 <b>increase in resource commitment year on year. I think</b>                  13 <b>the diocese has shown that it needs to invest and, when</b>                  14 <b>there have been gaps, they've shown in investment. So</b>                  15 <b>the Assistant DSA was a direct investment as a result of</b>                  16 <b>identified resource.</b>                  17 <b>I think there are aspirational things that we would</b>                  18 <b>like to achieve. So we have a three-year strategic</b>                  19 <b>plan, which looks at how we're going to develop over the</b>                  20 <b>next three years, and that plan has things in that may</b>                  21 <b>appear aspirational. So, for example, looking at</b>                  22 <b>specific victim specialist support, that type of thing,</b>                  23 <b>that the diocese needs to look at and we need to think,</b>                  24 <b>how are we going to fund year on year.</b>                  25 <b>There are other smaller elements around, for</b></p> <p style="text-align: center;">Page 23</p>	<p>1 <b>example, things like administration, that it would be</b>                  2 <b>ideal if we had a little bit more resource, but I do</b>                  3 <b>recognise the challenge of a diocese where there is</b>                  4 <b>freewill offer and you have a limited amount of money</b>                  5 <b>coming in each year and how you need to meet all those</b>                  6 <b>different needs. So I work with the diocesan secretary</b>                  7 <b>to identify resource when I need it on an ad hoc basis.</b>                  8 Q. I note in your witness statement at paragraph 14 --                  9 chair, it is page 4 of the witness's statement -- that                  10 you have a specific diocesan training team and that, as                  11 part of that, they assist with the co-delivery of                  12 theological and pastoral aspects of the safeguarding                  13 foundation and leadership course.                  14 Can you tell us a little bit about that, because                  15 I think that's something quite unique to the Diocese of                  16 York?                  17 <b>A. So I have access to the Diocesan Safeguarding -- sorry,</b>                  18 <b>the Diocesan Training Team to deliver specifically on to</b>                  19 <b>the C3 leadership course, so the safeguarding leadership</b>                  20 <b>course for clergy and lay ministers. The role within</b>                  21 <b>that training specifically is to bring together theology</b>                  22 <b>and safeguarding and to start exploring how safeguarding</b>                  23 <b>sits quite centrally within theology and actually there</b>                  24 <b>is a very core purpose to the work that we do and,</b>                  25 <b>actually, what I find from delivering -- having that</b></p> <p style="text-align: center;">Page 24</p>

<p>1 particular element of course in the training that we                  2 deliver is that it's usually at that point when we have                  3 that theology input that the bite happens and people                  4 start to understand, actually, "This is core to my                  5 business, this is core to my clerical role", so we are                  6 able to then move forward into a much more productive                  7 conversation throughout our training.                  8 Q. So do you think, by building in this theological and                  9 pastoral aspect, it is making the training itself more                  10 effective?                  11 A. Absolutely, yes.                  12 Q. And do you think it's increasing the engagement with                  13 clerics, in particular, with the training?                  14 A. I think so, yes, I do.                  15 Q. Looking down, again, at paragraph 17 of your witness                  16 statement, you've set out that the Diocese of York                  17 Safeguarding Team does work specifically aimed at                  18 engaging with parishes?                  19 A. Yes.                  20 Q. How do you do that?                  21 A. We run parish safeguarding forums. So we go out into                  22 each archdeaconry and we invite Parish Safeguarding                  23 Officers to come along and meet with us. We do that for                  24 a number of reasons. We do that because it is a good                  25 opportunity for them to network and get to know each</p> <p style="text-align: center;">Page 25</p>	<p>1 other, it is an opportunity for them to share good                  2 practice with each other, but also to identify common                  3 themes, where things may not be working for them or                  4 they're struggling with, so we can start to think about                  5 that and work with them. But we also do that to bring                  6 in information that may have changed from practice                  7 guidance or things that the diocese -- that we are                  8 bringing out as a diocese that we want them to look at.                  9 So we use it as a development opportunity, but we also                  10 use it as a networking opportunity, and we encourage                  11 them to share contact details and to work more                  12 collectively together.                  13 We also communicate through safeguarding bulletins                  14 and we try and regularly put things in the e-news that                  15 goes out through the diocese, so we're keeping                  16 safeguarding as a current and live matter on a regular                  17 basis.                  18 Q. Returning to the Parish Safeguarding Officers that you                  19 mentioned, we've heard some evidence about them and the                  20 extent to which they're used within the parishes could                  21 be considered variable?                  22 A. Yes.                  23 Q. Is that your experience within the Diocese of York?                  24 A. Yes. I think it would be. I think, when a referral                  25 comes in to me, it can come in through the Parish</p> <p style="text-align: center;">Page 26</p>
<p>1 Safeguarding Officer and I will work with them. It                  2 often comes in through the incumbent. My experience of                  3 Parish Safeguarding Officers is that we have some really                  4 good quality Parish Safeguarding Officers in the diocese                  5 who are committed and work really hard, because it's an                  6 important area. But I think there is a recognition                  7 that, for some parishes, the Parish Safeguarding Officer                  8 role is fulfilled by somebody that maybe doesn't come                  9 from a background where they're familiar with                  10 safeguarding and, therefore, it's a demanding job for                  11 them, and they do need additional support.                  12 I also am very mindful that when I work with Parish                  13 Safeguarding Officers, particularly if you bring them                  14 into, for example, the more complex case where you have                  15 perhaps more -- you have offences that are quite extreme                  16 in nature, so sex offences with harm against children,                  17 that there's an element there in terms of taking care of                  18 their well-being as well so it's outside of their normal                  19 remit. I think, as a safeguarding practitioner, you can                  20 become quite familiar with the language in relation to                  21 harm of children and can forget that actually it has                  22 quite significant impact on people that don't come from                  23 that area.                  24 So it's important that when we do bring PSOs in, we                  25 do so with the right support in place for them and</p> <p style="text-align: center;">Page 27</p>	<p>1 they're able to access the right level of training.                  2 I think incumbents have a little bit more experience                  3 around that and are more comfortable with it, so it is                  4 sometimes about finding the right person to work within                  5 a safeguarding situation.                  6 Q. Would it be too simplistic to say, where an allegation                  7 arises at the parish level, it should be dealt with by                  8 the Parish Safeguarding Officer?                  9 A. I think so, yes, because I think you also need to                  10 recognise that a Parish Safeguarding Officer is a member                  11 of the parish in their own right, quite often, so there                  12 may also be conflicts of interest. So it is not always                  13 straightforward, when a referral comes in, that you                  14 automatically refer to the incumbent and the Parish                  15 Safeguarding Officer, because you need to understand the                  16 dynamics and what's happening there and what                  17 relationships they have. So you always have to start on                  18 the basis of fact finding and understanding what those                  19 issues are, and then what their needs are and are they                  20 the right person to support you in that process.                  21 Q. I understand that you have carried out a parish                  22 safeguarding audit?                  23 A. Mmm-hmm.                  24 Q. But is it right that it's too soon at the moment to come                  25 back with emerging themes or the overall picture?</p> <p style="text-align: center;">Page 28</p>

<p>1 <b>A. It is. We have completed a parish safeguarding audit</b>  2 <b>with all our parishes. We are starting to collate the</b>  3 <b>data, but it is still too early to share key themes and</b>  4 <b>findings with you. We will utilise that data in</b>  5 <b>a number of different ways. So we will look at it on an</b>  6 <b>individual basis and make individual contact with</b>  7 <b>parishes that require additional support, but we will</b>  8 <b>also use it to drive our practice moving forward over</b>  9 <b>the next three years.</b>  10 <b>So if particular training is needed, then we will</b>  11 <b>utilise that to do up our training and development</b>  12 <b>programme. So it is quite a big piece of work for us to</b>  13 <b>undertake and we have it scheduled in for later this</b>  14 <b>summer as we hopefully move into a bit of a quieter</b>  15 <b>period as people take holidays and things.</b>  16 Q. Finally, within the Diocese of York, obviously you have  17 the Archbishop of York, who is both the diocesan bishop  18 and an archbishop?  19 <b>A. Yes.</b>  20 Q. Does the Diocesan Safeguarding Team sit in the bishop's  21 office or how is the bishop's role in safeguarding  22 managed within your diocese?  23 <b>A. I sit primarily in the diocesan office. I do spend one</b>  24 <b>day a week, or my colleague -- my Assistant DSA, my</b>  25 <b>colleague, sits in Bishopthorpe Palace one day a week.</b></p> <p style="text-align: center;">Page 29</p>	<p>1 <b>We also go over, when we're required to, for additional</b>  2 <b>matters.</b>  3 <b>The Archbishop of York has delegated his</b>  4 <b>safeguarding responsibility to the Diocesan Secretary,</b>  5 <b>and he line manages myself and the safeguarding team, so</b>  6 <b>it would be the Diocesan Secretary that I would go to on</b>  7 <b>a day-to-day basis if there were any concerns.</b>  8 <b>If it was a matter that I felt needed urgent</b>  9 <b>attention by the archbishop, I can access the archbishop</b>  10 <b>through the Diocesan Secretary. He has a direct line of</b>  11 <b>communication with him. But I am also able to</b>  12 <b>communicate with the archbishop through the domestic</b>  13 <b>chaplain at Bishopthorpe Palace that I have a very good</b>  14 <b>working relationship with and speak to on a regular</b>  15 <b>basis. I also can do that through the provincial</b>  16 <b>chaplain, if required. And I'm also able to communicate</b>  17 <b>in writing to the archbishop as well, so I can put</b>  18 <b>reports in. I know that sounds quite a longwinded way,</b>  19 <b>but, actually, I can put a report in and it can be in</b>  20 <b>front of him within 24 hours, and my experience of doing</b>  21 <b>that is that I often get quite swift responses from him.</b>  22 Q. I'm going to turn to the second stage of your evidence,  23 which is the sampling cases in particular, starting with  24 sample case Y1. Chair and panel, this begins at page 7  25 of the witness's statement. With all of these, what</p> <p style="text-align: center;">Page 30</p>
<p>1 I will do is briefly summarise the facts. Everybody who  2 is in this room certainly would have heard them  3 yesterday from Ms Carmi's evidence, but just to assist.  4 The case of Y1 involved a server, who we are calling  5 F36, who was charged with, and subsequently convicted  6 of, non-recent child sexual abuse -- sorry, acquitted?  7 <b>A. Yes, acquitted.</b>  8 Q. I did write "acquitted". Acquitted of non-recent child  9 sexual abuse as against an 11-year-old girl which  10 happened 25 years before. Looking at paragraph 27 of  11 your witness statement, how did this matter come to  12 light for you? How did it come to the attention of  13 the Diocesan Safeguarding Team?  14 <b>A. I was approached by a reader from that parish who also</b>  15 <b>works within the diocesan team, the wider diocesan team,</b>  16 <b>not the Safeguarding Team, approached me to share with</b>  17 <b>me that she had spoken to F36 and he'd asked for</b>  18 <b>a reference from her and he went on to explain that that</b>  19 <b>reference was for the purpose of character witness for</b>  20 <b>a court hearing that he was attending in September in</b>  21 <b>relation to these non-recent allegations. So she shared</b>  22 <b>that with me, understanding that it was a safeguarding</b>  23 <b>matter and it needed to come through to the DSA.</b>  24 Q. By that time, obviously, he'd already been arrested. In  25 fact, is it right, you might not have become aware of</p> <p style="text-align: center;">Page 31</p>	<p>1 it, or certainly as quickly, if he hadn't come forward  2 to say, "Can I have a reference?"  3 <b>A. No, we weren't notified by the police of the matter. So</b>  4 <b>we only found out through him, yeah.</b>  5 Q. Is that usual? Would you expect to be notified by the  6 police?  7 <b>A. I think -- where there is a live matter, so where there</b>  8 <b>is a live police investigation and the police may wish</b>  9 <b>to speak to us to understand what additional information</b>  10 <b>we hold, I would expect that we would receive a phone</b>  11 <b>call or we would receive contact from the LADO, where</b>  12 <b>appropriate, and we have examples where that has been</b>  13 <b>the case. I think, in relation to this individual,</b>  14 <b>because it was a non-recent matter, my understanding is</b>  15 <b>that he was never formally arrested. So he was</b>  16 <b>interviewed and then he was subsequently sent a letter</b>  17 <b>summoning him to court to attend. So there was almost</b>  18 <b>a sort of a gap where the arrest and then the charge --</b>  19 <b>the charging process didn't take place. That's my</b>  20 <b>recollection of that matter. And I think, because there</b>  21 <b>was that loophole, it may have potentially not come to</b>  22 <b>our -- come to their attention that he was involved in</b>  23 <b>the church.</b>  24 Q. Can we pull up paragraph 29 of your witness statement.  25 It is page 8, please, Henry, ACE027585_008.</p> <p style="text-align: center;">Page 32</p>



<p>1 Paragraph 29. So you immediately met with the reader to 2 discuss the action to be taken. The action was going to 3 be to advise the individual, who is -- X6 is the 4 incumbent? 5 <b>A. Yes.</b> 6 Q. To advise him of F36's disclosure and that you would be 7 in contact to discuss a possible risk assessment; to 8 seek further information from F36 in relation to the 9 nature of the charge; to put in place a proportionate 10 safety plan which enables F36 to worship but would limit 11 his contact with children; and to monitor the outcome of 12 the court hearing in September? 13 <b>A. Yes.</b> 14 Q. Is it right that you decided to carry out a type A risk 15 assessment with a view to putting in place 16 a safeguarding agreement in the meantime? 17 <b>A. Yes.</b> 18 Q. You were considering, around the risk assessment 19 process, whether or not F36 could continue as a server. 20 I'd just like to look at your comments on page 9, 21 please. It is paragraph 32, starting halfway down. You 22 make an observation: 23 "As a DSA, when I think about perceptions of 24 a position of trust, I do so from the point of view of 25 a child sitting at the front of a congregation: would</p> <p style="text-align: center;">Page 33</p>	<p>1 a child look at an individual and think that they were 2 part of the church and, therefore, might they assume 3 that the individual was 'safe'. In the case of 4 a server, although they are not officially given 5 authority by the Church of England and their roles can 6 vary from parish to parish, in wearing robes and 7 processing with the clergy, my view is that a child 8 would be likely to see a server at the parish as 'safe' 9 and trustworthy." 10 <b>A. Yes:</b> 11 Q. We will come to the discussion around the definition of 12 a church officer, but in broad terms, do you think that 13 the Church of England guidance at the moment 14 sufficiently takes this approach to looking at positions 15 of trust, as you've set out? 16 <b>A. I think the practice guidance or the Church of England's 17 guidance leaves the definition of church officer 18 sufficiently wide so that it can be interpreted locally. 19 So a church officer is defined as -- I'm just looking up 20 my notes so I don't get it wrong. It is anybody -- 21 a church officer is anyone appointed, elected, by or on 22 behalf of the church to a position or role where they 23 are ordained, lay, paid or unpaid. I think because that 24 definition is so wide, actually, it really is a local 25 interpretation of whether this role would meet that</b></p> <p style="text-align: center;">Page 34</p>
<p>1 <b>criteria or not.</b> 2 <b>There is an element for me that, within each church, 3 everybody utilises a role in a different way. So 4 putting a very prescriptive definition on what a church 5 officer is may cause difficulties in its own right, 6 actually, because, when I go into a church to do a risk 7 assessment, I start by asking: what does that role mean 8 to you, and what are the parameters of that role; what 9 does that look like in terms of a service? Because I'm 10 trying to understand, how does it look to the 11 congregation. I'm not always thinking about it from the 12 child's perspective, I can be thinking about it from an 13 adult, vulnerable adult, perspective as well. So I'm 14 thinking of everybody, from a welcomer through to 15 somebody that may be stood at the front assisting in the 16 service itself. So it's really important that you 17 understand, actually, what does that role entail, so 18 a wider definition for me enables a little bit of that 19 to take place.</b> 20 Q. I understand what you say about the problems in 21 a prescriptive definition, but bearing in mind that 22 whether or not somebody is a church officer is a very 23 significant question, because church officer triggers 24 the core group process, nonchurch officer not 25 necessarily.</p> <p style="text-align: center;">Page 35</p>	<p>1 <b>A. Yes.</b> 2 Q. From your point of view, is there any reason why the 3 guidance couldn't include or in some way have this sort 4 of focus in it? Couldn't that be built into the 5 definition of a church officer to focus minds in this 6 way? 7 <b>A. I think it would be useful to have that because it would 8 support the DSA. I do think there is a significant role 9 in the DSA deciding or defining whether it is a church 10 officer role or not as part of the process with core 11 group and actually sharing that perception. So I do 12 think there is a role for having similar definition to 13 the one I've put in my statement in there, yes.</b> 14 Q. Because, bearing in mind, as we say, it's the trigger 15 for a core group process, at the moment the definition 16 is about kind of roles and responsibilities, but not 17 about potential safeguarding implications. 18 <b>A. Absolutely.</b> 19 Q. Would you agree with that? 20 <b>A. Yes, I would.</b> 21 Q. Before we move back, we will get to the core group, is 22 it right that you struggled to get information about the 23 nature of the allegations made against F36? 24 <b>A. Yes. I contacted the police and asked for some 25 information from them in relation to the matter. The</b></p> <p style="text-align: center;">Page 36</p>

1 officer that I spoke to indicated that they were not in  
 2 a position to share that with me. I highlighted the  
 3 role of the church in safeguarding and child protection  
 4 of children and specifically talked about the  
 5 information sharing around child protection concerns and  
 6 that overrides the need for confidentiality. But in  
 7 this instance I was advised that I needed to make  
 8 a civil disclosure scheme request outlining what  
 9 information I needed and for what purpose, and to submit  
 10 that information, which I did, but unfortunately,  
 11 I didn't receive anything back prior to trial. So  
 12 I then had to find alternative ways of gathering  
 13 information and trying to balance it off.  
 14 What that does is affect my risk assessment,  
 15 because, actually, my risk assessment almost increases  
 16 really because I've got gaps in my information, so  
 17 I have to err on the side of caution when I don't have  
 18 that knowledge to hand.  
 19 Q. You ended up in a rather unsatisfactory position, where  
 20 you had to rely on F36 himself to try and get some  
 21 information about the allegations --  
 22 A. Yes.  
 23 Q. -- and he's not necessarily going to be the most  
 24 credible of witnesses, and he was rather vague --  
 25 A. Mmm-hmm.

Page 37

1 forwarding that -- progressing that. Unfortunately, he  
 2 moved on to a different post before I was able to  
 3 progress that with him.  
 4 Q. Do I infer from your answer that, if there were  
 5 a mechanism by which you could put these protocols in  
 6 place or some sort of Memorandum of Understanding, it  
 7 would be welcome?  
 8 A. Very welcome, yes.  
 9 Q. As it was, you conducted a risk assessment one week  
 10 after the allegations came to light, and that was  
 11 monitored by the churchwarden and the incumbent, is that  
 12 right -- sorry, the safeguarding agreement that followed  
 13 was monitored by the churchwarden and the incumbent. Is  
 14 that right?  
 15 A. Yes.  
 16 Q. When you did ultimately come to call the core group, can  
 17 you please tell us why you thought a core group was  
 18 necessary and what, if any, difficulties you had in  
 19 calling that? I know we have touched on it.  
 20 A. I called the core group because I was conscious that the  
 21 matter was going to court and that we had potential  
 22 pastoral responsibilities not only to the respondent,  
 23 but also the complainant, the victim, in that matter.  
 24 But also, in terms of the wider congregation, should the  
 25 individual be convicted, there were wider -- there were

Page 39

1 Q. -- or through his solicitors --  
 2 A. Yes.  
 3 Q. -- who have their own professional concerns and  
 4 obligations?  
 5 A. They were. My recollection of the conversation with his  
 6 solicitor, though, was that, actually, they were -- they  
 7 gave details that really did match what went through  
 8 court. So they were quite open. I didn't find any  
 9 challenge. Once I got his permission for them to speak  
 10 to me, I found them quite open. I didn't find any  
 11 difficulties there. But I did always have in the back  
 12 of my mind that I hadn't got that independent  
 13 verification.  
 14 Q. Within the Diocese of York, do you have any formal, or  
 15 informal, information sharing arrangements with the  
 16 police, sort of a Memorandum of Understanding or an  
 17 informal contact?  
 18 A. Not at present, no. We have attempted to start some of  
 19 those processes. I think I reference in my witness  
 20 statement that I have met with the independent chairs  
 21 and board managers of the eight Safeguarding Children's  
 22 Boards, now partnerships, to try and start that process.  
 23 I also met with our North Yorkshire representative  
 24 from -- North Yorkshire Police representative who sits  
 25 on our safeguarding strategy group to ask him about

Page 38

1 wider pastoral matters for the congregation. So  
 2 I wanted to bring everybody together specifically to  
 3 gather our information and to plan in terms of  
 4 the trial.  
 5 I felt, at that time, that that individual did meet  
 6 the criteria for church officer, because of my  
 7 understanding of server role, as we have just talked  
 8 about. There was some conversation at the core group as  
 9 to whether he did meet the server role, and I think it  
 10 is reflected in here that it was considered on the  
 11 boundaries. However, the people that attended the  
 12 group, including the archdeacon, were supportive of my  
 13 approach and continued to work within the core group  
 14 process and nobody was resistant to it continuing in  
 15 that format.  
 16 Q. Indeed, it would be a fair point at which to say that  
 17 Edina Carmi yesterday praised you for taking that rather  
 18 proactive approach and saying, "No, no, I want a core  
 19 group. I see him as a church officer", and that was  
 20 a very sensible decision to make.  
 21 A. Thank you.  
 22 Q. So we don't dwell on that. Likewise, she did notice the  
 23 information sharing that we had. One of the things that  
 24 she said was, would it have been possible to escalate  
 25 that? Was that an option open to you, to escalate it

Page 40

<p>1 with the police?</p> <p>2 <b>A. I think at the time I reflect that I was quite new in</b></p> <p>3 <b>post at the time. I think I was two weeks into post</b></p> <p>4 <b>when this matter came in. I was still starting to find</b></p> <p>5 <b>my feet and understand church structure and church</b></p> <p>6 <b>process, and I think it probably -- when I reflect, it</b></p> <p>7 <b>probably wasn't something that came to my mind in that</b></p> <p>8 <b>instance as something I should do. I think, as</b></p> <p>9 <b>a practitioner two years into role, I do react and</b></p> <p>10 <b>respond differently now. So in a case recently, where</b></p> <p>11 <b>the Assistant DSA wasn't able to get information from</b></p> <p>12 <b>the officer in charge, I directed him to go to the DI</b></p> <p>13 <b>for the team and to acknowledge to him that actually we</b></p> <p>14 <b>were struggling to get some information on a case where</b></p> <p>15 <b>we were trying to put some line arrangements in place</b></p> <p>16 <b>within a church and, as a core group, recently, I have</b></p> <p>17 <b>also taken action to escalate to the independent chair</b></p> <p>18 <b>where we have not got buy-in.</b></p> <p>19 <b>So we do respond differently now and we recognise</b></p> <p>20 <b>that we do need to escalate where appropriate. I think,</b></p> <p>21 <b>at this time, it perhaps was reflective of me being</b></p> <p>22 <b>a new person and just getting used to the structures.</b></p> <p>23 Q. During F36's trial, is it right that you arranged for</p> <p>24 somebody to attend that trial every day?</p> <p>25 <b>A. Yes. So myself and the Director of Communications for</b></p> <p style="text-align: center;">Page 41</p>	<p>1 <b>Bishopthorpe Palace attended all four days.</b></p> <p>2 Q. Ultimately, what you heard at the trial you considered</p> <p>3 to be important to feed into the risk assessment that</p> <p>4 took place after his acquittal?</p> <p>5 <b>A. Absolutely. It was absolutely fundamental to my</b></p> <p>6 <b>understanding of risk. It provided me with sufficient</b></p> <p>7 <b>information to understand that there had been</b></p> <p>8 <b>a consistency in disclosure by the victim in terms of</b></p> <p>9 <b>the information she was sharing, and that there had been</b></p> <p>10 <b>a disclosure at the time to her mother, and so that gave</b></p> <p>11 <b>me enough information to believe that, on the balance of</b></p> <p>12 <b>probabilities, there may continue to be a risk there.</b></p> <p>13 Q. Attending the trial, is that something you do in every</p> <p>14 case and are there any resource difficulties to do so?</p> <p>15 <b>A. We do send somebody to the trial of all church officers.</b></p> <p>16 <b>There are resource implications for that. We try and</b></p> <p>17 <b>send a member of staff who works either in the</b></p> <p>18 <b>safeguarding team or communications team. Where we're</b></p> <p>19 <b>not able to do so, or where it's a trial that may run</b></p> <p>20 <b>a little bit longer, then we source independent support</b></p> <p>21 <b>from somebody with a sufficient safeguarding background</b></p> <p>22 <b>to provide us with detailed notes and advice on</b></p> <p>23 <b>a day-to-day basis, and that obviously informs the</b></p> <p>24 <b>actions that we are taking centrally within the diocesan</b></p> <p>25 <b>office.</b></p> <p style="text-align: center;">Page 42</p>
<p>1 Q. You then ultimately undertook a risk assessment</p> <p>2 following the trial. The risk was assessed as low and</p> <p>3 an agreement was put in place?</p> <p>4 <b>A. Yes.</b></p> <p>5 Q. Finally, before our mid-morning break, you put in your</p> <p>6 witness statement at pages 20 to 21, please, Henry, two</p> <p>7 potential areas of improvement that you've identified</p> <p>8 from looking back on this case. The first we have</p> <p>9 broadly dealt with, which starts at paragraph 78, is the</p> <p>10 information sharing and multi-agency working?</p> <p>11 <b>A. Yes.</b></p> <p>12 Q. Over the page, at the top two paragraphs, that sets out</p> <p>13 what you have already said, that you are undergoing work</p> <p>14 to meet with the Local Safeguarding Children's Boards --</p> <p>15 now partnerships -- North Yorkshire Police are now</p> <p>16 represented on your DSSG and, in addition, the</p> <p>17 archbishop is hosting a partnership event</p> <p>18 in September 2019 to bring together people from the</p> <p>19 police and social care?</p> <p>20 <b>A. Yes.</b></p> <p>21 Q. Is that in order to raise awareness with them that, "We</p> <p>22 are somebody you need to start corresponding with,</p> <p>23 because we all need to assist"?</p> <p>24 <b>A. So the event itself is made up of -- it is hosted by the</b></p> <p>25 <b>archbishop. We also have a survivor of faith abuse</b></p> <p style="text-align: center;">Page 43</p>	<p>1 <b>coming to talk about her experiences and how that's</b></p> <p>2 <b>impacted on her as she's moved through her life. But we</b></p> <p>3 <b>also have invited all the key partners, heads of</b></p> <p>4 <b>service, from each of the different areas of our diocese</b></p> <p>5 <b>along with representatives from the parish, so that's</b></p> <p>6 <b>clergy and safeguarding officers, because what we</b></p> <p>7 <b>actually want to do is start a conversation which</b></p> <p>8 <b>recognises that safeguarding is fundamental, managing</b></p> <p>9 <b>safeguarding effectively is fundamental within a parish</b></p> <p>10 <b>setting; that when somebody is involved in church, it</b></p> <p>11 <b>can be a significant part of their life. We may be in</b></p> <p>12 <b>contact with them on an extremely regular basis, maybe</b></p> <p>13 <b>a couple of times a week, but they will usually be</b></p> <p>14 <b>worshipping at least once a week.</b></p> <p>15 <b>So we want to set a scene of understanding of what</b></p> <p>16 <b>that means for someone to be part of church, to</b></p> <p>17 <b>understand what that risk is for us in terms of managing</b></p> <p>18 <b>it locally, but also start a dialogue with our partners</b></p> <p>19 <b>about how can we information share more effectively and</b></p> <p>20 <b>how can we work together more practically.</b></p> <p>21 Q. The second area of improvement is the timeliness of</p> <p>22 the review of the risk assessment.</p> <p>23 <b>A. Yes.</b></p> <p>24 Q. And we can be quick on this. In short, it wasn't</p> <p>25 reviewed as quickly as it should have been, and that's</p> <p style="text-align: center;">Page 44</p>

<p>1 a resourcing problem; is that right?</p> <p>2 <b>A. That was a resourcing problem at the time. I was on my</b></p> <p>3 <b>own. And we then subsequently recruited an</b></p> <p>4 <b>Assistant DSA, who takes the lead on risk assessment and</b></p> <p>5 <b>safeguarding agreements generally, and we also purchased</b></p> <p>6 <b>in a case recording system. We didn't -- we had -- you</b></p> <p>7 <b>will have seen in the evidence that we had a case</b></p> <p>8 <b>recording log, but we purchased a case management</b></p> <p>9 <b>system, an electronic one, so that that could flag to us</b></p> <p>10 <b>when reviews were due to make sure that actually there</b></p> <p>11 <b>was no slippage in terms of meeting that need.</b></p> <p>12 MS McNEILL: Thank you. Chair, I wonder if that would be an</p> <p>13 appropriate moment for our mid-morning break?</p> <p>14 THE CHAIR: Yes, we will return at 11.35 am.</p> <p>15 MS McNEILL: Thank you, chair.</p> <p>16 (11.20 am)</p> <p>17 (A short break)</p> <p>18 (11.37 am)</p> <p>19 MS McNEILL: If we can continue, please, to move forward to</p> <p>20 our case study which is Y2, and in your witness</p> <p>21 statement that starts at page 22. Again, I will</p> <p>22 summarise briefly the facts of this case, which were</p> <p>23 that AN-F29 was a retired cleric who held permission to</p> <p>24 officiate in the Diocese of York. In 2012, his daughter</p> <p>25 made a number of allegations against him of a sexual</p> <p style="text-align: center;">Page 45</p>	<p>1 nature which were investigated by the police at that</p> <p>2 time, but the complainant, who suffered from mental</p> <p>3 health concerns, withdrew the allegations and no further</p> <p>4 action was taken.</p> <p>5 Whilst the police investigation was ongoing, F29 was</p> <p>6 granted permission to officiate in the Diocese of York</p> <p>7 and, ultimately, the archbishop was consulted about the</p> <p>8 possible need for CDM. An archdeacon met with F29 and</p> <p>9 a note was added to the blue file setting all of this</p> <p>10 out.</p> <p>11 Is that a fair, but brief, summary of what happened</p> <p>12 in 2012, and are there any other important features that</p> <p>13 you would like to draw out?</p> <p>14 <b>A. My reading of the file is that the CCSL that came in to</b></p> <p>15 <b>York --</b></p> <p>16 Q. For anybody who is not used to the acronym, "CCSL"?</p> <p>17 <b>A. It's the clergy letter which identifies whether they are</b></p> <p>18 <b>safe to be received into a new diocese. It alerted York</b></p> <p>19 <b>to the matter that you have just referenced, and that</b></p> <p>20 <b>appears to have not been identified and PTO was issued,</b></p> <p>21 <b>and then a subsequent contact came in from the</b></p> <p>22 <b>Diocese of Durham to the Archdeacon of Cleveland</b></p> <p>23 <b>alerting him to it, and that's the point at which the</b></p> <p>24 <b>risk management process started. So they almost appear,</b></p> <p>25 <b>when you read them, like two separate instances.</b></p> <p style="text-align: center;">Page 46</p>
<p>1 <b>I think it is a nuance in how you've just explained</b></p> <p>2 <b>it, but I think it's important to recognise that at the</b></p> <p>3 <b>point the Archdeacon of Cleveland was picking it up, the</b></p> <p>4 <b>individual already had PTO and, therefore, it was a new</b></p> <p>5 <b>concern he was identifying at that point and looking at.</b></p> <p>6 Q. So PTO was granted before they knew about the</p> <p>7 allegations?</p> <p>8 <b>A. Yes, sort of. It came in on the letter but it appeared</b></p> <p>9 <b>to have been overlooked. I can't comment on that any</b></p> <p>10 <b>further.</b></p> <p>11 Q. Then the issue arose again in 2017, because when F29's</p> <p>12 permission to officiate came up for renewal, they had to</p> <p>13 submit a confidential declaration form and on that</p> <p>14 confidential declaration form they disclosed the</p> <p>15 allegations that had been made in 2012 again?</p> <p>16 <b>A. Yes.</b></p> <p>17 Q. At that point, you become involved?</p> <p>18 <b>A. Yes.</b></p> <p>19 Q. What action were you required to take?</p> <p>20 <b>A. I reviewed the blue clergy file, so I reviewed the</b></p> <p>21 <b>information held on record, I identified what steps had</b></p> <p>22 <b>been taken. I looked at whether there had been any new</b></p> <p>23 <b>concerns. We also had, alongside the confidential</b></p> <p>24 <b>declaration form, he'd also submitted a DBS and we</b></p> <p>25 <b>looked at whether the DBS was clear or not and it was.</b></p> <p style="text-align: center;">Page 47</p>	<p>1 <b>So we considered behaviour from that time onwards,</b></p> <p>2 <b>whether there were had been any new concerns, and, on</b></p> <p>3 <b>the basis of the information held on the clergy file,</b></p> <p>4 <b>and the indication that the police had investigated, the</b></p> <p>5 <b>complainant had withdrawn and the police took no further</b></p> <p>6 <b>action, and that there had been no further safeguarding</b></p> <p>7 <b>concerns from that time, I identified that there were no</b></p> <p>8 <b>new matters that I needed to explore further, and so</b></p> <p>9 <b>I gave permission for the PTO application to proceed.</b></p> <p>10 Q. If we can, please, Henry, look at EWM000466_049 of</p> <p>11 Ms Carmi's report. Paragraph 19.3.1. What she observed</p> <p>12 is some concern about the grant of PTO back in 2012, and</p> <p>13 I think you have given your explanation of your reading</p> <p>14 of the file as to why you concluded that all had been</p> <p>15 done correctly in 2012?</p> <p>16 <b>A. I accept Ms Carmi's comment. I think I alluded a few</b></p> <p>17 <b>minutes ago in my statement that there was -- when the</b></p> <p>18 <b>CCSL came in, I recognised there was an oversight. When</b></p> <p>19 <b>I was looking at the file, what I was looking at was,</b></p> <p>20 <b>was that matter then explored appropriately, and my</b></p> <p>21 <b>opinion was that the police had undertaken their</b></p> <p>22 <b>investigation and found no further concerns, and that</b></p> <p>23 <b>was the bit that I was saying was done appropriately and</b></p> <p>24 <b>risk was considered by the Archdeacon of Cleveland at</b></p> <p>25 <b>the time in consultation with the safeguarding</b></p> <p style="text-align: center;">Page 48</p>

<p>1 <b>consultant.</b></p> <p>2 Q. Then in the next paragraph, 19.3.2, she concluded that</p> <p>3 the actions you took in 2017 were consistent with</p> <p>4 policies and procedures. The only question I have</p> <p>5 arising from Y2 is about the access to the blue clergy</p> <p>6 files.</p> <p>7 <b>A. Yes.</b></p> <p>8 Q. Do you have unlimited access to those in the Diocese of</p> <p>9 York?</p> <p>10 <b>A. Yes.</b></p> <p>11 Q. You don't have to ask permission?</p> <p>12 <b>A. I ask permission in the sense that they locate them for</b></p> <p>13 <b>me and make them available. So I would contact the</b></p> <p>14 <b>domestic chaplain -- sorry, the provincial chaplain and</b></p> <p>15 <b>ask for access to that file to be made available to me</b></p> <p>16 <b>on a specific date. It is. Then I put a document on</b></p> <p>17 <b>the file which states that I have looked at it, what</b></p> <p>18 <b>information I took away and where that information is</b></p> <p>19 <b>being held, so that they have a record that I have</b></p> <p>20 <b>looked at it.</b></p> <p>21 Q. Moving on to the case of Y3, the third case in the</p> <p>22 Diocese of York. That starts at page 27 of your witness</p> <p>23 statement, chair and panel.</p> <p>24 The incumbent in this case, X7, is going to give</p> <p>25 evidence today as well. So we will hear more</p> <p style="text-align: center;">Page 49</p>	<p>1 information from him. But very briefly, by way of</p> <p>2 factual summary, is it right that a member of</p> <p>3 the congregation, F71, had been convicted in 1997 for</p> <p>4 indecent assault?</p> <p>5 <b>A. Yes.</b></p> <p>6 Q. That, since then, he had held a number of roles within</p> <p>7 the parish, such as being part of a worship team and</p> <p>8 leading a house group?</p> <p>9 <b>A. Yes.</b></p> <p>10 Q. That in 2011, a complainant we call A143 had approached</p> <p>11 the incumbent, X7, with further allegations against X7</p> <p>12 and concerns about him being in a position of</p> <p>13 responsibility?</p> <p>14 <b>A. I'm not sure that it was further allegations. I think</b></p> <p>15 <b>he wanted to share information. I don't think he</b></p> <p>16 <b>indicated it was further allegations.</b></p> <p>17 Q. No, but he was not the subject of the conviction in</p> <p>18 1997, was he?</p> <p>19 <b>A. No, no. Sorry, no, he wasn't.</b></p> <p>20 Q. What he came forward and said was:</p> <p>21 "At a time in 1999, I went camping with F71 and</p> <p>22 I woke up at night, he'd unzipped my sleeping bag and</p> <p>23 was staring at my penis."</p> <p>24 <b>A. Yes.</b></p> <p>25 Q. Then in 2011, A143 had asked the incumbent to meet with</p> <p style="text-align: center;">Page 50</p>
<p>1 him?</p> <p>2 <b>A. Mmm-hmm.</b></p> <p>3 Q. And there was more detail in relation to that, which we</p> <p>4 will hear later. But, ultimately, the incumbent didn't</p> <p>5 meet with A143 and A143 was very upset about that?</p> <p>6 <b>A. Yes.</b></p> <p>7 Q. Ultimately, written undertakings were put in place. If</p> <p>8 we can have a look at the terms of those undertakings,</p> <p>9 ACE027585_031 of your witness statement:</p> <p>10 "I agree to abide by all the boundaries set out in</p> <p>11 this agreement, which will enable me to enjoy and</p> <p>12 experience the life of the church to the full,</p> <p>13 protecting me and the other members of this church and</p> <p>14 allowing me to grow into wholeness in Jesus Christ."</p> <p>15 Over the page, please, Henry:</p> <p>16 "I will not attend any church activity or event</p> <p>17 which has been specifically organised for youth, as</p> <p>18 specified by my pastor, or allow myself to be in any</p> <p>19 situation where I would be alone with a minor."</p> <p>20 Is it right that you weren't involved in the</p> <p>21 response in 2011 at all?</p> <p>22 <b>A. I was not.</b></p> <p>23 Q. My question is about the undertakings only. When you</p> <p>24 came to review it in 2017, what were your thoughts about</p> <p>25 the adequacy of this risk management plan that was put</p> <p style="text-align: center;">Page 51</p>	<p>1 in place?</p> <p>2 <b>A. I felt it was very brief. It didn't provide sufficient</b></p> <p>3 <b>detail to provide the individual with clarity about what</b></p> <p>4 <b>would be expected of him, in terms of attending for</b></p> <p>5 <b>worship. And I felt it needed -- it needed review and</b></p> <p>6 <b>it needed to be -- it needed to be formulated into the</b></p> <p>7 <b>current expected safeguarding agreement template.</b></p> <p>8 Q. Looking at paragraph 124 and paragraph 125 of your</p> <p>9 statement, did it, in your view, comply with the</p> <p>10 guidance even that was in place at the time?</p> <p>11 <b>A. No, it did not.</b></p> <p>12 Q. Turning then to 2017, when you were in post, and this</p> <p>13 came up again -- I suppose I should say at the outset,</p> <p>14 is it right that your involvement in this case was</p> <p>15 actually very soon after you joined the diocese in your</p> <p>16 role?</p> <p>17 <b>A. I was very new in post, yes.</b></p> <p>18 Q. This came to your attention again as a result of</p> <p>19 the change in rules relating to parochial church</p> <p>20 councils; is that right?</p> <p>21 <b>A. It is, yes.</b></p> <p>22 Q. So by 2017, F71 was a member of the parochial church</p> <p>23 council?</p> <p>24 <b>A. Yes.</b></p> <p>25 Q. What was the effect of the change in guidance in 2016?</p> <p style="text-align: center;">Page 52</p>

<p>1 <b>A. It meant that all PCC members were required to have</b>  2 <b>a DBS certificate and also undertake a confidential</b>  3 <b>declaration form.</b>  4 Q. Did F71 have a DBS and had he submitted a confidential  5 declaration form?  6 <b>A. At the point I was contacted, we had received his DBS --</b>  7 <b>sorry, his CDS, his confidential declaration form, which</b>  8 <b>indicated the convictions, but we had not yet received</b>  9 <b>the DBS at that point.</b>  10 Q. So in June 2017, you became aware that F71 was on the  11 parochial church council without those checks in place;  12 is that right?  13 <b>A. I think it was brought to my attention in September.</b>  14 <b>I think it came to me -- I think it came into the</b>  15 <b>diocese in June, but I think I picked it up, if I'm</b>  16 <b>right, in September, on 4 September. But, yes,</b>  17 <b>I received the confidential declaration form at that</b>  18 <b>time, but I also at that point was made aware that the</b>  19 <b>Bishop of Whitby had some knowledge about the case.</b>  20 Q. So when you received the confidential declaration  21 form -- and thank you for confirming it was  22 in September -- what actions did you think were  23 necessary?  24 <b>A. Having received the information which indicated there</b>  25 <b>had been -- I believe he stated on his confidential</b></p> <p style="text-align: center;">Page 53</p>	<p>1 <b>declaration form four indecent assault offences for</b>  2 <b>which he was convicted, and being aware of additional</b>  3 <b>information from the Bishop of Whitby that there had</b>  4 <b>been a safeguarding agreement put in place, I felt it</b>  5 <b>was important that I went out and met with him to</b>  6 <b>undertake a review. I recognised that in most positions</b>  7 <b>we would wait to receive the DBS so that we would have</b>  8 <b>a full picture, but I recognised with this particular</b>  9 <b>individual he had made disclosure of the offences, and</b>  10 <b>we had a safeguarding agreement in place and some</b>  11 <b>knowledge of his -- the concerns in -- sorry, 1999/2000,</b>  12 <b>so I wanted to go and meet with the individual to</b>  13 <b>undertake a risk assessment.</b>  14 Q. So in September 2017, you wanted to do that, and were  15 you able to go and meet with F71?  16 <b>A. No. I spoke with the incumbent, who --</b>  17 Q. I'm just going to pause to assist you. If we can,  18 Henry, bring up paragraph 133 of this witness's  19 statement, on page 34. Thank you.  20 <b>A. I spoke with the incumbent and explained to him that</b>  21 <b>I would like to come and do the risk assessment. The</b>  22 <b>incumbent wasn't supportive of that position. He was</b>  23 <b>concerned about the implications for that individual</b>  24 <b>emotionally and he wanted to delay that process taking</b>  25 <b>place.</b></p> <p style="text-align: center;">Page 54</p>
<p>1 Q. What it says here is that he said that a risk assessment  2 was unnecessary?  3 <b>A. Yes.</b>  4 Q. Because he managed F71's risk in-house?  5 <b>A. Yes.</b>  6 Q. And that F71 would be extremely upset by this?  7 <b>A. Yes.</b>  8 Q. Were you able to discern, was there anything in place to  9 manage it in-house other than the terms of the agreement  10 we have just looked at?  11 <b>A. My understanding from the conversation I had with the</b>  12 <b>incumbent at that time was that he ensured that the</b>  13 <b>individual was not present when children were present.</b>  14 <b>So, for example, he was part of the music --</b>  15 Q. Of the church?  16 <b>A. -- of the church, but he wouldn't perform when it was</b>  17 <b>a children's -- a youth service. So he took steps to</b>  18 <b>support the individual to not be in direct access with</b>  19 <b>children and young people, and that was managed</b>  20 <b>informally through the incumbent.</b>  21 Q. So this is September 2017. You have had the pushback  22 that we see here in paragraph 133. What steps did you  23 take, in the face of that?  24 <b>A. I contacted the archdeacon. I will be honest and say</b>  25 <b>I was a little bit thrown by the response. I hadn't</b></p> <p style="text-align: center;">Page 55</p>	<p>1 <b>received a response of that nature before. So</b>  2 <b>I immediately, upon ending the call with the incumbent,</b>  3 <b>rang the archdeacon. I was conscious that the exchange</b>  4 <b>between us had been -- it had been quite emotional at</b>  5 <b>times, and I wanted to clear with the archdeacon that</b>  6 <b>I'd sought to try and bring resolution to that</b>  7 <b>discussion.</b>  8 <b>The archdeacon then spoke -- my understanding is,</b>  9 <b>the archdeacon then spoke with the incumbent. An</b>  10 <b>agreement was suggested that we wait for the DBS to come</b>  11 <b>through, before I then met with him again.</b>  12 Q. Why did you agree to wait until the DBS check came in,  13 when your first instinct had been, in September, to say,  14 "Actually, no, I want to go ahead now"?  15 <b>A. A few reasons. One, our DBS system is an online system</b>  16 <b>now, so actually, when a DBS is submitted, they usually</b>  17 <b>come through relatively quickly, so I had anticipated</b>  18 <b>that I would receive it fairly quickly upon submission.</b>  19 <b>The other side of it, I think probably it was</b>  20 <b>reflective of, again, me being new in post, finding my</b>  21 <b>feet, identifying where I sat within the structure, and</b>  22 <b>I think, when I reflect on my practice now, where</b>  23 <b>I actually would -- wouldn't necessarily agree with an</b>  24 <b>archdeacon's position, I would express to them why</b>  25 <b>I didn't agree and I would be clear with them on what</b></p> <p style="text-align: center;">Page 56</p>

1 grounds that I felt the risk management needs to take  
 2 place, and subsequently I have no examples where I've  
 3 had to -- I have remained in disagreement with an  
 4 archdeacon, they have always taken on board my feedback  
 5 and responded to that. In this particular instance,  
 6 I think just my lack of time in post and my lack of  
 7 being familiar with the structures limited my response  
 8 at that time.

