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Our ref
DPA
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Anglican Church
Date
11 September 2019

By email

Dear Sir or Madam

Anglican Church Investigation – ordination of Margaret Sentamu

Our client: the Archbishop's Council of the Church of England

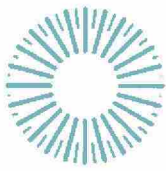
We refer to your email dated 9 July 2019 and timed at 14:50 including the updated evidence proposal for the Archbishop of York.

As the Inquiry is aware, as a result of a Rule 10 request, an addition was made to the Archbishop of York's evidence proposal the day before he was due to give evidence. This related to Margaret Sentamu's recent ordination.

As described by the Archbishop and as summarised by counsel to the Inquiry at the transcript of oral evidence for 10 July, pages 179-80, Margaret Sentamu went through a bespoke selection process which involved a "Candidates' Panel" in place of a Bishops' Advisory Panel ("BAP"). During the selection process Margaret Sentamu confirmed that she had read and understood Promoting a Safer Church and the Safer Recruitment processes were followed. This included the completion of a Confidential Declaration Form and the receipt of an enhanced DBS certificate to ensure she had no criminal record, reprimand or warning from the police and that she is safe to work with children and vulnerable adults. Questions were also asked of Margaret Sentamu by her Diocesan Director of Ordinands to assess her character with safeguarding in mind. The Archbishop said in his evidence that the outcome of the Candidates' Panel was that Margaret Sentamu should be ordained and then do her training.

A Candidates' Panel will occasionally be used in place of a BAP to determine if a person might be recommended for training for ordination where there is a good reason why the usual BAP process should not be used. We understand that Margaret Sentamu's attendance at a Candidates' Panel rather than a BAP was considered appropriate in light of her previous role in Ministry Division as Senior Selection Secretary arranging and attending BAPs, training BAP advisors and working on the selection criteria. It was considered that this in-depth knowledge of the process and of related individuals along with her high profile may cause discomfort amongst the other candidates in the BAP and therefore a Candidates' Panel would be preferred.

The Candidates' Panel in relation to Margaret Sentamu was set up by Ministry Division to mirror a BAP as closely as possible, and the three advisors on the panel were selected from experienced panel members who did not already know Margaret Sentamu personally. The Panel was asked whether it would recommend Margaret Sentamu for training. That question was answered in the affirmative, the Panel being aware that the intention was that she would be ordained prior to her formal training commencing. The case of Margaret Sentamu is an example of a person being ordained without having first gone through Theological Educational Institution ("TEI") training. There are some other limited examples of



alternative pathways used in dioceses, including by way of illustrative example, a scheme in York which permits those who are already readers to become ordained as deacons (but not as priests) without attending a TEI. In Margaret Sentamu's case, although she did not attend a TEI for training prior to ordination, a bespoke training programme was arranged for her prior to her ordination and further training at Cranmer Hall, part of St. John's College which she intends to start in September 2019. The programme will take into account the extensive experience and theological background that she already has.

As mentioned by the Archbishop of York in his evidence to the Inquiry¹, it is relevant to note the extensive and regular safeguarding training that Margaret was required to take in relation to her roles working with people with mental health and learning disabilities in the Leeds and York Partnership NHS foundation trust and her role as a Non-Executive Director and mental health act hospital manager, which included Safeguarding Adults Level 2 and Safeguarding Children Level 1 which were refreshed every three years. Notwithstanding this training, Margaret would also have completed her C1 and C2 training prior to ordination had she gone through the usual BAP process involving training in a TEI. This requirement was unfortunately overlooked in Margaret's bespoke training programme. Once this omission had been discovered on 1 July, Margaret Sentamu promptly undertook the C1 and C2 training, and did so before she took up her title post on 7 July 2019.

This episode has alerted the Church to the fact that the safeguarding training is usually arranged by TEIs and therefore it needs to revisit the relevant national guidance to make clear that in those exceptional circumstances where an alternative selection for ordination and/ or training process is used, the relevant diocese must ensure that safeguarding training is completed before ordination.

Footnotes 2 and 14 of Bishop Mark Tanner's statement refer to provisions enabling a Bishop to vary "training requirements beyond normal procedures" and ordination "where the bishop has discerned that the candidate's ministerial experience and learning mean that they have already met the Formational Criteria." The process surrounding Margaret Sentamu's ordination falls within the scope of these provisions. Bishop Mark described this as a "theoretical" jurisdiction – a more accurate description may have been "exceptional". We apologise for any inaccurate impression given by Bishop Mark's statement; it was only after he had given his oral evidence that Bishop Mark became aware of the recent exercise of this jurisdiction in the case of Margaret Sentamu.

Yours faithfully

DPA

Herbert Smith Freehills LLP

¹ 10 July 2019, pages 178-179