9 Q. Is it right, moving forward in the chronology, that  
 10 in October -- throughout October until the beginning  
 11 of November there was a delay in F71 processing the  
 12 necessary paperwork to request the DBS check?

13 A. There was. We made numerous contacts with the incumbent  
 14 to chase the DBS, and I think on one occasion --  
 15 I accept paragraph 137 on page 35 -- I note that  
 16 I advised him, if we hadn't received it by the end  
 17 of October, that I would be contacting the individual  
 18 directly to start the process. I then spoke to the  
 19 incumbent on 7 November, who provided me with further  
 20 explanation that there was some issue with bank --  
 21 obtaining bank information to prove address.

22 Q. They were waiting, in essence, for a proof of address to  
 23 request the DBS?

24 A. Yes.

25 Q. Is the long and short of it that, by the end of 2017,

Page 57

1 a referral come in, we have a letter that we can send to  
 2 the respondent. So we speak to the incumbent to  
 3 identify whether they're comfortable having the  
 4 conversation about risk or not, and if they identify  
 5 they're not, then we have a letter that we send to the  
 6 individual explaining the risk assessment process.

7 Q. Keeping in mind that the Safer Recruitment guidance from  
 8 2016 said that somebody without a DBS check cannot be on  
 9 the parochial church council, was thought given to  
 10 whether it was appropriate, or even permissible, for F71  
 11 to remain on the parochial church council in the  
 12 interim?

13 A. No, it was not.

14 Q. Turning to January 2018, that's when the DBS check was  
 15 finally received, I understand that was shown to the  
 16 incumbent, X7, who didn't take a copy but reported the  
 17 contents of it to you. Is that right?

18 A. He reported the contents of it to the Assistant DSA,  
 19 Vanessa Kendall, at that time.

20 Q. To your team?

21 A. Yes, the team.

22 Q. The action was following the receipt of the DBS check  
 23 then?

24 A. There was a period -- there was already -- let me step  
 25 back. There was already a meeting scheduled, or there

Page 59

1 even the beginning of January 2018, you still hadn't had  
 2 any DBS check through?

3 A. We had not, no.

4 Q. And hadn't undertaken a safeguarding risk assessment?

5 A. We had not, no.

6 Q. It is about a three-month delay here. Did you think at  
 7 the time about putting in any interim steps to manage  
 8 the risk or to revisit the safeguarding agreement that  
 9 you considered inadequate?

10 A. I had confirmation from the incumbent that he was taking  
 11 informal steps to manage risk, so limiting F71's contact  
 12 with children and young people. I was aware of what was  
 13 a difficult relationship forming between myself and the  
 14 incumbent at that point, so it was difficult to  
 15 communicate with him. Every conversation we had  
 16 revisited a position of, "Is this necessary?", "Do we  
 17 have to undertake this?", and it felt like -- I think  
 18 I became a little bit stuck within that process. So,  
 19 no, we didn't undertake any additional steps at that  
 20 point, other than to just keep contacting and  
 21 reaffirming it needed to happen.

22 Q. Would you do so now?

23 A. Yes. I think I reflect in my witness statement that  
 24 actually now I would contact the individual directly and  
 25 actually part of our process now is that, when we have

Page 58

1 was a meeting scheduled for 6 February 2018 with the  
 2 Assistant DSA, the incumbent and F71 to undertake a risk  
 3 assessment.

4 Q. I pause there just to indicate that that would have been  
 5 one week after the receipt of a DBS check?

6 A. Yes.

7 Q. So still within a reasonable period?

8 A. Yes. However, in the intervening period, I had attended  
 9 a regional DSA networking event where I had received  
 10 information which I was previously unaware of that PCC  
 11 members who were subject to convictions for harm against  
 12 children were automatically disqualified. I hadn't --  
 13 I was not aware of that information prior to that point.  
 14 I had not received the guidance. So I was not aware of  
 15 that change.

16 I wanted to seek some clarity in terms of what I was  
 17 saying to the incumbent and also F71, because I was  
 18 conscious that my -- our previous engagement had been at  
 19 times difficult. So I didn't want to go into a meeting  
 20 on 6 February, either myself or the Assistant DSA, not  
 21 absolutely -- without having absolute clarity what we  
 22 were saying. I didn't want to cause any further  
 23 confusion or any further harm. I wanted to be clear on  
 24 what we were saying. So I made the decision to bring --  
 25 to pull the 6 February meeting whilst I sought some

Page 60

<p>1 <b>further advice, which I did, and then I contacted the</b>                  2 <b>incumbent on -- I believe it was 8 February, to notify</b>                  3 <b>him of the outcome of the advice I had received.</b>                  4 Q. Did you tell him then, on 8 February, that, by virtue of                  5 this guidance, which is paragraph 140, please, Henry,                  6 this individual was not allowed to be on the PCC?                  7 <b>A. I did.</b>                  8 Q. He was disqualified?                  9 <b>A. I did.</b>                  10 Q. Was the individual F71 immediately removed from the                  11 parochial church council, and should he have been?                  12 <b>A. My understanding is he should have been because he was</b>                  13 <b>already disqualified and should never have been on the</b>                  14 <b>council. My understanding is, from the -- my</b>                  15 <b>recollection of that telephone conversation was that the</b>                  16 <b>incumbent felt that he should step back at a time when</b>                  17 <b>it would not draw attention to himself. So there was</b>                  18 <b>one more meeting in place of the PCC, and he asked if he</b>                  19 <b>could step back after that meeting.</b>                  20 Q. Just to get the chronology. I think we are jumping                  21 ahead to March. I'm going to stick with your witness                  22 statement.                  23 <b>A. Apologies.</b>                  24 Q. Look at paragraph 141 for me. That's okay. The                  25 telephone call on 8 February, and we can see towards the</p> <p style="text-align: center;">Page 61</p>	<p>1 bottom of the page:                  2 "I drew X7, the incumbent's, attention to the Church                  3 Representation Rules and the consequences for                  4 noncompliance which included Clergy Discipline. I then                  5 referred the matter to the Archdeacon of Cleveland."                  6 Just above, it says -- sorry, I should have read --                  7 it says, at that time, incumbent was upset by the advice                  8 and felt that to remove F71 so close to the end of                  9 the year, when we could shortly step down voluntarily,                  10 was unfair?                  11 <b>A. Yes, so that's the process I was referring to. He asked</b>                  12 <b>if he could wait and step down without drawing attention</b>                  13 <b>to himself. I indicated to him in that phone call that</b>                  14 <b>I did not think that was appropriate, that he was</b>                  15 <b>already disqualified and therefore could not attend</b>                  16 <b>a further meeting.</b>                  17 Q. You referred this to the Archdeacon of Cleveland and                  18 also to the Bishop of Whitby, who had previously been                  19 involved in it in 2011. What did they say about this?                  20 <b>A. I referred it to the archdeacon and I believe the</b>                  21 <b>incumbent referred it through to the Bishop of Whitby.</b>                  22 Q. Who contacted you?                  23 <b>A. He did contact me, and advised me that he had reinforced</b>                  24 <b>the message that I had given that he must step back.</b>                  25 <b>The archdeacon did the same. We also had a meeting with</b></p> <p style="text-align: center;">Page 62</p>
<p>1 <b>the incumbent on 14 March, where, again, we revisited</b>                  2 <b>the situation, and reinforced that the individual must</b>                  3 <b>step back from the PCC, as he was no longer a PCC</b>                  4 <b>member.</b>                  5 Q. Looking at that meeting on 14 March -- Henry, it is                  6 page 37, paragraph 143 -- what was the tenor of that                  7 meeting, from your recollection?                  8 <b>A. It was a difficult meeting. The incumbent was upset.</b>                  9 <b>He reflected on, and I think it is something that is</b>                  10 <b>reflected later on in my witness statement but also in</b>                  11 <b>his own, he reflected on the challenges of supporting</b>                  12 <b>somebody who had -- he felt had been redeemed, had gone</b>                  13 <b>on a redemption journey, and how that sat against the</b>                  14 <b>safeguarding process, and he felt quite strongly that</b>                  15 <b>the individual had changed and the decisions we were</b>                  16 <b>making were unfair. My recollection of the meeting is</b>                  17 <b>that he left the meeting saying that he was unsure what</b>                  18 <b>actions he was going to take next.</b>                  19 Q. By "he", do you mean the incumbent himself?                  20 <b>A. Yes.</b>                  21 Q. So it was your reading that he was unsure whether or not                  22 he was going to take the advice and remove the                  23 individual from the parochial church council?                  24 <b>A. That was my understanding, yes.</b>                  25 Q. Bearing in mind that you've given this advice, you have</p> <p style="text-align: center;">Page 63</p>	<p>1 an archdeacon involved, you have a bishop involved, you                  2 have a meeting and you still have an incumbent saying,                  3 "I'm not sure I'm going to take your advice", what did                  4 you do about that, or what did anybody do about that                  5 situation that you found yourself in? We are now about                  6 six weeks after the DBS has been received.                  7 <b>A. Yes.</b>                  8 Q. We are about nine months after the confidential                  9 declaration form has been received. Did anybody think                  10 about clergy discipline or getting involved the                  11 Archbishop of York?                  12 <b>A. I don't recall any discussion about involving the</b>                  13 <b>Archbishop of York at that time. We did talk about the</b>                  14 <b>consequences of not complying with the House of Bishops'</b>                  15 <b>guidance and we talked about some of those risks with</b>                  16 <b>the incumbent at the time. But specifically after that</b>                  17 <b>meeting, I don't recall what took place. I don't recall</b>                  18 <b>if any further conversation took place.</b>                  19 Q. Can you help us, did anybody consider -- just say,                  20 "Well, that's it. We have got to go ahead and start the                  21 Clergy Discipline Measure then. They are required to                  22 have due regard to my guidance. We have done everything                  23 we can via diplomacy", for want of a better word?                  24 <b>A. No, I don't recall a conversation of that nature taking</b>                  25 <b>place. I am conscious that, throughout the process, the</b></p> <p style="text-align: center;">Page 64</p>



1 incumbent's response to this case was sat outside of my  
 2 normal experience of him and that he had worked with me  
 3 previously on a safeguarding -- a safeguarding case with  
 4 high risk outcomes, potential high risk outcomes, had  
 5 been part of the core group process and a risk  
 6 management -- sorry, a safeguarding agreement had been  
 7 put in place, effectively. So I was aware that he was  
 8 able to achieve that.

9 There was something about this case that he was  
 10 struggling with, and I think we were aware that he was  
 11 struggling.

12 Q. Ms Carmi called him protective of F71. Would you think  
 13 that's a fair categorisation?

14 A. Yes.

15 Q. Appreciating that you were new in post and a Diocesan  
 16 Safeguarding Advisor, do you think that the archdeacon  
 17 and the relevant bishop were sufficiently firm in this?  
 18 Because they might have more ability, more clout, as it  
 19 were, to sort of say, "Look, this is non-negotiable.  
 20 You are following this advice"?

21 A. I think they did tell him it was non-negotiable, it had  
 22 to be followed. It is difficult for me to say whether  
 23 I thought they were firm enough or not because some of  
 24 the conversations took place out of my scope. So his  
 25 meeting with the Bishop of Whitby took place out of my

Page 65

1 parish --

2 A. Yes.

3 Q. -- and wasn't at that time having any parish roles?

4 A. Yes.

5 Q. You don't know where F71 has done, so there have been no  
 6 steps taken to manage his risk elsewhere because you're  
 7 not aware of where he is?

8 A. No. If we become aware of him worshipping anywhere  
 9 else, then we will follow the same process in terms of  
 10 practice guidance in managing that risk. And if that  
 11 were outside of the Church of England, we would work  
 12 with our partners to share that known risk.

13 We were unable to contact the individual because he  
 14 had withdrawn consent for contact under Data Protection,  
 15 so we were unable to make any direct contact with him  
 16 and communicate with him. He'd asked for his  
 17 information to be removed from church records.

18 Q. For completeness, is it right that A143, who was the  
 19 person who'd raised a concern in 2011, has made  
 20 a complaint about the way his concerns were handled and  
 21 there's processes I'm not going to go into under way in  
 22 relation to that?

23 A. Yes. He contacted us in August 2018 via the Diocese of  
 24 Leeds, and we have spoken with him. A process has --  
 25 that triggered a process and we are now moving forward

Page 67

1 scope. I didn't see that. I just know that he  
 2 confirmed to him that there was very little room, in  
 3 terms of things that could be done differently, that he  
 4 had to comply.

5 Q. The question for you, then, is probably, did you feel  
 6 sufficiently well supported by them? Or would you have  
 7 liked them to be a bit firmer, for you?

8 A. I think, yes. I think I probably would have liked  
 9 somebody to be more -- to have put a line in the sand  
 10 saying, "No, this is it". However, I -- this is  
 11 essentially the only case that I have had experience, in  
 12 two years within this diocese, where we have had to have  
 13 these conversations. So it's difficult for me to look  
 14 on it with experience in other cases and say, "Well,  
 15 they reacted differently in this case to that one".  
 16 I only have my experience of that one case. So, yes,  
 17 coming from a statutory background, particularly  
 18 a background where I -- in criminal justice enforcement  
 19 it's part of our language, part of what we do, I suppose  
 20 I would have anticipated a stronger enforcement  
 21 response. But I was aware that this matter had  
 22 a pastoral element to it and wasn't that clear cut.

23 Q. To finish the timeline, by June 2018, you emailed the  
 24 incumbent, X7, to arrange a time to discuss this case  
 25 with him, and found out that in fact F71 had left the

Page 66

1 with that.

2 Q. I understand, as part of your audit programme, the  
 3 parish in question has been audited?

4 A. Yes.

5 Q. Is there any learning arising from that?

6 A. The parish safeguarding audit reflects that, overall,  
 7 the parish have all the necessary training in place,  
 8 they have a parish safeguarding policy in place. There  
 9 is nothing within that parish safeguarding audit that  
 10 has struck me of significant concern. I have also had  
 11 subsequent contact with the Parish Safeguarding Officer  
 12 there in relation to confirming an individual's role in  
 13 training and the advice and -- or the information that  
 14 came back was prompt and was detailed. So I don't have  
 15 specific concerns about practice in that parish at  
 16 present.

17 However, as part of the wider response to the parish  
 18 safeguarding audit, we are likely to contact that parish  
 19 to ask if we can just come out and do some supportive  
 20 work to ensure that everything is in place. That would  
 21 not be unusual, because we do offer that to other  
 22 parishes as well, and we have done that in other  
 23 parishes in the past and we will continue to do so.

24 Q. Have you ever experienced this level of difficulty in  
 25 managing a case alongside an incumbent? Is this

Page 68

<p>1 unusual? Is it common?</p> <p>2 <b>A. I would say this is unusual. My experience of working</b></p> <p>3 <b>with incumbents in our diocese has been that they are,</b></p> <p>4 <b>on the whole, fully engaged in the safeguarding process;</b></p> <p>5 <b>that they want to get it right; that they want to be</b></p> <p>6 <b>supportive of a safeguarding agreement. They may ask</b></p> <p>7 <b>about what the safeguarding agreement entails and how do</b></p> <p>8 <b>they manage that, but my experience generally is that</b></p> <p>9 <b>they do work well within that and they want to be</b></p> <p>10 <b>supportive of not only the respondent, but anybody who</b></p> <p>11 <b>may present -- be vulnerable within their parish.</b></p> <p>12 Q. Recognising that there were particular circumstances in</p> <p>13 this case, is there anything you think can, or should,</p> <p>14 be in place that would assist you in dealing with</p> <p>15 something similar were it to arise again, an incumbent</p> <p>16 who is reluctant?</p> <p>17 <b>A. I think, were this situation to arise again, I probably</b></p> <p>18 <b>would start a conversation with the archdeacon at an</b></p> <p>19 <b>earlier stage about intervention. So I probably would</b></p> <p>20 <b>start that conversation about clergy disciplinary or</b></p> <p>21 <b>capability at an earlier stage.</b></p> <p>22 <b>My understanding of clergy disciplinary, because it</b></p> <p>23 <b>sits outside of the safeguarding remit, almost runs</b></p> <p>24 <b>alongside it, really, is that it's a punitive approach.</b></p> <p>25 <b>So it's there for misconduct, it's there as</b></p> <p style="text-align: center;">Page 69</p>	<p>1 <b>a punishment. I think, when you're looking at somebody</b></p> <p>2 <b>like this incumbent, who was clearly struggling with the</b></p> <p>3 <b>balance of his pastoral role against his safeguarding</b></p> <p>4 <b>responsibilities for the wider parish, and he had shown</b></p> <p>5 <b>evidence before and after, that actually he can engage</b></p> <p>6 <b>in the practice guidance and in safeguarding. For me,</b></p> <p>7 <b>it was much more about working with him to understand</b></p> <p>8 <b>how he could respond better and how he could engage</b></p> <p>9 <b>better.</b></p> <p>10 <b>So I think, for me, there is a role where an</b></p> <p>11 <b>incumbent is struggling for developmental and supportive</b></p> <p>12 <b>work to take place. That falls within the informal</b></p> <p>13 <b>capability process. I recognise that. And I do think</b></p> <p>14 <b>there is a role for that, to support somebody to be more</b></p> <p>15 <b>compliant or to practice in the way you would expect</b></p> <p>16 <b>them to under modern safeguarding standards. The</b></p> <p>17 <b>informal capability process has the option of formal</b></p> <p>18 <b>capability, but also, it doesn't preclude a CDM taking</b></p> <p>19 <b>place as well, if necessary, at a later stage.</b></p> <p>20 Q. Thank you. We are going to move forward to Y4, which is</p> <p>21 a much briefer case to deal with. Chair, it starts at</p> <p>22 page 43 of this witness's statement. Henry, I don't</p> <p>23 need it to come up. It's okay.</p> <p>24 In short, does the case study Y4 relate to an</p> <p>25 individual convicted in 2015 of child sexual offences?</p> <p style="text-align: center;">Page 70</p>
<p>1 <b>A. It does.</b></p> <p>2 Q. It came to your attention because you were contacted by</p> <p>3 the Methodist Church at which this individual wanted to</p> <p>4 start worshipping?</p> <p>5 <b>A. Yes. He'd indicated that he wanted to worship at</b></p> <p>6 <b>a number of churches in the area that he'd begun to</b></p> <p>7 <b>reside, one of them potentially being</b></p> <p>8 <b>a Church of England church.</b></p> <p>9 Q. This case required some communication and co-operation</p> <p>10 between yourself, the Methodist Church and the United</p> <p>11 Reform Church; is that right?</p> <p>12 <b>A. Yes.</b></p> <p>13 Q. Do you have formal or informal co-operation processes in</p> <p>14 place with other denominations, or do you just figure it</p> <p>15 out as you go along?</p> <p>16 <b>A. We have arrangements in place with the Methodist Church,</b></p> <p>17 <b>but my understanding is we don't have the same level of</b></p> <p>18 <b>agreement in place with the URC. However, on the</b></p> <p>19 <b>grounds of child protection, I would work with my</b></p> <p>20 <b>colleagues in other denominations, because it would be</b></p> <p>21 <b>justifiable on those grounds.</b></p> <p>22 Q. You all worked together and shared what you knew about</p> <p>23 this individual and the plan going forward. Ultimately,</p> <p>24 the United Reform Church commissioned CCPAS to carry out</p> <p>25 a risk assessment and proposed making it a joint</p> <p style="text-align: center;">Page 71</p>	<p>1 assessment. Ms Carmi came yesterday and thought that</p> <p>2 seemed like a sensible and efficient way of just getting</p> <p>3 one risk assessment and one process.</p> <p>4 <b>A. Yes.</b></p> <p>5 Q. But, having taken advice, ultimately it was decided that</p> <p>6 the Church of England, through you, should carry out its</p> <p>7 own risk assessment. Why was that?</p> <p>8 <b>A. We did take some advice in terms of practice guidance.</b></p> <p>9 <b>The national practice guidance identifies an independent</b></p> <p>10 <b>risk assessment for being for a church officer. There</b></p> <p>11 <b>are quite -- there are specific processes that we follow</b></p> <p>12 <b>in order to facilitate an independent risk assessment,</b></p> <p>13 <b>which are around agreeing terms of reference, et cetera,</b></p> <p>14 <b>and that can be quite timely.</b></p> <p>15 <b>I had -- having received the information from the</b></p> <p>16 <b>national team or the advice of the national team that he</b></p> <p>17 <b>didn't meet the requirements for an independent risk</b></p> <p>18 <b>assessment, I had, at that point, already spoken to the</b></p> <p>19 <b>individual. I was aware that he was keen to worship</b></p> <p>20 <b>with us and that he was willing to engage in a meeting</b></p> <p>21 <b>with me to undertake a risk assessment. He -- I had</b></p> <p>22 <b>also liaised with the statutory partners, the police and</b></p> <p>23 <b>probation. I had received information from them about</b></p> <p>24 <b>the offences and risk. And I was confident that I had</b></p> <p>25 <b>sufficient information from my statutory partners to be</b></p> <p style="text-align: center;">Page 72</p>

<p>1 able to undertake a good quality risk assessment that                  2 I could achieve quite quickly, which would enable him to                  3 worship as quickly as possible. I felt that that could                  4 be achieved in a relatively straightforward way.                  5 I explained that to the individual and I talked about                  6 the fact there were two risk assessments. He didn't                  7 express any displeasure with that and so we moved                  8 forward on that basis and actually he was worshipping                  9 quite soon thereafter.</p> <p>10 Q. One thing that happened was that, whilst you were                  11 putting the risk assessment in place, the individual                  12 attended church unexpectedly, before anybody put an                  13 agreement in?</p> <p>14 A. He did.</p> <p>15 Q. How do you manage those cases? Are they sort of ushered                  16 out?</p> <p>17 A. Anybody is entitled to access public acts of worship.                  18 A churchwarden has the right to direct somebody to sit                  19 in a specific place and to not have contact. So were                  20 somebody to attend in an unplanned way, then it would be                  21 an expectation that the churchwarden would take them to                  22 one side and ensure that they were sitting somewhere                  23 where they didn't have any direct access to children or                  24 young people, and were -- if they felt that the                  25 behaviour of that individual were of particular concern,</p> <p style="text-align: center;">Page 73</p>	<p>1 then they would have the right to contact the police and                  2 ask for them to be removed.</p> <p>3 Q. Your risk assessment concluded that this individual was                  4 a high risk of harm and the risk of that harm taking                  5 place was also high?</p> <p>6 A. Yes.</p> <p>7 Q. In fact, one of the churches, the United Reform Church,                  8 upon receipt of the CCPAS report said that he was of                  9 such a high risk that they couldn't effectively manage                  10 his attendance?</p> <p>11 A. Mmm-hmm.</p> <p>12 Q. How do you manage the risk of somebody who is that high                  13 risk?</p> <p>14 A. I think you have a really detailed risk assessment which                  15 understands what the triggers to offending behaviour                  16 are, and who, therefore, is placed at risk by those                  17 triggers, and you manage accordingly.</p> <p>18 This individual had highlighted that he had accessed                  19 one of his victims in particular through being in                  20 a position of trust in a church, through forming                  21 a relationship and then going on to groom and then harm.                  22 So I was able to identify that any position of trust                  23 within that church would place him at -- in enhanced --                  24 place an enhanced risk to children.</p> <p>25 I felt confident, having spoken to the incumbent and</p> <p style="text-align: center;">Page 74</p>
<p>1 understanding how she -- how confident she felt and the                  2 leadership team she had within the parish around her                  3 that we could put an agreement in place that enabled him                  4 to worship whilst being supported by the reference group                  5 and the safeguarding agreement. So we identified                  6 specific individuals that would chaperone him and would                  7 sit with him during worship. In fact, he contacts that                  8 chaperone before he attends worship so that they know                  9 he's coming and they greet him and he sits with them.</p> <p>10 So we were able to essentially monitor his movement                  11 within service effectively so that he didn't form any                  12 relationships that would give us cause for concern in                  13 that church context. And we also limit his contact in                  14 church -- wider church community activities, so the                  15 fellowship element of church worship isn't available to                  16 him in that context.</p> <p>17 Q. That's quite a burden on the individuals in a parish                  18 context?</p> <p>19 A. Yes.</p> <p>20 Q. The incumbent, the churchwardens, maybe a Parish                  21 Safeguarding Officer?</p> <p>22 A. Yes.</p> <p>23 Q. We heard from the last parish priest who was in the                  24 Worcester Diocese that they have to be constantly                  25 vigilant. Are there any difficulties in making sure</p> <p style="text-align: center;">Page 75</p>	<p>1 that they have the resources and the ability to be as                  2 vigilant as they need to be?</p> <p>3 A. I think we have to have honest conversations with the                  4 parish about that and what their resources are. It can                  5 be difficult, particularly in smaller parishes, where                  6 they have a smaller pool of people to go to, to identify                  7 the right people, and so we have to work with them then                  8 in terms of, how do we then effectively manage the risk                  9 here; is it that actually we limit that person to                  10 a specific service where we know no children are present                  11 and therefore you don't have to chaperone? We work with                  12 the parish and what they have alongside the respondent's                  13 desire to worship and how they would like to worship, to                  14 try and find a mutually agreeable arrangement.</p> <p>15 Q. Henry, can we bring up page 58 of this witness's                  16 statement and paragraphs 221 to 224. You have made some                  17 observations about the way that you believe the risk                  18 management process -- sorry, Henry, it's the witness's                  19 statement at ACE027585_058. Then just the section in                  20 the middle.</p> <p>21 Can you explain for the chair and panel your                  22 thoughts -- all four paragraphs, please, Henry -- about                  23 how the risk assessment process in the Church of England                  24 could be improved?</p> <p>25 A. When the Responding Guidance was released in 2017, it</p> <p style="text-align: center;">Page 76</p>

<p>1 wasn't published with any risk template. So there was                  2 nothing provided for DSAs to be able to respond locally.                  3 It's my view that, at the point that guidance was                  4 published, because it was such a significant piece of                  5 guidance for DSAs, it underpins everything that we do                  6 within our practice on an almost day-to-day basis, that                  7 we should have received some form of training, some form                  8 of support, locally, that gave us advice and guidance                  9 about how we interpret this guidance. But also that we                  10 should, at that time, have received a risk template and                  11 some training around risk.</p> <p>12 I come from a probation background and therefore I'm                  13 confident and comfortable with risk assessment. I'm                  14 conscious that not every DSA comes from the same                  15 background and, therefore, we will approach risk in                  16 slightly different ways, and in order to achieve                  17 consistency, I think the National Church has to take                  18 responsibility for ensuring that we are doing that.</p> <p>19 I am aware that there is a risk training package                  20 coming through later this year, and there is a risk                  21 template that will come with that. But we are two years                  22 down the line and obviously the cases that you're                  23 looking at today were in the absence of that -- of                  24 having that in place.</p> <p>25 Q. Ms Carmi, who considered the safeguarding risk</p> <p style="text-align: center;">Page 77</p>	<p>1 assessment templates in the Church of England, made some                  2 comments about their adequacy. She said, essentially,                  3 that they seemed to be more of a risk management plan                  4 than actual assessment of the risk, with as much                  5 analysis as you might expect of the individuals'                  6 background and attitudes towards offending. Would you                  7 agree about that limitation in the assessment template?</p> <p>8 A. So the template that I believe Ms Carmi was referring to                  9 yesterday was the template that comes from the 2015                  10 guidance that -- particularly in the earlier stages, as                  11 we transitioned into the 2017 guidance that was                  12 continued to be used by myself and some of the dioceses,                  13 and that is very much about risk management, it is                  14 about, how do we respond to the risk, it isn't about                  15 identifying and analysing the risk. I think there is                  16 some structure in the new guidance around things we                  17 should think about, which is about assessment, but we                  18 don't have a template that supports that. So people                  19 have, and we have, locally, adopted -- or amended the                  20 risk management template in order to make it a risk                  21 assessment template.</p> <p>22 Q. I note you said that you were from a probation                  23 background. There's a bit of a discussion going on in                  24 the Church of England about that, and I think SCIE's                  25 recommendation was that all DSAs should have a social</p> <p style="text-align: center;">Page 78</p>
<p>1 work background. Would you like to give the alternative                  2 view, bearing in mind you come from that probation                  3 background?</p> <p>4 A. Yes, I disagree. I think that the -- a good proportion                  5 of the work that we do is around identification and                  6 management of risk. We do respond to safeguarding                  7 concerns, and it's appropriate that we have a good,                  8 solid safeguarding knowledge in relation to children and                  9 vulnerable adults. But I think that, in order to be                  10 able to identify and assess and manage risk effectively,                  11 you need to have some understanding of that process as                  12 well.</p> <p>13 So I think there are professions, such as probation                  14 and police, that have a significant amount to offer in                  15 terms of the DSA role.</p> <p>16 Q. I move seamlessly into the third stage of my questions,                  17 the final stage, which is the broader issues arising.</p> <p>18 A. Yes.</p> <p>19 Q. We have heard a lot of evidence about the independence                  20 required of the safeguarding within the church, and                  21 there's been a few models put in place. Some have                  22 suggested that safeguarding should be taken out of                  23 the diocese altogether and managed at a national level;                  24 that Diocesan Safeguarding Advisors are correctly in the                  25 diocese but should be line managed through the national</p> <p style="text-align: center;">Page 79</p>	<p>1 church, as opposed to through the diocese. There's been                  2 many models. Do you have any thoughts about the extent                  3 to which the DSAs have, or require, independence?</p> <p>4 A. I think, from my experience of the last two years, being                  5 part of the diocese has been one of the strengths of                  6 the work, and being able to take safeguarding forward.                  7 I have a local understanding of need. I am involved in                  8 planning and developing the service over the next three                  9 years, which is our strategic plan.</p> <p>10 I recognise that, as a DSA, the role can at times                  11 feel isolating and, therefore, having that support --                  12 and I think that some of the things we have talked about                  13 in the last hour is about that sense of, "Do I feel                  14 supported in some of the decisions I make?". So                  15 I recognise there are times when it may feel like a DSA                  16 can feel isolated. However, to be managed by a service                  17 that runs from such a distance from York would, for me,                  18 reduce the connectivity to York and the local need.</p> <p>19 I think that we can work with -- I would prefer to                  20 see regional directors that sit in each province that we                  21 work with that bring the northern DSAs together or the                  22 southern DSAs together on a regular basis, so we are                  23 working more effectively together and are actually                  24 supported and not isolated, but I don't believe that we                  25 need to be managed independently of the diocese in order</p> <p style="text-align: center;">Page 80</p>

1 to be independent.  
 2 I have no examples over the past two years where  
 3 I feel that my voice hasn't been listened to, where  
 4 I feel that I am not respected by the leadership team,  
 5 the archbishop's leadership team. So I don't feel that  
 6 I'm not able to achieve independence by being part of  
 7 the diocese. I believe I bring a specialist knowledge  
 8 to the diocese which is respected.  
 9 I think there is a cause for having an independence  
 10 where we can go -- when things aren't -- if we do feel  
 11 that we're not being listened to or safeguarding is  
 12 not -- our safeguarding perspective is not being taken  
 13 seriously, having an independent person to go to for  
 14 either an adjudication or for challenge would be useful.  
 15 But I don't think that means that you need to  
 16 significantly shift how the dioceses are currently set  
 17 up in dioceses at present.  
 18 Q. Linked to that, some witnesses have given us evidence  
 19 about the role of clergy and, in particular, the  
 20 diocesan bishops in making safeguarding decisions, being  
 21 responsible for safeguarding.  
 22 A. Yes.  
 23 Q. Do you have any thoughts about the role of members of  
 24 clergy or clerics in making safeguarding decisions?  
 25 A. My understanding of that is that those individuals have

Page 81

1 case of X7. Is there anything else from your experience  
 2 that you can add about capability and CDM, or have we  
 3 done it?  
 4 A. I think we've covered it in that discussion, actually.  
 5 Q. And the role of the Parish Safeguarding Officers?  
 6 A. Yeah. I think, in terms of the Parish Safeguarding  
 7 Officers, I would like to say that there are examples of  
 8 wonderful Parish Safeguarding Officers out there that  
 9 work tirelessly, and some of them come from very  
 10 experienced backgrounds and they bring that experience  
 11 to the role. We are working with volunteers in that  
 12 role and, therefore, there are times in parishes where  
 13 the person that is appointed to the role may not  
 14 necessarily come with that level of background or  
 15 understanding, and I wonder whether it would -- the  
 16 parishes would be better served by looking at bringing  
 17 in Parish Safeguarding Officers that worked with  
 18 a collection of parishes and had -- came with  
 19 a background that enabled them to be able to respond  
 20 more consistently in terms of good safeguarding  
 21 practice.  
 22 I say that not seeking to undermine the work that is  
 23 done, because I do believe that there is some good work  
 24 happening in parishes, but I do wonder whether there is  
 25 a role to perhaps rework that Parish Safeguarding

Page 83

1 to take the advice of the DSA before they make  
 2 a decision. I think where the DSA feels that that  
 3 individual's decision is not correct or they feel it's  
 4 going to leave somebody at immediate risk of harm, there  
 5 should, again, be an opportunity for external challenge,  
 6 somebody you can go to and seek some clarity or some  
 7 support from so that that can be challenged effectively.  
 8 Q. Who do you see that person as being?  
 9 A. I think that could be the independent chair. I think  
 10 the independent chair's role is to ensure that  
 11 safeguarding happens effectively in a diocese, and they  
 12 are there specifically to offer challenge. So I think  
 13 that the independent chair could facilitate that. But,  
 14 equally, it could be an independent Ombudsman or the  
 15 National Safeguarding Service could offer somebody.  
 16 Q. So the National Safeguarding Team could maybe provide  
 17 that as a service?  
 18 A. I'm thinking particularly of the new -- we have  
 19 obviously got our new independent chair, so we have  
 20 Meg Munn, who I believe is speaking later; somebody of  
 21 that nature.  
 22 Q. I have looked through my list of other broad issues, and  
 23 I think we covered them as we went along, but tell me if  
 24 there is anything you wanted to add: capability and CDM  
 25 and the role of those, and we talked about those in the

Page 82

1 **Officer commitment and look at actually what experience**  
 2 **they should bring to that role.**  
 3 MS McNEILL: Thank you. That concludes all my questions,  
 4 unless there is something you think we haven't touched  
 5 on?  
 6 A. I would just like to add, in terms of resourcing, we  
 7 talked about resourcing within my diocese and my view of  
 8 resourcing in my diocese, and I reflected that,  
 9 actually, I don't know how people -- the size of  
 10 safeguarding teams in other parishes, or other dioceses,  
 11 rather. I do believe that there is disparity in terms  
 12 of dioceses across the country in what they have and  
 13 what services they're able to offer. So I look to some  
 14 of my colleagues, and they have Independent Domestic  
 15 Violence or Sexual Violence Advocates available to them  
 16 for victim support, some of them have dedicated  
 17 trainers, some of them have multiple Assistant DSAs and  
 18 DSAs. I think there is a role nationally for a minimum  
 19 standard to be implemented in terms of, if you're -- if  
 20 you have this many parishes, you should have this level  
 21 of resource. I also think there's a role nationally for  
 22 recognising that for where dioceses are financially  
 23 struggling, that safeguarding shouldn't be left  
 24 unaddressed. So there shouldn't be a gap there. So for  
 25 those parishes or dioceses where they're not able to

Page 84

1 offer the suite of safeguarding services that are  
 2 available in safeguarding services, that there's a role  
 3 nationally for some formula, some funding formula, some  
 4 assistance to be made available so there is parity  
 5 across dioceses, so that a victim in London and in  
 6 Sheffield and in York, in Worcester, all receive the  
 7 same experience, or in Chichester or Lincoln, they all  
 8 receive the same experience regardless of where they are  
 9 in the country.  
 10 Q. Because at the moment, of course, funding is at the  
 11 diocesan budget?  
 12 A. Yes.  
 13 Q. I suppose you're saying there should be a protected  
 14 level of funding and the National Church could fill the  
 15 gap, if need be, or somebody find a way to fill the gap?  
 16 A. Yes, I'm putting it out there. I understand there's  
 17 a far more complex issue, but I do think there is a role  
 18 there, yes.  
 19 MS McNEILL: Thank you. Chair, do you or the panel have any  
 20 questions for this witness?  
 21 THE CHAIR: No. We have no questions. Thank you very much,  
 22 Ms O'Hara.  
 23 A. Thank you.  
 24 (The witness withdrew)  
 25 MS McNEILL: Chair, we do have another witness. It is an

Page 85

1 this witness statement and that it is true, to the best  
 2 of your knowledge and belief?  
 3 A. Yes.  
 4 Q. If you can just make sure, when you give your evidence,  
 5 you keep your voice nice and loud and slow, for which  
 6 I'm the worst culprit, so that those taking down a note  
 7 can.  
 8 You're an ordained priest and a parish priest within  
 9 the Church of England; is that right?  
 10 A. Yes.  
 11 Q. You are currently within the Diocese of York?  
 12 A. Yes.  
 13 Q. How long have you been a parish priest for?  
 14 A. In this post?  
 15 Q. No, throughout --  
 16 A. I was ordained in '88, and priested in '89 and --  
 17 24 years as a parish priest on my own outside curacies.  
 18 Q. Before we turn to the sample case that we are talking  
 19 about, which is Y3, concerning an individual that we  
 20 refer to as F71, at the time that you came across this  
 21 case, how many child safeguarding cases had you had  
 22 cause to deal with?  
 23 A. None.  
 24 Q. Just by way of a brief summary of the facts, is it right  
 25 that F71 was a member of your congregation who had been

Page 87

1 anonymous witness, so we will need to reset the room.  
 2 It might be a little bit early to break for lunch.  
 3 Chair, would you like to break for five minutes to reset  
 4 the room and get him started?  
 5 THE CHAIR: Yes, we will do that.  
 6 MS McNEILL: Thank you.  
 7 (12.30 pm)  
 8 (A short break)  
 9 (12.37 pm)  
 10 (In closed session)  
 11 MS McNEILL: Chair, our third witness is a parish priest  
 12 from within the Diocese of York. He is giving evidence  
 13 under the cipher of X7, as with this morning's witness,  
 14 in line to prevent the identification of his parish and  
 15 through that a complainant.  
 16 WITNESS AN-X7 (affirmed)  
 17 Examination by MS McNEILL  
 18 MS McNEILL: Thank you, Reverend. I confirm you are giving  
 19 evidence under the cipher X7?  
 20 A. Yes.  
 21 Q. You have produced a witness statement for the inquiry  
 22 dated 7 June 2019, which is signed and endorsed with  
 23 a statement of truth?  
 24 A. Yes.  
 25 Q. Can you confirm you have had the opportunity to consider

Page 86

1 convicted in 1997 of indecent assault?  
 2 A. Yes, he was.  
 3 Q. Since then, he'd held a number of roles within the  
 4 parish, including being part of a worship team and  
 5 leading a house group?  
 6 A. Yes, he was part of the worship team when I arrived in  
 7 2003, and led a house group probably from about 2008.  
 8 Q. Did you find out about F71's conviction at the time of  
 9 your appointment to the parish?  
 10 A. Shortly afterwards. It was the autumn of that year.  
 11 Q. Were the churchwardens aware of the conviction?  
 12 A. Yes.  
 13 Q. Did you have full details about the circumstances of  
 14 the offending?  
 15 A. Not full details. I was told that he'd done a time in  
 16 prison for getting some children or young people in the  
 17 organisation where he was volunteering to undress, and  
 18 he was found viewing them. That was what I was told.  
 19 I was not told particularly when that event had taken  
 20 place before I arrived, but I was also told he'd done  
 21 the time in prison as a result of that.  
 22 Q. Indeed, he was convicted of indecent assault, so you  
 23 didn't know whether the circumstances as relayed to you  
 24 accurately reflected the offending, did you?  
 25 A. No. I didn't know it was actually indecent assault

Page 88

1 **until I saw the DBS later on.**  
 2 Q. Thank you very much. I'm turning to paragraph 20 of  
 3 your witness statement, and I'm going to pick this up in  
 4 2011 -- it is page 5 of the witness statement, chair and  
 5 panel -- when you were contacted by a complainant named  
 6 A143, who was a member of the congregation and contacted  
 7 you because he wished to meet with you and some of  
 8 the church elders and F71 to talk about a historic  
 9 allegation relating to F71 in 1999. Is that right?  
 10 **A. It wasn't a member of my congregation, he was in**  
 11 **a different town.**  
 12 Q. Okay.  
 13 **A. About 100 miles away.**  
 14 Q. Okay.  
 15 **A. But, yeah, my recollection was, he wanted to meet with**  
 16 **his elders, my elders, myself, himself and my**  
 17 **parishioner.**  
 18 Q. He said to you that he had come forward in 2011 because  
 19 he was aware that F71 held positions of trust within the  
 20 parish and he was concerned that F71 posed a risk to  
 21 children; is that right?  
 22 **A. He said he wanted to come and disclose some information.**  
 23 **I don't recall him saying anything about him feeling**  
 24 **that my parishioner caused a risk to others. He wanted**  
 25 **to disclose something historic.**

Page 89

1 Q. -- church officer about the camping trip --  
 2 **A. Yes.**  
 3 Q. -- does that indicate that this allegation was known of  
 4 within the parish?  
 5 **A. Yes.**  
 6 Q. Were you able to discern whether anything had been done  
 7 about it in 1999?  
 8 **A. He told me that my predecessor had dealt with it, but he**  
 9 **did not tell me how.**  
 10 Q. You then spoke with your archdeacon, who was  
 11 Paul Ferguson, now the Bishop of Whitby --  
 12 **A. Yes.**  
 13 Q. -- to ask him what to do. Why did you feel like you  
 14 needed advice, and why did you go to the archdeacon  
 15 instead of straight to a Diocesan Safeguarding Advisor?  
 16 **A. I was not particularly aware of the Diocesan**  
 17 **Safeguarding Advisor, and I went to the archdeacon as my**  
 18 **line manager to ask him what was the best course of**  
 19 **action, and I did that virtually immediately after 143**  
 20 **had contacted me, because it was beyond my knowledge of**  
 21 **knowing what to do. So I contacted to seek, "What do**  
 22 **I do about this?", because I did not know what to do.**  
 23 Q. You say, in short, he told you to tell A143 to go to the  
 24 police?  
 25 **A. Yes. When 143 contacted me, he said either I accepted**

Page 91

1 Q. When he said he wanted to disclose something historic,  
 2 did you believe or understand that to be of a sexual  
 3 nature?  
 4 **A. I assumed it was something of that nature, but didn't**  
 5 **know what it was exactly, because he didn't tell me.**  
 6 Q. If we can look at paragraph 22 of your witness  
 7 statement, and if we can display that, Henry, it's on  
 8 page 5 of the witness statement, you then spoke to the  
 9 churchwardens to ask if they knew anything about this  
 10 individual A143, and they told you that, prior to you  
 11 arriving in the parish, A143 had gone on a camping trip  
 12 with F71. He'd been advised not to go, but they  
 13 described him as a very headstrong teenager and went  
 14 anyway, and at some point during the weekend it was  
 15 understood that A143 had woken to find F71 had unzipped  
 16 his sleeping bag and was staring at his genitals?  
 17 **A. That's what I was told, but that discussion was very**  
 18 **brief. That was after I had contacted the archdeacon.**  
 19 **I contacted the archdeacon immediately on 143 speaking**  
 20 **to me, because I felt I needed advice, and that**  
 21 **conversation was a casual conversation that I had, just**  
 22 **to get a picture as to what perhaps he was referring to.**  
 23 Q. But is it right that this information given to you by  
 24 the churchwarden --  
 25 **A. Yes.**

Page 90

1 **the meeting on his terms or he would go to the police.**  
 2 **That's what I reported to the archdeacon. The**  
 3 **archdeacon said, "If there's a criminal offence taken**  
 4 **place, you should go to the police", and I'm reminded by**  
 5 **the archdeacon's statement that he also told me to tell**  
 6 **him that if he wished to have a meeting, it would be**  
 7 **with himself and the Diocesan Safety Advisor --**  
 8 **Safeguarding Advisor, and that information I passed on.**  
 9 Q. We are just going to bring up a section of then  
 10 Archdeacon Paul Ferguson's statement. It is  
 11 ACE027587\_003 at paragraph 10. It will come up on the  
 12 screen for you, Reverend. This is Paul Ferguson's  
 13 account of that discussion. He says he had a visit from  
 14 you and the same night he emailed the DSA. You asked  
 15 him for advice about how to proceed in the case, and he  
 16 said that you were unwilling to hold such a meeting and  
 17 were seeking new advice. Why were you unwilling to hold  
 18 the meeting requested by A143?  
 19 **A. Because I did not know how to handle such a meeting and,**  
 20 **the way it was presented to me, it felt more like**  
 21 **a confrontation than an information change.**  
 22 Q. Then he goes on to say he told you, as you say, to  
 23 encourage A143 to go to the police if he thought it  
 24 appropriate and A143 chose not to approach the police:  
 25 "We would offer a meeting with him in accordance

Page 92

<p>1 with our own procedures and my expectation, as recorded                  2 in my email to the then DSA, was that either he would go                  3 to the police and any investigation or questioning on                  4 our part would stop."                  5 <b>A. Yes.</b>                  6 Q. Picking up, therefore, going forward, you spoke again                  7 with A143 by telephone; is that right?                  8 <b>A. Yes. I passed on to him the advice that I had been</b>                  9 <b>given by the archdeacon.</b>                  10 Q. A143 has since approached the diocese and said that you                  11 were rather unpleasant with him during that telephone                  12 call, and you have said in your witness statement you                  13 felt on the defensive. How would you describe the tenor                  14 of that telephone call?                  15 <b>A. It was very difficult, because I found him very</b>                  16 <b>confrontational, and, therefore, was defensive, and</b>                  17 <b>he -- because he -- he was aggressive, in that he wasn't</b>                  18 <b>getting the meeting that he said he wanted, which was</b>                  19 <b>between his elders and my elders, and the advice I'd</b>                  20 <b>been given was that he should either go to the police or</b>                  21 <b>talk to the diocese, and I think he was incredibly</b>                  22 <b>disappointed in not being able to hold a meeting on his</b>                  23 <b>terms, so he was not very pleasant.</b>                  24 Q. But when you were thinking and reacting to that, did you                  25 keep in mind, of course, that you knew from the</p> <p style="text-align: center;">Page 93</p>	<p>1 churchwardens that this was an individual who may have                  2 been abused, or at least the subject of very                  3 inappropriate behaviour from F71?                  4 <b>A. It was partly in my mind, but, again, it was -- it was</b>                  5 <b>more a matter of being on the defensive in the face of</b>                  6 <b>him wanting this meeting above everything else, and</b>                  7 <b>I had been given advice at that point not to have such</b>                  8 <b>a meeting. It would be done in other, more appropriate</b>                  9 <b>ways than in bringing his elders to my parish and having</b>                  10 <b>a meeting that he wanted to have in that context.</b>                  11 Q. He has said that during that telephone call, you, in                  12 essence, encouraged him to let this go and told him that                  13 he was going to ruin F71's life, and that you also told                  14 him that you had wept with F71 about such allegations in                  15 the past. From your point of view, is that an accurate                  16 description of the telephone call?                  17 <b>A. No. I did not -- some of those things that I have seen</b>                  18 <b>he has said on the various evidence statements, I have</b>                  19 <b>absolutely no recollection of saying whatsoever.</b>                  20 Q. But you did speak to him about forgiveness, didn't you?                  21 <b>A. I did say he should learn about forgiveness, because he</b>                  22 <b>was getting very, very anxious at that point. But I was</b>                  23 <b>not telling him that he should not proceed with whatever</b>                  24 <b>direction he felt he needed to go in.</b>                  25 Q. But were you telling him he should forgive F71? Is that</p> <p style="text-align: center;">Page 94</p>
<p>1 what you meant by saying --                  2 <b>A. I think he needed to learn to forgive himself,</b>                  3 <b>principally, but learn about the principle of</b>                  4 <b>forgiveness, which then, when you've learned to forgive,</b>                  5 <b>you can then continue with whatever processes you want</b>                  6 <b>without the pent-up aggression that he was obviously</b>                  7 <b>feeling because he wasn't getting the meeting as he</b>                  8 <b>wanted, which I'd been advised not to host.</b>                  9 Q. Bearing in mind that he was someone who was potentially                  10 the victim of abuse, do you think, perhaps, now, with                  11 the benefit of hindsight, that getting into a discussion                  12 about forgiveness with someone who is clearly upset was                  13 particularly helpful to him?                  14 <b>A. In hindsight, no, it wasn't helpful. But I have a far</b>                  15 <b>different perspective on this sort of situation and</b>                  16 <b>a far more detailed understanding of the support that</b>                  17 <b>I can get from the diocese. At that time, I felt very</b>                  18 <b>isolated. It was something beyond my experience. So</b>                  19 <b>I sought advice and did the best I could in that</b>                  20 <b>situation. Currently, I know there's a lot more advice</b>                  21 <b>available and help from the diocese to be able to handle</b>                  22 <b>it very differently.</b>                  23 Q. You didn't offer A143 any pastoral or formal support at                  24 this time. Why was that?                  25 <b>A. There wasn't the opportunity. It was a very</b></p> <p style="text-align: center;">Page 95</p>	<p>1 <b>confrontational phone call from him, so there wasn't</b>                  2 <b>really opportunity. But neither was I aware of that,</b>                  3 <b>that I should have offered support. I did not feel</b>                  4 <b>I was in a position to, being the distance between us,</b>                  5 <b>and I had never met this person before.</b>                  6 Q. Did you think about -- did anybody think about, in fact,                  7 whether you, yourself, should be going to the police and                  8 saying, "I've got some information here that might                  9 suggest further criminal offending by F71, who we                  10 already know has been convicted of a sexual offence"?                  11 <b>A. I never thought of going to the police, no. And the</b>                  12 <b>advice I was given, that if he felt he should go to the</b>                  13 <b>police, then he should go. That was what the archdeacon</b>                  14 <b>told me. And I did not know the full extent of what he</b>                  15 <b>was saying.</b>                  16 Q. And I appreciate the sentiment about saying to A143, "If                  17 you want to go to the police, do feel free, you can at                  18 any time", but, separate to that, did none of you think,                  19 "This is an individual in my congregation, F71, who has                  20 been convicted of child sexual offences in the past.                  21 I have an individual now contacting me and the                  22 churchwarden is aware that there are allegations that                  23 F71 has potentially abused this individual. I think                  24 someone should get on the phone to the police and just                  25 see if they want to look into this"?</p> <p style="text-align: center;">Page 96</p>



<p>1 <b>A. It never occurred to me at the time. This was the first</b>                  2 <b>situation of these -- like this, I've ever had to deal</b>                  3 <b>with and I --</b>                  4 Q. Again, with the benefit of hindsight, what do you think                  5 about that now?                  6 <b>A. Possibly -- I sought the advice of the archdeacon, and</b>                  7 <b>the advice I was given was that if 143 felt he needed to</b>                  8 <b>go to the police, then he should go to the police, and</b>                  9 <b>I followed that advice that I was given, and part of</b>                  10 <b>that was not to -- this was not included in me going to</b>                  11 <b>the police to have them investigate what was going on.</b>                  12 <b>I sought advice and took the advice I was given.</b>                  13 Q. In fairness to you, I should emphasise it is right,                  14 isn't it, that A143 did ultimately go to the police?                  15 <b>A. Yes.</b>                  16 Q. But they took no further action, because he was 17 at                  17 the time of the camping trip?                  18 <b>A. Mmm-hmm.</b>                  19 Q. Is that right?                  20 <b>A. I didn't know his age until I read this, but I -- the</b>                  21 <b>archdeacon told me that when he'd been to the police and</b>                  22 <b>they didn't pursue it.</b>                  23 Q. I just wanted to take a look at another extract of                  24 Paul Ferguson's witness statement. Henry, it's                  25 ACE027587_007. I'm looking for paragraph 25. He had</p> <p style="text-align: center;">Page 97</p>	<p>1 a follow-up meeting with you in 2011 to talk about this.                  2 He said you agreed that you had been firm with A143 over                  3 the phone but denied the other allegations that we have                  4 discussed, about that you had wept with F71 and that you                  5 told him he was ruining his life. In relation to the                  6 "wept", A143 had said you said, "I have wept with him                  7 when other accusations were made", but you said, no, no,                  8 that didn't refer to any uninvestigated allegations:                  9 "That was a reference to the fact that knowledge                  10 about F71's conviction was always 'close to the surface'                  11 and he had had to refuse work that was offered to him by                  12 an ex-offender ..."                  13 And that you had wept with him about the loss of                  14 that opportunity?                  15 <b>A. When I made my statement, I didn't realise I'd said it</b>                  16 <b>at that point. If you look at my statement when it was</b>                  17 <b>all over and 71 said to me, "When this will ever go</b>                  18 <b>away?", and I said, "Unfortunately, never", that was</b>                  19 <b>when I thought I'd used that phrase for the first time.</b>                  20 <b>But there have been no other allegations made to me</b>                  21 <b>about 71.</b>                  22 Q. Ms Edina Carmi, our witness yesterday, categorised your                  23 response to A143 in 2011 as "hostile, inappropriate and                  24 unsafe". Would you agree with any of that                  25 categorisation?</p> <p style="text-align: center;">Page 98</p>
<p>1 <b>A. Hostile, no. Can you repeat the others?</b>                  2 Q. "Hostile, inappropriate and unsafe".                  3 <b>A. Inappropriate, yes. I have learned a lot since then.</b>                  4 <b>Unsafe, I did what I was advised to do. I sought</b>                  5 <b>advice and did what I was advised to do.</b>                  6 Q. Before we move on from 2011, there is one last question                  7 on 2011 before we break for lunch. We heard from our                  8 last witness, Julie O'Hara, that in 2011, an attendance                  9 agreement was put in place for F71 to attend your                  10 church. Were you involved in the preparation of that?                  11 <b>A. The archdeacon told me that he needed to put</b>                  12 <b>a safeguarding agreement in place, and he told me, the</b>                  13 <b>archdeacon, what it had to say and asked me if I could</b>                  14 <b>get 71 to draft it and sign it. So I told 71 what the</b>                  15 <b>archdeacon had told me to tell him and he drafted the</b>                  16 <b>agreement.</b>                  17 Q. Let's just bring it back up, if we can, Henry. We                  18 looked at this before. It's ACE027585_031 over to 032.                  19 We will look at the two sections in italics.                  20 Essentially, are you saying that the archdeacon dictated                  21 this, Paul Ferguson, and you jotted it down and had F71                  22 prepare it?                  23 <b>A. He told me in principle what it had to say.</b>                  24 Q. In principle?                  25 <b>A. In principle. He didn't tell me the exact wording. He</b></p> <p style="text-align: center;">Page 99</p>	<p>1 <b>told me in principle what it needed to say. I made</b>                  2 <b>a note of that, passed that on to 71, "You need to draft</b>                  3 <b>an agreement. This is what I've been told, and this is</b>                  4 <b>roughly what -- this is what it needs to contain and</b>                  5 <b>he's asked you to draw it up in your own words and sign</b>                  6 <b>it", and then I signed it afterwards.</b>                  7 Q. Did either of you consult the Diocesan Safeguarding                  8 Advisor about it, about the terms?                  9 <b>A. I wasn't aware of the safeguarding advisor and any</b>                  10 <b>contact I had or didn't have -- probably didn't have --</b>                  11 <b>was through the archdeacon, and I've learned he was</b>                  12 <b>contacting the safeguarding advisor and passing the</b>                  13 <b>advice down to me that I followed exactly what he had</b>                  14 <b>told me to do.</b>                  15 Q. What Julie O'Hara has told us this morning is that,                  16 looking at the guidance that was in place at the time,                  17 this wasn't good enough. It didn't follow the guidance                  18 and there wasn't enough detail and it wasn't clear                  19 enough for the benefit of F71 about what it was he could                  20 and couldn't do. Would you agree with that? It is on                  21 the screen, if that helps.                  22 <b>A. Yeah, I mean, it is fairly general, but I wasn't aware</b>                  23 <b>of the guidance as to know what it should have said.</b>                  24 <b>I sought advice and took it.</b>                  25 MS McNEILL: Chair, that concludes my questions on 2011.</p> <p style="text-align: center;">Page 100</p>

1 There is another portion of this case, starting in 2017.  
 2 Might that be an appropriate time for our lunch break?  
 3 THE CHAIR: Thank you. Yes, we will return at 2.00 pm.  
 4 MS McNEILL: X7, just to inform you, you are under oath, so  
 5 please don't discuss your evidence over lunch. You can,  
 6 of course, talk to people, as long as you don't talk  
 7 about your evidence.  
 8 **A. Okay.**  
 9 **(12.59 pm)**  
 10 **(The short adjournment)**  
 11 **(2.00 pm)**  
 12 MS McNEILL: We resume with the evidence of the witness we  
 13 are calling X7, thank you.  
 14 We had dealt with your management of the case  
 15 relating to F71 in 2011 before lunch. I'm going to jump  
 16 forward in time, if I can, to 2017. But is it right  
 17 that, in the intervening years, F71 became a member of  
 18 your parochial church council?  
 19 **A. On reflection, I think he was a member in 2011, because**  
 20 **at the end of my discussions with the archdeacon, I ran**  
 21 **past him what 71 was doing in church, was this still**  
 22 **acceptable, and he said it was, which he -- he led**  
 23 **a house group, he played in the worship band and was**  
 24 **a member of the PCC.**  
 25 Q. We know, because we have heard from Julie O'Hara, that

Page 101

1 her F71's hesitancy around the DBS check; is that right?  
 2 **A. That would be subsequent to him putting in the**  
 3 **confidential declaration.**  
 4 Q. Okay. So the confidential declaration was received by  
 5 you when?  
 6 **A. I didn't receive it. He sent it straight to the**  
 7 **diocese. I didn't see it until I was given this**  
 8 **evidence -- the various bits of documents that have come**  
 9 **through. It was -- the first I heard of it -- well,**  
 10 **I knew he'd got a history, but the first I heard that**  
 11 **he'd submitted it and -- was when Julie O'Hara contacted**  
 12 **me to say she'd got this blemished declaration form,**  
 13 **which I think would be the end of September.**  
 14 Q. She said that, having received that, she would like to  
 15 interview F71 in order to conduct a risk assessment; is  
 16 that right?  
 17 **A. That's correct.**  
 18 Q. Can we take a look at what she said about this, please.  
 19 Henry, it's at ACE027585\_034. If you can zoom out  
 20 paragraph 133. It is not in your witness statement, but  
 21 if I bring it up on screen, you will be able to see it.  
 22 It's in Julie O'Hara's witness statement.  
 23 She says, in September 2017, she advised you that  
 24 she'd received the confidential disclosure form. She  
 25 said that she made the decision that she'd like a risk

Page 103

1 in 2016 the guidance changed to prevent somebody who had  
 2 a conviction for a child sexual offence from being  
 3 a member of the parochial church council. When did you  
 4 become aware that those rules had changed?  
 5 **A. In February 2018, when Julie O'Hara first told me.**  
 6 Q. But you did become aware, in 2017, that all parochial  
 7 church council members required a DBS check; is that  
 8 right?  
 9 **A. Yes, and we did that as a PCC as an entirety.**  
 10 Q. Upon that being raised, is it right that F71 offered to  
 11 resign, rather than getting a DBS check, initially?  
 12 **A. Yes.**  
 13 Q. You then contacted Paul Ferguson, who was by then the  
 14 Bishop of Whitby; is that right?  
 15 **A. Yes, that's correct, yes.**  
 16 Q. To find out whether or not F71 would need to do the  
 17 confidential declaration and apply for a DBS check?  
 18 **A. Yes.**  
 19 Q. And it was his advice that F71 would need to do both of  
 20 those things --  
 21 **A. Yes.**  
 22 Q. -- because that's what the guidance now said?  
 23 **A. Yes.**  
 24 Q. I understand that you contacted the Diocesan  
 25 Safeguarding Advisor, Julie O'Hara, and you explained to

Page 102

1 assessment to go ahead. What she says here is that you  
 2 told her that you felt a risk assessment was unnecessary  
 3 as you had managed his risk in-house and that F71 had  
 4 been convicted a number of years ago, and so any contact  
 5 would make him extremely upset. Do you agree with the  
 6 contents of that paragraph?  
 7 **A. Roughly, yes.**  
 8 Q. So why did you think that a risk assessment wasn't  
 9 necessary?  
 10 **A. I had never heard of these risk assessments. I had**  
 11 **spoken to the previous DSA not 12 months earlier and**  
 12 **told him about 71, my parishioner, and he did not see in**  
 13 **any way, shape -- that he needed to do a risk**  
 14 **assessment. My uncertainty -- this was absolutely new**  
 15 **to me, and I tried to tell Julie O'Hara what my**  
 16 **understanding of my parishioner was from a pastoral**  
 17 **point of view, not understanding it from a safeguarding**  
 18 **point of view. I think there was a gap almost between**  
 19 **the two of us that I tried to breach -- tried to bridge**  
 20 **this gap. And we did have him managed, and he even**  
 21 **self-disclosed on occasion to keep himself out of harm's**  
 22 **way.**  
 23 Q. We looked before the lunch break at the agreement you  
 24 had in place, a very, very brief one, and you  
 25 acknowledged there were some real deficiencies in that.

Page 104

1 Do you think, in reality, you did have him properly  
 2 managed? Because we had a conviction and we had an  
 3 allegation?  
 4 **A. We had him properly managed. He never went anywhere**  
 5 **near when we did children's work at all and would absent**  
 6 **himself. I never had to tell him, "You cannot come to**  
 7 **this event". When we did – we do a pancake party for**  
 8 **families. His house group would do various stalls on**  
 9 **this, and he would always go work in the kitchen, out of**  
 10 **the way.**  
 11 Q. One of the other things you just said was that you felt  
 12 you were trying to bridge the gap between the pastoral  
 13 concern and the safeguarding concern, but would you not  
 14 agree that the safeguarding really needs to trump here  
 15 the pastoral concern to F71?  
 16 **A. Yes, but I think we need a better relationship, which**  
 17 **I feel we have now, but didn't at the time. I had known**  
 18 **this guy, at the time, for 16 – no, probably 14 years.**  
 19 **I had never met Julie O'Hara at that time. I had tried**  
 20 **to tell her what I understood of him and felt all I met**  
 21 **was her needing to enforce some rules, which was why**  
 22 **I then went to the archdeacon to consult with her**  
 23 **because I didn't understand what was going on, and at**  
 24 **that point needed to be able to understand in order to**  
 25 **then present to my parishioner what she was requesting,**

Page 105

1 delay in the DBS application form being submitted, and  
 2 that lay with F71; is that right?  
 3 **A. Yes.**  
 4 Q. There was some delay in him getting the appropriate  
 5 proof of address paperwork?  
 6 **A. There were two delays. The first part of the delay was**  
 7 **his fear, because he would have this strange letter**  
 8 **coming in at home that his parents would ask him what it**  
 9 **was, and they've got all the ugly memories of him being**  
 10 **arrested at home. There was the fear that police may**  
 11 **get involved: why is he asking for a DBS? Which is why**  
 12 **I checked with Julie O'Hara, and she likened it to me**  
 13 **enquiring of a library, "Have you got this book?". The**  
 14 **author never finds out. So I allayed those fears with**  
 15 **him and he said, "Yes, I'll submit it". Then there was**  
 16 **another delay. When she asked me again, "Where is it?",**  
 17 **I said, "I'll ask him", and he hadn't got anything with**  
 18 **his address on, because he lives with his parents and he**  
 19 **banks online.**  
 20 Q. But what Julie O'Hara has said is -- this  
 21 is October/November we are talking about -- every time  
 22 she contacted you to chase this up, she said that your  
 23 default position remained, "I don't think this is  
 24 necessary. I don't know why we're going through this.  
 25 I don't think it's necessary". Do you agree with that?

Page 107

1 **because I was left in the middle to actually contact him**  
 2 **and say, "They need to do this", and if he was to say to**  
 3 **me, "What's it all about?", I said, "I don't know".**  
 4 **I needed more information.**  
 5 Q. What we know then happened is you say you contacted the  
 6 archdeacon. The archdeacon and you had a discussion,  
 7 and I think what could be described as a compromise was  
 8 reached that would get the DBS form sent off, get the  
 9 DBS in and a risk assessment or a discussion about  
 10 a risk assessment would wait until that was received.  
 11 Is that fair?  
 12 **A. I agreed it with the archdeacon. I also agreed it with**  
 13 **Julie O'Hara. My motivation behind that was I wasn't**  
 14 **certain I had the complete picture of his original**  
 15 **conviction. She told me his DBS -- his self-declaration**  
 16 **form was extremely vague, so I thought it better, from**  
 17 **a pastoral point of view, and from her point of view, to**  
 18 **have a full disclosure on the DBS, then the interview**  
 19 **that she was wanting to have with him could be carried**  
 20 **out to the best of her ability. Because, if it wasn't,**  
 21 **my thought that I shared with her was that she would**  
 22 **come, conduct an interview, do the risk assessment,**  
 23 **et cetera, go back, the DBS may contain something else**  
 24 **and she would need to come back and do a revisit.**  
 25 Q. What she then told us is that there was a significant

Page 106

1 **A. It was, but not to prevent her doing her job. In the**  
 2 **background, I was trying to make her job go the best**  
 3 **I could. I was just speaking to someone and just trying**  
 4 **to put another perspective to it because I didn't feel**  
 5 **I was being heard.**  
 6 Q. I appreciate that, but you said it wasn't -- you said:  
 7 "It wasn't to prevent her from doing her job."  
 8 But wasn't it doing exactly that? If you are going  
 9 to keep saying, "I don't think we need this DBS check,  
 10 I don't think we need it". It's her job to make sure it  
 11 is in place. If you keep resisting that, is the effect  
 12 of that not to prevent her from doing her job or at  
 13 least make it more difficult?  
 14 **A. Whenever she asked me to do something, I went straight**  
 15 **away and did it. My ultimate motive was that when this**  
 16 **safeguarding interview took place, which I'd agreed with**  
 17 **71 very early on, it was done as efficiently as**  
 18 **possible.**  
 19 Q. But we are at cross-purposes then, because you also  
 20 agree that when she contacted you to chase this up  
 21 in October/November, your position remained, "I don't  
 22 think this is necessary". So that's not the same as  
 23 saying you went off and did it and arranged it and your  
 24 goal was just to make sure it worked properly. That's  
 25 very different to saying, "I don't think this is

Page 108

1 necessary"?

2 **A. That was an opinion as part of a broader conversation,**

3 **but whatever she asked me to do, I did it straight away**

4 **when I next came across him.**

5 Q. Did you think about how this was making it difficult for

6 her? Did you think about how hard it might have been

7 for her to sort of have to keep coming and facing this

8 resistance, as she described it?

9 **A. I didn't resist her at all. Sometimes I say too much on**

10 **the phone. But whatever she asked me to do, I still did**

11 **it, as I was asked to do.**

12 Q. Ms Carmi has classified this reluctance to be an

13 obstacle to safeguarding. Would you accept that?

14 **A. No. Because whenever Julie O'Hara asked me to do**

15 **something -- we got the safeguarding meeting in place.**

16 **That, in principle, was there. We agreed that the DBS**

17 **would be the triggering factor for this meeting to take**

18 **place. And as soon as his DBS came through in January,**

19 **I actually bent over backwards for that meeting to**

20 **happen as soon as possible. And Julie O'Hara had agreed**

21 **at the beginning that we would wait for the DBS check.**

22 Q. She had, but did you not think about revisiting that

23 decision when it was taking four months to get it?

24 **A. She never asked me to.**

25 Q. Did you think about that?

Page 109

1 Q. It was going to be just one week after --

2 **A. Yes.**

3 Q. -- it was received, in early February?

4 **A. Yes.**

5 Q. She's told us the reason she cancelled it is because she

6 got some new information through that she wanted to look

7 into, namely, that by virtue of the conviction, he was

8 not allowed to be a member of the PCC at all. It was

9 a clear block. And, for that reason, she cancelled the

10 meeting which was supposed to be on 5 February, and

11 telephoned you on 8 February to discuss it. Take a look

12 at page 12 of your statement?

13 **A. It was on Monday, the 5th, that I got an email from**

14 **Vanessa saying the meeting had been cancelled. The**

15 **meeting was due to be held on the Tuesday.**

16 Q. The 6th, yes, sorry.

17 **A. And she phoned me on the Thursday to tell me why. I do**

18 **not know why there was a need to cancel that meeting**

19 **because they could have still done the safeguarding**

20 **meeting that we had held out for for so long and still**

21 **gone through with it. The reason I didn't take a copy**

22 **of the DBS certificate was because I had arranged with**

23 **Vanessa that when she came up to do the safeguarding**

24 **meeting, she would see the DBS, it didn't get crossed in**

25 **the post, and she would take it back to York with her.**

Page 111

1 **A. No, because I was waiting for the DBS and pushing for it**

2 **to come through with that aim that there would be one**

3 **interview where all the information that was needed was**

4 **actually there in front of the DSA.**

5 Q. The DBS came through on 30 January 2018.

6 **A. Mmm-hmm.**

7 Q. So we are now a full four months after the confidential

8 disclosure form has come through?

9 **A. Mmm-hmm.**

10 Q. Is it right that F71 showed you his DBS certificate

11 after church?

12 **A. Yes.**

13 Q. You didn't take a copy?

14 **A. No.**

15 Q. But you relayed what you remembered to be the contents

16 of it to the DSA?

17 **A. Yes. I had previously told them it was coming -- that**

18 **he'd got it. I think he told me before -- before, that**

19 **it had actually come through and I'd then arranged**

20 **with -- it was Vanessa by that time because Julie O'Hara**

21 **had passed it on to her assistant.**

22 Q. Yes.

23 **A. And then we arranged a date for a meeting which**

24 **I picked -- was the earliest possible date that I was**

25 **offered.**

Page 110

1 **So the whole point was that when they did the**

2 **safeguarding interview, they had the DBS certificate, or**

3 **they'd seen it, and they would know exactly the nature**

4 **of the crimes that my parishioner had been accused of.**

5 Q. Convicted of.

6 **A. Yes, convicted of. Sorry, my apologies.**

7 Q. That's okay. Now, 8 February, so just two days after

8 the cancelled meeting. We know she telephoned you. If

9 we can bring up page 36 of her witness statement, Henry,

10 ACE027585\_036, paragraph 141, if we can enlarge, please.

11 This is the telephone call on 8 February according to

12 Julie O'Hara. She says that she told you during that

13 call that he was automatically disqualified from being

14 a member of the parochial church council. She said you

15 were upset by this advice and that to remove him so

16 close to the end of the year when he would step down

17 voluntarily was unfair. She said she drew to your

18 attention the Representation Rules and the consequences

19 for non-compliance with those rules could include Clergy

20 Discipline Measures, and then she referred the matter to

21 the Archdeacon of Cleveland.

22 Can you tell us, from your point of view, what

23 happened during that phone call and why you were

24 potentially reluctant to follow not only the advice, but

25 the rules, at this stage, about parochial church council

Page 112

1 members?

2 **A. During that phone call, I was upset by the advice, by**

3 **the lateness of it, and the fact that she'd cancelled**

4 **the meeting. She told me he was banned from the PCC as**

5 **by the rules. She also told me that, under certain**

6 **circumstances, the archbishop could make his own**

7 **decision. She told me she would seek further**

8 **clarification and she would leave the matter with me.**

9 **So it was not quite as definitive an answer as she**

10 **records in her notes. So I took the fact that she was**

11 **leaving the matter with me and there was the possibility**

12 **of the archbishop making a decision on his own right,**

13 **I then contacted the Bishop of Whitby, who knew the**

14 **case, to ask for further clarification.**

15 Q. But, as soon as you were told, "We have got this rule in

16 the church, which follows from Safer Recruitment, that

17 someone who has a conviction cannot be a member of

18 the PCC", why don't you, as somebody who has to have due

19 regard to safeguarding guidance, immediately say,

20 "That's the guidance, that's what happens. End of"?

21 **A. Because she gave me an ambiguous answer.**

22 Q. We know that then the archdeacon became involved and you

23 spoke with both the archdeacon and with the Bishop of

24 Whitby. Is it right that the Bishop of Whitby told you

25 there was no room for manoeuvre on this: if the rules

Page 113

1 Q. Can we take a look, please, at a section of

2 the statement from the Bishop of Whitby. It's

3 ACE027571\_012 at paragraph 43. This will come up on

4 your screen. That's okay. I have a hard copy, so we

5 can still work on paper. It doesn't matter. Skip that

6 question.

7 Is it right that after this discussion had all

8 occurred, you went back and informed F71 he had to step

9 down from the parochial church council?

10 **A. At which point?**

11 Q. After the meeting, sorry.

12 **A. After the meeting with Julie O'Hara?**

13 Q. Yes.

14 **A. Yes, I told him it had to be with immediate effect and**

15 **that he needed -- if he wanted a little bit of dignity**

16 **as a way out, would be to offer his apologies and that**

17 **he would need to be interviewed by her still, and that**

18 **meeting would need to be annually. I went straight back**

19 **and told him.**

20 Q. As a result of this, F71 left the parish?

21 **A. He absented himself from church for a while. Various**

22 **members of the congregation paid for him to go on**

23 **a retreat somewhere, where he just wanted to pray and**

24 **get his head around what was happening to him, because**

25 **he is desperate to leave his past behind.**

Page 115

1 say he can't be, the rules say he can't be?

2 **A. Yes, and that's when I told my parishioner he could no**

3 **longer be part of the PCC.**

4 Q. Could we look at paragraph 143 of the witness statement

5 of Julie O'Hara, please. You had a meeting on

6 14 March -- it is all very close in time here -- with

7 Julie O'Hara and with the archdeacon. She says she

8 again outlined the requirements for him to step back

9 from the PCC with immediate effect. She says X7, you,

10 left the meeting "advising us he was undecided on his

11 course of action"?

12 **A. That is incorrect.**

13 Q. So you don't agree with that?

14 **A. No, not at all. When I left that meeting, I knew that**

15 **if I did not comply with what she was saying, there was**

16 **a Clergy Disciplinary Measure around the corner, which**

17 **every clergyman would wish to avoid with every fibre of**

18 **their being. And I said what I would do would be to get**

19 **him to offer his apologies for that final meeting of**

20 **the PCC, which was only a short, 15-minute meeting, and**

21 **I also asked Julie O'Hara, "Do you still need to**

22 **interview him?" She said yes. "And it needs to be**

23 **annually?" She said yes. I said "Okay", and at that**

24 **point, I left the meeting. There was no uncertainty**

25 **that I was going to comply with their requests.**

Page 114

1 **Unfortunately, he knows he cannot.**

2 **When he came back to church, he -- one of the music**

3 **group that he kept in touch with asked if he could see**

4 **me, and I said of course he could, and the member of**

5 **the music group, with my parishioner sat behind him,**

6 **told me that he had decided to leave the church.**

7 **We then arranged for him to have a leaving date,**

8 **where we could let him go with dignity and tell the**

9 **church that he had decided to move on.**

10 Q. Turning to the conclusions and the comments by

11 Edina Carmi about this, she says, first of all, that

12 this whole process, being nine months, took far too

13 long. Would you agree with that?

14 **A. It did, but we did not -- when I agreed with**

15 **Julie O'Hara at the beginning that we would see his DBS**

16 **first, I did not anticipate any delay, and following the**

17 **cancellation of a meeting and then the subsequent**

18 **meeting with the archdeacon, I heard nothing from**

19 **Julie O'Hara until 1 June, by which time -- I think**

20 **I was on holiday when the email came and I replied at**

21 **the earliest moment I could and said, "He's gone, he's**

22 **left".**

23 Q. Would you agree that this process taking far too long

24 had a detrimental effect on F71, on you, on everybody

25 involved?

Page 116

1 **A. Yes.**  
 2 Q. So it would be in everybody's interests for it to happen  
 3 quickly and efficiently?  
 4 **A. Yes.**  
 5 Q. Do you accept that, to some extent, your reluctance  
 6 contributed to the delays in this case?  
 7 **A. I did not contribute in any way to those delays, because**  
 8 **when the original -- the original delays were with 71,**  
 9 **his fear, which I cleared with Julie O'Hara as soon as**  
 10 **possible. Then the delay was with him getting something**  
 11 **on -- with his address on it. Once he had the DBS,**  
 12 **I went out of my way for that meeting to happen, because**  
 13 **it was scheduled to happen, if you like, when his DBS**  
 14 **came through, and made every effort I could for that**  
 15 **meeting to take place.**  
 16 Q. Considering your actions as a whole, Edina Carmi  
 17 concluded that your practice and safeguarding was unsafe  
 18 in the management of this matter. She also commented  
 19 yesterday that you appeared to be protective of F71.  
 20 Would you accept that you were acting protectively?  
 21 **A. I sought to be his pastor and to look after him as best**  
 22 **I could through this process.**  
 23 Q. Is there not a distinction between being someone's  
 24 pastor and someone's advocate?  
 25 **A. I'm not sure what you mean by that. I am responsible**

Page 117

1 observations at the end of your statement about how  
 2 difficult you found this case to deal with. At  
 3 paragraph 61, you said:  
 4 "... one of the greatest challenges I faced in  
 5 relation to this case has been managing my pastoral  
 6 role ... in conjunction with my broader safeguarding  
 7 responsibilities."  
 8 It is a little bit touching on what I just said  
 9 about the different ways to be pastoral to someone. Do  
 10 you think, in hindsight, you could have tried to  
 11 separate the two and given somebody the responsibility  
 12 for managing this person's pastoral and emotional  
 13 support whilst you undertook your safeguarding  
 14 responsibilities and duties?  
 15 **A. I think it would be far easier to do it the other way**  
 16 **around, because, when you've known someone and shared**  
 17 **a lot of their experiences in working through life as**  
 18 **a pastor, to then leave that and become part of -- take**  
 19 **on a safeguarding role and then come back to trying to**  
 20 **be a pastor is like changing hats and rechanging hats.**  
 21 **But we can only -- the situation only happened when it**  
 22 **happened, and I think now, bearing in mind at this point**  
 23 **Julie O'Hara was new, I did not know her, and now I know**  
 24 **her far better, it works out of relationships and the**  
 25 **relationship is far better now than it was at that**

Page 119

1 **for his spiritual and emotional well-being.**  
 2 Q. I understand what you say about it being your role to  
 3 support him through this process, but is it your  
 4 responsibility to try and protect him from this process  
 5 happening altogether?  
 6 **A. I didn't try and protect him from the process. We**  
 7 **agreed the meeting, the safeguarding meeting, very early**  
 8 **on, agreed that it would wait while the DBS came**  
 9 **through. When everything was in place, I arranged for**  
 10 **that meeting. That would have taken place in February,**  
 11 **had Julie O'Hara not cancelled it. And, looking at it,**  
 12 **she could have had that meeting, done the safeguarding**  
 13 **and then come back and said that he cannot be on the PCC**  
 14 **in the light of the information she'd gathered, but she**  
 15 **cancelled it.**  
 16 Q. But she could have had it in September, had you not  
 17 insisted that it wait until the DBS arrived?  
 18 **A. I suggested, I did not insist, that it wait until the**  
 19 **DBS. I suggested, because I wanted to have a full**  
 20 **picture of what his crimes were and not do an interview**  
 21 **on assumptions or a vague self-declaration form and then**  
 22 **have to come back and reinterview him if there was**  
 23 **subsequent information discovered by his DBS.**  
 24 Q. Henry, can we please display the last page of this  
 25 witness's statement: ACE027637\_016. You make some

Page 118

1 **moment in time.**  
 2 Q. What you say at paragraph 62 -- I summarise, and, again,  
 3 to be fair to you, Julie O'Hara said the same, is that  
 4 this was a particularly difficult case and is not  
 5 necessarily representative of safeguarding cases being  
 6 managed within your parish?  
 7 **A. That is very true.**  
 8 Q. You have worked together on some other cases without any  
 9 difficulty very well?  
 10 **A. Yes. We have worked -- I have contacted her as regards**  
 11 **a domestic case we have had to deal with. I contacted**  
 12 **her over a gentleman who was accused of historic abuse**  
 13 **of his stepdaughter and she came and did a safeguarding**  
 14 **agreement with him. I've called her in and Rob Marshall**  
 15 **came in for a guy who was a serial offender --**  
 16 Q. I'm just going to pause you there. Can we cut the feed,  
 17 please? Sorry, there was a nod. False alarm. It is  
 18 just a name we didn't recognise. I wasn't sure if it  
 19 was one that was going to lead to the risk of  
 20 identification of this parish?  
 21 **A. No, Rob Marshall is the Deputy DSA.**  
 22 Q. It's okay, I've just had that. It's not your fault at  
 23 all.  
 24 Chair, as we say, that was a false alarm. No need  
 25 for me to emphasise the restriction order.

Page 120

1 What you say finally at paragraph 63, if we pick  
 2 that up, is you found this matter very painful but you  
 3 accept that, however painful the pastoral side of things  
 4 get, safeguarding has to be the dominant consideration:  
 5 "I hope that a way can be found in which those on  
 6 the ground who know people well and see them on a weekly  
 7 basis can play an active part in the church's  
 8 safeguarding practice."  
 9 How would you like to play a more active part than  
 10 you do already in the church's safeguarding practice?  
 11 **A. I think -- this is reflecting back to 2017, when**  
 12 **I didn't know Julie O'Hara, and I think there's got to**  
 13 **be a way whereby, as a pastor, you will say something**  
 14 **and you feel you are heard, which is what I sought to do**  
 15 **when I contacted the archdeacon initially, because**  
 16 **I didn't feel I was being heard, and the safeguarding**  
 17 **come and explain and you can work more in tandem with**  
 18 **each other, which I think, as relationships are**  
 19 **developed over time, that is certainly happening better**  
 20 **than it was then.**  
 21 Q. Finally, from this case and your involvement in what was  
 22 clearly a difficult case, are there any other lessons  
 23 that you, or we, as the inquiry, could learn about the  
 24 challenges to managing safeguarding at the parish level  
 25 and how they could be overcome?

Page 121

1 **presented it to him better and hopefully kept him in my**  
 2 **church, safe.**  
 3 MS McNEILL: Thank you. That's all the questions I have for  
 4 you, X7. Chair, do you or the panel have any questions  
 5 for this witness?  
 6 THE CHAIR: Yes, there are one or two questions. Could  
 7 I begin?  
 8 Questions by THE PANEL  
 9 THE CHAIR: Did you consider the rule about PCC membership  
 10 to be wrong in principle?  
 11 **A. Did I consider it to be ...?**  
 12 THE CHAIR: Wrong in principle, the rule about being unable  
 13 to take up being a PCC member?  
 14 **A. I found it hard to understand at that time, bearing in**  
 15 **mind it was safeguarding from vulnerable young people**  
 16 **when he was the youngest member of my PCC. I did not**  
 17 **understand that. Because he had a certain expertise**  
 18 **that we used within the church, and I found it hard to**  
 19 **understand the two. But if that's what's been decided,**  
 20 **then I have to follow the rules.**  
 21 THE CHAIR: Yes, I understand that, especially when you  
 22 mentioned the threat of CDM. Do you now consider it  
 23 wrong in principle?  
 24 **A. I will follow the rules as they are presented to me. So**  
 25 **bearing in mind that you now need to be DBS-ed before**

Page 123

1 **A. I think better relationships with safeguarding advisors,**  
 2 **so that when they ask for a risk assessment -- it was**  
 3 **the first time I'd heard of a risk assessment -- that**  
 4 **you know what's coming. I've seen both the DSA and the**  
 5 **Deputy DSA in action now, so I now know what**  
 6 **a safeguarding interview looks like. I didn't at the**  
 7 **time, and so was in a position of trying to say**  
 8 **something to a member of my church when I didn't know**  
 9 **what it was. And when you're trying to explain**  
 10 **something to someone who is very, very frightened of**  
 11 **other people discovering his past or it being raised**  
 12 **again with all the shame that went with it, and you**  
 13 **don't know what's going to happen, that is very, very**  
 14 **difficult. When you know what it looks like, you can**  
 15 **then say, "This is what it will look like, and I will be**  
 16 **with you", and so you can pastor people through the**  
 17 **process better.**  
 18 Q. Do you think that you're now in that position?  
 19 **A. I'm in a better position than I was in 2017; a far**  
 20 **better position, because I've seen two. I still think**  
 21 **there may be the odd gap that I need to run past**  
 22 **Julie O'Hara when we get back in order to supplement my**  
 23 **own understanding, particularly when they asked to**  
 24 **interview him several times -- you know, annually, what**  
 25 **does the annual one look like? So I could have**

Page 122

1 **you go on the PCC, this won't arise again.**  
 2 THE CHAIR: That's not quite the answer to the question  
 3 I asked: do you consider it wrong in principle?  
 4 **A. I think it's difficult. Because it is -- this was**  
 5 **a person who had committed a crime 20 years previous,**  
 6 **and, unfortunately, it's one of those crimes that never**  
 7 **goes away. So it's difficult to answer that any more**  
 8 **than that.**  
 9 THE CHAIR: Thank you.  
 10 Ms Sharpling?  
 11 MS SHARPLING: Thank you, Reverend. One of the criticisms  
 12 that have been levelled at the Church of England in the  
 13 past by the victims and survivors who have given  
 14 evidence here has been to the effect that the church  
 15 spends more time caring and looking after, and perhaps  
 16 protecting, the perpetrators of crime than it does on  
 17 the victims of those crimes.  
 18 Now, in your discussions throughout this whole  
 19 period of time, did you enquire the age of the victims  
 20 or what had actually happened to them?  
 21 **A. In his original crime?**  
 22 MS SHARPLING: Yes.  
 23 **A. No.**  
 24 MS SHARPLING: Any reason why not?  
 25 **A. It was something that had happened, when I was told**

Page 124

1 **about it, at some point before I arrived.**  
 2 MS SHARPLING: Did you consider that it might be relevant to  
 3 the issue of safeguarding or his role in the church,  
 4 what had happened to the victims and the effect of his  
 5 crimes on them?  
 6 **A. I didn't know who his victims were, and I had no contact**  
 7 **with them. So I --**  
 8 MS SHARPLING: Did you ask him at all about --  
 9 **A. No.**  
 10 MS SHARPLING: -- what his view was? Did you contact the  
 11 police for any information about --  
 12 **A. No.**  
 13 MS SHARPLING: -- those crimes, or anybody else? The  
 14 churchwardens I think knew, did they?  
 15 **A. They knew he had a history, but I'm not sure they knew**  
 16 **who his victims were.**  
 17 MS SHARPLING: I see, thank you.  
 18 THE CHAIR: No further questions. Thank you.  
 19 MS McNEILL: Chair, that concludes this witness and, as we  
 20 are in closed session, I'm afraid we might need a very  
 21 short break just to switch it over, I'm afraid. And our  
 22 final witness will be Ms Meg Munn.  
 23 (The witness withdrew)  
 24 THE CHAIR: Thank you.  
 25 (2.35 pm)

Page 125

1 Q. And is it true, to the best of your knowledge and  
 2 belief?  
 3 **A. It is. There has obviously been one or two changes**  
 4 **since it was --**  
 5 Q. Yes. If I identify, we have a letter from Herbert Smith  
 6 Freehills, who are the solicitors on behalf of  
 7 the Archbishops' Council, who have identified some  
 8 errata in respect of your witness statement. Firstly,  
 9 in respect of paragraph 10, you are both the Independent  
 10 Chair of the National Safeguarding Panel but you have  
 11 also agreed to become a member of the Ripon Cathedral  
 12 Council as a representative of the wider community, and  
 13 in respect of paragraphs 31 to 33 and 34, there have  
 14 been some changes in the terms of reference for the  
 15 National Safeguarding Panel, and the membership has also  
 16 been updated. So, as identified at paragraphs 33  
 17 and 34, there are a number of individuals who have sort  
 18 of left the panel and some other individuals who have  
 19 come on it. I don't think we need to know that. But  
 20 what we can do is, we can identify -- we can put up  
 21 those individuals who have been substituted in when your  
 22 witness statement goes up on the website.  
 23 **A. Okay.**  
 24 Q. I think that's probably the most sensible way forward.  
 25 **A. Yes, thank you.**

Page 127

1 (A short break)  
 2 (2.40 pm)  
 3 (In Open Session)  
 4 MS SCOLDING: Good afternoon, chair and panel. We are now  
 5 about to hear the evidence of Ms Munn.  
 6 MS MEG MUNN (sworn)  
 7 Examination by MS SCOLDING  
 8 MS SCOLDING: Good afternoon, Ms Munn. Just a few  
 9 preliminaries, before I start. Firstly, this isn't  
 10 a test of memory, so please feel free to refer to any  
 11 notes or to your witness statement at any time or any of  
 12 the documents in the bundles in front of you. As well  
 13 as that, if I call up any documents, then they will also  
 14 come up on screen and can be enlarged to whichever  
 15 enlargement most suits your eyesight.  
 16 **A. Thank you.**  
 17 Q. Next, we can have a break at any time. We are likely to  
 18 have a break around 3.15 pm, in any event, just for  
 19 10 or 15 minutes, because the transcribers need some  
 20 time to rest their hands.  
 21 We have a witness statement from you. I won't ask  
 22 you to turn to the signature because it has been covered  
 23 over, but can I just identify, have you had an  
 24 opportunity to read this witness statement recently?  
 25 **A. Yes.**

Page 126

1 Q. Also to add that there will be other representatives who  
 2 are also going to be added to the panel, as I understand  
 3 it?  
 4 **A. That's correct. We are in the process of recruiting**  
 5 **some people now.**  
 6 Q. So, Ms Munn, if you would like to explain briefly your  
 7 professional background and, in particular, any  
 8 experience you have in respect of child protection?  
 9 **A. Yes. I began my social work career in an unqualified**  
 10 **role with Berkshire County Council in late 1981.**  
 11 **I undertook a course of qualifying -- qualification in**  
 12 **1984 to 1986 and gained a Certificate of Qualification**  
 13 **in Social Work and an MA in Social Work. I then**  
 14 **subsequently worked in a number of different roles from**  
 15 **front-line social worker up until Assistant Director of**  
 16 **Children's Services for the City of York Council, which**  
 17 **I left in 2000, when I was selected to stand for**  
 18 **Parliament.**  
 19 Q. You were an MP from 2001 to 2015; is that right?  
 20 **A. That's correct.**  
 21 Q. And now you undertake what I think is now known as  
 22 a portfolio career, advising various non-governmental  
 23 bodies largely around management and better governance;  
 24 is that --  
 25 **A. Sort of. I have some non-executive roles and I also**

Page 128



<p>1 <b>undertake work on governance, mainly with parliaments</b>  2 <b>and political parties in developing democracies.</b>  3 Q. You were appointed the Independent Chair of the National  4 Safeguarding Panel in September 2018. The  5 Church of England guidance sets out its role. Henry,  6 ACE025247_009. So this is the key roles and  7 responsibilities of church office holders. Could you  8 get up the National Safeguarding Panel, please, Henry.  9 It is the bit at the bottom, 1.9. So this identifies  10 what your role is.  11 <b>A. Yes, I'm there.</b>  12 Q. It can be enlarged further, if that's better for you?  13 <b>A. No, I'm just not being vain and putting my glasses on.</b>  14 Q. That's fine. Roughly, what is the role of the National  15 Safeguarding Panel? Is it as identified there?  16 <b>A. Yes. That's a good summary. Obviously, when I came</b>  17 <b>into role, I considered whether the terms of reference</b>  18 <b>specifically needed to be updated, which they have been.</b>  19 <b>But, broadly, that would reflect what we do. There</b>  20 <b>is --</b>  21 Q. So, in effect, it's to offer external expertise and  22 recommendations on the development of safeguarding;  23 offer external expertise and engage a range of  24 perspectives on the development of safeguarding; and  25 provide a reference to and scrutiny of processes and</p> <p style="text-align: center;">Page 129</p>	<p>1 practices; and have an annual review of such?  2 <b>A. Yes. I would add that my own terms of reference in my</b>  3 <b>role had a specific wording around bringing challenge.</b>  4 <b>So I think there's -- there was an expectation that,</b>  5 <b>beyond scrutiny, the appointment of an independent chair</b>  6 <b>would add in more challenge to the church.</b>  7 Q. What do you see as the purpose of your role as the chair  8 of this panel?  9 <b>A. As the chair of the panel, I lead that work, and the</b>  10 <b>role falls into two separate areas, I'd say. There are</b>  11 <b>those areas of work which relate specifically to the</b>  12 <b>panel, so that's working to set the agendas, work with</b>  13 <b>the members of the panel to ensure they can be fully</b>  14 <b>engaged, to make sure that the panel is being effective;</b>  15 <b>and then, beyond that, I am also a member of</b>  16 <b>the National Safeguarding Steering Group, so I provide</b>  17 <b>the link between the National Safeguarding Panel's work</b>  18 <b>and the National Safeguarding Steering Group, and I am</b>  19 <b>therefore, in that context, both the voice of the panel</b>  20 <b>but I am also seen, I believe, by other members of</b>  21 <b>the National Safeguarding Steering Group as an external</b>  22 <b>voice to the other members who all have roles within the</b>  23 <b>church.</b>  24 Q. How do you envisage providing scrutiny and challenge to  25 the Church of England through the National Safeguarding</p> <p style="text-align: center;">Page 130</p>
<p>1 Panel?  2 <b>A. This was one of the things which I looked at in detail</b>  3 <b>when I was first appointed. I spoke to every existing</b>  4 <b>member of the panel -- one or two who were leaving,</b>  5 <b>I didn't, but of those who were continuing, I spoke to</b>  6 <b>them all to get a sense of whether they thought the</b>  7 <b>panel was effective.</b>  8 <b>To summarise, there was a general sense that it was,</b>  9 <b>at times, more like a rubber-stamping approach,</b>  10 <b>consultation wasn't at the right time. So what I have</b>  11 <b>sought to do is to look at a different way of working,</b>  12 <b>which models, in a smaller way, I'd have to say, the</b>  13 <b>work of Select Committees in Parliament. So looking not</b>  14 <b>at everything that's happening within the church on</b>  15 <b>safeguarding, but focusing much more at each meeting</b>  16 <b>in-depth on one issue, and through that, bringing that</b>  17 <b>challenge and scrutiny. We are still in the early</b>  18 <b>stages of that, and obviously we will need to evaluate</b>  19 <b>how effective that is, but that's been the prime way of</b>  20 <b>bringing some greater scrutiny and challenge to the</b>  21 <b>church.</b>  22 Q. How often does the National Safeguarding Panel meet?  23 <b>A. When I was appointed, the expectation was four times</b>  24 <b>a year. We have now agreed to meet six times a year and</b>  25 <b>we lengthened our meetings slightly. The time we're</b></p> <p style="text-align: center;">Page 131</p>	<p>1 <b>together is three hours, but that includes a half hour</b>  2 <b>break for lunch. So we have increased the actual</b>  3 <b>meeting time by half an hour.</b>  4 Q. So it's roughly two and a half hours every other month?  5 <b>A. Yes.</b>  6 Q. You have talked about it operating like a Parliamentary  7 Select Committee, but in a sort of smaller way. Can you  8 give us some examples of the work that your panel has  9 therefore been doing on that?  10 <b>A. Okay. We have had three meetings when we have operated</b>  11 <b>this way of working. The first meeting we had, we</b>  12 <b>looked at the training and development plans. I was</b>  13 <b>aware, through my engagement in the National</b>  14 <b>Safeguarding Steering Group, that there was a proposal</b>  15 <b>to have a new format for the training and development</b>  16 <b>plans. And so the approach we adopted there was to</b>  17 <b>circulate, ahead of the meeting, relevant documents, the</b>  18 <b>proposed changes on the training and development plans.</b>  19 <b>We then invited along to the meeting, to be questioned</b>  20 <b>on that, the members of the training team from the</b>  21 <b>National Safeguarding Team, and I prepared some</b>  22 <b>questions for members of the National Safeguarding Panel</b>  23 <b>to ask, and that -- in a Select Committee, that would be</b>  24 <b>done by staff of the Select Committee, but we don't have</b>  25 <b>that level of resource.</b></p> <p style="text-align: center;">Page 132</p>

1 **But, in actual fact, it works -- I think everybody**  
 2 **felt that worked well. So after the look at the**  
 3 **training and development plans, we then looked at the**  
 4 **Clergy Discipline Measure.**  
 5 **Now, I was aware of the potential complexities of**  
 6 **that because it's a legal process and, having had some**  
 7 **conversations myself with legal advisors in**  
 8 **Church House, I took the view that we needed to do that**  
 9 **over two meetings, rather than one. So our first**  
 10 **meeting, we had a presentation from one of**  
 11 **the Church House lawyers, the church's lawyers, about**  
 12 **how the measure worked, which was well received by**  
 13 **members of the panel who felt that they really did now**  
 14 **have a good grasp of what was supposed to happen.**  
 15 Q. Did they not have a good grasp of what was supposed to  
 16 happen before that, would you say, on the whole?  
 17 A. A number of --  
 18 Q. I'm not saying they should have an expectation of that.  
 19 A. No, a number of members of the panel, particularly those  
 20 representing survivor groups, would have been involved  
 21 in those processes, but they'd never had somebody sit  
 22 down and take them from A to Z of the process, if you  
 23 like.  
 24 **The second meeting we had then enabled us to ask**  
 25 **more questions about the Clergy Discipline Measure, and**

Page 133

1 going on the Working Party's list? Chair and panel,  
 2 just for your information, we are hearing from Mr Iles  
 3 tomorrow, who is the designated officer, who will be  
 4 telling us a bit more about the Working Party. But just  
 5 to identify, what's on your list?  
 6 A. I would be very happy, when we get the minutes printed,  
 7 to provide those for the panel. But the sort of things  
 8 that are on the list are dealing with the different  
 9 burden of proof between civil and criminal; issues of  
 10 whether it might be possible to proceed separately, but  
 11 at the same time with a civil process as well as --  
 12 Q. I mean, at the moment, the church's process is such,  
 13 though, that if there were any criminal proceedings  
 14 ongoing, disciplinary proceedings, in effect, stop --  
 15 A. They do.  
 16 Q. -- pending the outcome of that. So you're thinking  
 17 about whether or not those two things could run along  
 18 the same track?  
 19 A. Potentially, and I have some experience from my time in  
 20 local authority of where, with the agreement of  
 21 the police, we were able to do that, and so that's an  
 22 issue that should be looked at.  
 23 **More fundamentally, we're asking, should there be**  
 24 **a separate, different process for safeguarding issues,**  
 25 **not just those involving child sexual abuse. At the**

Page 135

1 **before us we had Emily Denne, who works for the National**  
 2 **Safeguarding Team. She was presenting the findings of**  
 3 **a survey that had been done within the -- within**  
 4 **safeguarding professionals within the church and**  
 5 **a number of other people, and obviously we had a copy of**  
 6 **that survey result as well.**  
 7 **We also had the Bishop of Salisbury in front of us,**  
 8 **Nicholas Holtam. He and the Bishop of Lincoln had been**  
 9 **engaged in a process to ask other bishops about their**  
 10 **views on the Clergy Discipline Measure. We didn't have**  
 11 **his report, as such, but he did provide us with**  
 12 **a summary. And with those, again, I developed some**  
 13 **questions to guide our questioning of that, and we had**  
 14 **a very productive session.**  
 15 **As a result of that, we have come up with a very few**  
 16 **recommendations which mainly focus around things like**  
 17 **better information and communication which could happen**  
 18 **as the measure is now, but we have also identified quite**  
 19 **a long list of issues which we are asking the Working**  
 20 **Group on Clergy Discipline Measure which has been set up**  
 21 **to consider as part of their work.**  
 22 Q. Could you tell us about this long list of issues? In  
 23 terms of -- so it was useful in terms of making you  
 24 understand what was going on and then come up with  
 25 a list of things. So roughly, what list of things are

Page 134

1 **moment, as I understand it, the Clergy Discipline**  
 2 **Measure was amended in 2016 to allow for a longer period**  
 3 **of time for a measure to be taken beyond the 12 months,**  
 4 **which is normally the case. But only in relation to**  
 5 **sexual abuse. One of our issues is, why only sexual**  
 6 **abuse? If it is a safeguarding issue, then that ought**  
 7 **to be looked at differently.**  
 8 **We are also asking questions about thresholds: is**  
 9 **there a need for a different process in relation to**  
 10 **something that's minor and straightforward, as opposed**  
 11 **to a very complex case? Are there issues that could be**  
 12 **dealt with differently? And I'm sure there's some other**  
 13 **issues as well, but you can -- I think the important**  
 14 **point to make is that, certainly when I've been talking**  
 15 **to people about this Working Group that's coming up and**  
 16 **the review, I would hear a lot of people saying, "Well,**  
 17 **it works well when the case is clear and**  
 18 **straightforward, but it doesn't work well in some other**  
 19 **circumstances". And I think what this discussion that**  
 20 **we had really showed was that, actually, there are a lot**  
 21 **of issues which need to be looked at in more depth, and**  
 22 **I think this is an opportunity for the church to go back**  
 23 **to first principles, to think about what this issue is,**  
 24 **and particularly in relation to safeguarding, and to**  
 25 **start with what they're trying to achieve.**

Page 136

<p>1 <b>I think this issue which the report that the inquiry</b>  2 <b>produced a few weeks ago highlighted of whether --</b>  3 <b>whether you deal with the issues of risk at the same</b>  4 <b>time as discipline is also a fundamental issue in</b>  5 <b>relation to safeguarding, which is perhaps different to,</b>  6 <b>say, somebody who's under a Disciplinary Measure for</b>  7 <b>having purloined the collection, shall I say.</b>  8 Q. Yes. There are very different issues which are raised  9 in terms of risk assessment in respect of safeguarding  10 than there are in terms of financial impropriety --  11 <b>A. Yes.</b>  12 Q. -- or improper use of doctrine or improper use of  13 ritual. Those would be --  14 <b>A. Sorry, I'm just imagining what "improper use of ritual"</b>  15 <b>might be.</b>  16 Q. I don't know. There is a Canon about flower arranging,  17 so, I mean, who knows?  18 <b>A. Sorry.</b>  19 Q. No, no. Did your panel have any views about whether or  20 not diocesan bishops should be the decision makers in  21 terms of whether or not complaints went forward to the  22 Clergy Discipline Commission? Was that one of  23 the issues you were looking at?  24 <b>A. Yes. We had a discussion about the conflict of</b>  25 <b>interests for diocesan bishops between the pastoral role</b></p> <p style="text-align: center;">Page 137</p>	<p>1 <b>and support of somebody within their diocese and the</b>  2 <b>need for this to be taken forward.</b>  3 <b>There was also a concern, in terms of even the</b>  4 <b>investigation process, as to issues related to,</b>  5 <b>particularly, child sexual abuse but other safeguarding</b>  6 <b>issues as well, as to whether they are the right people</b>  7 <b>to be taking on that role.</b>  8 Q. Did the National Safeguarding Panel have any particular  9 views, or was this just a list of issues which obviously  10 needed to be considered by the Working Group?  11 <b>A. As I say, we did make a small number of recommendations</b>  12 <b>which were around better communication and extending the</b>  13 <b>lack of limitation -- what's the word?</b>  14 Q. The time limit.  15 <b>A. Yes, extending the time limit for all safeguarding</b>  16 <b>issues, but more of the other issues were around things</b>  17 <b>which we would like the Working Group to consider,</b>  18 <b>because they are complex and, even with the best will in</b>  19 <b>the world, in 1 hour and 15 minutes, or 20 minutes, of</b>  20 <b>discussing it, we couldn't do justice to everything.</b>  21 <b>What I have indicated is that I would expect, when</b>  22 <b>the Working Group has begun its process and has started</b>  23 <b>looking at some of these issues in more detail, that we</b>  24 <b>would want to hear in a similar way at a future panel</b>  25 <b>meeting from the Working Group so we can then</b></p> <p style="text-align: center;">Page 138</p>
<p>1 <b>interrogate them on what their views are and how they're</b>  2 <b>taking that forward.</b>  3 Q. So is this -- taking the example of the Clerical  4 Discipline Measure, is this how you envisage you're  5 going to be running things going forward or running  6 things in collaboration, obviously, with the rest of  7 your panel, is looking at these issues and then making  8 a number of recommendations where it seems appropriate?  9 <b>A. Yes. That would certainly be part of the work. How we</b>  10 <b>have organised the meetings is, that forms the first</b>  11 <b>part of the meeting. We then have a break,</b>  12 <b>a half-an-hour break, when we have lunch and then</b>  13 <b>afterwards we pick up other issues. So, for example,</b>  14 <b>issues which we have had views on before which have gone</b>  15 <b>to the National Safeguarding Steering Group might then</b>  16 <b>come back for further discussion, or we might be updated</b>  17 <b>on another matter which is being currently considered.</b>  18 <b>So it is more usual business of that sort of meeting,</b>  19 <b>I would say, takes place in the second part of</b>  20 <b>the meeting.</b>  21 Q. So do you think that this format is adequate to provide  22 external scrutiny of the policies and practices of  23 the church, or do you think that you should have some  24 more teeth? Should you have some enforcement powers or  25 powers to direct rather than simply to recommend?</p> <p style="text-align: center;">Page 139</p>	<p>1 <b>A. When we looked at the terms of reference, there was</b>  2 <b>a strong view that we shouldn't be part of</b>  3 <b>the governance processes of the Church of England in</b>  4 <b>relation to safeguarding. It was felt that that would</b>  5 <b>blur the lines, so that, if we are standing outside as</b>  6 <b>independent and people from other organisations and</b>  7 <b>survivor representatives, we need to be able to hold the</b>  8 <b>church to account for what it's doing, but if we were</b>  9 <b>involved in making decisions about what it was doing,</b>  10 <b>then who would effectively scrutinise us?</b>  11 <b>Now, in relation to powers, there was a discussion</b>  12 <b>at the National Safeguarding Steering Group about</b>  13 <b>including in the terms of reference our ability to ask</b>  14 <b>for papers and to ask for people to come before the</b>  15 <b>panel.</b>  16 Q. A bit like a Select Committee?  17 <b>A. A bit, but we don't have those teeth.</b>  18 Q. No. You attended your first meeting of the heads of all  19 the Diocesan Safeguarding Advisory Panel in June. What  20 did you take away from meeting those individuals, the  21 chairs of those panels, who are all independent people,  22 as I understand it?  23 <b>A. Yes. It was a very interesting opportunity for me to</b>  24 <b>talk to people who are undertaking a similar but not</b>  25 <b>exactly the same sort of role within the diocese. I was</b></p> <p style="text-align: center;">Page 140</p>

<p>1 <b>impressed by the range of people who are involved. One</b>                  2 <b>I certainly knew from my social work career; others</b>                  3 <b>I met and I understood what their qualifications and</b>                  4 <b>experience was. As part of my induction, I spent a day</b>                  5 <b>in Durham and I met the chair there as well, and so</b>                  6 <b>I got a good idea of what they're doing. I think they</b>                  7 <b>bring an awful lot to the church, and I think there's an</b>                  8 <b>opportunity to think about, at a diocesan level, the</b>                  9 <b>role that they're currently playing and what they can do</b>                  10 <b>to strengthen that challenge and scrutiny within the</b>                  11 <b>diocese.</b></p> <p>12 Q. It comes on to a sort of critical question. Now, I know                  13 you have only been in post for just less than a year and                  14 obviously you have a number of other responsibilities as                  15 well, but you will know that there are a number of                  16 criticisms or concerns about the model and the current                  17 structure of safeguarding. Some people advocate                  18 a completely external service, some people advocate                  19 a national service, but owned by the church. Some                  20 people want it to stay as it is, which is largely                  21 a diocesan model with a National Safeguarding Team who                  22 provide overall support but have no line management or                  23 control or supervision. Do you have any views about                  24 those structural issues?</p> <p>25 <b>A. My personal view is that the current model of employing</b></p> <p style="text-align: center;">Page 141</p>	<p>1 <b>within dioceses is the correct model.</b></p> <p>2 Q. Why is that? I mean, obviously you come from                  3 a Social Services background, so you're used to                  4 understanding a more command-and-control way of thinking                  5 about things and doing things. So why do you think this                  6 slightly disparate, diffuse model of responsibility                  7 works?</p> <p>8 <b>A. Precisely because the church isn't a command-and-control</b>                  9 <b>structure, safeguarding needs to be embedded within each</b>                  10 <b>diocese, and so making each diocese responsible for</b>                  11 <b>safeguarding, having that person part of the employees</b>                  12 <b>of that I think stands the best chance of embedding it</b>                  13 <b>within what the church does.</b></p> <p>14 <b>I remember my own experience -- I'm a Methodist --</b>                  15 <b>when safeguarding issues first came along and people</b>                  16 <b>were expecting -- needing to be trained in safeguarding,</b>                  17 <b>there were always some people who felt it was an add-on,</b>                  18 <b>"Why do I have to do this?" I think it has to be part</b>                  19 <b>of everything the church does and the risk for me of</b>                  20 <b>either an independent organisation or centrally employed</b>                  21 <b>is the person can effectively be isolated within</b>                  22 <b>a diocese.</b></p> <p>23 <b>I mean this, is -- we are talking about the whole</b>                  24 <b>country, so London, for some of us, seems a long way</b>                  25 <b>away, and so, making sure that they're embedded is</b></p> <p style="text-align: center;">Page 142</p>
<p>1 <b>important. But it's not the only thing that should</b>                  2 <b>happen. There needs to be good contact with other</b>                  3 <b>people. I've been impressed when I've been involved in</b>                  4 <b>meetings with Diocesan Safeguarding Advisors. They</b>                  5 <b>often have very good links with other advisors within</b>                  6 <b>their region. Nationally, they come together. And the</b>                  7 <b>links to the National Safeguarding Team are important.</b></p> <p>8 <b>But I think sometimes we think that structures are</b>                  9 <b>going to solve fundamental problems, and in this case,</b>                  10 <b>I don't think that changing the structure would be</b>                  11 <b>sensible at this point in time. There's a big agenda</b>                  12 <b>for implementing better safeguarding. But, in any case,</b>                  13 <b>I very much take the view that dioceses have to take</b>                  14 <b>this seriously and employing within the diocese is the</b>                  15 <b>right way forward.</b></p> <p>16 Q. Can I follow up on that, because one of the things you                  17 said is that dioceses need to be accountable for                  18 safeguarding. But at the head of that line of                  19 accountability is the diocesan bishop, and he isn't                  20 accountable to anyone.</p> <p>21 Do you think that there are circumstances in which                  22 and/or the church should think about how there could be                  23 accountability for actions? I mean, he's accountable in                  24 terms of, you could -- an individual could take                  25 Disciplinary Measures against him, but that individual,</p> <p style="text-align: center;">Page 143</p>	<p>1 to do so, would have to be somebody from the national                  2 team or, in effect, one of the archbishops. But other                  3 than that, there isn't really very much accountability                  4 for the actions of the ultimate person who makes -- who,                  5 you know, in some dioceses does make the decisions, not                  6 always in agreement with their Diocesan Safeguarding                  7 Advisor. How do you build in accountability in that                  8 model?</p> <p>9 <b>A. I think the issue of accountability of diocesan bishops</b>                  10 <b>is a really big issue. It is one of the biggest issues</b>                  11 <b>that the church has got to look at. They have a lot of</b>                  12 <b>power, they have a lot of influence, and they aren't</b>                  13 <b>really held to account. So how could that happen?</b></p> <p>14 <b>I'm wary, myself, of prescribing how that happens.</b>                  15 <b>I've spent -- it's only supposed to be two and a half</b>                  16 <b>days a month, but I spent ten months getting my head</b>                  17 <b>around how the Church of England works. But that will</b>                  18 <b>never be sufficient in terms of thinking about what the</b>                  19 <b>best processes might be.</b></p> <p>20 <b>There could, for example, be a role for the Diocesan</b>                  21 <b>Safeguarding Advisory Panels. As we have just been</b>                  22 <b>discussing, the chairs are generally very experienced,</b>                  23 <b>well regarded, people with backgrounds in safeguarding.</b>                  24 <b>Perhaps the bishop might have to report to them.</b></p> <p>25 <b>I have heard some bishops wonder whether, both in</b></p> <p style="text-align: center;">Page 144</p>

<p>1 <b>terms of accountability, but also support and learning,</b>  2 <b>there ought to be more peer relationships between</b>  3 <b>bishops. But absolutely this issue has to be grasped.</b>  4 <b>You don't achieve it, in my view, by having</b>  5 <b>a National Safeguarding Service. It's much more</b>  6 <b>fundamental to how the church is organised and operates.</b>  7 Q. At least in respect of safeguarding, a model which has  8 been suggested to us is to transfer the power from the  9 diocesan bishop in respect of safeguarding. So, in  10 effect, there would be a Diocesan Safeguarding Officer,  11 so he would no longer be an advisor, he would be an  12 officer, and he would have the power to make decisions  13 about safeguarding and make decisions about clerical  14 discipline around safeguarding.  15 Therefore, it's keeping it in the diocese, but it is  16 strengthening the role of the safeguarding professional,  17 as opposed to the diocesan bishop, who, with the best  18 will in the world, has a number of responsibilities, and  19 safeguarding is but one of many?  20 A. I've obviously seen the model, and Colin Perkins, who  21 has put that forward, has spent a lot longer working  22 within the church than I have. So I certainly think  23 it's a model that's worth discussing.  24 I still feel that I'm a little bit wary in relation  25 to the responsibility for the clergy because, again, I'm</p> <p style="text-align: center;">Page 145</p>	<p>1 <b>not sure how you can give that one responsibility to</b>  2 <b>somebody outside, if you like. It's not line</b>  3 <b>management, as such, but within whatever the office</b>  4 <b>holder relationship is between them.</b>  5 <b>But it's certainly worth exploring, and I think</b>  6 <b>issues about who checks on whom, auditing,</b>  7 <b>whistleblowing, are all things which need a lot more</b>  8 <b>work, given that you have got these individual dioceses</b>  9 <b>which -- and a bishop who looks like he's not</b>  10 <b>responsible to anybody.</b>  11 Q. Having sort of worked probably for the first time within  12 the Church of England over the past year, one of  13 the issues that we have come across is deference, and  14 sort of more deference in the context of church than  15 there may be in other parts of society now. It maybe  16 replicates what society might have been like 50 or  17 60 years ago in other areas. You, in an interview with  18 the Church Times, said that the Church of England must  19 relinquish the unquestioned deference that comes with  20 power. What are you suggesting -- firstly, is it  21 something that you have identified and noticed, the idea  22 of deference; and, secondly, what do you think the  23 church should do about it?  24 A. I think deference, again, is at the heart of the problem  25 of safeguarding within the church. It's what makes the</p> <p style="text-align: center;">Page 146</p>
<p>1 <b>church -- unquestioning deference is what makes the</b>  2 <b>church a risky place.</b>  3 <b>So I think -- I think bishops and archbishops have</b>  4 <b>to lead on this. They have to be prepared to be</b>  5 <b>questioned. They have to be -- have structures in</b>  6 <b>place. It is a bit of -- more of the question that we</b>  7 <b>were just addressing in relation to all these issues.</b>  8 <b>But I think there also has to be a process generally</b>  9 <b>within the church where there's much greater awareness</b>  10 <b>of what are the contexts in which abuse happens, and,</b>  11 <b>yes, the church is what we're talking about today, but</b>  12 <b>equally, head teachers, teachers, doctors, anybody who</b>  13 <b>is in a role -- social workers, let's not forget us --</b>  14 <b>anybody who is in a role which society has given some</b>  15 <b>right to work with people in a certain way, and appears</b>  16 <b>to have gone through a process which has said, "You are</b>  17 <b>a good person and fit for this", that's a problem, and</b>  18 <b>there always has to be a greater awareness that, just</b>  19 <b>because somebody is in a particular role, it doesn't</b>  20 <b>mean they're necessarily safe. Therefore, you have to</b>  21 <b>have ways of holding them to account and checking on</b>  22 <b>what they're doing.</b>  23 MS SCOLDING: Ms Munn, I think now might be the time that we  24 have the afternoon break.  25 Chair, would that be acceptable to you?</p> <p style="text-align: center;">Page 147</p>	<p>1 THE CHAIR: Yes. We will return at 3.30 pm.  2 MS SCOLDING: Thank you very much. Thank you. Thank you,  3 Ms Munn. You are under oath, so although you're allowed  4 to have general chitchat, please don't discuss the  5 content of your evidence.  6 A. Okay.  7 (3.15 pm)  8 (A short break)  9 (3.30 pm)  10 MS SCOLDING: Ms Munn, following on from the issue that we  11 were dealing with, which is accountability, if there is  12 a dispute between the Diocesan Safeguarding Advisor and  13 the bishop, say, for example, about what was to happen,  14 do you think there should be some kind of way in which  15 either of those parties could escalate it to an  16 appropriate independent person -- maybe yourself -- to  17 resolve the dispute?  18 A. (Coughs). Sorry, apologies.  19 Q. I think it was the prospect of having to deal with  20 disputes between the DSAs and the bishop.  21 A. I do think there need to be those processes in place.  22 As to who that should be and how that's done, I haven't  23 had the opportunity to look at that in detail. My  24 current role is very, very specifically not dealing with  25 individual issues, so as to whether that was something</p> <p style="text-align: center;">Page 148</p>

<p>1 that was appropriate for an independent person or indeed                  2 whether it needs to be particular professionals within                  3 the National Safeguarding Team, I think those are areas                  4 that should be explored because I think it is right that                  5 where a diocese has the autonomy and there can be                  6 relatively easily that sort of dispute, there needs to                  7 be a mechanism for resolving that in a way which ensures                  8 that safeguarding issues are properly examined.                  9 Q. So there needs to be somebody who can come in and say,                  10 "Right, this is what's going to happen"?                  11 <b>A. Yes.</b>                  12 Q. Following on from that, can I think about, one of                  13 the things that the SCIE overview final report has                  14 identified is that there is inconsistency between                  15 dioceses in terms of funding, in terms of their                  16 abilities to manage safeguarding overall. Does that not                  17 maybe demonstrate that there needs to be an evening out,                  18 shall we say, of resources, ability and expertise,                  19 because there are always going to be some dioceses which                  20 are, for various reasons, much poorer, shall we say,                  21 than other dioceses, which are going to be larger and                  22 much better funded?                  23 <b>A. What I'd like to see is national standards, which would</b>                  24 <b>make clear what dioceses were expected to do. Now,</b>                  25 <b>within that, you would be able to determine exactly what</b></p> <p style="text-align: center;">Page 149</p>	<p>1 was prescriptive and where there were opportunities for                  2 different arrangements to reflect different local                  3 conditions.                  4 If the church is serious about getting safeguarding                  5 right, and you have dioceses that aren't able then to                  6 meet those national standards – say, for example, each                  7 diocese must have at least a Diocesan Safeguarding                  8 Advisor and, if the population of churchgoers is beyond                  9 X amount, whatever, if they are not able to meet that,                  10 then the church has to make those resources available                  11 and consider how it does that.                  12 Q. Yes, because, I mean, there are two issues. There is                  13 firstly the money issue; but there is also the personnel                  14 issue, in that people are going to be much more                  15 attracted to working in certain areas than others, is                  16 the reality. You find that across a number of different                  17 areas. Do you agree that that might also be an issue?                  18 <b>A. It could potentially be an issue. It's not</b>                  19 <b>a conversation I've had, so I haven't really got any</b>                  20 <b>specific knowledge on that. But, as I say, I think if</b>                  21 <b>you had a national expectation about number of personnel</b>                  22 <b>and ways of working and providing statistical</b>                  23 <b>information to evidence what you're doing, then where</b>                  24 <b>there clearly is a problem with resources, the church</b>                  25 <b>centrally, I think, should consider that.</b></p> <p style="text-align: center;">Page 150</p>
<p>1 Q. How about external oversight of the diocesan model which                  2 you're advocating? We have obviously had the SCIE                  3 overview audit. What's your impression of what should                  4 happen in the future? What would you like to happen in                  5 the future, as far as the external auditing is                  6 concerned?                  7 <b>A. I think auditing needs to be done both internally and</b>                  8 <b>externally. Organisations that do well are generally</b>                  9 <b>those which continue to look at how they're performing</b>                  10 <b>and what they're doing. So there ought, firstly, to be</b>                  11 <b>continuous internal oversight, which probably, I would</b>                  12 <b>think, should be through the Diocesan Safeguarding</b>                  13 <b>Advisory Panel. What the model should be externally,</b>                  14 <b>I don't know. Again, this is not something that either</b>                  15 <b>I or the panel have looked at in detail, but the kind of</b>                  16 <b>model I would be suggesting would be something not</b>                  17 <b>dissimilar to schools or local authorities or</b>                  18 <b>Social Services, where there's some external</b>                  19 <b>organisation comes in and checks on each diocese, say,</b>                  20 <b>every three to five years.</b>                  21 Q. As far as that sort of external oversight is concerned,                  22 do you have any views about the relationship between the                  23 Church of England, but obviously this also encompasses                  24 other religious organisations and local authorities?                  25 Coming from a local authority perspective, do you think</p> <p style="text-align: center;">Page 151</p>	<p>1 that local authorities understand what goes on in                  2 religious organisations and, in particular, the central                  3 role they often play in the provision of voluntary youth                  4 services?                  5 <b>A. I think I've been concerned for a number of years about</b>                  6 <b>the ability of local authorities to make the appropriate</b>                  7 <b>links through what was then the local safeguarding</b>                  8 <b>children's bodies and their successor organisations,</b>                  9 <b>whatever the local arrangements are for that, with</b>                  10 <b>organisations such as schools and religious</b>                  11 <b>organisations, churches, et cetera. When I've asked</b>                  12 <b>this question both of people I know who are involved</b>                  13 <b>with Local Safeguarding Children's Boards and Diocesan</b>                  14 <b>Safeguarding Advisors, I've found it very patchy in</b>                  15 <b>relationship to those links. And I think that's an area</b>                  16 <b>where there could be a great deal of strengthening to</b>                  17 <b>improve the flow of information and also the awareness</b>                  18 <b>of local authorities, of religious organisations and</b>                  19 <b>what they are providing, as you say, youth activities,</b>                  20 <b>et cetera.</b>                  21 Q. Do you have any view about whether or not clerics and/or                  22 other church officers should be obliged to report                  23 suspicions, allegations or disclosures of sexual abuse                  24 to statutory services?                  25 <b>A. I think absolutely anybody in that position should</b></p> <p style="text-align: center;">Page 152</p>

<p>1 <b>report. My own view is that to get a culture where that</b>                  2 <b>is the norm, you have to start with seeing that</b>                  3 <b>reporting as part of the whole area of prevention. So</b>                  4 <b>building awareness, training people and then encouraging</b>                  5 <b>them to raise concerns about what's happening, hopefully</b>                  6 <b>before there is harm, because one of my worries about</b>                  7 <b>the debate about reporting is that reporting in and of</b>                  8 <b>itself is for the person who's been harmed too late, and</b>                  9 <b>the aim surely has to be to build that capability and</b>                  10 <b>competence within churches and the wider community to</b>                  11 <b>prevent harm in the first place.</b>                  12 Q. Right. So you would be possibly in favour of there                  13 being a compulsory element to the idea of reporting, but                  14 not necessarily that there should be a criminal                  15 sanction --                  16 A. Yes.                  17 Q. -- for individuals if they fail to report?                  18 A. Yes, that is my view.                  19 Q. But there could potentially be a disciplinary sanction                  20 to be applied in terms of use of the CDM?                  21 A. Yes, absolutely, or whatever successor process there                  22 might be in relation to safeguarding. I think that's                  23 fundamental. You have to know this is what you're                  24 expected to do and what the consequence is of not                  25 following that, yes.</p> <p style="text-align: center;">Page 153</p>	<p>1 Q. Can I also ask about the culture of the church. You                  2 have not really had a lot of time and you have only met                  3 a select number of people within the church. Do you                  4 think the culture of the church is changing in respect                  5 of safeguarding? Do you think the church, and people in                  6 the church, understand safeguarding to an adequate                  7 level?                  8 A. Some people very clearly do. The nature of my role                  9 means that I have spent a lot more time talking to                  10 archbishops and bishops than I have to anybody within                  11 a parish. I did have the opportunity on Sunday to be at                  12 synod and to present to synod members, and that gave                  13 some informal opportunities, and it was certainly                  14 striking that there was a great deal of interest in                  15 safeguarding, but some of those synod members saying,                  16 "I've not asked those questions within my own diocese.                  17 I will now go back and ask those questions", or, "How                  18 can we within diocese know whether somebody has had                  19 their permission to officiate withdrawn or not?" So                  20 I think there's an interest there, but I think a great                  21 deal more needs to be done so that it becomes central to                  22 what's happening within the church.                  23 Certainly I think, if I may, the training has had an                  24 impact, and so I live very near a cathedral and, because                  25 of that, I meet a lot of people who are involved in</p> <p style="text-align: center;">Page 154</p>
<p>1 <b>that, and I've had the comments following my appointment</b>                  2 <b>that, "Oh, yes, I've done that training", and, "Yes,</b>                  3 <b>I've been involved". So, yes, I think it's starting to</b>                  4 <b>happen, but there is more to do.</b>                  5 Q. How about the management of victims and survivors, and,                  6 in particular, those who have been engaged -- those who                  7 come forward with disclosures of non-recent abuse? Do                  8 you have any views about the church's work to date on                  9 that issue?                  10 A. I get a lot of contact from people who are in the group                  11 you've described, and all of that contact is about                  12 having had poor experiences.                  13 Now, that's not to say there aren't people who've                  14 had good experiences. They're probably unlikely to                  15 contact me. But it is certainly the case that there are                  16 a lot of people who are not happy about that, and that's                  17 obviously also reflected through the three                  18 representatives that we have on the National                  19 Safeguarding Panel.                  20 So I would say, in summary, it's an area where the                  21 church has got to do a lot of work to build up the                  22 confidence of people who were harmed some time ago.                  23 Q. As far as the issue of the culture of the church is                  24 concerned -- this is my last question -- do you have any                  25 views about whether or not the church is more or less --</p> <p style="text-align: center;">Page 155</p>	<p>1 those involved in the church are more or less able to                  2 understand that people are capable of abuse than people                  3 in society generally?                  4 There's certainly been some accounts given to the                  5 Truth Project, and also evidence given here, of people                  6 who worship being less able to believe that a church                  7 officer of some description would be capable of the act                  8 of sexual abuse against a child?                  9 A. My experience of involvement in this area over a few                  10 decades is that, generally, when there's a disclosure,                  11 there are always some people who find it hard to believe                  12 that a particular person could have done this. There                  13 may well be an extra element in relation to the church,                  14 because of the nature of the Christian faith. People                  15 would assume that somebody has gone into full-time --                  16 a full-time role in the church because they believe in                  17 it, and obviously abuse is not in line with Christian                  18 beliefs, so that may well be the case. But                  19 I fundamentally believe that in society we --                  20 unfortunately, people get put on pedestals and people                  21 are seen as good or bad and that means, if you invest                  22 somebody with those qualities, then there is always the                  23 possibility that that person might abuse that, and we've                  24 seen that in relation to a lot of high-profile figures.                  25 MS SCOLDING: Thank you very much, Ms Munn. I have no</p> <p style="text-align: center;">Page 156</p>

<p>1 further questions but the chair and panel may have some 2 questions. 3 THE CHAIR: Yes, Ms Sharpling? 4 Questions by THE PANEL 5 MS SHARPLING: Thank you. Just one question from me: are 6 there any plans for, or is there already, some sort of 7 independent annual report about the church's 8 safeguarding activities? 9 <b>A. I will be completing a report on the work of the panel.</b> 10 <b>Inevitably, with the amount of time and resource that we</b> 11 <b>have, that will only relate to the areas that we've</b> 12 <b>looked at. It won't be an independent report into the</b> 13 <b>church's activities.</b> 14 MS SHARPLING: I'm just thinking that transparency is often 15 called a good disinfectant, and I wonder if there are 16 any plans to have an annual report of that type. 17 <b>A. I agree, and I think being transparent is something</b> 18 <b>that's been very important for how the panel is working.</b> 19 <b>In reality, with the capacity of the panel and how we</b> 20 <b>are set up, we could not provide an independent look</b> 21 <b>right across safeguarding, but we -- I will be providing</b> 22 <b>a report on the areas that we have looked at.</b> 23 MS SHARPLING: Thank you very much. 24 THE CHAIR: Mr Frank? 25 MR FRANK: My question, really, relates to the issue of the</p> <p style="text-align: center;">Page 157</p>	<p>1 time that this is taking. We have heard of abuse that's 2 been going on for decades and decades, and we have heard 3 of Working Parties that have been set up that have been 4 set up for five years and come to no conclusions. I'm 5 just wondering whether you have an idea as to when you 6 might be able to say to the public at large, "We have 7 done all that we can do and we are satisfied that 8 everything is in place to ensure that children are safe 9 in this church"? 10 <b>A. My observations are that a lot has been done for some of</b> 11 <b>the basic building blocks to improve protection of</b> 12 <b>children, such as training and development. Where</b> 13 <b>I think there's more work to be done is around the</b> 14 <b>issues we have been discussing about deference and how</b> 15 <b>the church works overall.</b> 16 <b>I think, from where the church was, my reading of</b> 17 <b>it, five years ago, it's made a lot of progress. Is it</b> 18 <b>good enough? No. It needs to do a lot more. I see</b> 19 <b>commitment at high level, not from everybody, but from</b> 20 <b>key people. I hope that progress can be made. But</b> 21 <b>I would also say, for example, like, the Clergy</b> 22 <b>Discipline Measure. I would really counsel against</b> 23 <b>doing a quick fix. I think that was tried in 2016 when</b> 24 <b>some changes were made. I think the church has to go</b> 25 <b>back to first principles. What does it need to achieve</b></p> <p style="text-align: center;">Page 158</p>
<p>1 <b>with that? For example, an issue that I didn't mention</b> 2 <b>earlier, can a Clergy Discipline Measure take into</b> 3 <b>account behaviour before ordination? And so really</b> 4 <b>having a good look at that and making sure that what</b> 5 <b>they come out with is fit for purpose.</b> 6 <b>There's always going to be that tension between</b> 7 <b>speed and getting it right, and obviously, as a panel,</b> 8 <b>we will be continuing to ask those questions and push</b> 9 <b>for appropriate level of speed.</b> 10 MR FRANK: Thank you. 11 THE CHAIR: Just finally from me, a question I have asked 12 others as well. Do you believe that bishops and senior 13 clergy should have any role in decision making in 14 individual safeguarding cases? 15 <b>A. No, I don't think they should, because I don't think</b> 16 <b>they're qualified to do that.</b> 17 THE CHAIR: Thank you. Thank you, we have no further 18 questions. 19 (The witness withdrew) 20 MS SCOLDING: Chair and panel, there are some brief witness 21 statements to adduce. I will pass over now to 22 Ms McCaffrey. 23 Housekeeping 24 MS McCAFFREY: Good afternoon, chair and panel. There are 25 three statements we ask to be adduced in full today.</p> <p style="text-align: center;">Page 159</p>	<p>1 The first statement is from Stephen Slack, dated 2 8 May 2019. Mr Slack is the former head of 3 the Church of England's legal office and this is his 4 second statement to the inquiry. His evidence relates 5 to the legal advice that he gave the House of Bishops in 6 2007, and that related to whether and when bishops 7 should give apologies to victims of child sexual abuse. 8 The URN for this statement is ACE923703. 9 The second statement is from the very Reverend 10 Stephen Lake, who is the Dean of Gloucester Cathedral 11 and Lead Dean on Safeguarding. It is dated 19 May 2019 12 and it deals with matters relating to safeguarding in 13 cathedrals in the Church of England. That URN is 14 ACE027555. 15 Chair, the third and final statement is that of 16 Bishop Christine Hardman, who is the current 17 Bishop of Newcastle. Her evidence addresses the 18 discussions within the church about sexual orientation 19 and same-sex relationships. It's dated 3 June 2019 and 20 the URN is ACE027583. 21 Chair, that concludes today's proceedings, so, with 22 your permission, can we now adjourn until 10.00 am 23 tomorrow? 24 THE CHAIR: Thank you, Ms McCaffrey. 25 (3.50 pm)</p> <p style="text-align: center;">Page 160</p>



1	(The hearing was adjourned to	1	
2	Wednesday, 10 July 2019 at 10.00 am)	2	Housekeeping .....159
3		3	
4		4	
5	I N D E X	5	
6		6	
7	WITNESS AN-X3 (sworn) .....1	7	
8		8	
9	Examination by MS McNEILL .....1	9	
10		10	
11	MS JULIE O'HARA (sworn) .....21	11	
12		12	
13	Examination by MS McNEILL .....21	13	
14		14	
15	WITNESS AN-X7 (affirmed) .....86	15	
16		16	
17	Examination by MS McNEILL .....86	17	
18		18	
19	Questions by THE PANEL .....123	19	
20		20	
21	MS MEG MUNN (sworn) .....126	21	
22		22	
23	Examination by MS SCOLDING .....126	23	
24		24	
25	Questions by THE PANEL .....157	25	
	Page 161		Page 162

<p style="text-align: center;"><b>A</b></p> <p><b>A138</b> 2:20 6:22,24 7:9,10,15</p> <p><b>A138's</b> 4:18 8:8,23 8:25</p> <p><b>A143</b> 50:10,25 51:5 51:5 67:18 89:6 90:10,11,15 91:23 92:18,23,24 93:7 93:10 95:23 96:16 97:14 98:2,6,23</p> <p><b>abide</b> 51:10</p> <p><b>abilities</b> 149:16</p> <p><b>ability</b> 65:18 76:1 106:20 140:13 149:18 152:6</p> <p><b>able</b> 4:5 19:11 25:6 28:1 30:11,16 39:2 41:11 42:19 54:15 55:8 65:8 73:1 74:22 75:10 77:2 79:10 80:6 81:6 83:19 84:13 84:25 91:6 93:22 95:21 103:21 105:24 135:21 140:7 149:25 150:5,9 156:1,6 158:6</p> <p><b>absence</b> 77:23</p> <p><b>absent</b> 105:5</p> <p><b>absented</b> 115:21</p> <p><b>absolute</b> 60:21</p> <p><b>absolutely</b> 25:11 36:18 42:5,5 60:21 94:19 104:14 145:3 152:25 153:21</p> <p><b>abuse</b> 31:6,9 43:25 95:10 120:12 135:25 136:5,6 138:5 147:10 152:23 155:7 156:2,8,17,23 158:1 160:7</p>	<p><b>abused</b> 94:2 96:23</p> <p><b>accept</b> 48:16 57:15 109:13 117:5,20 121:3</p> <p><b>acceptable</b> 101:22 147:25</p> <p><b>accepted</b> 91:25</p> <p><b>access</b> 24:17 28:1 30:9 49:5,8,15 55:18 73:17,23</p> <p><b>accessed</b> 74:18</p> <p><b>account</b> 92:13 140:8 144:13 147:21 159:3</p> <p><b>accountability</b> 143:19,23 144:3,7 144:9 145:1 148:11</p> <p><b>accountable</b> 143:17 143:20,23</p> <p><b>accounts</b> 156:4</p> <p><b>accurate</b> 94:15</p> <p><b>accurately</b> 88:24</p> <p><b>accusations</b> 98:7</p> <p><b>accused</b> 112:4 120:12</p> <p><b>ACE025247_009</b> 129:6</p> <p><b>ACE027555</b> 160:14</p> <p><b>ACE027571_012</b> 115:3</p> <p><b>ACE027582_006</b> 5:9</p> <p><b>ACE027583</b> 160:20</p> <p><b>ACE027585_008</b> 32:25</p> <p><b>ACE027585_031</b> 51:9 99:18</p> <p><b>ACE027585_034</b> 103:19</p> <p><b>ACE027585_036</b> 112:10</p> <p><b>ACE027585_058</b> 76:19</p> <p><b>ACE027587_003</b></p>	<p>92:11</p> <p><b>ACE027587_007</b> 97:25</p> <p><b>ACE027637_016</b> 118:25</p> <p><b>ACE923703</b> 160:8</p> <p><b>achieve</b> 23:18 65:8 73:2 77:16 81:6 136:25 145:4 158:25</p> <p><b>achieved</b> 73:4</p> <p><b>acknowledge</b> 41:13</p> <p><b>acknowledged</b> 104:25</p> <p><b>acquittal</b> 42:4</p> <p><b>acquitted</b> 31:6,7,8 31:8</p> <p><b>acronym</b> 46:16</p> <p><b>act</b> 156:7</p> <p><b>acted</b> 12:21</p> <p><b>acting</b> 117:20</p> <p><b>action</b> 3:5 4:22 13:13,15 33:2,2 41:17 46:4 47:19 48:6 59:22 91:19 97:16 114:11 122:5</p> <p><b>actions</b> 5:19 13:3 14:5 42:24 49:3 53:22 63:18 117:16 143:23 144:4</p> <p><b>active</b> 121:7,9</p> <p><b>activities</b> 75:14 152:19 157:8,13</p> <p><b>activity</b> 22:15 51:16</p> <p><b>acts</b> 73:17</p> <p><b>actual</b> 15:4 78:4 132:2 133:1</p> <p><b>ad</b> 24:7</p> <p><b>add</b> 82:24 83:2 84:6 128:1 130:2 130:6</p> <p><b>add-on</b> 142:17</p>	<p><b>added</b> 46:9 128:2</p> <p><b>addition</b> 43:16</p> <p><b>additional</b> 27:11 29:7 30:1 32:9 54:2 58:19</p> <p><b>Additionally</b> 3:1</p> <p><b>address</b> 17:10 57:21,22 107:5,18 117:11</p> <p><b>addresses</b> 14:5 160:17</p> <p><b>addressing</b> 147:7</p> <p><b>adduce</b> 159:21</p> <p><b>adduced</b> 159:25</p> <p><b>adequacy</b> 51:25 78:2</p> <p><b>adequate</b> 139:21 154:6</p> <p><b>adjourn</b> 160:22</p> <p><b>adjourned</b> 161:1</p> <p><b>adjournment</b> 101:10</p> <p><b>adjudication</b> 81:14</p> <p><b>admin</b> 12:1</p> <p><b>administration</b> 24:1</p> <p><b>administrative</b> 11:11</p> <p><b>administrator</b> 22:14</p> <p><b>adopted</b> 78:19 132:16</p> <p><b>ADSA</b> 15:22</p> <p><b>adult</b> 35:13,13</p> <p><b>adults</b> 79:9</p> <p><b>advice</b> 15:6 42:22 61:1,3 62:7 63:22 63:25 64:3 65:20 68:13 72:5,8,16 77:8 82:1 90:20 91:14 92:15,17 93:8,19 94:7 95:19,20 96:12 97:6,7,9,12,12 99:5 100:13,24</p>	<p>102:19 112:15,24 113:2 160:5</p> <p><b>advise</b> 4:4 33:3,6</p> <p><b>advised</b> 37:7 57:16 62:23 90:12 95:8 99:4,5 103:23</p> <p><b>advising</b> 114:10 128:22</p> <p><b>advisor</b> 3:13,18,19 4:3 5:24 6:1 7:20 21:6 22:2 65:16 91:15,17 92:7,8 100:8,9,12 102:25 144:7 145:11 148:12 150:8</p> <p><b>advisors</b> 79:24 122:1 133:7 143:4 143:5 152:14</p> <p><b>Advisory</b> 140:19 144:21 151:13</p> <p><b>advocate</b> 17:4 117:24 141:17,18</p> <p><b>Advocates</b> 84:15</p> <p><b>advocating</b> 151:2</p> <p><b>affect</b> 37:14</p> <p><b>affirmed</b> 86:16 161:15</p> <p><b>afraid</b> 16:5 125:20 125:21</p> <p><b>afternoon</b> 126:4,8 147:24 159:24</p> <p><b>age</b> 97:20 124:19</p> <p><b>aged</b> 17:11</p> <p><b>agenda</b> 16:20,21,22 143:11</p> <p><b>agendas</b> 130:12</p> <p><b>aggression</b> 95:6</p> <p><b>aggressive</b> 93:17</p> <p><b>ago</b> 48:17 104:4 137:2 146:17 155:22 158:17</p> <p><b>agree</b> 36:19 51:10 56:12,23,25 78:7 98:24 100:20 104:5 105:14</p>
--	--	---	--	--

<p>107:25 108:20 114:13 116:13,23 150:17 157:17 <b>agreeable</b> 76:14 <b>agreed</b> 5:19 9:6 98:2 106:12,12 108:16 109:16,20 116:14 118:7,8 127:11 131:24 <b>agreeing</b> 72:13 <b>agreement</b> 6:2,11 9:21 10:14,16,18 14:17 15:15,19,25 18:21 33:16 39:12 43:3 51:11 52:7 54:4,10 55:9 56:10 58:8 65:6 69:6,7 71:18 73:13 75:3,5 99:9 99:12,16 100:3 104:23 120:14 135:20 144:6 <b>agreements</b> 9:25 10:19 15:1 45:5 <b>ahead</b> 56:14 61:21 64:20 104:1 132:17 <b>aim</b> 110:2 153:9 <b>aimed</b> 25:17 <b>alarm</b> 120:17,24 <b>alerted</b> 46:18 <b>alerting</b> 46:23 <b>allayed</b> 107:14 <b>allegation</b> 28:6 89:9 91:3 105:3 <b>allegations</b> 10:15 10:17 14:25 31:21 36:23 37:21 39:10 45:25 46:3 47:7 47:15 50:11,14,16 94:14 96:22 98:3 98:8,20 152:23 <b>alleged</b> 5:1 6:24 8:5 13:15 19:9 <b>allocated</b> 19:14</p>	<p><b>allow</b> 51:18 136:2 <b>allowed</b> 61:6 111:8 148:3 <b>allowing</b> 51:14 <b>alluded</b> 48:16 <b>alongside</b> 47:23 68:25 69:24 76:12 <b>alternative</b> 37:12 79:1 <b>altogether</b> 79:23 118:5 <b>amber</b> 16:16,17 <b>ambiguous</b> 113:21 <b>amended</b> 78:19 136:2 <b>amount</b> 24:4 79:14 150:9 157:10 <b>amounts</b> 21:22 <b>AN-F29</b> 45:23 <b>AN-X3</b> 1:13 161:7 <b>AN-X7</b> 86:16 161:15 <b>analysing</b> 78:15 <b>analysis</b> 78:5 <b>and/or</b> 143:22 152:21 <b>annual</b> 122:25 130:1 157:7,16 <b>annually</b> 114:23 115:18 122:24 <b>anonymous</b> 86:1 <b>anonymously</b> 1:9 <b>answer</b> 39:4 113:9 113:21 124:2,7 <b>anticipate</b> 116:16 <b>anticipated</b> 56:17 66:20 <b>anxious</b> 94:22 <b>anybody</b> 16:22 19:14 34:20 46:16 64:4,9,19 69:10 73:12,17 96:6 125:13 146:10 147:12,14 152:25 154:10</p>	<p><b>anyway</b> 4:11 6:15 6:18 17:1 90:14 <b>apologies</b> 61:23 112:6 114:19 115:16 148:18 160:7 <b>apology</b> 9:4 <b>appear</b> 23:21 46:24 <b>appeared</b> 47:8 117:19 <b>appears</b> 46:20 147:15 <b>application</b> 48:9 107:1 <b>applied</b> 153:20 <b>apply</b> 102:17 <b>appointed</b> 11:8 17:3 19:4 34:21 83:13 129:3 131:3 131:23 <b>appointing</b> 17:2 <b>appointment</b> 88:9 130:5 155:1 <b>appreciate</b> 19:18 96:16 108:6 <b>appreciated</b> 13:18 20:22 <b>Appreciating</b> 65:15 <b>approach</b> 34:14 40:13,18 69:24 77:15 92:24 131:9 132:16 <b>approached</b> 2:17 31:14,16 50:10 93:10 <b>appropriate</b> 32:12 41:20 45:13 59:10 62:14 79:7 92:24 94:8 101:2 107:4 139:8 148:16 149:1 152:6 159:9 <b>appropriately</b> 12:23 13:10 48:20 48:23 <b>archbishop</b> 29:17</p>	<p>29:18 30:3,9,9,12 30:17 43:17,25 46:7 64:11,13 113:6,12 <b>archbishop's</b> 81:5 <b>archbishops</b> 144:2 147:3 154:10 <b>Archbishops'</b> 127:7 <b>archdeacon</b> 10:20 10:23 40:12 46:8 46:22 47:3 48:24 55:24 56:3,5,8,9 57:4 62:5,17,20 62:25 64:1 65:16 69:18 90:18,19 91:10,14,17 92:2 92:3,10 93:9 96:13 97:6,21 99:11,13,15,20 100:11 101:20 105:22 106:6,6,12 112:21 113:22,23 114:7 116:18 121:15 <b>archdeacon's</b> 56:24 92:5 <b>archdeaconry</b> 25:22 <b>area</b> 27:6,23 44:21 71:6 152:15 153:3 155:20 156:9 <b>areas</b> 43:7 44:4 130:10,11 146:17 149:3 150:15,17 157:11,22 <b>arises</b> 28:7 <b>arising</b> 49:5 68:5 79:17 <b>arose</b> 47:11 <b>arrange</b> 4:24 8:23 66:24 <b>arranged</b> 3:8 41:23 108:23 110:19,23 111:22 116:7</p>	<p>118:9 <b>arrangement</b> 8:7 76:14 <b>arrangements</b> 8:4 38:15 41:15 71:16 150:2 152:9 <b>arranging</b> 5:11 8:2 137:16 <b>arrest</b> 32:18 <b>arrested</b> 31:24 32:15 107:10 <b>arrived</b> 88:6,20 118:17 125:1 <b>arriving</b> 90:11 <b>asked</b> 3:7 12:5 31:17 36:24 50:25 61:18 62:11 67:16 92:14 99:13 100:5 107:16 108:14 109:3,10,11,14,24 114:21 116:3 122:23 124:3 152:11 154:16 159:11 <b>asking</b> 35:7 107:11 134:19 135:23 136:8 <b>asks</b> 10:23 <b>aspect</b> 25:9 <b>aspects</b> 24:12 <b>aspirational</b> 23:17 23:21 <b>assault</b> 50:4 54:1 88:1,22,25 <b>assess</b> 79:10 <b>assessed</b> 43:2 <b>assessment</b> 33:7,15 33:18 35:7 37:14 37:15 39:9 42:3 43:1 44:22 45:4 54:13,21 55:1 58:4 59:6 60:3 71:25 72:1,3,7,10 72:12,18,21 73:1 73:11 74:3,14</p>
--	---	---	--	--

76:23 77:13 78:1 78:4,7,17,21 103:15 104:1,2,8 104:14 106:9,10 106:22 122:2,3 137:9 <b>assessments</b> 73:6 104:10 <b>assist</b> 19:18 22:5 24:11 31:3 43:23 54:17 69:14 <b>assistance</b> 85:4 <b>assistant</b> 3:21 4:2 5:23,25 19:12 22:13 23:15 29:24 41:11 45:4 59:18 60:2,20 84:17 110:21 128:15 <b>assisted</b> 13:20 <b>assisting</b> 35:15 <b>assume</b> 34:2 156:15 <b>assumed</b> 90:4 <b>assumptions</b> 118:21 <b>attempted</b> 38:18 <b>attempts</b> 8:22 <b>attend</b> 6:13 8:5 10:8 32:17 41:24 51:16 62:15 73:20 99:9 <b>attendance</b> 8:2 9:25 74:10 99:8 <b>attended</b> 8:11,12 11:18 40:11 42:1 60:8 73:12 140:18 <b>attending</b> 31:20 42:13 52:4 <b>attends</b> 75:8 <b>attention</b> 30:9 31:12 32:22 52:18 53:13 61:17 62:2 62:12 71:2 112:18 <b>attitude</b> 20:11 <b>attitudes</b> 78:6 <b>attracted</b> 150:15	<b>audit</b> 28:22 29:1 68:2,6,9,18 151:3 <b>audited</b> 68:3 <b>auditing</b> 146:6 151:5,7 <b>August</b> 4:22 67:23 <b>author</b> 107:14 <b>authorities</b> 151:17 151:24 152:1,6,18 <b>authority</b> 4:3,23 34:5 135:20 151:25 <b>automatically</b> 28:14 60:12 112:13 <b>autonomy</b> 149:5 <b>autumn</b> 88:10 <b>available</b> 49:13,15 75:15 84:15 85:2 85:4 95:21 150:10 <b>avoid</b> 114:17 <b>aware</b> 9:20 10:15 10:17,18 11:15 31:25 53:10,18 54:2 58:12 60:13 60:14 65:7,10 66:21 67:7,8 72:19 77:19 88:11 89:19 91:16 96:2 96:22 100:9,22 102:4,6 132:13 133:5 <b>awareness</b> 43:21 147:9,18 152:17 153:4 <b>awful</b> 141:7	115:8,18 116:2 118:13,22 119:19 121:11 122:22 136:22 139:16 154:17 158:25 <b>background</b> 27:9 42:21 66:17,18 77:12,15 78:6,23 79:1,3 83:14,19 108:2 128:7 142:3 <b>backgrounds</b> 83:10 144:23 <b>backwards</b> 109:19 <b>bad</b> 156:21 <b>bag</b> 50:22 90:16 <b>balance</b> 19:6 37:13 42:11 70:3 <b>balancing</b> 15:11 <b>band</b> 101:23 <b>bank</b> 57:20,21 <b>banks</b> 107:19 <b>banned</b> 113:4 <b>basic</b> 158:11 <b>basically</b> 17:15 <b>basis</b> 16:13 24:7 26:17 28:18 29:6 30:7,15 42:23 44:12 48:3 73:8 77:6 80:22 121:7 <b>battle</b> 12:18 <b>bearing</b> 35:21 36:14 63:25 79:2 95:9 119:22 123:14,25 <b>began</b> 128:9 <b>beginning</b> 57:10 58:1 109:21 116:15 <b>begins</b> 30:24 <b>begun</b> 71:6 138:22 <b>behalf</b> 34:22 127:6 <b>behaviour</b> 10:3 48:1 73:25 74:15 94:3 159:3 <b>belief</b> 1:25 21:15	87:2 127:2 <b>beliefs</b> 156:18 <b>believe</b> 10:18 42:11 53:25 61:2 62:20 76:17 78:8 80:24 81:7 82:20 83:23 84:11 90:2 130:20 156:6,11,16,19 159:12 <b>benefit</b> 19:24 95:11 97:4 100:19 <b>bent</b> 109:19 <b>Berkshire</b> 128:10 <b>best</b> 1:24 12:18 21:14 87:1 91:18 95:19 106:20 108:2 117:21 127:1 138:18 142:12 144:19 145:17 <b>better</b> 15:1 19:19 64:23 70:8,9 83:16 105:16 106:16 119:24,25 121:19 122:1,17 122:19,20 123:1 128:23 129:12 134:17 138:12 143:12 149:22 <b>beyond</b> 91:20 95:18 130:5,15 136:3 150:8 <b>big</b> 22:10 29:12 143:11 144:10 <b>biggest</b> 23:4 144:10 <b>bishop</b> 13:17,20,22 13:25 14:1 20:8 29:17 53:19 54:3 62:18,21 64:1 65:17,25 91:11 102:14 113:13,23 113:24 115:2 134:7,8 143:19 144:24 145:9,17 146:9 148:13,20	160:16,17 <b>bishop's</b> 29:20,21 <b>bishops</b> 81:20 134:9 137:20,25 144:9,25 145:3 147:3 154:10 159:12 160:5,6 <b>Bishops'</b> 64:14 <b>Bishopthorpe</b> 29:25 30:13 42:1 <b>bit</b> 4:7 5:11 10:12 12:7,12 15:8 21:19 24:2,14 28:2 29:14 35:18 42:20 48:23 55:25 58:18 66:7 78:23 86:2 115:15 119:8 129:9 135:4 140:16,17 145:24 147:6 <b>bite</b> 25:3 <b>bits</b> 103:8 <b>blemished</b> 103:12 <b>block</b> 111:9 <b>blocks</b> 158:11 <b>blue</b> 46:9 47:20 49:5 <b>blur</b> 140:5 <b>board</b> 38:21 57:4 <b>Boards</b> 38:22 43:14 152:13 <b>bodies</b> 128:23 152:8 <b>book</b> 107:13 <b>bottom</b> 62:1 129:9 <b>boundaries</b> 40:11 51:10 <b>breach</b> 104:19 <b>break</b> 20:24 43:5 45:13,17 86:2,3,8 99:7 101:2 104:23 125:21 126:1,17 126:18 132:2 139:11,12 147:24 148:8
--	---	---	--	---

**B**

**back** 13:4,8 20:21  
28:25 36:21 37:11  
38:11 43:8 48:12  
59:25 61:16,19  
62:24 63:3 68:14  
99:17 106:23,24  
111:25 114:8

<p><b>bridge</b> 104:19 105:12 <b>brief</b> 2:14 46:11 52:2 87:24 90:18 104:24 159:20 <b>briefe</b> 70:21 <b>briefly</b> 31:1 45:22 50:1 128:6 <b>bring</b> 2:4 5:9 12:14 24:21 26:5 27:13 27:24 40:2 43:18 54:18 56:6 60:24 76:15 80:21 81:7 83:10 84:2 92:9 99:17 103:21 112:9 141:7 <b>bringing</b> 2:13 26:8 83:16 94:9 130:3 131:16,20 <b>broad</b> 34:12 82:22 <b>broader</b> 22:2 79:17 109:2 119:6 <b>broadly</b> 23:9 43:9 129:19 <b>brought</b> 18:25 53:13 <b>budget</b> 22:24 85:11 <b>build</b> 144:7 153:9 155:21 <b>building</b> 25:8 153:4 158:11 <b>built</b> 3:11 36:4 <b>bulletins</b> 26:13 <b>bundles</b> 126:12 <b>burden</b> 75:17 135:9 <b>business</b> 25:5 139:18 <b>busy</b> 5:13 14:20 <b>button</b> 18:17,18 <b>buy-in</b> 41:18</p> <hr/> <p style="text-align: center;"><b>C</b></p> <hr/> <p><b>C3</b> 24:19 <b>call</b> 17:3 18:24,25 32:11 39:16 50:10</p>	<p>56:2 61:25 62:13 93:12,14 94:11,16 96:1 112:11,13,23 113:2 126:13 <b>called</b> 11:13 39:20 65:12 120:14 157:15 <b>calling</b> 2:9,18,20 31:4 39:19 101:13 <b>calls</b> 15:22 <b>camping</b> 50:21 90:11 91:1 97:17 <b>cancel</b> 111:18 <b>cancellation</b> 116:17 <b>cancelled</b> 111:5,9 111:14 112:8 113:3 118:11,15 <b>Canon</b> 137:16 <b>capability</b> 69:21 70:13,17,18 82:24 83:2 153:9 <b>capable</b> 156:2,7 <b>capacity</b> 157:19 <b>card</b> 19:25 20:2 <b>care</b> 27:17 43:19 <b>career</b> 17:21 128:9 128:22 141:2 <b>careful</b> 9:15 <b>carefully</b> 15:2,11 <b>caring</b> 124:15 <b>Carmi</b> 12:8,21 14:16 15:14 21:21 40:17 65:12 72:1 77:25 78:8 98:22 109:12 116:11 117:16 <b>Carmi's</b> 2:11 12:15 14:4 31:3 48:11 48:16 <b>carried</b> 28:21 106:19 <b>carry</b> 33:14 71:24 72:6 <b>case</b> 1:12 2:9,10,14 11:23 12:9 13:18</p>	<p>15:7 16:6 27:14 30:24 31:4 32:13 34:3 41:10,14 42:14 43:8 45:6,7 45:8,20,22 49:21 49:21,24 52:14 53:19 65:1,3,9 66:11,15,16,24 68:25 69:13 70:21 70:24 71:9 83:1 87:18,21 92:15 101:1,14 113:14 117:6 119:2,5 120:4,11 121:21 121:22 136:4,11 136:17 143:9,12 155:15 156:18 <b>cases</b> 10:13 21:21 30:23 66:14 73:15 77:22 87:21 120:5 120:8 159:14 <b>casual</b> 90:21 <b>categorisation</b> 65:13 98:25 <b>categorised</b> 98:22 <b>cathedral</b> 127:11 154:24 160:10 <b>cathedrals</b> 160:13 <b>cause</b> 17:8,17 35:5 60:22 75:12 81:9 87:22 <b>caused</b> 89:24 <b>caution</b> 37:17 <b>CCPAS</b> 71:24 74:8 <b>CCSL</b> 46:14,16 48:18 <b>CDM</b> 46:8 70:18 82:24 83:2 123:22 153:20 <b>CDS</b> 53:7 <b>central</b> 152:2 154:21 <b>centrally</b> 24:23 42:24 142:20 150:25</p>	<p><b>certain</b> 106:14 113:5 123:17 147:15 150:15 <b>certainly</b> 3:23 31:2 32:1 121:19 136:14 139:9 141:2 145:22 146:5 154:13,23 155:15 156:4 <b>certificate</b> 53:2 110:10 111:22 112:2 128:12 <b>cetera</b> 72:13 106:23 152:11,20 <b>chair</b> 1:5,7,7 6:22 6:25 12:10,12 20:14,17,20 24:9 30:24 41:17 45:12 45:14,15 49:23 70:21 76:21 82:9 82:13,19 85:19,21 85:25 86:3,5,11 89:4 100:25 101:3 120:24 123:4,6,9 123:12,21 124:2,9 125:18,19,24 126:4 127:10 129:3 130:5,7,9 135:1 141:5 147:25 148:1 157:1,3,24 159:11 159:17,20,24 160:15,21,24 <b>chair's</b> 82:10 <b>chairs</b> 38:20 140:21 144:22 <b>challenge</b> 24:3 38:9 81:14 82:5,12 130:3,6,24 131:17 131:20 141:10 <b>challenged</b> 82:7 <b>challenges</b> 63:11 119:4 121:24 <b>Champion</b> 17:14 <b>chance</b> 142:12</p>	<p><b>change</b> 52:19,25 60:15 92:21 <b>changed</b> 18:10 26:6 63:15 102:1,4 <b>changeover</b> 14:21 <b>changes</b> 127:3,14 132:18 158:24 <b>changing</b> 18:8 119:20 143:10 154:4 <b>chaperone</b> 75:6,8 76:11 <b>chaplain</b> 30:13,16 49:14,14 <b>character</b> 31:19 <b>charge</b> 32:18 33:9 41:12 <b>charged</b> 31:5 <b>charging</b> 32:19 <b>chase</b> 57:14 107:22 108:20 <b>check</b> 1:23 56:12 57:12 58:2 59:8 59:14,22 60:5 102:7,11,17 103:1 108:9 109:21 <b>checked</b> 11:12 107:12 <b>checking</b> 147:21 <b>checks</b> 53:11 146:6 151:19 <b>Chichester</b> 85:7 <b>child</b> 17:24 19:19 31:6,8 33:25 34:1 34:7 37:3,5 70:25 71:19 87:21 96:20 102:2 128:8 135:25 138:5 156:8 160:7 <b>child's</b> 35:12 <b>children</b> 3:3 17:4,5 17:18,22 27:16,21 33:11 37:4 55:13 55:19 58:12 60:12 73:23 74:24 76:10</p>
--	---	---	---	--

79:8 88:16 89:21 158:8,12 <b>children's</b> 38:21 43:14 55:17 105:5 128:16 152:8,13 <b>chitchat</b> 148:4 <b>chose</b> 92:24 <b>Christ</b> 51:14 <b>Christian</b> 156:14 156:17 <b>Christine</b> 160:16 <b>chronology</b> 57:9 61:20 <b>church</b> 2:17 8:3,16 11:9 17:23 18:4 32:23 34:2,5,12 34:13,16,17,19,21 34:22 35:2,4,6,22 35:23 36:5,9 37:3 40:6,19 41:5,5,16 42:15 44:10,16 51:12,13,16 52:19 52:22 53:11 55:15 55:16 59:9,11 61:11 62:2 63:23 67:11,17 71:3,8,8 71:10,11,16,24 72:6,10 73:12 74:7,20,23 75:13 75:14,14,15 76:23 77:17 78:1,24 79:20 80:1 85:14 87:9 89:8 91:1 99:10 101:18,21 102:3,7 110:11 112:14,25 113:16 115:9,21 116:2,6 116:9 122:8 123:2 123:18 124:12,14 125:3 129:5,7 130:6,23,25 131:14,21 133:8 133:11 134:4 136:22 139:23 140:3,8 141:7,19	142:8,13,19 143:22 144:11,17 145:6,22 146:12 146:14,18,18,23 146:25 147:1,2,9 147:11 150:4,10 150:24 151:23 152:22 154:1,3,4 154:5,6,22 155:21 155:23,25 156:1,6 156:13,16 158:9 158:15,16,24 160:3,13,18 <b>church's</b> 121:7,10 133:11 135:12 155:8 157:7,13 <b>churches</b> 71:6 74:7 152:11 153:10 <b>churchgoers</b> 150:8 <b>churchwarden</b> 39:11,13 73:18,21 90:24 96:22 <b>churchwardens</b> 6:4 10:1,9,13,20,22 19:15 75:20 88:11 90:9 94:1 125:14 <b>cipher</b> 1:18 86:13 86:19 <b>circle</b> 7:11 10:10,12 <b>circulate</b> 132:17 <b>circumstances</b> 2:14 14:19,22 69:12 88:13,23 113:6 136:19 143:21 <b>City</b> 128:16 <b>civil</b> 37:8 135:9,11 <b>clarification</b> 113:8 113:14 <b>clarity</b> 52:3 60:16 60:21 82:6 <b>classified</b> 109:12 <b>clear</b> 47:25 56:5,25 60:23 66:22 100:18 111:9 136:17 149:24	<b>cleared</b> 117:9 <b>clearly</b> 70:2 95:12 121:22 150:24 154:8 <b>clergy</b> 24:20 34:7 44:6 46:17 47:20 48:3 49:5 62:4 64:10,21 69:20,22 81:19,24 112:19 114:16 133:4,25 134:10,20 136:1 137:22 145:25 158:21 159:2,13 <b>clergyman</b> 114:17 <b>cleric</b> 45:23 <b>clerical</b> 25:5 139:3 145:13 <b>clerics</b> 25:13 81:24 152:21 <b>Cleveland</b> 46:22 47:3 48:24 62:5 62:17 112:21 <b>close</b> 62:8 98:10 112:16 114:6 <b>closed</b> 86:10 125:20 <b>clout</b> 65:18 <b>co-delivery</b> 24:11 <b>co-operation</b> 71:9 71:13 <b>co-ordinates</b> 22:15 <b>Colin</b> 145:20 <b>collaboration</b> 139:6 <b>collate</b> 29:2 <b>colleague</b> 29:24,25 <b>colleagues</b> 71:20 84:14 <b>collected</b> 3:24 <b>collection</b> 83:18 137:7 <b>collectively</b> 26:12 <b>college</b> 9:18 <b>come</b> 2:8 6:8,15,18 8:14,18,20 25:23 26:25 27:8,22	28:24 31:11,12,23 32:1,21,22 34:11 39:16 54:21 56:10 56:17 59:1 68:19 70:23 77:12,21 79:2 83:9,14 89:18,22 92:11 103:8 105:6 106:22,24 110:2,8 110:19 115:3 118:13,22 119:19 121:17 126:14 127:19 134:15,24 139:16 140:14 142:2 143:6 146:13 149:9 155:7 158:4 159:5 <b>comes</b> 26:25 27:2 28:13 77:14 78:9 141:12 146:19 151:19 <b>comfortable</b> 28:3 59:3 77:13 <b>coming</b> 6:13 19:2 20:5,18 24:5 44:1 66:17 75:9 77:20 107:8 109:7 110:17 122:4 136:15 151:25 <b>command-and-c...</b> 142:4,8 <b>commendably</b> 12:22 13:9 <b>commended</b> 13:14 <b>comment</b> 47:9 48:16 <b>commented</b> 15:15 117:18 <b>comments</b> 12:8 33:20 78:2 116:10 155:1 <b>Commission</b> 137:22 <b>commissioned</b> 71:24	<b>commitment</b> 23:12 84:1 158:19 <b>commitments</b> 5:12 5:14 <b>committed</b> 27:5 124:5 <b>Committee</b> 132:7 132:23,24 140:16 <b>Committees</b> 131:13 <b>common</b> 26:2 69:1 <b>communicate</b> 17:4 26:13 30:12,16 58:15 67:16 <b>communication</b> 6:19 30:11 71:9 134:17 138:12 <b>communications</b> 41:25 42:18 <b>community</b> 75:14 127:12 153:10 <b>compared</b> 22:24 <b>competence</b> 153:10 <b>complainant</b> 1:11 4:5 5:21,22 6:7,9 6:9,10,11,24 9:9 9:14,16 14:6,11 19:5,10 39:23 46:2 48:5 50:10 86:15 89:5 <b>complainant's</b> 8:3 8:4 9:8 <b>complaint</b> 11:6 67:20 <b>complaints</b> 137:21 <b>complete</b> 106:14 <b>completed</b> 29:1 <b>completely</b> 141:18 <b>completeness</b> 67:18 <b>completing</b> 157:9 <b>complex</b> 16:19 27:14 85:17 136:11 138:18 <b>complexities</b> 133:5 <b>compliant</b> 70:15 <b>comply</b> 52:9 66:4
--	---	--	--	---

<p>114:15,25  <b>complying</b> 64:14  <b>compromise</b> 106:7  <b>compulsory</b> 153:13  <b>computer</b> 12:13  <b>concern</b> 47:5 48:12          67:19 68:10 73:25          75:12 105:13,13          105:15 138:3  <b>concerned</b> 54:23          89:20 151:6,21          152:5 155:24  <b>concerning</b> 87:19  <b>concerns</b> 13:12          30:7 37:5 38:3          46:3 47:23 48:2,7          48:22 50:12 54:11          67:20 68:15 79:7          141:16 153:5  <b>conclude</b> 22:1  <b>concluded</b> 48:14          49:2 74:3 117:17  <b>concludes</b> 16:6          20:14 84:3 100:25          125:19 160:21  <b>concluding</b> 16:7  <b>conclusions</b> 116:10          158:4  <b>conditions</b> 150:3  <b>conduct</b> 6:2 103:15          106:22  <b>conducted</b> 39:9  <b>confidence</b> 7:11          10:11 16:24          155:22  <b>confident</b> 72:24          74:25 75:1 77:13  <b>confidential</b> 47:13          47:14,23 53:2,4,7          53:17,20,25 64:8          102:17 103:3,4,24          110:7  <b>confidentiality</b>          37:6  <b>confirm</b> 1:20,22</p>	<p>21:13 86:18,25  <b>confirmation</b> 58:10  <b>confirmed</b> 66:2  <b>confirming</b> 53:21          68:12  <b>conflict</b> 137:24  <b>conflicts</b> 28:12  <b>confrontation</b>          92:21  <b>confrontational</b>          93:16 96:1  <b>confusion</b> 60:23  <b>congregation</b> 17:12          33:25 35:11 39:24          40:1 50:3 87:25          89:6,10 96:19          115:22  <b>conjunction</b> 119:6  <b>connectivity</b> 80:18  <b>conscious</b> 39:20          56:3 60:18 64:25          77:14  <b>consent</b> 67:14  <b>consequence</b>          153:24  <b>consequences</b> 62:3          64:14 112:18  <b>consider</b> 64:19          86:25 123:9,11,22          124:3 125:2          134:21 138:17          150:11,25  <b>consideration</b>          121:4  <b>considered</b> 22:23          26:21 40:10 42:2          48:1,24 58:9          77:25 129:17          138:10 139:17  <b>considering</b> 33:18          117:16  <b>consistency</b> 42:8          77:17  <b>consistent</b> 49:3  <b>consistently</b> 83:20</p>	<p><b>constantly</b> 75:24  <b>construed</b> 2:24  <b>consult</b> 100:7          105:22  <b>consultant</b> 49:1  <b>consultation</b> 8:8          48:25 131:10  <b>consulted</b> 46:7  <b>contact</b> 4:10 5:22          5:24 7:4,14,20,24          14:6,7,10 16:11          26:11 29:6 32:11          33:7,11 38:17          44:12 46:21 49:13          58:11,24 62:23          67:13,14,15 68:11          68:18 73:19 74:1          75:13 100:10          104:4 106:1 125:6          125:10 143:2          155:10,11,15  <b>contacted</b> 3:23          36:24 53:6 55:24          61:1 62:22 67:23          71:2 89:5,6 90:18          90:19 91:20,21,25          102:13,24 103:11          106:5 107:22          108:20 113:13          120:10,11 121:15  <b>contacting</b> 57:17          58:20 96:21          100:12  <b>contacts</b> 57:13 75:7  <b>contain</b> 100:4          106:23  <b>contemporaneous</b>          4:17,19  <b>content</b> 148:5  <b>contents</b> 59:17,18          104:6 110:15  <b>context</b> 75:13,16,18          94:10 130:19          146:14  <b>contexts</b> 147:10</p>	<p><b>continue</b> 33:19          42:12 45:19 68:23          95:5 151:9  <b>continued</b> 6:20          40:13 78:12  <b>continues</b> 15:20  <b>continuing</b> 40:14          131:5 159:8  <b>continuous</b> 151:11  <b>contribute</b> 117:7  <b>contributed</b> 117:6  <b>control</b> 141:23  <b>conversation</b> 7:25          16:1 23:3 25:7          38:5 40:8 44:7          55:11 58:15 59:4          61:15 64:18,24          69:18,20 90:21,21          109:2 150:19  <b>conversations</b>          65:24 66:13 76:3          133:7  <b>convicted</b> 31:5          39:25 50:3 54:2          70:25 88:1,22          96:10,20 104:4          112:5,6  <b>conviction</b> 50:17          88:8,11 98:10          102:2 105:2          106:15 111:7          113:17  <b>convictions</b> 53:8          60:11  <b>coordinator</b> 22:15  <b>copy</b> 2:2 12:10,17          59:16 110:13          111:21 115:4          134:5  <b>core</b> 24:24 25:4,5          35:24 36:10,15,21          39:16,17,20 40:8          40:13,18 41:16          65:5  <b>corner</b> 114:16</p>	<p><b>correct</b> 1:16,17          2:21 4:17 5:6 6:4          6:5 82:3 102:15          103:17 128:4,20          142:1  <b>correction</b> 6:22  <b>correctly</b> 48:15          79:24  <b>corresponding</b>          43:22  <b>Coughs</b> 148:18  <b>council</b> 52:23 53:11          59:9,11 61:11,14          63:23 101:18          102:3,7 112:14,25          115:9 127:7,12          128:10,16  <b>councils</b> 52:20  <b>counsel</b> 158:22  <b>country</b> 84:12 85:9          142:24  <b>County</b> 128:10  <b>couple</b> 3:7 17:20          44:13  <b>course</b> 11:19 14:14          24:13,19,20 25:1          85:10 91:18 93:25          101:6 114:11          116:4 128:11  <b>courses</b> 17:14  <b>court</b> 31:20 32:17          33:12 38:8 39:21  <b>covered</b> 82:23 83:4          126:22  <b>credible</b> 37:24  <b>crime</b> 124:5,16,21  <b>crimes</b> 112:4          118:20 124:6,17          125:5,13  <b>criminal</b> 66:18 92:3          96:9 135:9,13          153:14  <b>criteria</b> 35:1 40:6  <b>critical</b> 141:12  <b>criticisms</b> 124:11</p>
--	---	--	--	--

<p>141:16  <b>cross-purposes</b>                  108:19  <b>crossed</b> 111:24  <b>culprit</b> 87:6  <b>culture</b> 153:1 154:1                  154:4 155:23  <b>curacies</b> 87:17  <b>current</b> 26:16 52:7                  141:16,25 148:24                  160:16  <b>currently</b> 81:16                  87:11 95:20                  139:17 141:9  <b>cut</b> 66:22 120:16</p> <hr/> <p style="text-align: center;"><b>D</b></p> <p><b>D</b> 161:5  <b>data</b> 29:3,4 67:14  <b>date</b> 49:16 110:23                  110:24 116:7                  155:8  <b>dated</b> 1:21 21:9                  86:22 160:1,11,19  <b>daughter</b> 2:20 6:25                  7:1,8 45:24  <b>day</b> 1:5 29:24,25                  41:24 141:4  <b>day-to-day</b> 30:7                  42:23 77:6  <b>days</b> 3:8 11:13 42:1                  112:7 144:16  <b>DBS</b> 22:13 47:24                  47:25 53:2,4,6,9                  54:7 56:10,12,15                  56:16 57:12,14,23                  58:2 59:8,14,22                  60:5 64:6 89:1                  102:7,11,17 103:1                  106:8,9,15,18,23                  107:1,11 108:9                  109:16,18,21                  110:1,5,10 111:22                  111:24 112:2                  116:15 117:11,13</p>	<p>118:8,17,19,23  <b>DBS-ed</b> 123:25  <b>deal</b> 17:8,17 21:20                  70:21 87:22 97:2                  119:2 120:11                  137:3 148:19                  152:16 154:14,21  <b>dealing</b> 14:20,24                  21:23 69:14 135:8                  148:11,24  <b>deals</b> 160:12  <b>dealt</b> 28:7 43:9                  91:8 101:14                  136:12  <b>Dean</b> 160:10,11  <b>debarring</b> 11:12  <b>debate</b> 153:7  <b>decades</b> 156:10                  158:2,2  <b>decided</b> 4:21 33:14                  72:5 116:6,9                  123:19  <b>deciding</b> 36:9  <b>decision</b> 40:20                  60:24 82:2,3                  103:25 109:23                  113:7,12 137:20                  159:13  <b>decisions</b> 63:15                  80:14 81:20,24                  140:9 144:5                  145:12,13  <b>declaration</b> 47:13                  47:14,24 53:3,5,7                  53:17,20 54:1                  64:9 102:17 103:3                  103:4,12  <b>dedicated</b> 84:16  <b>default</b> 107:23  <b>defensive</b> 93:13,16                  94:5  <b>deference</b> 146:13                  146:14,19,22,24                  147:1 158:14  <b>deficiencies</b> 104:25</p>	<p><b>defined</b> 34:19  <b>defining</b> 36:9  <b>definition</b> 34:11,17                  34:24 35:4,18,21                  36:5,12,15  <b>definitive</b> 113:9  <b>delay</b> 5:11 54:24                  57:11 58:6 107:1                  107:4,6,16 116:16                  117:10  <b>delayed</b> 1:3  <b>delays</b> 107:6 117:6                  117:7,8  <b>delegated</b> 13:25                  30:3  <b>deliver</b> 24:18 25:2  <b>delivered</b> 9:4  <b>delivering</b> 24:25  <b>demanding</b> 27:10  <b>dementia</b> 17:13,14                  17:15  <b>democracies</b> 129:2  <b>demonstrate</b>                  149:17  <b>denied</b> 98:3  <b>Denne</b> 134:1  <b>denominations</b>                  71:14,20  <b>depth</b> 136:21  <b>Deputy</b> 120:21                  122:5  <b>describe</b> 93:13  <b>described</b> 90:13                  106:7 109:8                  155:11  <b>description</b> 94:16                  156:7  <b>designated</b> 135:3  <b>desire</b> 76:13  <b>desperate</b> 115:25  <b>despite</b> 13:12  <b>detail</b> 21:22 23:8                  51:3 52:3 100:18                  131:2 138:23                  148:23 151:15</p>	<p><b>detailed</b> 13:3 42:22                  68:14 74:14 95:16  <b>details</b> 15:3 26:11                  38:7 88:13,15  <b>determine</b> 149:25  <b>detrimental</b> 116:24  <b>develop</b> 11:19                  23:19  <b>developed</b> 11:2                  121:19 134:12  <b>developing</b> 11:2                  18:7 80:8 129:2  <b>development</b> 26:9                  29:11 129:22,24                  132:12,15,18                  133:3 158:12  <b>developmental</b>                  70:11  <b>DI</b> 41:12  <b>diagnosed</b> 17:12  <b>dialogue</b> 44:18  <b>dictated</b> 99:20  <b>different</b> 9:18 11:7                  11:24 13:5 20:1                  24:6 29:5 35:3                  39:2 44:4 77:16                  89:11 95:15                  108:25 119:9                  128:14 131:11                  135:8,24 136:9                  137:5,8 150:2,2                  150:16  <b>differently</b> 41:10                  41:19 66:3,15                  95:22 136:7,12  <b>difficult</b> 9:24 10:2                  58:13,14 60:19                  63:8 65:22 66:13                  76:5 93:15 108:13                  109:5 119:2 120:4                  121:22 122:14                  124:4,7  <b>difficulties</b> 35:5                  38:11 39:18 42:14                  75:25</p>	<p><b>difficulty</b> 19:3,7                  68:24 120:9  <b>diffuse</b> 142:6  <b>dignity</b> 115:15                  116:8  <b>diocesan</b> 3:13,18                  3:21 4:2,7 5:23,25                  7:20 9:22 13:22                  16:10 21:6 22:1,3                  22:10,11 24:6,10                  24:17,18 29:17,20                  29:23 30:4,6,10                  31:13,15,15 42:24                  65:15 79:24 81:20                  85:11 91:15,16                  92:7 100:7 102:24                  137:20,25 140:19                  141:8,21 143:4,19                  144:6,9,20 145:9                  145:10,17 148:12                  150:7 151:1,12                  152:13  <b>diocese</b> 1:8,16 2:10                  4:8 10:19 12:3,4                  13:24 16:3,9                  17:10 18:12,25                  20:1 21:2,6,20                  22:9,18,24 23:10                  23:13,23 24:3,15                  25:16 26:7,8,15                  26:23 27:4 29:16                  29:22 38:14 44:4                  45:24 46:6,18,22                  49:8,22 52:15                  53:15 66:12 67:23                  69:3 75:24 79:23                  79:25 80:1,5,25                  81:7,8 82:11 84:7                  84:8 86:12 87:11                  93:10,21 95:17,21                  103:7 138:1                  140:25 141:11                  142:10,10,22                  143:14 145:15                  149:5 150:7</p>
--	--	--	--	---



<p>151:19 154:16,18  <b>dioceses</b> 22:25                  78:12 81:16,17                  84:10,12,22,25                  85:5 142:1 143:13                  143:17 144:5                  146:8 149:15,19                  149:21,24 150:5  <b>diplomacy</b> 64:23  <b>direct</b> 7:24 14:6                  23:15 30:10 55:18                  67:15 73:18,23                  139:25  <b>directed</b> 41:12  <b>direction</b> 94:24  <b>directly</b> 4:6,10 7:15                  7:21 13:14 18:22                  57:18 58:24  <b>Director</b> 41:25                  128:15  <b>directors</b> 80:20  <b>disagree</b> 79:4  <b>disagreement</b> 57:3  <b>disappointed</b> 93:22  <b>discern</b> 55:8 91:6  <b>disciplinary</b> 69:20                  69:22 114:16                  135:14 137:6                  143:25 153:19  <b>discipline</b> 62:4                  64:10,21 112:20                  133:4,25 134:10                  134:20 136:1                  137:4,22 139:4                  145:14 158:22                  159:2  <b>disclose</b> 89:22,25                  90:1  <b>disclosed</b> 47:14  <b>disclosure</b> 3:5 33:6                  37:8 42:8,10 54:9                  103:24 106:18                  110:8 156:10  <b>disclosures</b> 152:23                  155:7</p>	<p><b>discovered</b> 118:23  <b>discovering</b> 122:11  <b>discuss</b> 33:2,7                  66:24 101:5                  111:11 148:4  <b>discussed</b> 98:4  <b>discussing</b> 138:20                  144:22 145:23                  158:14  <b>discussion</b> 34:11                  56:7 64:12 78:23                  83:4 90:17 92:13                  95:11 106:6,9                  115:7 136:19                  137:24 139:16                  140:11  <b>discussions</b> 101:20                  124:18 160:18  <b>disinfectant</b> 157:15  <b>disparate</b> 142:6  <b>disparity</b> 84:11  <b>display</b> 12:14 90:7                  118:24  <b>displeasure</b> 73:7  <b>dispute</b> 148:12,17                  149:6  <b>disputes</b> 148:20  <b>disqualified</b> 60:12                  61:8,13 62:15                  112:13  <b>dissimilar</b> 151:17  <b>distance</b> 80:17 96:4  <b>distinction</b> 117:23  <b>doctors</b> 147:12  <b>doctrine</b> 137:12  <b>document</b> 5:18                  49:16  <b>documents</b> 103:8                  126:12,13 132:17  <b>doing</b> 10:4 16:13                  30:20 77:18                  101:21 108:1,7,8                  108:12 132:9                  140:8,9 141:6                  142:5 147:22</p>	<p>150:23 151:10                  158:23  <b>domestic</b> 30:12                  49:14 84:14                  120:11  <b>dominant</b> 121:4  <b>door</b> 6:18  <b>draft</b> 6:1 99:14                  100:2  <b>drafted</b> 9:21 99:15  <b>draw</b> 46:13 61:17                  100:5  <b>drawing</b> 62:12  <b>drew</b> 62:2 112:17  <b>drive</b> 29:8  <b>DSA</b> 22:12,13                  23:15 29:24 31:23                  33:23 36:8,9                  41:11 45:4 59:18                  60:2,9,20 77:14                  79:15 80:10,15                  82:1,2 92:14 93:2                  104:11 110:4,16                  120:21 122:4,5  <b>DSAs</b> 23:4 77:2,5                  78:25 80:3,21,22                  84:17,18 148:20  <b>DSSG</b> 43:16  <b>Dudley</b> 13:25  <b>due</b> 14:18 45:10                  64:22 111:15                  113:18  <b>duly</b> 11:12  <b>Durham</b> 46:22                  141:5  <b>duties</b> 119:14  <b>dwell</b> 40:22  <b>dynamics</b> 28:16</p>	<p><b>earliest</b> 110:24                  116:21  <b>early</b> 20:20 29:3                  86:2 108:17 111:3                  118:7 131:17  <b>ears</b> 10:4  <b>easier</b> 10:5 119:15  <b>easily</b> 149:6  <b>easy</b> 10:10  <b>Edina</b> 2:11 12:8,15                  12:21 14:4 15:14                  40:17 98:22                  116:11 117:16  <b>effect</b> 52:25 108:11                  114:9 115:14                  116:24 124:14                  125:4 129:21                  135:14 144:2                  145:10  <b>effective</b> 25:10                  130:14 131:7,19  <b>effectively</b> 44:9,19                  65:7 74:9 75:11                  76:8 79:10 80:23                  82:7,11 140:10                  142:21  <b>efficient</b> 72:2  <b>efficiently</b> 108:17                  117:3  <b>effort</b> 117:14  <b>eight</b> 38:21  <b>either</b> 42:17 60:20                  81:14 91:25 93:2                  93:20 100:7                  142:20 148:15                  151:14  <b>elders</b> 89:8,16,16                  93:19,19 94:9  <b>elected</b> 34:21  <b>electronic</b> 45:9  <b>element</b> 25:1 27:17                  35:2 66:22 75:15                  153:13 156:13  <b>elements</b> 23:25  <b>email</b> 93:2 111:13</p>	<p>116:20  <b>emailed</b> 66:23                  92:14  <b>embedded</b> 142:9,25  <b>embedding</b> 142:12  <b>emerging</b> 28:25  <b>Emily</b> 134:1  <b>emotional</b> 56:4                  118:1 119:12  <b>emotionally</b> 54:24  <b>emphasise</b> 97:13                  120:25  <b>employed</b> 142:20  <b>employees</b> 142:11  <b>employing</b> 141:25                  143:14  <b>enable</b> 51:11 73:2  <b>enabled</b> 75:3 83:19                  133:24  <b>enables</b> 33:10                  35:18  <b>encompasses</b>                  151:23  <b>encounter</b> 9:11  <b>encourage</b> 26:10                  92:23  <b>encouraged</b> 94:12  <b>encouraging</b> 20:4                  153:4  <b>ended</b> 37:19  <b>endorsed</b> 1:22                  21:12 86:22  <b>enforce</b> 105:21  <b>enforcement</b> 66:18                  66:20 139:24  <b>engage</b> 70:5,8                  72:20 129:23  <b>engaged</b> 69:4                  130:14 134:9                  155:6  <b>engagement</b> 25:12                  60:18 132:13  <b>engaging</b> 25:18  <b>England</b> 18:4 34:5                  34:13 67:11 71:8</p>
<hr/> <p><b>E</b></p> <hr/>				
<p><b>E</b> 161:5  <b>e-news</b> 26:14  <b>earlier</b> 8:21 69:19                  69:21 78:10                  104:11 159:2</p>				

<p>72:6 76:23 78:1 78:24 87:9 124:12 129:5 130:25 140:3 144:17 146:12,18 151:23 160:13 <b>England's</b> 34:16 160:3 <b>enhanced</b> 74:23,24 <b>enjoy</b> 51:11 <b>enlarge</b> 112:10 <b>enlarged</b> 126:14 129:12 <b>enlargement</b> 126:15 <b>enquire</b> 124:19 <b>enquiring</b> 107:13 <b>ensure</b> 68:20 73:22 82:10 130:13 158:8 <b>ensured</b> 55:12 <b>ensures</b> 149:7 <b>ensuring</b> 77:18 <b>entail</b> 35:17 <b>entails</b> 69:7 <b>entire</b> 17:21 <b>entirely</b> 8:25 <b>entirety</b> 102:9 <b>entitled</b> 73:17 <b>envisage</b> 130:24 139:4 <b>equally</b> 23:5 82:14 147:12 <b>equipped</b> 18:4 <b>err</b> 37:17 <b>errata</b> 127:8 <b>escalate</b> 40:24,25 41:17,20 148:15 <b>especially</b> 123:21 <b>essence</b> 57:22 94:12 <b>essentially</b> 66:11 75:10 78:2 99:20 <b>et</b> 72:13 106:23 152:11,20 <b>evaluate</b> 131:18</p>	<p><b>evening</b> 149:17 <b>event</b> 43:17,24 51:16 60:9 88:19 105:7 126:18 <b>events</b> 10:8,9 22:14 <b>everybody</b> 31:1 35:3,14 40:2 116:24 133:1 158:19 <b>everybody's</b> 117:2 <b>evidence</b> 1:9 2:8 3:9,15,24 4:12 21:17,21 26:19 30:22 31:3 45:7 49:25 70:5 79:19 81:18 86:12,19 87:4 94:18 101:5 101:7,12 103:8 124:14 126:5 148:5 150:23 156:5 160:4,17 <b>EWM000466_006</b> 2:12 <b>EWM000466_008</b> 12:9 <b>EWM000466_049</b> 48:10 <b>ex-offender</b> 98:12 <b>ex-police</b> 11:21 <b>exact</b> 99:25 <b>exactly</b> 90:5 100:13 108:8 112:3 140:25 149:25 <b>Examination</b> 1:14 21:4 86:17 126:7 161:9,13,17,23 <b>examined</b> 149:8 <b>example</b> 19:20 23:21 24:1 27:14 55:14 139:3,13 144:20 148:13 150:6 158:21 159:1 <b>examples</b> 32:12 57:2 81:2 83:7</p>	<p>132:8 <b>Excellent</b> 13:8 <b>exchange</b> 56:3 <b>excuse</b> 15:10 <b>existing</b> 131:3 <b>expect</b> 16:1 32:5,10 70:15 78:5 138:21 <b>expectation</b> 73:21 93:1 130:4 131:23 133:18 150:21 <b>expected</b> 52:4,7 149:24 153:24 <b>expecting</b> 142:16 <b>experience</b> 11:25 26:23 27:2 28:2 30:20 51:12 65:2 66:11,14,16 69:2 69:8 80:4 83:1,10 84:1 85:7,8 95:18 128:8 135:19 141:4 142:14 156:9 <b>experienced</b> 68:24 83:10 144:22 <b>experiences</b> 44:1 119:17 155:12,14 <b>expertise</b> 123:17 129:21,23 149:18 <b>explain</b> 31:18 76:21 121:17 122:9 128:6 <b>explained</b> 13:15 47:1 54:20 73:5 102:25 <b>explaining</b> 59:6 <b>explanation</b> 48:13 57:20 <b>explore</b> 48:8 <b>explored</b> 48:20 149:4 <b>exploring</b> 24:22 146:5 <b>express</b> 56:24 73:7 <b>extending</b> 138:12 138:15</p>	<p><b>extent</b> 26:20 80:2 96:14 117:5 <b>external</b> 82:5 129:21,23 130:21 139:22 141:18 151:1,5,18,21 <b>externally</b> 151:8,13 <b>extra</b> 156:13 <b>extract</b> 97:23 <b>extreme</b> 27:15 <b>extremely</b> 44:12 55:6 104:5 106:16 <b>eyesight</b> 126:15</p> <hr/> <p style="text-align: center;"><b>F</b></p> <hr/> <p><b>F</b> 4:25 <b>F20</b> 2:18 3:1 5:1,20 5:22 8:5,11,24,25 9:4 <b>F20's</b> 6:2,24 <b>F29</b> 46:5,8 <b>F29's</b> 47:11 <b>F30</b> 4:24 5:1 8:23 <b>F36</b> 31:5,17 33:8,10 33:19 36:23 37:20 <b>F36's</b> 33:6 41:23 <b>F71</b> 50:3,21 52:22 53:4,10 54:15 55:6 57:11 59:10 60:2,17 61:10 62:8 65:12 66:25 67:5 87:20,25 89:8,9,19,20 90:12,15 94:3,14 94:25 96:9,19,23 98:4 99:9,21 100:19 101:15,17 102:10,16,19 103:15 104:3 105:15 107:2 110:10 115:8,20 116:24 117:19 <b>F71's</b> 55:4 58:11 88:8 94:13 98:10 103:1</p>	<p><b>face</b> 55:23 94:5 <b>face-to-face</b> 9:11 <b>faced</b> 119:4 <b>facilitate</b> 72:12 82:13 <b>facing</b> 109:7 <b>fact</b> 18:15 28:18 31:25 66:25 73:6 74:7 75:7 96:6 98:9 113:3,10 133:1 <b>factor</b> 109:17 <b>facts</b> 31:1 45:22 87:24 <b>factual</b> 2:14 50:2 <b>fail</b> 153:17 <b>fair</b> 5:14,15 40:16 46:11 65:13 106:11 120:3 <b>fairly</b> 56:18 100:22 <b>fairness</b> 97:13 <b>faith</b> 43:25 156:14 <b>falls</b> 70:12 130:10 <b>false</b> 120:17,24 <b>familiar</b> 27:9,20 57:7 <b>families</b> 105:8 <b>family</b> 4:18 5:12,20 5:24 6:20 7:2,6,7 8:1,3,4,8,23 9:1 9:14 14:7,20 18:16 <b>far</b> 85:17 95:14,16 116:12,23 119:15 119:24,25 122:19 151:5,21 155:23 <b>father</b> 7:17 9:8 <b>fault</b> 5:3 8:25 17:16 120:22 <b>favour</b> 153:12 <b>fear</b> 107:7,10 117:9 <b>fears</b> 107:14 <b>features</b> 46:12 <b>February</b> 8:22 60:1 60:20,25 61:2,4</p>
--	--	--	---	---

61:25 102:5 111:3 111:10,11 112:7 112:11 118:10 <b>feed</b> 42:3 120:16 <b>feedback</b> 57:4 <b>feel</b> 18:3 66:5 80:11 80:13,15,16 81:3 81:4,5,10 82:3 91:13 96:3,17 105:17 108:4 121:14,16 126:10 145:24 <b>feeling</b> 89:23 95:7 <b>feels</b> 82:2 <b>feet</b> 41:5 56:21 <b>fellowship</b> 75:15 <b>felt</b> 9:10 15:8 30:8 40:5 52:2,5 54:4 57:1 58:17 61:16 62:8 63:12,14 73:3,24 74:25 75:1 90:20 92:20 93:13 94:24 95:17 96:12 97:7 104:2 105:11,20 133:2 133:13 140:4 142:17 <b>Ferguson</b> 91:11 99:21 102:13 <b>Ferguson's</b> 92:10 92:12 97:24 <b>fibre</b> 114:17 <b>figure</b> 71:14 <b>figures</b> 156:24 <b>file</b> 46:9,14 47:20 48:3,14,19 49:15 49:17 <b>files</b> 49:6 <b>fill</b> 15:3 85:14,15 <b>filled</b> 11:17 <b>final</b> 19:17 79:17 114:19 125:22 149:13 160:15 <b>finally</b> 29:16 43:5 59:15 121:1,21	159:11 <b>financial</b> 137:10 <b>financially</b> 84:22 <b>find</b> 12:25 24:25 37:12 38:8,10 41:4 76:14 85:15 88:8 90:15 102:16 150:16 156:11 <b>finding</b> 28:4,18 56:20 <b>findings</b> 29:4 134:2 <b>finds</b> 107:14 <b>fine</b> 129:14 <b>finish</b> 16:9 66:23 <b>finished</b> 9:18 <b>firm</b> 65:17,23 98:2 <b>firmer</b> 66:7 <b>first</b> 1:7 2:9 3:5,7 5:19 12:5 16:9,17 21:18 22:9 43:8 56:13 97:1 98:19 102:5 103:9,10 107:6 116:11,16 122:3 131:3 132:11 133:9 136:23 139:10 140:18 142:15 146:11 153:11 158:25 160:1 <b>firstly</b> 126:9 127:8 146:20 150:13 151:10 <b>fit</b> 6:14 147:17 159:5 <b>five</b> 20:21 86:3 151:20 158:4,17 <b>fix</b> 158:23 <b>flag</b> 45:9 <b>flow</b> 152:17 <b>flower</b> 137:16 <b>focus</b> 36:4,5 134:16 <b>focusing</b> 131:15 <b>follow</b> 67:9 72:11 100:17 112:24 123:20,24 143:16	<b>follow-up</b> 98:1 <b>followed</b> 39:12 65:22 97:9 100:13 <b>following</b> 43:2 59:22 65:20 116:16 148:10 149:12 153:25 155:1 <b>follows</b> 113:16 <b>forget</b> 27:21 147:13 <b>forgive</b> 94:25 95:2 95:4 <b>forgiveness</b> 94:20 94:21 95:4,12 <b>form</b> 47:13,14,24 53:3,5,7,17,21 54:1 64:9 75:11 77:7,7 103:12,24 106:8,16 107:1 110:8 118:21 <b>formal</b> 38:14 70:17 71:13 95:23 <b>formally</b> 32:15 <b>format</b> 40:15 132:15 139:21 <b>former</b> 160:2 <b>forming</b> 58:13 74:20 <b>forms</b> 11:17 139:10 <b>formula</b> 85:3,3 <b>formulated</b> 52:6 <b>forums</b> 25:21 <b>forward</b> 23:8 25:6 29:8 32:1 45:19 50:20 57:9 67:25 70:20 71:23 73:8 80:6 89:18 93:6 101:16 127:24 137:21 138:2 139:2,5 143:15 145:21 155:7 <b>forwarding</b> 39:1 <b>found</b> 18:25 32:4 38:10 48:22 64:5 66:25 88:18 93:15	119:2 121:2,5 123:14,18 152:14 <b>foundation</b> 24:13 <b>four</b> 42:1 54:1 76:22 109:23 110:7 131:23 <b>Frank</b> 157:24,25 159:10 <b>free</b> 96:17 126:10 <b>Freehills</b> 127:6 <b>freewill</b> 24:4 <b>Friday</b> 3:20 <b>friendship</b> 19:1 <b>frightened</b> 20:6 122:10 <b>front</b> 2:2 30:20 33:25 35:15 110:4 126:12 134:7 <b>front-line</b> 128:15 <b>frozen</b> 12:13 <b>fulfilled</b> 27:8 <b>full</b> 51:12 54:8 88:13,15 96:14 106:18 110:7 118:19 159:25 <b>full-time</b> 22:12,12 156:15,16 <b>fully</b> 69:4 130:13 <b>fund</b> 23:24 <b>fundamental</b> 42:5 44:8,9 137:4 143:9 145:6 153:23 <b>fundamentally</b> 135:23 156:19 <b>funded</b> 149:22 <b>funding</b> 22:17 85:3 85:10,14 149:15 <b>further</b> 4:21 33:8 46:3 47:10 48:5,6 48:8,22 50:11,14 50:16 57:19 60:22 60:23 61:1 62:16 64:18 96:9 97:16 113:7,14 125:18	129:12 139:16 157:1 159:17 <b>future</b> 138:24 151:4,5 <hr/> <b>G</b> <hr/> <b>gained</b> 128:12 <b>gap</b> 32:18 84:24 85:15,15 104:18 104:20 105:12 122:21 <b>gaps</b> 23:14 37:16 <b>gather</b> 40:3 <b>gathered</b> 118:14 <b>gathering</b> 37:12 <b>general</b> 100:22 131:8 148:4 <b>generally</b> 45:5 69:8 144:22 147:8 151:8 156:3,10 <b>genitals</b> 90:16 <b>gentleman</b> 120:12 <b>getting</b> 9:5 41:22 64:10 72:2 88:16 93:18 94:22 95:7 95:11 102:11 107:4 117:10 144:16 150:4 159:7 <b>girl</b> 31:9 <b>give</b> 2:8 11:22 19:15 49:24 75:12 79:1 87:4 132:8 146:1 160:7 <b>given</b> 34:4 48:13 59:9 62:24 63:25 81:18 90:23 93:9 93:20 94:7 96:12 97:7,9,12 103:7 119:11 124:13 146:8 147:14 156:4,5 <b>giving</b> 1:9 86:12,18 <b>glasses</b> 129:13 <b>Gloucester</b> 160:10
---	--	--	--	--

<b>go</b> 2:5 4:6 8:19 9:9 10:20 13:4 14:12 18:22 23:8 25:21 30:1,6 35:6 41:12 54:12,15 56:14 60:19 64:20 67:21 71:15 76:6 81:10 81:13 82:6 90:12 91:14,23 92:1,4 92:23 93:2,20 94:12,24 96:12,13 96:17 97:8,8,14 98:17 104:1 105:9 106:23 108:2 115:22 116:8 124:1 136:22 154:17 158:24 <b>goal</b> 108:24 <b>goes</b> 26:15 92:22 124:7 127:22 152:1 <b>going</b> 10:7 12:18 13:8 14:7 18:18 18:20 21:17,20 23:19,24 30:22 33:2 37:23 39:21 49:24 54:17 61:21 63:18,22 64:3 67:21 70:20 71:23 74:21 78:23 82:4 89:3 92:9 93:6 94:13 96:7,11 97:10,11 101:15 105:23 107:24 108:8 111:1 114:25 120:16,19 122:13 128:2 134:24 135:1 139:5,5 143:9 149:10,19,21 150:14 158:2 159:6 <b>good</b> 1:5 25:24 26:1 27:4 30:13 73:1 79:4,7 83:20,23	100:17 126:4,8 129:16 133:14,15 141:6 143:2,5 147:17 155:14 156:21 157:15 158:18 159:4,24 <b>governance</b> 128:23 129:1 140:3 <b>grant</b> 48:12 <b>granted</b> 46:6 47:6 <b>grasp</b> 133:14,15 <b>grasped</b> 145:3 <b>grateful</b> 17:7 <b>great</b> 152:16 154:14,20 <b>greater</b> 131:20 147:9,18 <b>greatest</b> 119:4 <b>green</b> 16:16,18 <b>greet</b> 75:9 <b>groom</b> 74:21 <b>grooming</b> 2:24 3:11 <b>ground</b> 121:6 <b>grounds</b> 57:1 71:19 71:21 <b>group</b> 35:24 36:11 36:15,21 38:25 39:16,17,20 40:8 40:12,13,19 41:16 50:8 65:5 75:4 88:5,7 101:23 105:8 116:3,5 130:16,18,21 132:14 134:20 136:15 138:10,17 138:22,25 139:15 140:12 155:10 <b>groups</b> 133:20 <b>grow</b> 51:14 <b>guidance</b> 26:7 34:13,16,17 36:3 52:10,25 59:7 60:14 61:5 64:15 64:22 67:10 70:6 72:8,9 76:25 77:3	77:5,8,9 78:10,11 78:16 100:16,17 100:23 102:1,22 113:19,20 129:5 <b>guide</b> 134:13 <b>guilty</b> 15:8 <b>guy</b> 105:18 120:15 <hr/> <b>H</b> <b>half</b> 132:1,3,4 144:15 <b>half-an-hour</b> 139:12 <b>halfway</b> 33:21 <b>Hancock</b> 20:8 <b>hand</b> 12:17 19:8 37:18 <b>handle</b> 92:19 95:21 <b>handled</b> 13:18 15:1 67:20 <b>hands</b> 11:10 126:20 <b>hands-on</b> 12:2 <b>happen</b> 9:3 58:21 109:20 117:2,12 117:13 122:13 133:14,16 134:17 143:2 144:13 148:13 149:10 151:4,4 155:4 <b>happened</b> 3:25 6:19 8:10 11:16 31:10 46:11 73:10 106:5 112:23 119:21,22 124:20 124:25 125:4 <b>happening</b> 7:18 28:16 83:24 115:24 118:5 121:19 131:14 153:5 154:22 <b>happens</b> 25:3 82:11 113:20 144:14 147:10 <b>happy</b> 8:14,18,20 135:6 155:16	<b>hard</b> 27:5 109:6 115:4 123:14,18 156:11 <b>Hardman</b> 160:16 <b>harm</b> 27:16,21 60:11,23 74:4,4 74:21 82:4 153:6 153:11 <b>harm's</b> 104:21 <b>harmed</b> 153:8 155:22 <b>hats</b> 119:20,20 <b>head</b> 15:24 115:24 143:18 144:16 147:12 160:2 <b>heads</b> 44:3 140:18 <b>headstrong</b> 90:13 <b>health</b> 16:20 46:3 <b>hear</b> 49:25 51:4 126:5 136:16 138:24 <b>heard</b> 9:20 14:18 26:19 31:2 42:2 75:23 79:19 99:7 101:25 103:9,10 104:10 108:5 116:18 121:14,16 122:3 144:25 158:1,2 <b>hearing</b> 1:6,19 31:20 33:12 135:2 161:1 <b>heart</b> 146:24 <b>held</b> 10:11 45:23 47:21 48:3 49:19 50:6 88:3 89:19 111:15,20 144:13 <b>help</b> 2:5 10:1 16:15 18:25 19:2 64:19 95:21 <b>helpful</b> 95:13,14 <b>helps</b> 11:4 100:21 <b>Henry</b> 5:9,17 12:9 12:19 32:25 43:6 48:10 51:15 54:18	61:5 63:5 70:22 76:15,18,22 90:7 97:24 99:17 103:19 112:9 118:24 129:5,8 <b>Henry's</b> 12:13 <b>Herbert</b> 127:5 <b>hesitancy</b> 103:1 <b>high</b> 16:12 65:4,4 74:4,5,9,12 158:19 <b>high-profile</b> 156:24 <b>highlight</b> 15:14 <b>highlighted</b> 37:2 74:18 137:2 <b>highlights</b> 13:16 <b>hindsight</b> 95:11,14 97:4 119:10 <b>historic</b> 89:8,25 90:1 120:12 <b>history</b> 103:10 125:15 <b>hitch</b> 12:13 <b>hoc</b> 24:7 <b>hold</b> 32:10 92:16 92:17 93:22 140:7 <b>holder</b> 146:4 <b>holders</b> 129:7 <b>holding</b> 147:21 <b>holiday</b> 116:20 <b>holidays</b> 29:15 <b>Holtam</b> 134:8 <b>home</b> 14:12 107:8 107:10 <b>honest</b> 55:24 76:3 <b>hope</b> 121:5 158:20 <b>hopefully</b> 16:18 29:14 123:1 153:5 <b>host</b> 95:8 <b>hosted</b> 43:24 <b>hostile</b> 98:23 99:1,2 <b>hosting</b> 43:17 <b>hour</b> 80:13 132:1,3 138:19 <b>hours</b> 4:13 30:20
---	---	--	--	---

<p>132:1,4  <b>house</b> 6:17 50:8          64:14 88:5,7          101:23 105:8          133:8,11 160:5  <b>Housekeeping</b>          159:23 162:2  <b>huge</b> 21:22</p> <hr/> <p style="text-align: center;"><b>I</b></p> <p><b>idea</b> 141:6 146:21          153:13 158:5  <b>ideal</b> 24:2  <b>identification</b> 1:10          11:23 79:5 86:14          120:20  <b>identified</b> 23:16          43:7 46:20 47:21          48:7 75:5 127:7          127:16 129:15          134:18 146:21          149:14  <b>identifies</b> 46:17          72:9 129:9  <b>identify</b> 17:6 24:7          26:2 59:3,4 74:22          76:6 79:10 126:23          127:5,20 135:5  <b>identifying</b> 47:5          56:21 78:15  <b>Iles</b> 135:2  <b>ill</b> 3:22 15:5  <b>imagining</b> 137:14  <b>immediate</b> 82:4          114:9 115:14  <b>immediately</b> 33:1          56:2 61:10 90:19          91:19 113:19  <b>impact</b> 27:22          154:24  <b>impacted</b> 44:2  <b>implemented</b> 84:19  <b>implementing</b>          143:12  <b>implications</b> 36:17</p>	<p>42:16 54:23  <b>important</b> 11:1          12:1 27:6,24          35:16 42:3 46:12          47:2 54:5 136:13          143:1,7 157:18  <b>impressed</b> 141:1          143:3  <b>impression</b> 151:3  <b>improper</b> 137:12          137:12,14  <b>impropriety</b> 137:10  <b>improve</b> 152:17          158:11  <b>improved</b> 76:24  <b>improvement</b> 43:7          44:21  <b>in-depth</b> 131:16  <b>in-house</b> 55:4,9          104:3  <b>inadequate</b> 58:9  <b>inadvertently</b> 6:23  <b>inappropriate</b> 2:19          94:3 98:23 99:2,3  <b>include</b> 36:3 112:19  <b>included</b> 3:2 62:4          97:10  <b>includes</b> 132:1  <b>including</b> 40:12          88:4 140:13  <b>inconsistency</b>          149:14  <b>incorrect</b> 114:12  <b>increase</b> 22:20          23:12  <b>increased</b> 132:2  <b>increases</b> 37:15  <b>increasing</b> 25:12  <b>incredibly</b> 93:21  <b>incumbent</b> 27:2          28:14 33:4 39:11          39:13 49:24 50:11          50:25 51:4 54:16          54:20,22 55:12,20          56:2,9 57:13,19</p>	<p>58:10,14 59:2,16          60:2,17 61:2,16          62:7,21 63:1,8,19          64:2,16 66:24          68:25 69:15 70:2          70:11 74:25 75:20  <b>incumbent's</b> 62:2          65:1  <b>incumbents</b> 28:2          69:3  <b>indecent</b> 50:4 54:1          88:1,22,25  <b>independence</b>          79:19 80:3 81:6,9  <b>independent</b> 38:12          38:20 41:17 42:20          72:9,12,17 81:1          81:13 82:9,10,13          82:14,19 84:14          127:9 129:3 130:5          140:6,21 142:20          148:16 149:1          157:7,12,20  <b>independently</b>          80:25  <b>indicate</b> 60:4 91:3  <b>indicated</b> 37:1          50:16 53:8,24          62:13 71:5 138:21  <b>indication</b> 17:7          48:4  <b>individual</b> 29:6,6          32:13 33:3 34:1,3          39:25 40:5 47:4          52:3 54:9,12,23          55:13,18 57:17          58:24 59:6 61:6          61:10 63:2,15,23          67:13 70:25 71:3          71:23 72:19 73:5          73:11,25 74:3,18          87:19 90:10 94:1          96:19,21,23          143:24,25 146:8          148:25 159:14</p>	<p><b>individual's</b> 68:12          82:3  <b>individuals</b> 75:6,17          81:25 127:17,18          127:21 140:20          153:17  <b>individuals'</b> 78:5  <b>induction</b> 141:4  <b>Inevitably</b> 157:10  <b>infer</b> 39:4  <b>influence</b> 144:12  <b>inform</b> 10:13 101:4  <b>informal</b> 38:15,17          58:11 70:12,17          71:13 154:13  <b>informally</b> 14:12          15:23 55:20  <b>information</b> 9:20          11:22 16:2 18:11          23:6 26:6 32:9          33:8 36:22,25          37:5,9,10,13,16          37:21 38:15 40:3          40:23 41:11,14          42:7,9,11 43:10          44:19 47:21 48:3          49:18,18 50:1,15          53:24 54:3 57:21          60:10,13 67:17          68:13 72:15,23,25          89:22 90:23 92:8          92:21 96:8 106:4          110:3 111:6          118:14,23 125:11          134:17 135:2          150:23 152:17  <b>informed</b> 4:3 115:8  <b>informs</b> 42:23  <b>initial</b> 3:10 12:22          13:10  <b>initially</b> 102:11          121:15  <b>input</b> 25:3  <b>inquiry</b> 1:21 18:9          21:9 86:21 121:23</p>	<p>137:1 160:4  <b>insist</b> 118:18  <b>insisted</b> 118:17  <b>instance</b> 37:7 41:8          57:5  <b>instances</b> 46:25  <b>instinct</b> 56:13  <b>interest</b> 28:12          154:14,20  <b>interesting</b> 140:23  <b>interests</b> 117:2          137:25  <b>interim</b> 58:7 59:12  <b>internal</b> 13:4          151:11  <b>internally</b> 151:7  <b>interpret</b> 77:9  <b>interpretation</b>          34:25  <b>interpreted</b> 34:18  <b>interrogate</b> 139:1  <b>intervening</b> 60:8          101:17  <b>intervention</b> 69:19  <b>interview</b> 3:14          103:15 106:18,22          108:16 110:3          112:2 114:22          118:20 122:6,24          146:17  <b>interviewed</b> 32:16          115:17  <b>invest</b> 23:13 156:21  <b>investigate</b> 97:11  <b>investigated</b> 46:1          48:4  <b>investigation</b> 32:8          46:5 48:22 93:3          138:4  <b>investment</b> 23:14          23:15  <b>invite</b> 25:22  <b>invited</b> 44:3 132:19  <b>involved</b> 3:1 13:20          14:1 31:4 32:22</p>
--	---	--	--	--

<p>44:10 47:17 51:20 62:19 64:1,1,10 80:7 99:10 107:11 113:22 116:25 133:20 140:9 141:1 143:3 152:12 154:25 155:3 156:1 <b>involvement</b> 52:14 121:21 156:9 <b>involving</b> 64:12 135:25 <b>isolated</b> 80:16,24 95:18 142:21 <b>isolating</b> 80:11 <b>issue</b> 7:12 11:16 12:19 18:22 47:11 57:20 85:17 125:3 131:16 135:22 136:6,23 137:1,4 144:9,10 145:3 148:10 150:13,14 150:17,18 155:9 155:23 157:25 159:1 <b>issued</b> 46:20 <b>issues</b> 19:19 22:2 28:19 79:17 82:22 134:19,22 135:9 135:24 136:5,11 136:13,21 137:3,8 137:23 138:4,6,9 138:16,16,23 139:7,13,14 141:24 142:15 144:10 146:6,13 147:7 148:25 149:8 150:12 158:14 <b>italics</b> 99:19 <b>item</b> 16:21</p> <hr/> <p style="text-align: center;"><b>J</b></p> <hr/> <p><b>January</b> 58:1 59:14 109:18 110:5</p>	<p><b>Jesus</b> 51:14 <b>job</b> 10:10 11:14 27:10 108:1,2,7 108:10,12 <b>jobs</b> 11:9 <b>joined</b> 52:15 <b>joint</b> 71:25 <b>jotted</b> 99:21 <b>journey</b> 63:13 <b>Julie</b> 21:1,3 99:8 100:15 101:25 102:5,25 103:11 103:22 104:15 105:19 106:13 107:12,20 109:14 109:20 110:20 112:12 114:5,7,21 115:12 116:15,19 117:9 118:11 119:23 120:3 121:12 122:22 161:11 <b>July</b> 1:1 161:2 <b>jump</b> 101:15 <b>jumping</b> 61:20 <b>June</b> 1:21 2:16 9:7 53:10,15 66:23 86:22 116:19 140:19 160:19 <b>justice</b> 66:18 138:20 <b>justifiable</b> 71:21</p> <hr/> <p style="text-align: center;"><b>K</b></p> <hr/> <p><b>keen</b> 72:19 <b>keep</b> 18:6,10 20:3 58:20 87:5 93:25 104:21 108:9,11 109:7 <b>keeping</b> 10:4 26:15 59:7 145:15 <b>Kendall</b> 59:19 <b>kept</b> 4:14,18,20 116:3 123:1 <b>key</b> 5:19 29:3 44:3</p>	<p>129:6 158:20 <b>kind</b> 36:16 148:14 151:15 <b>kitchen</b> 105:9 <b>knew</b> 4:11 7:17 47:6 71:22 90:9 93:25 103:10 113:13 114:14 125:14,15,15 141:2 <b>know</b> 2:6,13 12:16 18:19 20:1 22:7 22:23 23:1,4,5 25:25 30:18 39:19 66:1 67:5 75:8 76:10 84:9 88:23 88:25 90:5 91:22 92:19 95:20 96:10 96:14 97:20 100:23 101:25 106:3,5 107:24 111:18 112:3,8 113:22 119:23,23 121:6,12 122:4,5 122:8,13,14,24 125:6 127:19 137:16 141:12,15 144:5 151:14 152:12 153:23 154:18 <b>knowing</b> 91:21 <b>knowledge</b> 1:25 16:4 21:14 37:18 53:19 54:11 79:8 81:7 87:2 91:20 98:9 127:1 150:20 <b>known</b> 67:12 91:3 105:17 119:16 128:21 <b>knows</b> 116:1 137:17</p> <hr/> <p style="text-align: center;"><b>L</b></p> <hr/> <p><b>lack</b> 13:12 14:6 57:6,6 138:13</p>	<p><b>LADO</b> 32:11 <b>Lake</b> 160:10 <b>laminated</b> 19:21 <b>language</b> 27:20 66:19 <b>large</b> 158:6 <b>largely</b> 6:8 7:4,6,14 128:23 141:20 <b>larger</b> 149:21 <b>late</b> 128:10 153:8 <b>lateness</b> 113:3 <b>lawyers</b> 133:11,11 <b>lay</b> 24:20 34:23 107:2 <b>lead</b> 45:4 120:19 130:9 147:4 160:11 <b>leadership</b> 24:13 24:19,19 75:2 81:4,5 <b>leading</b> 50:8 88:5 <b>leads</b> 11:23 <b>learn</b> 94:21 95:2,3 121:23 <b>learned</b> 95:4 99:3 100:11 <b>learning</b> 68:5 145:1 <b>leave</b> 12:18 82:4 113:8 115:25 116:6 119:18 <b>leaves</b> 34:17 <b>leaving</b> 9:7 113:11 116:7 131:4 <b>led</b> 9:13 88:7 101:22 <b>Leeds</b> 67:24 <b>left</b> 8:16 63:17 66:25 84:23 106:1 114:10,14,24 115:20 116:22 127:18 128:17 <b>legal</b> 133:6,7 160:3 160:5 <b>lengthened</b> 131:25 <b>lengthy</b> 18:13</p>	<p><b>lessons</b> 121:22 <b>let's</b> 10:12 11:22 12:7 99:17 147:13 <b>letter</b> 9:4 32:16 46:17 47:8 59:1,5 107:7 127:5 <b>level</b> 22:3 28:1,7 68:24 71:17 79:23 83:14 84:20 85:14 121:24 132:25 141:8 154:7 158:19 159:9 <b>levelled</b> 124:12 <b>liaised</b> 72:22 <b>library</b> 107:13 <b>life</b> 9:19 44:2,11 51:12 94:13 98:5 119:17 <b>light</b> 16:14 31:12 39:10 118:14 <b>lights</b> 16:16,16,16 <b>liked</b> 66:7,8 <b>likened</b> 107:12 <b>Likewise</b> 40:22 <b>limit</b> 33:10 75:13 76:9 138:14,15 <b>limitation</b> 78:7 138:13 <b>limited</b> 24:4 57:7 <b>limiting</b> 58:11 <b>Lincoln</b> 85:7 134:8 <b>line</b> 1:9 30:5,10 41:15 66:9 77:22 79:25 86:14 91:18 141:22 143:18 146:2 156:17 <b>lines</b> 140:5 <b>link</b> 130:17 <b>Linked</b> 81:18 <b>links</b> 143:5,7 152:7 152:15 <b>list</b> 5:13 82:22 134:19,22,25,25 135:1,5,8 138:9 <b>listen</b> 20:3,4</p>
--	---	--	---	---

<p><b>listened</b> 3:8 81:3,11  <b>little</b> 4:7 5:11 10:12                  12:7 15:8 19:25                  20:2,20 21:19                  24:2,14 28:2                  35:18 42:20 55:25                  58:18 66:2 86:2                  115:15 119:8                  145:24  <b>live</b> 26:16 32:7,8                  154:24  <b>lives</b> 107:18  <b>local</b> 4:3,23 34:24                  43:14 80:7,18                  135:20 150:2                  151:17,24,25                  152:1,6,7,9,13,18  <b>locally</b> 34:18 44:18                  77:2,8 78:19  <b>locate</b> 49:12  <b>log</b> 45:8  <b>London</b> 85:5                  142:24  <b>long</b> 15:6,9 57:25                  87:13 101:6                  111:20 116:13,23                  134:19,22 142:24  <b>longer</b> 42:20 63:3                  114:3 136:2                  145:11,21  <b>longwinded</b> 30:18  <b>look</b> 2:10 5:16 12:7                  14:3 16:14 23:2,8                  23:23 26:8 29:5                  33:20 34:1 35:9                  35:10 48:10 51:8                  61:24 65:19 66:13                  84:1,13 90:6                  96:25 97:23 98:16                  99:19 103:18                  111:6,11 114:4                  115:1 117:21                  122:15,25 131:11                  133:2 144:11                  148:23 151:9</p>	<p>157:20 159:4  <b>looked</b> 3:9 47:22,25                  49:17,20 55:10                  82:22 99:18                  104:23 131:2                  132:12 133:3                  135:22 136:7,21                  140:1 151:15                  157:12,22  <b>looking</b> 10:3 11:3                  15:16,17 23:21                  25:15 31:10 34:14                  34:19 43:8 47:5                  48:19,19 52:8                  63:5 70:1 77:23                  83:16 97:25                  100:16 118:11                  124:15 131:13                  137:23 138:23                  139:7  <b>looks</b> 23:19 122:6                  122:14 146:9  <b>loophole</b> 32:21  <b>loss</b> 98:13  <b>lot</b> 79:19 95:20                  99:3 119:17                  136:16,20 141:7                  144:11,12 145:21                  146:7 154:2,9,25                  155:10,16,21                  156:24 158:10,17                  158:18  <b>loud</b> 87:5  <b>love</b> 19:20  <b>low</b> 43:2  <b>lunch</b> 86:2 99:7                  101:2,5,15 104:23                  132:2 139:12</p> <hr/> <p style="text-align: center;"><b>M</b></p> <hr/> <p><b>MA</b> 128:13  <b>makers</b> 137:20  <b>making</b> 17:16,22                  25:9 63:16 71:25                  75:25 81:20,24</p>	<p>109:5 113:12                  134:23 139:7                  140:9 142:10,25                  159:4,13  <b>manage</b> 9:25 19:19                  55:9 58:7,11 67:6                  69:8 73:15 74:9                  74:12,17 76:8                  79:10 149:16  <b>managed</b> 3:21 9:22                  29:22 55:4,19                  79:23,25 80:16,25                  104:3,20 105:2,4                  120:6  <b>management</b> 12:3                  45:8 46:24 51:25                  57:1 65:6 76:18                  78:3,13,20 79:6                  101:14 117:18                  128:23 141:22                  146:3 155:5  <b>manager</b> 91:18  <b>managers</b> 38:21  <b>manages</b> 12:19                  30:5  <b>managing</b> 44:8,17                  67:10 68:25 119:5                  119:12 121:24  <b>manoeuvre</b> 113:25  <b>March</b> 61:21 63:1                  63:5 114:6  <b>Marshall</b> 120:14,21  <b>match</b> 38:7  <b>matter</b> 10:2 11:10                  13:13 17:8 26:16                  30:8 31:11,23                  32:3,7,14,20                  36:25 39:21,23                  41:4 46:19 48:20                  62:5 66:21 94:5                  112:20 113:8,11                  115:5 117:18                  121:2 139:17  <b>matters</b> 13:21                  14:20 17:18 30:2</p>	<p>40:1 48:8 160:12  <b>McCaffrey</b> 159:22                  159:24 160:24  <b>McNeill</b> 1:6,7,14,15                  20:14,20 21:1,4,5                  45:12,15,19 84:3                  85:19,25 86:6,11                  86:17,18 100:25                  101:4,12 123:3                  125:19 161:9,13                  161:17  <b>mean</b> 18:8 35:7                  63:19 100:22                  117:25 135:12                  137:17 142:2,23                  143:23 147:20                  150:12  <b>means</b> 18:18 44:16                  81:15 154:9                  156:21  <b>meant</b> 53:1 95:1  <b>measure</b> 64:21                  114:16 133:4,12                  133:25 134:10,18                  134:20 136:2,3                  137:6 139:4                  158:22 159:2  <b>Measures</b> 112:20                  143:25  <b>mechanism</b> 39:5                  149:7  <b>meet</b> 3:16 10:20                  24:5 25:23 34:25                  40:5,9 43:14                  50:25 51:5 54:12                  54:15 72:17 89:7                  89:15 131:22,24                  150:6,9 154:25  <b>meeting</b> 3:8 4:24                  5:11,18,25 8:23                  9:3 45:11 59:25                  60:1,19,25 61:18                  61:19 62:16,25                  63:5,7,8,16,17                  64:2,17 65:25</p>	<p>72:20 92:1,6,16                  92:18,19,25 93:18                  93:22 94:6,8,10                  95:7 98:1 109:15                  109:17,19 110:23                  111:10,14,15,18                  111:20,24 112:8                  113:4 114:5,10,14                  114:19,20,24                  115:11,12,18                  116:17,18 117:12                  117:15 118:7,7,10                  118:12 131:15                  132:3,11,17,19                  133:10,24 138:25                  139:11,18,20                  140:18,20  <b>meetings</b> 4:18                  11:18 131:25                  132:10 133:9                  139:10 143:4  <b>Meg</b> 82:20 125:22                  126:6 161:21  <b>member</b> 28:10                  42:17 50:2 52:22                  63:4 87:25 89:6                  89:10 101:17,19                  101:24 102:3                  111:8 112:14                  113:17 116:4                  122:8 123:13,16                  127:11 130:15                  131:4  <b>members</b> 51:13                  53:1 60:11 81:23                  102:7 113:1                  115:22 130:13,20                  130:22 132:20,22                  133:13,19 154:12                  154:15  <b>membership</b> 123:9                  127:15  <b>Memorandum</b>                  38:16 39:6  <b>memories</b> 107:9</p>
---	--	--	--	---

<p><b>memory</b> 2:6 126:10  <b>mental</b> 46:2  <b>mention</b> 7:12 159:1  <b>mentioned</b> 8:2 19:6  26:19 123:22  <b>message</b> 62:24  <b>messages</b> 2:19,22  4:15,16  <b>met</b> 5:5,16 6:17  14:11,14 33:1  38:20,23 46:8  54:5 56:11 96:5  105:19,20 141:3,5  154:2  <b>Methodist</b> 71:3,10  71:16 142:14  <b>mid-morning</b> 43:5  45:13  <b>middle</b> 76:20 106:1  <b>miles</b> 89:13  <b>mind</b> 8:19 35:21  36:14 38:12 41:7  59:7 63:25 79:2  93:25 94:4 95:9  119:22 123:15,25  <b>mindful</b> 27:12  <b>minds</b> 36:5  <b>minimum</b> 84:18  <b>minister</b> 19:12  <b>ministers</b> 24:20  <b>ministry</b> 19:12  <b>minor</b> 51:19 136:10  <b>minutes</b> 20:21  48:17 86:3 126:19  135:6 138:19,19  <b>misconduct</b> 69:25  <b>misread</b> 12:5  <b>misspoke</b> 6:25  <b>Mmm-hmm</b> 28:23  37:25 51:2 74:11  97:18 110:6,9  <b>mobile</b> 3:10  <b>model</b> 141:16,21,25  142:1,6 144:8  145:7,20,23 151:1</p>	<p>151:13,16  <b>models</b> 79:21 80:2  131:12  <b>modern</b> 70:16  <b>moment</b> 4:7 28:24  34:13 36:15 45:13  85:10 116:21  120:1 135:12  136:1  <b>Monday</b> 3:24  111:13  <b>money</b> 23:10 24:4  150:13  <b>monitor</b> 33:11  75:10  <b>monitored</b> 39:11  39:13  <b>month</b> 132:4  144:16  <b>monthly</b> 17:20  <b>months</b> 14:17 64:8  104:11 109:23  110:7 116:12  136:3 144:16  <b>morning</b> 1:5 3:25  100:15  <b>morning's</b> 86:13  <b>mother</b> 14:11 42:10  <b>motivation</b> 106:13  <b>motive</b> 108:15  <b>move</b> 7:16 25:6  29:14 36:21 45:19  70:20 79:16 99:6  116:9  <b>moved</b> 8:12 9:17  39:2 44:2 73:7  <b>movement</b> 75:10  <b>moving</b> 29:8 49:21  57:9 67:25  <b>MP</b> 128:19  <b>multi-agency</b> 43:10  <b>multiple</b> 84:17  <b>Munn</b> 82:20 125:22  126:5,6,8 128:6  147:23 148:3,10</p>	<p>156:25 161:21  <b>music</b> 55:14 116:2  116:5  <b>mutually</b> 76:14</p> <hr/> <p style="text-align: center;">N</p> <hr/> <p><b>N</b> 161:5  <b>name</b> 120:18  <b>named</b> 89:5  <b>national</b> 72:9,16,16  77:17 79:23,25  82:15,16 85:14  127:10,15 129:3,8  129:14 130:16,17  130:18,21,25  131:22 132:13,21  132:22 134:1  138:8 139:15  140:12 141:19,21  143:7 144:1 145:5  149:3,23 150:6,21  155:18  <b>nationally</b> 84:18,21  85:3 143:6  <b>nature</b> 2:23 18:9  27:16 33:9 36:23  46:1 56:1 64:24  82:21 90:3,4  112:3 154:8  156:14  <b>near</b> 105:5 154:24  <b>necessarily</b> 15:13  35:25 37:23 56:23  83:14 120:5  147:20 153:14  <b>necessary</b> 4:9 39:18  53:23 57:12 58:16  68:7 70:19 104:9  107:24,25 108:22  109:1  <b>need</b> 5:23 7:19  12:14 17:10 19:1  23:23 24:5,7  27:11 28:9,15  37:6 41:20 43:22</p>	<p>43:23 45:11 46:8  70:23 76:2 79:11  80:7,18,25 81:15  85:15 86:1 100:2  102:16,19 105:16  106:2,24 108:9,10  111:18 114:21  115:17,18 120:24  122:21 123:25  125:20 126:19  127:19 131:18  136:9,21 138:2  140:7 143:17  146:7 148:21  158:25  <b>needed</b> 3:12 29:10  30:8 31:23 37:7,9  48:8 52:5,5,6,6  58:21 90:20 91:14  94:24 95:2 97:7  99:11 100:1  104:13 105:24  106:4 110:3  115:15 129:18  133:8 138:10  <b>needing</b> 105:21  142:16  <b>needs</b> 12:17 23:13  23:23 24:6 28:19  57:1 100:4 105:14  114:22 142:9  143:2 149:2,6,9  149:17 151:7  154:21 158:18  <b>negative</b> 14:5  <b>neither</b> 96:2  <b>nervous</b> 4:7  <b>network</b> 23:3 25:25  <b>networking</b> 26:10  60:9  <b>never</b> 7:11 9:3 17:1  17:25,25 32:15  61:13 96:5,11  97:1 98:18 104:10  105:4,6,19 107:14</p>	<p>109:24 124:6  133:21 144:18  <b>new</b> 41:2,22 46:18  47:4,22 48:2,8  52:17 56:20 65:15  78:16 82:18,19  92:17 104:14  111:6 119:23  132:15  <b>Newcastle</b> 160:17  <b>nice</b> 87:5  <b>Nicholas</b> 134:8  <b>night</b> 3:20 50:22  92:14  <b>nine</b> 14:16 64:8  116:12  <b>nod</b> 120:17  <b>noise</b> 17:22  <b>non-compliance</b>  112:19  <b>non-executive</b>  128:25  <b>non-governmental</b>  128:22  <b>non-negotiable</b>  65:19,21  <b>non-recent</b> 31:6,8  31:21 32:14 155:7  <b>nonchurch</b> 35:24  <b>noncompliance</b>  62:4  <b>norm</b> 153:2  <b>normal</b> 27:18 65:2  <b>normally</b> 136:4  <b>North</b> 38:23,24  43:15  <b>northern</b> 23:3  80:21  <b>note</b> 6:23 24:8 46:9  57:15 78:22 87:6  100:2  <b>notes</b> 4:17,19 14:16  34:20 42:22  113:10 126:11  <b>notice</b> 40:22</p>
---	--	---	--	---



<p><b>noticed</b> 146:21  <b>notified</b> 32:3,5  <b>notify</b> 61:2  <b>notion</b> 15:24  <b>November</b> 5:18            57:11,19  <b>nuance</b> 47:1  <b>number</b> 25:24 29:5            45:25 50:6 71:6            88:3 104:4 127:17            128:14 133:17,19            134:5 138:11            139:8 141:14,15            145:18 150:16,21            152:5 154:3  <b>numberings</b> 13:5  <b>numerous</b> 57:13</p> <hr/> <p style="text-align: center;"><b>O</b></p> <hr/> <p><b>O'Hara</b> 21:1,3            85:22 99:8 100:15            101:25 102:5,25            103:11 104:15            105:19 106:13            107:12,20 109:14            109:20 110:20            112:12 114:5,7,21            115:12 116:15,19            117:9 118:11            119:23 120:3            121:12 122:22            161:11  <b>O'Hara's</b> 103:22  <b>oath</b> 101:4 148:3  <b>obligations</b> 38:4  <b>obliged</b> 152:22  <b>observation</b> 15:14            33:22  <b>observations</b> 76:17            119:1 158:10  <b>observed</b> 48:11  <b>obstacle</b> 109:13  <b>obtaining</b> 57:21  <b>obviously</b> 20:20            29:16 31:24 42:23</p>	<p>77:22 82:19 95:6            127:3 129:16            131:18 134:5            138:9 139:6            141:14 142:2            145:20 151:2,23            155:17 156:17            159:7  <b>occasion</b> 57:14            104:21  <b>occurred</b> 97:1            115:8  <b>October</b> 57:10,10            57:17  <b>October/Novemb...</b>            107:21 108:21  <b>odd</b> 122:21  <b>offence</b> 92:3 96:10            102:2  <b>offences</b> 17:24            27:15,16 54:1,9            70:25 72:24 96:20  <b>offender</b> 120:15  <b>offending</b> 74:15            78:6 88:14,24            96:9  <b>offer</b> 7:19 15:6 24:4            68:21 79:14 82:12            82:15 84:13 85:1            92:25 95:23            114:19 115:16            129:21,23  <b>offered</b> 6:7,10 96:3            98:11 102:10            110:25  <b>office</b> 29:21,23            42:25 129:7 146:3            160:3  <b>officer</b> 3:22 6:3            10:2,14,25 11:7            11:20,21 14:22            16:15 17:3 27:1,7            28:8,10,15 34:12            34:17,19,21 35:5            35:22,23,24 36:5</p>	<p>36:10 37:1 40:6            40:19 41:12 68:11            72:10 75:21 84:1            91:1 135:3 145:10            145:12 156:7  <b>officers</b> 25:23            26:18 27:3,4,13            42:15 44:6 83:5,7            83:8,17 152:22  <b>officially</b> 34:4  <b>officialiate</b> 45:24 46:6            47:12 154:19  <b>oh</b> 6:9 155:2  <b>okay</b> 8:17 11:24            13:4 22:3,4,8            61:24 70:23 89:12            89:14 101:8 103:4            112:7 114:23            115:4 120:22            127:23 132:10            148:6  <b>old</b> 13:8  <b>Ombudsman</b> 82:14  <b>once</b> 38:9 44:14            117:11  <b>Ones</b> 17:10  <b>ongoing</b> 46:5            135:14  <b>online</b> 56:15 107:19  <b>onwards</b> 18:18            48:1  <b>open</b> 16:22 38:8,10            40:25 126:3  <b>operated</b> 132:10  <b>operates</b> 145:6  <b>operating</b> 132:6  <b>opinion</b> 48:21            109:2  <b>opportunities</b>            150:1 154:13  <b>opportunity</b> 1:23            25:25 26:1,9,10            82:5 86:25 95:25            96:2 98:14 126:24            136:22 140:23</p>	<p>141:8 148:23            154:11  <b>opposed</b> 7:15 8:11            80:1 136:10            145:17  <b>option</b> 40:25 70:17  <b>ordained</b> 34:23            87:8,16  <b>order</b> 1:10 2:13            12:15 43:21 72:12            77:16 78:20 79:9            80:25 103:15            105:24 120:25            122:22  <b>ordination</b> 159:3  <b>organisation</b> 3:2            88:17 142:20            151:19  <b>organisations</b>            140:6 151:8,24            152:2,8,10,11,18  <b>organised</b> 51:17            139:10 145:6  <b>orientation</b> 160:18  <b>original</b> 106:14            117:8,8 124:21  <b>ought</b> 136:6 145:2            151:10  <b>outcome</b> 33:11 61:3            135:16  <b>outcomes</b> 65:4,4  <b>outlined</b> 114:8  <b>outlining</b> 37:8  <b>outset</b> 4:19,20            52:13  <b>outside</b> 27:18 65:1            67:11 69:23 87:17            140:5 146:2  <b>overall</b> 22:20 28:25            68:6 141:22            149:16 158:15  <b>overcome</b> 121:25  <b>overlooked</b> 47:9  <b>overrides</b> 37:6  <b>oversight</b> 48:18</p>	<p>151:1,11,21  <b>overview</b> 149:13            151:3  <b>owned</b> 141:19</p> <hr/> <p style="text-align: center;"><b>P</b></p> <hr/> <p><b>package</b> 77:19  <b>page</b> 2:11 5:16,17            11:4,5 12:10,20            12:24 13:2,2,4,5            13:16 14:3 19:21            24:9 30:24 32:25            33:20 43:12 45:21            49:22 51:15 54:19            57:15 62:1 63:6            70:22 76:15 89:4            90:8 111:12 112:9            118:24  <b>pages</b> 43:6  <b>paid</b> 34:23 115:22  <b>painful</b> 121:2,3  <b>Palace</b> 29:25 30:13            42:1  <b>pancake</b> 105:7  <b>panel</b> 12:10 20:15            30:24 49:23 76:21            85:19 89:5 123:4            123:8 126:4            127:10,15,18            128:2 129:4,8,15            130:8,9,12,13,14            130:19 131:1,4,7            131:22 132:8,22            133:13,19 135:1,7            137:19 138:8,24            139:7 140:15,19            151:13,15 155:19            157:1,4,9,18,19            159:7,20,24            161:19,25  <b>Panel's</b> 130:17  <b>panels</b> 140:21            144:21  <b>paper</b> 13:8 115:5  <b>papers</b> 140:14</p>
--	---	--	---	--

<p><b>paperwork</b> 57:12 107:5</p> <p><b>paragraph</b> 2:5 5:8 5:10 13:6 14:4,16 22:16 24:8 25:15 31:10 32:24 33:1 33:21 43:9 48:11 49:2 52:8,8 54:18 55:22 57:15 61:5 61:24 63:6 89:2 90:6 92:11 97:25 103:20 104:6 112:10 114:4 115:3 119:3 120:2 121:1 127:9</p> <p><b>paragraphs</b> 11:5 15:17 43:12 76:16 76:22 127:13,16</p> <p><b>parameters</b> 35:8</p> <p><b>parent</b> 14:14</p> <p><b>parents</b> 7:4,6,15 107:8,18</p> <p><b>parish</b> 1:11,15 2:17 5:13 6:3 9:7,24 10:1,6,14,24,24 11:3,7,8,20 14:20 14:21 16:8,15 17:2,6,9,13 18:5 18:10 19:18,24 25:21,22 26:18,25 27:3,4,7,12 28:7,8 28:10,11,14,21 29:1 31:14 34:6,6 34:8 44:5,9 50:7 67:1,3 68:3,6,7,8 68:9,11,15,17,18 69:11 70:4 75:2 75:17,20,23 76:4 76:12 83:5,6,8,17 83:25 86:11,14 87:8,13,17 88:4,9 89:20 90:11 91:4 94:9 115:20 120:6 120:20 121:24 154:11</p>	<p><b>parishes</b> 25:18 26:20 27:7 29:2,7 68:22,23 76:5 83:12,16,18,24 84:10,20,25</p> <p><b>parishioner</b> 2:16 2:18 89:17,24 104:12,16 105:25 112:4 114:2 116:5</p> <p><b>parity</b> 85:4</p> <p><b>Parliament</b> 128:18 131:13</p> <p><b>Parliamentary</b> 132:6</p> <p><b>parliaments</b> 129:1</p> <p><b>parochial</b> 52:19,22 53:11 59:9,11 61:11 63:23 101:18 102:3,6 112:14,25 115:9</p> <p><b>part</b> 5:12 14:18 24:11 34:2 36:10 44:11,16 50:7 55:14 58:25 65:5 66:19,19 68:2,17 80:5 81:6 88:4,6 93:4 97:9 107:6 109:2 114:3 119:18 121:7,9 134:21 139:9,11 139:19 140:2 141:4 142:11,18 153:3</p> <p><b>part-time</b> 22:13,14</p> <p><b>particular</b> 8:20 9:9 10:6 15:7 19:23 21:23 23:3 25:1 25:13 29:10 30:23 54:8 57:5 69:12 73:25 74:19 81:19 128:7 138:8 147:19 149:2 152:2 155:6 156:12</p> <p><b>particularly</b> 9:8</p>	<p>27:13 66:17 76:5 78:10 82:18 88:19 91:16 95:13 120:4 122:23 133:19 136:24 138:5</p> <p><b>parties</b> 129:2 148:15 158:3</p> <p><b>partly</b> 94:4</p> <p><b>partners</b> 44:3,18 67:12 72:22,25</p> <p><b>partnership</b> 43:17</p> <p><b>partnerships</b> 38:22 43:15</p> <p><b>parts</b> 21:18 146:15</p> <p><b>party</b> 105:7 135:4</p> <p><b>Party's</b> 135:1</p> <p><b>pass</b> 3:12 20:2 159:21</p> <p><b>passed</b> 6:23 11:18 92:8 93:8 100:2 110:21</p> <p><b>passing</b> 100:12</p> <p><b>pastor</b> 51:18 117:21,24 119:18 119:20 121:13 122:16</p> <p><b>pastoral</b> 6:6,21 13:19 19:8,10 24:12 25:9 39:22 40:1 66:22 70:3 95:23 104:16 105:12,15 106:17 119:5,9,12 121:3 137:25</p> <p><b>patchy</b> 152:14</p> <p><b>Paul</b> 91:11 92:10 92:12 97:24 99:21 102:13</p> <p><b>pause</b> 2:12 54:17 60:4 120:16</p> <p><b>PCC</b> 16:20 53:1 60:10 61:6,18 63:3,3 101:24 102:9 111:8 113:4 113:18 114:3,9,20</p>	<p>118:13 123:9,13 123:16 124:1</p> <p><b>PCCs</b> 16:14</p> <p><b>pedestals</b> 156:20</p> <p><b>peer</b> 145:2</p> <p><b>pending</b> 135:16</p> <p><b>penis</b> 50:23</p> <p><b>pent-up</b> 95:6</p> <p><b>people</b> 10:11,12 11:11,25 17:12 20:2,4 23:9 25:3 27:22 29:15 40:11 43:18 55:19 58:12 73:24 76:6,7 78:18 84:9 88:16 101:6 121:6 122:11,16 123:15 128:5 134:5 136:15,16 138:6 140:6,14,21,24 141:1,17,18,20 142:15,17 143:3 144:23 147:15 150:14 152:12 153:4 154:3,5,8 154:25 155:10,13 155:16,22 156:2,2 156:5,11,14,20,20 158:20</p> <p><b>perception</b> 36:11</p> <p><b>perceptions</b> 33:23</p> <p><b>perform</b> 55:16</p> <p><b>performing</b> 151:9</p> <p><b>period</b> 6:6 13:13 29:15 59:24 60:7 60:8 124:19 136:2</p> <p><b>Perkins</b> 145:20</p> <p><b>permissible</b> 59:10</p> <p><b>permission</b> 38:9 45:23 46:6 47:12 48:9 49:11,12 154:19 160:22</p> <p><b>perpetrator</b> 5:1 8:5 19:9</p> <p><b>perpetrator's</b> 6:25</p>	<p><b>perpetrators</b> 124:16</p> <p><b>person</b> 11:14,15,25 12:2 28:4,20 41:22 67:19 76:9 81:13 82:8 83:13 96:5 124:5 142:11 142:21 144:4 147:17 148:16 149:1 153:8 156:12,23</p> <p><b>person's</b> 119:12</p> <p><b>personal</b> 141:25</p> <p><b>personally</b> 11:23 13:17 14:1</p> <p><b>personnel</b> 150:13 150:21</p> <p><b>perspective</b> 16:8 35:12,13 81:12 95:15 108:4 151:25</p> <p><b>perspectives</b> 129:24</p> <p><b>Peter</b> 20:8</p> <p><b>phone</b> 3:10 4:5 15:22 18:24,25 32:10 62:13 96:1 96:24 98:3 109:10 112:23 113:2</p> <p><b>phoned</b> 111:17</p> <p><b>phrase</b> 98:19</p> <p><b>pick</b> 89:3 121:1 139:13</p> <p><b>picked</b> 16:2 53:15 110:24</p> <p><b>picking</b> 47:3 93:6</p> <p><b>picture</b> 28:25 54:8 90:22 106:14 118:20</p> <p><b>piece</b> 29:12 77:4</p> <p><b>place</b> 4:11,13 14:18 14:25 27:25 32:19 33:9,15 35:19 39:6 41:15 42:4 43:3 51:7 52:1,10</p>
---	--	---	---	---

<p>53:11 54:4,10,25 55:8 57:2 61:18 64:17,18,25 65:7 65:24,25 68:7,8 68:20 69:14 70:12 70:19 71:14,16,18 73:11,19 74:5,23 74:24 75:3 77:24 79:21 88:20 92:4 99:9,12 100:16 104:24 108:11,16 109:15,18 117:15 118:9,10 139:19 147:2,6 148:21 153:11 158:8 <b>placed</b> 6:17 74:16 <b>plan</b> 23:19,20 33:10 40:3 51:25 71:23 78:3 80:9 <b>planning</b> 80:8 <b>plans</b> 132:12,16,18 133:3 157:6,16 <b>play</b> 121:7,9 152:3 <b>played</b> 101:23 <b>playing</b> 141:9 <b>pleasant</b> 93:23 <b>please</b> 1:12 2:5,11 5:9,17 20:6 21:13 22:6 32:25 33:21 39:17 43:6 45:19 48:10 51:15 61:5 76:22 101:5 103:18 112:10 114:5 115:1 118:24 120:17 126:10 129:8 148:4 <b>pm</b> 86:7,9 101:3,9 101:11 125:25 126:2,18 148:1,7 148:9 160:25 <b>point</b> 9:10 25:2 33:24 36:2 40:16 46:23 47:3,5,17 53:6,9,18 58:14</p>	<p>58:20 60:13 72:18 77:3 90:14 94:7 94:15,22 98:16 104:17,18 105:24 106:17,17 112:1 112:22 114:24 115:10 119:22 125:1 136:14 143:11 <b>police</b> 4:6,10,21,22 18:22 32:3,6,8,8 36:24 38:16,24 41:1 43:15,19 46:1,5 48:4,5,21 72:22 74:1 79:14 91:24 92:1,4,23 92:24 93:3,20 96:7,11,13,17,24 97:8,8,11,14,21 107:10 125:11 135:21 <b>policies</b> 49:4 139:22 <b>policy</b> 68:8 <b>political</b> 129:2 <b>pool</b> 76:6 <b>poor</b> 12:13 155:12 <b>poorer</b> 149:20 <b>population</b> 150:8 <b>portfolio</b> 128:22 <b>portion</b> 101:1 <b>posed</b> 89:20 <b>position</b> 33:24 34:22 37:2,19 50:12 54:22 56:24 58:16 74:20,22 96:4 107:23 108:21 122:7,18 122:19,20 152:25 <b>positions</b> 34:14 54:6 89:19 <b>possibility</b> 113:11 156:23 <b>possible</b> 15:12 33:7 40:24 46:8 73:3</p>	<p>108:18 109:20 110:24 117:10 135:10 <b>possibly</b> 23:10 97:6 153:12 <b>post</b> 39:2 41:3,3 52:12,17 56:20 57:6 65:15 87:14 111:25 141:13 <b>potential</b> 36:17 39:21 43:7 65:4 133:5 <b>potentially</b> 32:21 71:7 95:9 96:23 112:24 135:19 150:18 153:19 <b>power</b> 144:12 145:8,12 146:20 <b>powers</b> 139:24,25 140:11 <b>practically</b> 44:20 <b>practice</b> 26:2,6 29:8 34:16 56:22 67:10 68:15 70:6 70:15 72:8,9 77:6 83:21 117:17 121:8,10 <b>practices</b> 130:1 139:22 <b>practitioner</b> 27:19 41:9 <b>praised</b> 40:17 <b>pray</b> 115:23 <b>Precisely</b> 142:8 <b>preclude</b> 70:18 <b>predecessor</b> 91:8 <b>prefer</b> 80:19 <b>preferred</b> 19:11 <b>preliminaries</b> 126:9 <b>preparation</b> 99:10 <b>prepare</b> 99:22 <b>prepared</b> 132:21 147:4 <b>prescribing</b> 144:14</p>	<p><b>prescriptive</b> 35:4 35:21 150:1 <b>present</b> 10:23 11:20 38:18 55:13 55:13 68:16 69:11 76:10 81:17 105:25 154:12 <b>presentation</b> 133:10 <b>presented</b> 10:21 92:20 123:1,24 <b>presenting</b> 134:2 <b>pressed</b> 18:17 <b>prevent</b> 1:10 86:14 102:1 108:1,7,12 153:11 <b>prevention</b> 153:3 <b>previous</b> 13:12 60:18 104:11 124:5 <b>previously</b> 60:10 62:18 65:3 110:17 <b>priest</b> 1:15 9:24 17:9 18:5,10 19:18 75:23 86:11 87:8,8,13,17 <b>priested</b> 87:16 <b>priests</b> 19:24 <b>primarily</b> 22:11 29:23 <b>prime</b> 131:19 <b>principally</b> 95:3 <b>principle</b> 95:3 99:23,24,25 100:1 109:16 123:10,12 123:23 124:3 <b>principles</b> 136:23 158:25 <b>printed</b> 135:6 <b>prior</b> 37:11 60:13 90:10 <b>prison</b> 88:16,21 <b>proactive</b> 40:18 <b>probabilities</b> 42:12 <b>probably</b> 11:2</p>	<p>14:12 18:15,19 19:3,13 41:6,7 56:19 66:5,8 69:17,19 88:7 100:10 105:18 127:24 146:11 151:11 155:14 <b>probation</b> 72:23 77:12 78:22 79:2 79:13 <b>problem</b> 13:1 45:1 45:2 146:24 147:17 150:24 <b>problems</b> 4:1 6:12 35:20 143:9 <b>procedures</b> 49:4 93:1 <b>proceed</b> 48:9 92:15 94:23 135:10 <b>proceedings</b> 1:3 135:13,14 160:21 <b>process</b> 14:24 28:20 32:19 33:19 35:24 36:10,15 38:22 40:14 41:6 46:24 54:24 57:18 58:18,25 59:6 62:11 63:14 64:25 65:5 67:9,24,25 69:4 70:13,17 72:3 76:18,23 79:11 116:12,23 117:22 118:3,4,6 122:17 128:4 133:6,22 134:9 135:11,12,24 136:9 138:4,22 147:8,16 153:21 <b>processes</b> 38:19 67:21 71:13 72:11 95:5 129:25 133:21 140:3 144:19 148:21 <b>processing</b> 34:7 57:11</p>
--	--	---	---	---

<p><b>produce</b> 18:7  <b>produced</b> 4:15 21:9              86:21 137:2  <b>productive</b> 25:6              134:14  <b>professional</b> 38:3              128:7 145:16  <b>professionals</b> 2:23              134:4 149:2  <b>professions</b> 79:13  <b>profile</b> 16:12  <b>programme</b> 29:12              68:2  <b>progress</b> 39:3              158:17,20  <b>progressing</b> 39:1  <b>Project</b> 156:5  <b>prompt</b> 68:14  <b>proof</b> 57:22 107:5              135:9  <b>properly</b> 105:1,4              108:24 149:8  <b>proportion</b> 79:4  <b>proportionate</b> 33:9  <b>proposal</b> 132:14  <b>proposed</b> 71:25              132:18  <b>prospect</b> 148:19  <b>protect</b> 3:15 118:4              118:6  <b>protected</b> 85:13  <b>protecting</b> 51:13              124:16  <b>protection</b> 37:3,5              67:14 71:19 128:8              158:11  <b>protective</b> 65:12              117:19  <b>protectively</b> 117:20  <b>protocols</b> 39:5  <b>prove</b> 57:21  <b>provide</b> 19:8 23:7              42:22 52:2,3              82:16 129:25              130:16 134:11</p>	<p>135:7 139:21              141:22 157:20  <b>provided</b> 6:7,21              42:6 57:19 77:2  <b>providing</b> 19:9              130:24 150:22              152:19 157:21  <b>province</b> 80:20  <b>provincial</b> 30:15              49:14  <b>provision</b> 152:3  <b>PSOs</b> 27:24  <b>PTO</b> 46:20 47:4,6              48:9,12  <b>public</b> 1:6 73:17              158:6  <b>published</b> 77:1,4  <b>pull</b> 32:24 60:25  <b>punishment</b> 70:1  <b>punitive</b> 69:24  <b>purchased</b> 45:5,8  <b>purloined</b> 137:7  <b>purpose</b> 1:18 24:24              31:19 37:9 130:7              159:5  <b>pursue</b> 97:22  <b>push</b> 159:8  <b>pushback</b> 55:21  <b>pushing</b> 110:1  <b>put</b> 26:14 30:17,19              33:9 36:13 39:5              41:15 43:3,5              49:16 51:7,25              54:4 65:7 66:9              73:12 75:3 79:21              99:9,11 108:4              127:20 145:21              156:20  <b>putting</b> 14:25 33:15              35:4 58:7 73:11              85:16 103:2              129:13</p> <hr/> <p style="text-align: center;"><b>Q</b></p> <hr/> <p><b>qualification</b></p>	<p>128:11,12  <b>qualifications</b>              141:3  <b>qualified</b> 159:16  <b>qualifying</b> 128:11  <b>qualities</b> 156:22  <b>quality</b> 27:4 73:1  <b>question</b> 15:13              19:17 22:9 23:7              35:23 49:4 51:23              66:5 68:3 99:6              115:6 124:2              141:12 147:6              152:12 155:24              157:5,25 159:11  <b>questioned</b> 132:19              147:5  <b>questioning</b> 93:3              134:13  <b>questions</b> 12:16              16:6,7 20:14,15              20:17 79:16 84:3              85:20,21 100:25              123:3,4,6,8              125:18 132:22              133:25 134:13              136:8 154:16,17              157:1,2,4 159:8              159:18 161:19,25  <b>quick</b> 44:24 158:23  <b>quickly</b> 18:8 32:1              44:25 56:17,18              73:2,3 117:3  <b>quieter</b> 29:14  <b>quite</b> 4:5 7:10 8:14              8:18 15:21 16:19              18:12 24:15,23              27:15,20,22 28:11              29:12 30:18,21              38:8,10 41:2 56:4              63:14 72:11,14              73:2,9 75:17              113:9 124:2              134:18</p>	<p style="text-align: center;"><b>R</b></p> <hr/> <p><b>raise</b> 43:21 153:5  <b>raised</b> 67:19 102:10              122:11 137:8  <b>ran</b> 101:20  <b>rang</b> 56:3  <b>range</b> 129:23 141:1  <b>rarely</b> 17:19  <b>reached</b> 6:12 9:10              106:8  <b>react</b> 41:9  <b>reacted</b> 66:15  <b>reacting</b> 93:24  <b>read</b> 2:14 7:25 15:2              15:7 18:7,11              46:25 62:6 97:20              126:24  <b>reader</b> 31:14 33:1  <b>reading</b> 3:10 18:11              46:14 48:13 63:21              158:16  <b>ready</b> 19:21  <b>reaffirming</b> 58:21  <b>real</b> 104:25  <b>realise</b> 18:13 19:3              98:15  <b>realised</b> 15:9  <b>reality</b> 105:1              150:16 157:19  <b>really</b> 4:13 9:19              10:4 13:20 15:6              18:23 20:22 23:1              27:3,5 34:24              35:16 37:16 38:7              69:24 74:14 96:2              105:14 133:13              136:20 144:3,10              144:13 150:19              154:2 157:25              158:22 159:3  <b>reason</b> 7:14 36:2              111:5,9,21 124:24  <b>reasonable</b> 60:7  <b>reasons</b> 25:24              56:15 149:20</p>	<p><b>recall</b> 64:12,17,17              64:24 89:23  <b>receipt</b> 59:22 60:5              74:8  <b>receive</b> 32:10,11              37:11 54:7 56:18              85:6,8 103:6  <b>received</b> 16:3 18:3              46:18 53:6,8,17              53:20,24 56:1              57:16 59:15 60:9              60:14 61:3 64:6,9              72:15,23 77:7,10              103:4,14,24              106:10 111:3              133:12  <b>rechanging</b> 119:20  <b>reckoner</b> 19:21  <b>recognise</b> 24:3              28:10 41:19 47:2              70:13 80:10,15              120:18  <b>recognised</b> 13:11              48:18 54:6,8  <b>recognises</b> 44:8  <b>recognising</b> 69:12              84:22  <b>recognition</b> 27:6  <b>recollection</b> 32:20              38:5 61:15 63:7              63:16 89:15 94:19  <b>recommend</b> 139:25  <b>recommendation</b>              78:25  <b>recommendations</b>              129:22 134:16              138:11 139:8  <b>recommended</b> 4:22              4:23  <b>reconciliation</b> 9:6  <b>record</b> 47:21 49:19  <b>recorded</b> 93:1  <b>recording</b> 45:6,8  <b>records</b> 15:16              67:17 113:10</p>
--	--	--	---	--

<p><b>recruited</b> 45:3  <b>recruiting</b> 128:4  <b>Recruitment</b> 59:7              113:16  <b>red</b> 16:16 18:17,18  <b>redeemed</b> 63:12  <b>redemption</b> 63:13  <b>reduce</b> 80:18  <b>refer</b> 18:18 28:14              87:20 98:8 126:10  <b>reference</b> 31:18,19              32:2 38:19 72:13              75:4 98:9 127:14              129:17,25 130:2              140:1,13  <b>referenced</b> 46:19  <b>referral</b> 26:24              28:13 59:1  <b>referred</b> 62:5,17,20              62:21 112:20  <b>referring</b> 1:18 22:5              62:11 78:8 90:22  <b>reflect</b> 41:2,6 56:22              58:23 129:19              150:2  <b>reflected</b> 40:10              63:9,10,11 84:8              88:24 155:17  <b>reflecting</b> 121:11  <b>reflection</b> 101:19  <b>reflective</b> 41:21              56:20  <b>reflects</b> 22:20 68:6  <b>Reform</b> 71:11,24              74:7  <b>refuse</b> 98:11  <b>regard</b> 64:22              113:19  <b>regarded</b> 144:23  <b>regarding</b> 5:25  <b>regardless</b> 85:8  <b>regards</b> 120:10  <b>region</b> 143:6  <b>regional</b> 60:9 80:20  <b>regular</b> 6:16,19</p>	<p>15:22 16:13 26:16              30:14 44:12 80:22  <b>regularly</b> 15:20              17:11 26:14  <b>reinforced</b> 62:23              63:2  <b>reinterview</b> 118:22  <b>relate</b> 70:24 130:11              157:11  <b>related</b> 138:4 160:6  <b>relates</b> 157:25              160:4  <b>relating</b> 17:18              52:19 89:9 101:15              160:12  <b>relation</b> 1:12 22:9              27:20 31:21 32:13              33:8 36:25 51:3              67:22 68:12 79:8              98:5 119:5 136:4              136:9,24 137:5              140:4,11 145:24              147:7 153:22              156:13,24  <b>relationship</b> 30:14              58:13 74:21              105:16 119:25              146:4 151:22              152:15  <b>relationships</b> 28:17              75:12 119:24              121:18 122:1              145:2 160:19  <b>relatively</b> 10:10              56:17 73:4 149:6  <b>relayed</b> 88:23              110:15  <b>released</b> 76:25  <b>relevant</b> 65:17              125:2 132:17  <b>religious</b> 151:24              152:2,10,18  <b>relinquish</b> 146:19  <b>reluctance</b> 109:12              117:5</p>	<p><b>reluctant</b> 69:16              112:24  <b>rely</b> 18:15 37:20  <b>remain</b> 59:11  <b>remained</b> 57:3              107:23 108:21  <b>remains</b> 21:14  <b>remember</b> 20:12              142:14  <b>remembered</b>              110:15  <b>reminded</b> 92:4  <b>reminding</b> 22:6  <b>remit</b> 27:19 69:23  <b>remove</b> 62:8 63:22              112:15  <b>removed</b> 61:10              67:17 74:2  <b>renewal</b> 47:12  <b>repeat</b> 99:1  <b>replicates</b> 146:16  <b>replied</b> 116:20  <b>report</b> 2:11 12:9,11              12:15,20,22 13:10              14:4 16:23 20:6,7              30:19 48:11 74:8              134:11 137:1              144:24 149:13              152:22 153:1,17              157:7,9,12,16,22  <b>reported</b> 12:23              13:10 59:16,18              92:2  <b>reporting</b> 153:3,7,7              153:13  <b>reports</b> 30:18  <b>Representation</b>              62:3 112:18  <b>representative</b>              38:23,24 120:5              127:12  <b>representatives</b>              44:5 128:1 140:7              155:18  <b>represented</b> 43:16</p>	<p><b>representing</b>              133:20  <b>request</b> 37:8 57:12              57:23  <b>requested</b> 92:18  <b>requesting</b> 105:25  <b>requests</b> 114:25  <b>require</b> 29:7 80:3  <b>required</b> 8:10 30:1              30:16 47:19 53:1              64:21 71:9 79:20              102:7  <b>requirements</b>              72:17 114:8  <b>reset</b> 86:1,3  <b>reside</b> 71:7  <b>resign</b> 102:11  <b>resist</b> 109:9  <b>resistance</b> 109:8  <b>resistant</b> 40:14  <b>resisting</b> 108:11  <b>resolution</b> 56:6  <b>resolve</b> 148:17  <b>resolving</b> 149:7  <b>resource</b> 23:12,16              24:2,7 42:14,16              84:21 132:25              157:10  <b>resources</b> 76:1,4              149:18 150:10,24  <b>resourcing</b> 45:1,2              84:6,7,8  <b>respect</b> 5:23 127:8              127:9,13 128:8              137:9 145:7,9              154:4  <b>respected</b> 81:4,8  <b>respond</b> 41:10,19              70:8 77:2 78:14              79:6 83:19  <b>responded</b> 57:5  <b>respondent</b> 9:12              15:4 39:22 59:2              69:10  <b>respondent's</b> 76:12</p>	<p><b>Responding</b> 76:25  <b>response</b> 23:7              51:21 55:25 56:1              57:7 65:1 66:21              68:17 98:23  <b>responses</b> 30:21  <b>responsibilities</b>              18:5 19:11 36:16              39:22 70:4 119:7              119:14 129:7              141:14 145:18  <b>responsibility</b> 30:4              50:13 77:18 118:4              119:11 142:6              145:25 146:1  <b>responsible</b> 81:21              117:25 142:10              146:10  <b>rest</b> 126:20 139:6  <b>restarting</b> 12:14  <b>restriction</b> 1:10              120:25  <b>result</b> 16:20 23:15              52:18 88:21              115:20 134:6,15  <b>resume</b> 101:12  <b>retain</b> 16:4  <b>retired</b> 45:23  <b>retreat</b> 115:23  <b>return</b> 45:14 101:3              148:1  <b>Returning</b> 26:18  <b>Reverend</b> 1:15 2:8              12:20 20:18 86:18              92:12 124:11              160:9  <b>review</b> 44:22 51:24              52:5 54:6 130:1              136:16  <b>reviewed</b> 15:16,17              15:19,20,23,25              44:25 47:20,20  <b>reviews</b> 45:10  <b>revisit</b> 58:8 106:24  <b>revisited</b> 58:16</p>
---	--	--	---	--

<p>63:1  <b>revisiting</b> 109:22  <b>rework</b> 83:25  <b>right</b> 2:16,22 3:1  4:2,16 6:10 7:5,23  8:3,22 14:9 15:18  15:21 21:5 27:25  28:1,4,11,20,24  31:25 33:14 35:5  36:22 39:12,14  41:23 45:1 50:2  51:20 52:14,20  53:12,16 57:9  59:17 67:18 69:5  71:11 73:18 74:1  76:7 87:9,24 89:9  89:21 90:23 93:7  97:13,19 101:16  102:8,10,14 103:1  103:16 107:2  110:10 113:12,24  115:7 128:19  131:10 138:6  143:15 147:15  149:4,10 150:5  153:12 157:21  159:7  <b>Ripon</b> 127:11  <b>risk</b> 33:7,14,18  35:6 37:14,15  39:9 42:3,6,12  43:1,2 44:17,22  45:4 46:24 48:24  51:25 54:13,21  55:1,4 57:1 58:4,8  58:11 59:4,6 60:2  65:4,4,5 67:6,10  67:12 71:25 72:3  72:7,10,12,17,21  72:24 73:1,6,11  74:3,4,4,9,12,13  74:14,16,24 76:8  76:17,23 77:1,10  77:11,13,15,19,20  77:25 78:3,4,13</p>	<p>78:14,15,20,20  79:6,10 82:4  89:20,24 103:15  103:25 104:2,3,8  104:10,13 106:9  106:10,22 120:19  122:2,3 137:3,9  142:19  <b>risks</b> 64:15  <b>risky</b> 147:2  <b>ritual</b> 137:13,14  <b>Rob</b> 120:14,21  <b>robes</b> 34:6  <b>role</b> 10:24 11:1  12:2 13:19 17:4  19:16 21:23 24:20  25:5 27:8 29:21  34:22,25 35:3,7,8  35:17 36:8,10,12  37:3 40:7,9 41:9  52:16 68:12 70:3  70:10,14 79:15  80:10 81:19,23  82:10,25 83:5,11  83:12,13,25 84:2  84:18,21 85:2,17  118:2 119:6,19  125:3 128:10  129:5,10,14,17  130:3,7,10 137:25  138:7 140:25  141:9 144:20  145:16 147:13,14  147:19 148:24  152:3 154:8  156:16 159:13  <b>roles</b> 34:5 36:16  50:6 67:3 88:3  128:14,25 129:6  130:22  <b>room</b> 20:21 31:2  66:2 86:1,4  113:25  <b>roughly</b> 100:4  104:7 129:14</p>	<p>132:4 134:25  <b>rubber-stamping</b>  131:9  <b>ruin</b> 94:13  <b>ruining</b> 98:5  <b>rule</b> 16:25 113:15  123:9,12  <b>rules</b> 52:19 62:3  102:4 105:21  112:18,19,25  113:5,25 114:1  123:20,24  <b>run</b> 25:21 42:19  122:21 135:17  <b>running</b> 139:5,5  <b>runs</b> 69:23 80:17</p> <hr/> <p style="text-align: center;"><b>S</b></p> <hr/> <p><b>safe</b> 4:11 46:18  123:2 147:20  158:8  <b>safe'</b> 34:3,8  <b>safeguarded</b> 4:12  4:14  <b>safeguarder</b> 11:8  <b>safeguarding</b> 2:23  3:13,19,22 4:2  5:24 6:1,2,3 7:20  9:21,22 10:2,14  10:25 11:7,20,20  12:3 13:13,21  14:17,21,25 15:15  15:19 16:8,10,15  16:21 17:3,8,17  18:5 19:19 21:6  21:19 22:2,3,10  22:11,17 23:2,5  24:12,17,19,22,22  25:17,21,22 26:13  26:16,18 27:1,3,4  27:7,10,13,19  28:5,8,10,15,22  29:1,20,21 30:4,5  31:13,16,22 33:16  36:17 37:3 38:21</p>	<p>38:25 39:12 42:18  42:21 43:14 44:6  44:8,9 45:5 48:6  48:25 52:7 54:4  54:10 58:4,8  63:14 65:3,3,6,16  68:6,8,9,11,18  69:4,6,7,23 70:3,6  70:16 75:5,21  77:25 79:6,8,20  79:22,24 80:6  81:11,12,20,21,24  82:11,15,16 83:5  83:6,8,17,20,25  84:10,23 85:1,2  87:21 91:15,17  92:8 99:12 100:7  100:9,12 102:25  104:17 105:13,14  108:16 109:13,15  111:19,23 112:2  113:19 117:17  118:7,12 119:6,13  119:19 120:5,13  121:4,8,10,16,24  122:1,6 123:15  125:3 127:10,15  129:4,8,15,22,24  130:16,17,18,21  130:25 131:15,22  132:14,21,22  134:2,4 135:24  136:6,24 137:5,9  138:5,8,15 139:15  140:4,12,19  141:17,21 142:9  142:11,15,16  143:4,7,12,18  144:6,21,23 145:5  145:7,9,10,13,14  145:16,19 146:25  148:12 149:3,8,16  150:4,7 151:12  152:7,13,14  153:22 154:5,6,15</p>	<p>155:19 157:8,21  159:14 160:11,12  <b>Safer</b> 59:7 113:16  <b>safety</b> 3:18 16:21  33:10 92:7  <b>Salisbury</b> 134:7  <b>same-sex</b> 160:19  <b>sample</b> 30:24 87:18  <b>sampling</b> 21:21  30:23  <b>sanction</b> 153:15,19  <b>sand</b> 66:9  <b>sat</b> 56:21 63:13  65:1 116:5  <b>satisfied</b> 158:7  <b>Saturday</b> 3:19,20  <b>saver</b> 3:9  <b>saw</b> 7:7 12:16 89:1  <b>saying</b> 40:18 48:23  60:17,22,24 63:17  64:2 66:10 85:13  89:23 94:19 95:1  96:8,15,16 99:20  108:9,23,25  111:14 114:15  133:18 136:16  154:15  <b>says</b> 12:21 13:2,9  13:11 55:1 62:6,7  92:13 103:23  104:1 112:12  114:7,9 116:11  <b>scene</b> 44:15  <b>scheduled</b> 29:13  59:25 60:1 117:13  <b>scheme</b> 37:8  <b>school</b> 13:8  <b>schools</b> 151:17  152:10  <b>SCIE</b> 149:13 151:2  <b>SCIE's</b> 78:24  <b>SCOLDING</b> 126:4  126:7,8 147:23  148:2,10 156:25  159:20 161:23</p>
---	---	---	---	--

<p><b>scope</b> 65:24 66:1  <b>screen</b> 3:9 92:12  100:21 103:21  115:4 126:14  <b>scrutinise</b> 140:10  <b>scrutiny</b> 129:25  130:5,24 131:17  131:20 139:22  141:10  <b>seamlessly</b> 79:16  <b>second</b> 21:1 30:22  44:21 133:24  139:19 160:4,9  <b>secondly</b> 146:22  <b>secretary</b> 11:9 24:6  30:4,6,10  <b>section</b> 76:19 92:9  115:1  <b>sections</b> 12:15  99:19  <b>see</b> 3:7 5:8 12:23  18:9 20:5,9 23:11  34:8 40:19 55:22  61:25 66:1 80:20  82:8 96:25 103:7  103:21 104:12  111:24 116:3,15  121:6 125:17  130:7 149:23  158:18  <b>seeing</b> 153:2  <b>seek</b> 5:22 33:8  60:16 82:6 91:21  113:7  <b>seeking</b> 83:22  92:17  <b>seen</b> 19:25 45:7  94:17 112:3 122:4  122:20 130:20  145:20 156:21,24  <b>select</b> 131:13 132:7  132:23,24 140:16  154:3  <b>selected</b> 128:17  <b>self-declaration</b></p>	<p>106:15 118:21  <b>self-disclosed</b>  104:21  <b>send</b> 42:15,17 59:1  59:5  <b>sending</b> 2:19  <b>senior</b> 159:12  <b>sense</b> 11:15 49:12  80:13 131:6,8  <b>sensible</b> 40:20 72:2  127:24 143:11  <b>sent</b> 32:16 103:6  106:8  <b>sentiment</b> 96:16  <b>separate</b> 46:25  96:18 119:11  130:10 135:24  <b>separately</b> 135:10  <b>September</b> 31:20  33:12 43:18 53:13  53:16,16,22 54:14  55:21 56:13  103:13,23 118:16  129:4  <b>serial</b> 120:15  <b>serious</b> 150:4  <b>seriously</b> 12:22  13:10 81:13  143:14  <b>served</b> 83:16  <b>server</b> 31:4 33:19  34:4,8 40:7,9  <b>service</b> 6:13,15  8:10,12,15,19,21  11:12 17:23 35:9  35:16 44:4 55:17  75:11 76:10 80:8  80:16 82:15,17  141:18,19 145:5  <b>services</b> 8:6 17:15  84:13 85:1,2  128:16 142:3  151:18 152:4,24  <b>session</b> 86:10  125:20 126:3</p>	<p>134:14  <b>set</b> 20:21 22:16  25:16 34:15 44:15  51:10 81:16  130:12 134:20  157:20 158:3,4  <b>sets</b> 43:12 129:5  <b>setting</b> 44:10 46:9  <b>sex</b> 27:16  <b>sexual</b> 2:22 17:24  31:6,9 45:25  70:25 84:15 90:2  96:10,20 102:2  135:25 136:5,5  138:5 152:23  156:8 160:7,18  <b>shame</b> 122:12  <b>shape</b> 104:13  <b>share</b> 26:1,11 29:3  31:16 37:2 44:19  50:15 67:12  <b>shared</b> 31:21 71:22  106:21 119:16  <b>sharing</b> 36:11 37:5  38:15 40:23 42:9  43:10  <b>Sharpling</b> 124:10  124:11,22,24  125:2,8,10,13,17  157:3,5,14,23  <b>she'd</b> 103:12,24,25  113:3 118:14  <b>Sheffield</b> 85:6  <b>shift</b> 81:16  <b>short</b> 20:24 44:24  45:17 57:25 70:24  86:8 91:23 101:10  114:20 125:21  126:1 148:8  <b>shortly</b> 62:9 88:10  <b>show</b> 11:10  <b>showed</b> 110:10  136:20  <b>shown</b> 23:13,14  59:15 70:4</p>	<p><b>side</b> 37:17 56:19  73:22 121:3  <b>sides</b> 6:10  <b>sign</b> 99:14 100:5  <b>signature</b> 126:22  <b>signed</b> 1:21 14:17  21:12 86:22 100:6  <b>significant</b> 22:23  27:22 35:23 36:8  44:11 68:10 77:4  79:14 106:25  <b>significantly</b> 81:16  <b>similar</b> 36:12 69:15  138:24 140:24  <b>similar-sized</b> 22:25  <b>simplistic</b> 28:6  <b>simply</b> 139:25  <b>sit</b> 29:20,23 73:18  75:7 80:20 133:21  <b>sits</b> 24:23 29:25  38:24 69:23 75:9  <b>sitting</b> 33:25 73:22  <b>situation</b> 3:11 18:8  28:5 51:19 63:2  64:5 69:17 95:15  95:20 97:2 119:21  <b>six</b> 64:6 131:24  <b>size</b> 22:24 84:9  <b>Skip</b> 115:5  <b>Slack</b> 160:1,2  <b>sleeping</b> 50:22  90:16  <b>slightly</b> 77:16  131:25 142:6  <b>slippage</b> 45:11  <b>slow</b> 87:5  <b>small</b> 138:11  <b>smaller</b> 23:25 76:5  76:6 131:12 132:7  <b>smallest</b> 23:6  <b>Smith</b> 127:5  <b>social</b> 10:7,9 11:16  43:19 78:25 128:9  128:13,13,15  141:2 142:3</p>	<p>147:13 151:18  <b>society</b> 146:15,16  147:14 156:3,19  <b>solicitor</b> 38:6  <b>solicitors</b> 38:1  127:6  <b>solid</b> 79:8  <b>solve</b> 143:9  <b>somebody</b> 11:17  27:8 35:15,22  41:24 42:15,21  43:22 44:10 59:8  63:12 66:9 70:1  70:14 73:18,20  74:12 82:4,6,15  82:20 85:15 102:1  113:18 119:11  133:21 137:6  138:1 144:1 146:2  147:19 149:9  154:18 156:15,22  <b>someone's</b> 117:23  117:24  <b>soon</b> 28:24 52:15  73:9 109:18,20  113:15 117:9  <b>sorry</b> 4:23,25 5:1,3  6:9 8:15,25 12:20  24:17 31:6 39:12  49:14 50:19 53:7  54:11 62:6 65:6  76:18 111:16  112:6 115:11  120:17 137:14,18  148:18  <b>sort</b> 3:17 4:6 11:16  11:16,24 12:19  14:4,13 15:2,3,21  16:17,25 18:13  19:20 20:9,11  32:18 36:3 38:16  39:6 47:8 65:19  73:15 95:15 109:7  127:17 128:25  132:7 135:7</p>
---	---	---	---	---

<p>139:18 140:25                  141:12 146:11,14                  149:6 151:21                  157:6  <b>sorts</b> 9:25  <b>sought</b> 56:6 60:25                  95:19 97:6,12                  99:4 100:24                  117:21 121:14                  131:11  <b>sounds</b> 30:18  <b>source</b> 42:20  <b>southern</b> 80:22  <b>space</b> 5:23  <b>speak</b> 4:23,24                  30:14 32:9 38:9                  59:2 94:20  <b>speaking</b> 13:14                  23:9 82:20 90:19                  108:3  <b>specialist</b> 23:22                  81:7  <b>specific</b> 14:22                  17:16 22:18 23:6                  23:22 24:10 49:16                  68:15 72:11 73:19                  75:6 76:10 130:3                  150:20  <b>specifically</b> 23:1                  24:18,21 25:17                  37:4 40:2 51:17                  64:16 82:12                  129:18 130:11                  148:24  <b>specified</b> 51:18  <b>speed</b> 11:19 18:6                  159:7,9  <b>spend</b> 29:23  <b>spending</b> 22:20  <b>spends</b> 124:15  <b>spent</b> 141:4 144:15                  144:16 145:21                  154:9  <b>spiritual</b> 118:1  <b>split</b> 19:11</p>	<p><b>spoke</b> 7:11 37:1                  54:16,20 56:8,9                  57:18 90:8 91:10                  93:6 113:23 131:3                  131:5  <b>spoken</b> 31:17 67:24                  72:18 74:25                  104:11  <b>sports</b> 3:2  <b>staff</b> 42:17 132:24  <b>stage</b> 22:5 30:22                  69:19,21 70:19                  79:16,17 112:25  <b>stages</b> 21:18 78:10                  131:18  <b>stalls</b> 105:8  <b>stand</b> 16:22 128:17  <b>standard</b> 84:19  <b>standards</b> 70:16                  149:23 150:6  <b>standing</b> 140:5  <b>stands</b> 142:12  <b>staring</b> 50:23 90:16  <b>start</b> 24:22 25:4                  26:4 28:17 35:7                  38:18,22 43:22                  44:7,18 57:18                  64:20 69:18,20                  71:4 126:9 136:25                  153:2  <b>started</b> 9:18 11:6                  12:5 46:24 86:4                  138:22  <b>starting</b> 29:2 30:23                  33:21 41:4 101:1                  155:3  <b>starts</b> 43:9 45:21                  49:22 70:21  <b>stated</b> 53:25  <b>statement</b> 1:20,22                  1:23 5:8,17 11:4                  15:18 21:9,12,13                  22:6,17 24:8,9                  25:16 30:25 31:11                  32:24 36:13 38:20</p>	<p>43:6 45:21 48:17                  49:23 51:9 52:9                  54:19 58:23 61:22                  63:10 70:22 76:16                  76:19 86:21,23                  87:1 89:3,4 90:7,8                  92:5,10 93:12                  97:24 98:15,16                  103:20,22 111:12                  112:9 114:4 115:2                  118:25 119:1                  126:11,21,24                  127:8,22 160:1,4                  160:8,9,15  <b>statements</b> 94:18                  159:21,25  <b>states</b> 49:17  <b>statistical</b> 150:22  <b>statutory</b> 66:17                  72:22,25 152:24  <b>stay</b> 141:20  <b>steady</b> 23:11  <b>Steering</b> 130:16,18                  130:21 132:14                  139:15 140:12  <b>step</b> 59:24 61:16,19                  62:9,12,24 63:3                  112:16 114:8                  115:8  <b>stepdaughter</b>                  120:13  <b>Stephen</b> 160:1,10  <b>steps</b> 47:21 55:17                  55:22 58:7,11,19                  67:6  <b>stick</b> 61:21  <b>sticking</b> 6:21 14:3  <b>stood</b> 35:15  <b>stop</b> 93:4 135:14  <b>straight</b> 3:23 4:4                  91:15 103:6                  108:14 109:3                  115:18  <b>straightforward</b>                  28:13 73:4 136:10</p>	<p>136:18  <b>strange</b> 107:7  <b>strangers</b> 19:1  <b>strategic</b> 23:18                  80:9  <b>strategy</b> 38:25  <b>streamline</b> 15:7  <b>streamlined</b> 15:1  <b>strengthen</b> 141:10  <b>strengthening</b>                  145:16 152:16  <b>strengths</b> 80:5  <b>striking</b> 154:14  <b>strong</b> 140:2  <b>stronger</b> 66:20  <b>strongly</b> 63:14  <b>struck</b> 68:10  <b>structural</b> 141:24  <b>structure</b> 41:5                  56:21 78:16                  141:17 142:9                  143:10  <b>structures</b> 41:22                  57:7 143:8 147:5  <b>struggled</b> 36:22  <b>struggling</b> 26:4                  41:14 65:10,11                  70:2,11 84:23  <b>stuck</b> 58:18  <b>study</b> 2:9,10 16:6                  45:20 70:24  <b>subject</b> 50:17 60:11                  94:2  <b>submission</b> 56:18  <b>submit</b> 37:9 47:13                  107:15  <b>submitted</b> 47:24                  53:4 56:16 103:11                  107:1  <b>subsequent</b> 46:21                  68:11 103:2                  116:17 118:23  <b>subsequently</b> 31:5                  32:16 45:3 57:2                  128:14</p>	<p><b>substituted</b> 127:21  <b>successor</b> 152:8                  153:21  <b>suffered</b> 46:2  <b>sufficient</b> 42:6,21                  52:2 72:25 144:18  <b>sufficiently</b> 18:4                  34:14,18 65:17                  66:6  <b>Suffragan</b> 13:25  <b>suggest</b> 96:9  <b>suggested</b> 56:10                  79:22 118:18,19                  145:8  <b>suggesting</b> 146:20                  151:16  <b>suite</b> 85:1  <b>suits</b> 126:15  <b>summarise</b> 31:1                  45:22 120:2 131:8  <b>summary</b> 13:3                  46:11 50:2 87:24                  129:16 134:12                  155:20  <b>summer</b> 29:14  <b>summoning</b> 32:17  <b>Sunday</b> 3:16 10:6                  154:11  <b>Sundays</b> 6:16  <b>supervision</b> 141:23  <b>supplement</b> 122:22  <b>support</b> 6:7,8,11,21                  7:2 19:8,10,22                  23:22 27:11,25                  28:20 29:7 36:8                  42:20 55:18 70:14                  77:8 80:11 82:7                  84:16 95:16,23                  96:3 118:3 119:13                  138:1 141:22                  145:1  <b>supported</b> 66:6                  75:4 80:14,24  <b>supporting</b> 63:11  <b>supportive</b> 40:12</p>
---	--	---	--	--



<p>54:22 68:19 69:6 69:10 70:11 <b>supports</b> 78:18 <b>suppose</b> 52:13 66:19 85:13 <b>supposed</b> 111:10 133:14,15 144:15 <b>sure</b> 1:24 4:14 7:10 9:17 11:11 18:6 45:10 50:14 64:3 75:25 87:4 108:10 108:24 117:25 120:18 125:15 130:14 136:12 142:25 146:1 159:4 <b>surely</b> 153:9 <b>surface'</b> 98:10 <b>survey</b> 134:3,6 <b>survivor</b> 43:25 133:20 140:7 <b>survivors</b> 124:13 155:5 <b>suspicious</b> 152:23 <b>swift</b> 30:21 <b>switch</b> 8:10 125:21 <b>switching</b> 8:11 <b>sworn</b> 1:12,13 21:3 126:6 161:7,11,21 <b>synod</b> 154:12,12,15 <b>system</b> 16:14 45:6,9 56:15,15</p> <hr/> <p style="text-align: center;"><b>T</b></p> <hr/> <p><b>take</b> 4:13,21 10:19 12:2,7 13:15 21:17 29:15 32:19 35:19 47:19 55:23 57:1 59:16 63:18 63:22 64:3 70:12 72:8 73:21 77:17 80:6 82:1 97:23 103:18 109:17 110:13 111:11,21 111:25 115:1</p>	<p>117:15 119:18 123:13 133:22 140:20 143:13,13 143:24 159:2 <b>taken</b> 15:9,9 33:2 41:17 46:4 47:22 57:4 67:6 72:5 79:22 81:12 88:19 92:3 118:10 136:3 138:2 <b>takes</b> 18:24 34:14 45:4 139:19 <b>talk</b> 6:18 7:12 10:12 44:1 64:13 89:8 93:21 98:1 101:6,6 140:24 <b>talked</b> 9:5,5,15 14:7 20:8 37:4 40:7 64:15 73:5 80:12 82:25 84:7 132:6 <b>talking</b> 3:24 7:18 9:17 13:22 17:20 17:22 87:18 107:21 136:14 142:23 147:11 154:9 <b>tandem</b> 121:17 <b>task</b> 19:2 <b>teachers</b> 147:12,12 <b>team</b> 9:22 10:4 16:10 22:10,11,17 24:10,18 25:17 29:20 30:5 31:13 31:15,15,16 41:13 42:18,18 50:7 59:20,21 72:16,16 75:2 81:4,5 82:16 88:4,6 132:20,21 134:2 141:21 143:7 144:2 149:3 <b>teams</b> 23:2,5 84:10 <b>technical</b> 12:12,19 <b>teenager</b> 90:13 <b>teeth</b> 139:24 140:17</p>	<p><b>telephone</b> 15:23 61:15,25 93:7,11 93:14 94:11,16 112:11 <b>telephoned</b> 3:18,20 111:11 112:8 <b>tell</b> 2:17 6:6 8:14 10:22 16:24 21:19 24:14 39:17 61:4 65:21 82:23 90:5 91:9,23 92:5 99:15,25 104:15 105:6,20 111:17 112:22 116:8 134:22 <b>telling</b> 94:23,25 135:4 <b>template</b> 52:7 77:1 77:10,21 78:7,8,9 78:18,20,21 <b>templates</b> 78:1 <b>ten</b> 144:16 <b>tenor</b> 63:6 93:13 <b>tension</b> 159:6 <b>terms</b> 21:17 23:9 27:17 34:12 35:9 39:24 40:3 42:8 44:17 45:11 51:8 52:4 55:9 60:16 66:3 67:9 72:8,13 76:8 79:15 83:6 83:20 84:6,11,19 92:1 93:23 100:8 127:14 129:17 130:2 134:23,23 137:9,10,21 138:3 140:1,13 143:24 144:18 145:1 149:15,15 153:20 <b>test</b> 2:6 126:10 <b>text</b> 2:19,22 4:14,16 <b>thank</b> 1:7,15 2:7 5:2,15 13:7,24 20:17 21:5 22:8 40:21 45:12,15</p>	<p>53:21 54:19 70:20 84:3 85:19,21,23 86:6,18 89:2 101:3,13 123:3 124:9,11 125:17 125:18,24 126:16 127:25 148:2,2,2 156:25 157:5,23 159:10,17,17 160:24 <b>thanked</b> 13:17 <b>theme</b> 17:15 <b>themes</b> 26:3 28:25 29:3 <b>theological</b> 24:12 25:8 <b>theology</b> 24:21,23 25:3 <b>they'd</b> 112:3 133:21 <b>thing</b> 7:13 18:19 23:22 73:10 143:1 <b>things</b> 4:8,12 11:19 18:9 23:17,20 24:1 26:3,7,14 29:15 40:23 66:3 78:16 80:12 81:10 94:17 102:20 105:11 121:3 131:2 134:16,25 134:25 135:7,17 138:16 139:5,6 142:5,5 143:16 146:7 149:13 <b>think</b> 4:9 11:1,6,13 12:4 14:10 15:5 15:10 16:18,24 17:3,6 18:15,22 19:23,25 21:18 23:9,11,12,17,23 24:15 25:8,12,14 26:4,24,24 27:6 27:19 28:2,9,9 32:7,13,20 33:23 34:1,12,16,23</p>	<p>36:7,8,12 38:19 40:9 41:2,3,6,8,20 47:1,2 48:13,16 50:14,15 53:13,14 53:14,15,22 56:19 56:22 57:6,14 58:6,17,23 61:20 62:14 63:9 64:9 65:10,12,16,21 66:8,8 69:13,17 70:1,10,13 74:14 76:3 77:17 78:15 78:17,24 79:4,9 79:13 80:4,12,19 81:9,15 82:2,9,9 82:12,23 83:4,6 84:4,18,21 85:17 93:21 95:2,10 96:6,6,18,23 97:4 101:19 103:13 104:8,18 105:1,16 106:7 107:23,25 108:9,10,22,25 109:5,6,22,25 110:18 116:19 119:10,15,22 121:11,12,18 122:1,18,20 124:4 125:14 127:19,24 128:21 130:4 133:1 136:13,19 136:22,23 137:1 139:21,23 141:6,7 141:8 142:5,12,18 143:8,8,10,21,22 144:9 145:22 146:5,22,24 147:3 147:3,8,23 148:14 148:19,21 149:3,4 149:12 150:20,25 151:7,12,25 152:5 152:15,25 153:22 154:4,5,20,20,23 155:3 157:17 158:13,16,23,24</p>
---	--	--	---	---

<p>159:15,15  <b>thinking</b> 35:11,12  35:14 82:18 93:24  135:16 142:4  144:18 157:14  <b>third</b> 49:21 79:16  86:11 160:15  <b>thought</b> 2:23 12:21  19:25 39:17 59:9  65:23 72:1 92:23  96:11 98:19  106:16,21 131:6  <b>thoughts</b> 14:24  19:2 22:1 51:24  76:22 80:2 81:23  <b>threat</b> 123:22  <b>three</b> 21:18,18  23:20 29:9 80:8  132:1,10 151:20  155:17 159:25  <b>three-month</b> 58:6  <b>three-year</b> 23:18  <b>thresholds</b> 136:8  <b>thrown</b> 55:25  <b>Thursday</b> 111:17  <b>time</b> 2:4 3:7,22  5:13 8:17 9:7  14:14,19 15:5,21  18:14 19:9 31:24  40:5 41:2,3,21  42:10 45:2 46:2  48:1,7,25 50:21  52:10 53:18 55:12  57:6,8 58:7 59:19  61:16 62:7 64:13  64:16 66:24 67:3  77:10 87:20 88:8  88:15,21 95:17,24  96:18 97:1,17  98:19 100:16  101:2,16 105:17  105:18,19 107:21  110:20 114:6  116:19 120:1  121:19 122:3,7</p>	<p>123:14 124:15,19  126:11,17,20  131:10,25 132:3  135:11,19 136:3  137:4 138:14,15  143:11 146:11  147:23 154:2,9  155:22 157:10  158:1  <b>timeline</b> 15:2 66:23  <b>timeliness</b> 44:21  <b>timely</b> 72:14  <b>times</b> 14:10 16:17  17:20 44:13 56:5  60:19 80:10,15  83:12 122:24  131:9,23,24  146:18  <b>tips</b> 19:21  <b>tirelessly</b> 83:9  <b>today</b> 2:8 21:1,17  49:25 77:23  147:11 159:25  <b>today's</b> 160:21  <b>told</b> 18:17,21 88:15  88:18,19,20 90:10  90:17 91:8,23  92:5,22 94:12,13  96:14 97:21 98:5  99:11,12,14,15,23  100:1,3,14,15  102:5 104:2,12  106:15,25 110:17  110:18 111:5  112:12 113:4,5,7  113:15,24 114:2  115:14,19 116:6  124:25  <b>tomorrow</b> 135:3  160:23  <b>top</b> 13:2 19:21  43:12  <b>touch</b> 116:3  <b>touched</b> 39:19 84:4  <b>touching</b> 119:8</p>	<p><b>town</b> 89:11  <b>track</b> 135:18  <b>traffic</b> 16:14  <b>train</b> 20:5,12  <b>trained</b> 142:16  <b>trainers</b> 84:17  <b>training</b> 16:13 18:3  18:23 19:22 22:15  24:10,18,21 25:1  25:7,9,13 28:1  29:10,11 68:7,13  77:7,11,19 132:12  132:15,18,20  133:3 153:4  154:23 155:2  158:12  <b>transcribers</b>  126:19  <b>transcript</b> 3:15  4:15  <b>transfer</b> 145:8  <b>transitioned</b> 78:11  <b>transparency</b>  157:14  <b>transparent</b> 157:17  <b>tremendous</b> 11:19  <b>trial</b> 37:11 40:4  41:23,24 42:2,13  42:15,19 43:2  <b>tried</b> 15:3 104:15  104:19,19 105:19  119:10 158:23  <b>trigger</b> 36:14  <b>triggered</b> 67:25  <b>triggering</b> 109:17  <b>triggers</b> 35:23  74:15,17  <b>trip</b> 90:11 91:1  97:17  <b>true</b> 1:24 5:7 21:14  87:1 120:7 127:1  <b>trump</b> 105:14  <b>trust</b> 33:24 34:15  74:20,22 89:19  <b>trustworthy</b> 34:9</p>	<p><b>truth</b> 1:22 21:12  86:23 156:5  <b>try</b> 26:14 37:20  38:22 42:16 56:6  76:14 118:4,6  <b>trying</b> 19:7 20:12  35:10 37:13 41:15  105:12 108:2,3  119:19 122:7,9  136:25  <b>Tuesday</b> 1:1 111:15  <b>turn</b> 30:22 87:18  126:22  <b>turning</b> 12:24  52:12 59:14 89:2  116:10  <b>two</b> 13:5 41:3,9  43:6,12 46:25  66:12 73:6 77:21  80:4 81:2 99:19  104:19 107:6  112:7 119:11  122:20 123:6,19  127:3 130:10  131:4 132:4 133:9  135:17 144:15  150:12  <b>type</b> 3:14 23:22  33:14 157:16  <b>typing</b> 4:15</p> <hr/> <p style="text-align: center;"><b>U</b></p> <hr/> <p><b>ugly</b> 107:9  <b>ultimate</b> 108:15  144:4  <b>ultimately</b> 4:21  9:13,21 39:16  42:2 43:1 46:7  51:4,7 71:23 72:5  97:14  <b>unable</b> 67:13,15  123:12  <b>unaddressed</b> 84:24  <b>unaware</b> 60:10  <b>uncertainty</b> 104:14</p>	<p>114:24  <b>undecided</b> 114:10  <b>undergoing</b> 43:13  <b>undermine</b> 83:22  <b>underpins</b> 77:5  <b>understand</b> 4:19  5:12 12:12 14:20  25:4 28:15,21  32:9 35:10,17,20  41:5 42:7 44:17  59:15 68:2 70:7  85:16 90:2 102:24  105:23,24 118:2  123:14,17,19,21  128:2 134:24  136:1 140:22  152:1 154:6 156:2  <b>understanding</b>  23:2 28:18 31:22  32:14 38:16 39:6  40:7 42:6 44:15  55:11 56:8 61:12  61:14 63:24 69:22  71:17 75:1 79:11  80:7 81:25 83:15  95:16 104:16,17  122:23 142:4  <b>understands</b> 74:15  <b>understood</b> 90:15  105:20 141:3  <b>undertake</b> 29:13  53:2 54:6,13  58:17,19 60:2  72:21 73:1 128:21  129:1  <b>undertaken</b> 58:4  <b>undertaking</b>  140:24  <b>undertakings</b> 51:7  51:8,23  <b>undertook</b> 43:1  48:21 119:13  128:11  <b>undress</b> 88:17  <b>unexpectedly</b> 73:12</p>
---	---	---	--	---

<p><b>unfair</b> 62:10 63:16 112:17</p> <p><b>unfortunately</b> 37:10 39:1 98:18 116:1 124:6 156:20</p> <p><b>uninvestigated</b> 98:8</p> <p><b>unique</b> 24:15</p> <p><b>United</b> 71:10,24 74:7</p> <p><b>unlimited</b> 49:8</p> <p><b>unnecessary</b> 55:2 104:2</p> <p><b>unpaid</b> 34:23</p> <p><b>unplanned</b> 73:20</p> <p><b>unpleasant</b> 93:11</p> <p><b>unqualified</b> 128:9</p> <p><b>unquestioned</b> 146:19</p> <p><b>unquestioning</b> 147:1</p> <p><b>unsafe</b> 98:24 99:2,4 117:17</p> <p><b>unsatisfactory</b> 37:19</p> <p><b>unsure</b> 63:17,21</p> <p><b>unusual</b> 18:1 68:21 69:1,2</p> <p><b>unwilling</b> 92:16,17</p> <p><b>unzipped</b> 50:22 90:15</p> <p><b>update</b> 5:24 6:3</p> <p><b>updated</b> 127:16 129:18 139:16</p> <p><b>upset</b> 51:5 55:6 62:7 63:8 95:12 104:5 112:15 113:2</p> <p><b>URC</b> 71:18</p> <p><b>urgent</b> 30:8</p> <p><b>URN</b> 160:8,13,20</p> <p><b>use</b> 26:9,10 29:8 137:12,12,14 153:20</p>	<p><b>useful</b> 36:7 81:14 134:23</p> <p><b>ushered</b> 73:15</p> <p><b>usual</b> 32:5 139:18</p> <p><b>usually</b> 6:14 7:16 14:13 25:2 44:13 56:16</p> <p><b>utilise</b> 29:4,11</p> <p><b>utilises</b> 35:3</p> <hr/> <p style="text-align: center;"><b>V</b></p> <hr/> <p><b>vague</b> 37:24 106:16 118:21</p> <p><b>vain</b> 129:13</p> <p><b>Vanessa</b> 59:19 110:20 111:14,23</p> <p><b>variable</b> 26:21</p> <p><b>various</b> 94:18 103:8 105:8 115:21 128:22 149:20</p> <p><b>vary</b> 34:6</p> <p><b>verification</b> 38:13</p> <p><b>vicar</b> 13:9</p> <p><b>victim</b> 13:15 23:22 39:23 42:8 84:16 85:5 95:10</p> <p><b>victims</b> 74:19 124:13,17,19 125:4,6,16 155:5 160:7</p> <p><b>view</b> 33:15,24 34:7 36:2 52:9 77:3 79:2 84:7 94:15 104:17,18 106:17 106:17 112:22 125:10 133:8 140:2 141:25 143:13 145:4 152:21 153:1,18</p> <p><b>viewing</b> 88:18</p> <p><b>views</b> 134:10 137:19 138:9 139:1,14 141:23 151:22 155:8,25</p>	<p><b>vigilant</b> 10:3 75:25 76:2</p> <p><b>Violence</b> 84:15,15</p> <p><b>virtually</b> 91:19</p> <p><b>virtue</b> 61:4 111:7</p> <p><b>visible</b> 16:10,12</p> <p><b>vision</b> 11:7</p> <p><b>visit</b> 92:13</p> <p><b>visitation</b> 10:21</p> <p><b>voice</b> 81:3 87:5 130:19,22</p> <p><b>voluntarily</b> 62:9 112:17</p> <p><b>voluntary</b> 6:1 152:3</p> <p><b>volunteering</b> 88:17</p> <p><b>volunteers</b> 83:11</p> <p><b>vulnerable</b> 35:13 69:11 79:9 123:15</p> <hr/> <p style="text-align: center;"><b>W</b></p> <hr/> <p><b>wait</b> 13:14 54:7 56:10,12 62:12 106:10 109:21 118:8,17,18</p> <p><b>waiting</b> 57:22 110:1</p> <p><b>want</b> 6:22 7:12,23 9:9 17:5 19:15 22:5 26:8 40:18 44:7,15 56:14 60:19,22 64:23 69:5,5,9 95:5 96:17,25 138:24 141:20</p> <p><b>wanted</b> 4:6 9:11 18:21 40:2 50:15 54:12,14,24 56:5 60:16,23 71:3,5 82:24 89:15,22,24 90:1 93:18 94:10 95:8 97:23 111:6 115:15,23 118:19</p> <p><b>wanting</b> 94:6 106:19</p>	<p><b>wary</b> 144:14 145:24</p> <p><b>wasn't</b> 7:10 8:14 41:7,11 44:24 50:19 54:22 66:22 67:3 77:1 89:10 93:17 95:7,14,25 96:1 100:9,17,18 100:18,22 104:8 106:13,20 108:6,7 108:8 120:18 131:10</p> <p><b>watch</b> 20:4</p> <p><b>watchful</b> 10:3</p> <p><b>way</b> 9:9 13:17 15:10 19:13 30:18 35:3 36:3,6 50:1 67:20,21 70:15 72:2 73:4,20 76:17 85:15 87:24 92:20 104:13,22 105:10 115:16 117:7,12 119:15 121:5,13 127:24 131:11,12,19 132:7,11 138:24 142:4,24 143:15 147:15 148:14 149:7</p> <p><b>ways</b> 19:1 29:5 37:12 77:16 94:9 119:9 147:21 150:22</p> <p><b>we're</b> 16:18 23:5,19 26:15 30:1 42:18 81:11 107:24 131:25 135:23 147:11</p> <p><b>we've</b> 14:18 17:2 26:19 83:4 156:23 157:11</p> <p><b>wearing</b> 34:6</p> <p><b>website</b> 127:22</p> <p><b>Wednesday</b> 161:2</p> <p><b>week</b> 29:24,25 39:9</p>	<p>44:13,14 60:5 111:1</p> <p><b>weekend</b> 3:25 12:23 13:11 90:14</p> <p><b>weekly</b> 121:6</p> <p><b>weeks</b> 41:3 64:6 137:2</p> <p><b>welcome</b> 1:5 39:7,8</p> <p><b>welcomer</b> 35:14</p> <p><b>well-being</b> 27:18 118:1</p> <p><b>went</b> 3:17 31:18 38:7 50:21 54:5 82:23 90:13 91:17 105:4,22 108:14 108:23 115:8,18 117:12 122:12 137:21</p> <p><b>wept</b> 94:14 98:4,6,6 98:13</p> <p><b>weren't</b> 32:3 51:20</p> <p><b>whatsoever</b> 6:12 94:19</p> <p><b>whichever</b> 126:14</p> <p><b>whilst</b> 46:5 60:25 73:10 75:4 119:13</p> <p><b>whistleblowing</b> 146:7</p> <p><b>Whitby</b> 53:19 54:3 62:18,21 65:25 91:11 102:14 113:13,24,24 115:2</p> <p><b>who've</b> 155:13</p> <p><b>wholeness</b> 51:14</p> <p><b>wide</b> 34:18,24</p> <p><b>wider</b> 31:15 35:18 39:24,25 40:1 68:17 70:4 75:14 127:12 153:10</p> <p><b>wife</b> 5:5 15:4</p> <p><b>willing</b> 72:20</p> <p><b>wish</b> 14:8 32:8 114:17</p> <p><b>wished</b> 89:7 92:6</p>
--	---	--	--	--

<b>wishes</b> 9:13	130:3	<b>worry</b> 4:9 8:17 13:1	146:12	<b>1.5.5</b> 14:16
<b>withdrawn</b> 48:5 67:14 154:19	<b>words</b> 100:5	<b>worship</b> 33:10 50:7 52:5 71:5 72:19 73:3,17 75:4,7,8 75:15 76:13,13 88:4,6 101:23 156:6	<b>yearly</b> 17:20	<b>1.9</b> 129:9
<b>withdrew</b> 20:19 46:3 85:24 125:23 159:19	<b>work</b> 6:16 11:11 23:1 24:6,24 25:17 26:5,11 27:1,5,12 28:4 29:12 40:13 43:13 44:20 67:11 68:20 69:9 70:12 71:19 76:7,11 79:1,5 80:6,19,21 83:9 83:22,23 98:11 105:5,9 115:5 121:17 128:9,13 128:13 129:1 130:9,11,12,17 131:13 132:8 134:21 136:18 139:9 141:2 146:8 147:15 155:8,21 157:9 158:13	<b>worshipping</b> 44:14 67:8 71:4 73:8	<b>years</b> 23:20 29:9 31:10 41:9 66:12 77:21 80:4,9 81:2 87:17 101:17 104:4 105:18 124:5 146:17 151:20 152:5 158:4,17	<b>10</b> 92:11 126:19 127:9 161:2 <b>10.00</b> 1:2 160:22 161:2
<b>witness</b> 1:7,9,12,13 1:20,23 5:8,17 11:4 12:17 15:18 20:15,16,19 21:1 21:9,13 22:16 24:8 25:15 31:11 31:19 32:24 38:19 43:6 45:20 49:22 51:9 58:23 61:21 63:10 85:20,24,25 86:1,11,13,16,21 87:1 89:3,4 90:6,8 93:12 97:24 98:22 99:8 101:12 103:20,22 112:9 114:4 123:5 125:19,22,23 126:11,21,24 127:8,22 159:19 159:20 161:7,15	<b>worked</b> 65:2 71:22 83:17 108:24 120:8,10 128:14 133:2,12 146:11	<b>worst</b> 87:6	<b>yesterday</b> 1:8 9:20 12:8,16 21:22 31:3 40:17 72:1 78:9 98:22 117:19	<b>10.00</b> 1:2 160:22 161:2
<b>witness's</b> 24:9 30:25 54:18 70:22 76:15,18 118:25	<b>worker</b> 128:15	<b>worth</b> 145:23 146:5	<b>York</b> 21:2,7,20 22:10 23:10 24:16 25:16 26:23 29:16 29:17 30:3 38:14 45:24 46:6,15,18 49:9,22 64:11,13 80:17,18 85:6 86:12 87:11 111:25 128:16	<b>10.10</b> 1:4
<b>witnesses</b> 19:20 37:24 81:18	<b>workers</b> 147:13	<b>wouldn't</b> 17:10 55:16 56:23	<b>Yorkshire</b> 38:23,24 43:15	<b>10.15</b> 8:16
<b>WO1</b> 2:9	<b>working</b> 3:2 9:6 26:3 30:14 43:10 69:2 70:7 80:23 83:11 119:17 130:12 131:11 132:11 134:19 135:1,4 136:15 138:10,17,22,25 145:21 150:15,22 157:18 158:3	<b>write</b> 5:20 14:13 31:8	<b>young</b> 55:19 58:12 73:24 88:16 123:15	<b>10.40</b> 20:23
<b>woke</b> 50:22	<b>work</b> 21:19 31:15 42:17 119:24 133:1 134:1 136:17 142:7 144:17 158:15	<b>wrote</b> 4:17	<b>younger</b> 7:7	<b>10.48</b> 20:25
<b>woken</b> 90:15	<b>works</b> 21:19 31:15 42:17 119:24 133:1 134:1 136:17 142:7 144:17 158:15	<b>X</b>	<b>youngest</b> 123:16	<b>100</b> 89:13
<b>wonder</b> 45:12 83:15,24 144:25 157:15	<b>world</b> 138:19 145:18	<b>X1</b> 150:9 161:5	<b>youth</b> 51:17 55:17 152:3,19	<b>11-year-old</b> 31:9
<b>wonderful</b> 11:14 11:14 83:8	<b>worries</b> 153:6	<b>X3</b> 1:18	<b>Z</b>	<b>11.20</b> 45:16
<b>wondering</b> 158:5		<b>X6</b> 33:3	<b>Z133</b> :22	<b>11.35</b> 45:14
<b>Worcester</b> 1:8,16 2:10 14:1 16:10 75:24 85:6		<b>X7</b> 49:24 50:11,11 59:16 62:2 66:24 83:1 86:13,19 101:4,13 114:9 123:4	<b>zoom</b> 5:10 103:19	<b>11.37</b> 45:18
<b>word</b> 64:23 138:13		<b>Y</b>	<b>0</b>	<b>12</b> 11:4,5 104:11 111:12 136:3
<b>wording</b> 99:25		<b>Y1</b> 30:24 31:4	<b>1</b>	<b>12.30</b> 86:7
		<b>Y2</b> 45:20 49:5	<b>032</b> 99:18	<b>12.37</b> 86:9
		<b>Y3</b> 49:21 87:19	<b>1</b>	<b>12.59</b> 101:9
		<b>Y4</b> 70:20,24	<b>1</b>	<b>123</b> 161:19
		<b>yeah</b> 32:4 83:6 89:15 100:22	<b>1</b>	<b>124</b> 52:8
		<b>year</b> 16:1,18 20:8 23:12,12,24,24 24:5 62:9 77:20 88:10 112:16 131:24,24 141:13	<b>1</b>	<b>125</b> 52:8
			<b>1</b>	<b>126</b> 161:21,23
			<b>1</b>	<b>13</b> 22:16
			<b>1</b>	<b>133</b> 54:18 55:22 103:20
			<b>1</b>	<b>137</b> 57:15
			<b>1</b>	<b>14</b> 24:8 63:1,5 105:18 114:6
			<b>1</b>	<b>140</b> 61:5
			<b>1</b>	<b>141</b> 61:24 112:10
			<b>1</b>	<b>143</b> 63:6 90:19 91:19,25 97:7 114:4
			<b>1</b>	<b>15</b> 5:8,10 126:19 138:19
			<b>1</b>	<b>15-minute</b> 114:20
			<b>1</b>	<b>157</b> 161:25
			<b>1</b>	<b>159</b> 162:2
			<b>1</b>	<b>16</b> 105:18
			<b>1</b>	<b>17</b> 25:15 97:16
			<b>1</b>	<b>18</b> 14:15
			<b>1</b>	<b>18-year-old</b> 2:20
			<b>1</b>	<b>19</b> 160:11

<p><b>19.3.1</b> 48:11  <b>19.3.2</b> 49:2  <b>191,049</b> 22:18  <b>1981</b> 128:10  <b>1984</b> 128:12  <b>1986</b> 128:12  <b>1997</b> 50:3,18 88:1  <b>1999</b> 50:21 89:9            91:7  <b>1999/2000</b> 54:11</p> <hr/> <p style="text-align: center;"><b>2</b></p> <hr/> <p><b>2.00</b> 101:3,11  <b>2.35</b> 125:25  <b>2.40</b> 126:2  <b>20</b> 43:6 89:2 124:5            138:19  <b>20-year</b> 13:12  <b>2000</b> 128:17  <b>2001</b> 128:19  <b>2003</b> 88:7  <b>2007</b> 160:6  <b>2008</b> 88:7  <b>2011</b> 50:10,25            51:21 62:19 67:19            89:4,18 98:1,23            99:6,7,8 100:25            101:15,19  <b>2012</b> 45:24 46:12            47:15 48:12,15  <b>2015</b> 70:25 78:9            128:19  <b>2016</b> 52:25 59:8            102:1 136:2            158:23  <b>2017</b> 2:16 4:22 5:18            22:21 47:11 49:3            51:24 52:12,22            53:10 54:14 55:21            57:25 76:25 78:11            101:1,16 102:6            103:23 121:11            122:19  <b>2018</b> 8:22 22:21            58:1 59:14 60:1</p>	<p>66:23 67:23 102:5            110:5 129:4  <b>2019</b> 1:1,21 21:10            43:18 86:22 160:2            160:11,19 161:2  <b>21</b> 43:6 161:11,13  <b>22</b> 45:21 90:6  <b>221</b> 76:16  <b>224</b> 76:16  <b>24</b> 4:13 30:20 87:17  <b>25</b> 31:10 97:25  <b>27</b> 11:5 31:10 49:22  <b>28</b> 11:5  <b>29</b> 15:17 32:24 33:1</p> <hr/> <p style="text-align: center;"><b>3</b></p> <hr/> <p><b>3</b> 1:21 160:19  <b>3.15</b> 126:18 148:7  <b>3.30</b> 148:1,9  <b>3.50</b> 160:25  <b>30</b> 15:17 110:5  <b>31</b> 21:10 127:13  <b>32</b> 33:21  <b>33</b> 127:13,16  <b>34</b> 54:19 127:13,17  <b>35</b> 57:15  <b>36</b> 112:9  <b>37</b> 63:6</p> <hr/> <p style="text-align: center;"><b>4</b></p> <hr/> <p><b>4</b> 24:9 53:16  <b>43</b> 70:22 115:3</p> <hr/> <p style="text-align: center;"><b>5</b></p> <hr/> <p><b>5</b> 13:4 89:4 90:8            111:10  <b>50</b> 146:16  <b>58</b> 76:15  <b>5th</b> 111:13</p> <hr/> <p style="text-align: center;"><b>6</b></p> <hr/> <p><b>6</b> 60:1,20,25  <b>60</b> 146:17  <b>61</b> 119:3  <b>62</b> 120:2  <b>63</b> 121:1</p>	<p><b>6th</b> 111:16</p> <hr/> <p style="text-align: center;"><b>7</b></p> <hr/> <p><b>7</b> 1:5 30:24 57:19            86:22  <b>70-year-old</b> 2:18  <b>71</b> 98:17,21 99:14            99:14 100:2            101:21 104:12            108:17 117:8  <b>78</b> 43:9</p> <hr/> <p style="text-align: center;"><b>8</b></p> <hr/> <p><b>8</b> 5:17 12:10,20,24            13:2 32:25 61:2,4            61:25 111:11            112:7,11 160:2  <b>8.30</b> 6:13 8:21  <b>86</b> 161:15,17  <b>88</b> 87:16  <b>89</b> 87:16</p> <hr/> <p style="text-align: center;"><b>9</b></p> <hr/> <p><b>9</b> 1:1 33:20  <b>9.15</b> 6:14 8:15</p>		
---	--	---	--	--