

<p>1 Friday, 9 March 2018</p> <p>2 (10.00 am)</p> <p>3 THE CHAIR: Ms Scolding?</p> <p>4 MS SCOLDING: Good morning, chair and panel. The first</p> <p>5 witness we have this morning is Ms Angela Sibson.</p> <p>6 MS ANGELA SIBSON (sworn)</p> <p>7 Examination by MS SCOLDING</p> <p>8 MS SCOLDING: Ms Sibson, if you would like to take a seat,</p> <p>9 I know you speak quite softly, unlike myself, so if you</p> <p>10 wouldn't mind just speaking up slightly. Project as</p> <p>11 much as you can.</p> <p>12 A. Right.</p> <p>13 Q. Thank you very much. Ms Sibson, we have a witness</p> <p>14 statement from you which is some 13 pages. You have had</p> <p>15 an opportunity to read that witness statement recently,</p> <p>16 have you not?</p> <p>17 A. Yes.</p> <p>18 Q. Is that witness statement true, to the best of your</p> <p>19 knowledge and belief?</p> <p>20 A. Yes.</p> <p>21 Q. A couple of things, Ms Sibson. Firstly, you shouldn't</p> <p>22 hesitate to tell us if you can't remember certain</p> <p>23 details -- it is not a test of memory -- or, if you need</p> <p>24 to refer to any notes or documents, please feel free to</p> <p>25 do so.</p> <p style="text-align: center;">Page 1</p>	<p>1 the diocesan secretary is responsible for the</p> <p>2 administration of such things as the diocesan funds, the</p> <p>3 assets, risk management, diocesan staff -- by which</p> <p>4 I don't mean clergy, who are office holders, I mean paid</p> <p>5 staff of the trust -- and the governance, and the</p> <p>6 general things that you would expect from somebody in</p> <p>7 that senior role.</p> <p>8 Q. So the nearest equivalent in nonchurch life would be</p> <p>9 a sort of chief operating officer role, or chief</p> <p>10 executive type role?</p> <p>11 A. I think that's probably -- yes, that's fair.</p> <p>12 Q. It is not a direct comparison, but just broadly.</p> <p>13 A. No.</p> <p>14 Q. Part of your responsibilities, I'm assuming, was to be</p> <p>15 the line manager for the diocesan safeguarding adviser;</p> <p>16 is that correct?</p> <p>17 A. Yes.</p> <p>18 Q. Can we also explore a little how often that meant you</p> <p>19 would have to meet or discuss matters with senior</p> <p>20 members of the clergy?</p> <p>21 A. I think there are formal and informal meetings. As</p> <p>22 I recall, there was a monthly staff meeting of senior</p> <p>23 clergy, and I would also meet the bishop fairly</p> <p>24 regularly. I had a very close working relationship with</p> <p>25 all three archdeacons, both formally and informally.</p> <p style="text-align: center;">Page 3</p>
<p>1 Secondly, we understand that the process of giving</p> <p>2 evidence can be stressful. If you need to take a break,</p> <p>3 please do indicate, and we can do so at any time.</p> <p>4 A. Thank you.</p> <p>5 Q. Ms Sibson, can I ask you a few preliminary questions.</p> <p>6 You are Angela Sibson, are you not?</p> <p>7 A. Yes.</p> <p>8 Q. You were the diocesan secretary for the Diocese of</p> <p>9 Chichester from 2011 to 2014; is that correct?</p> <p>10 A. Yes.</p> <p>11 Q. Previous to that, you were chief executive of</p> <p>12 the Mothers' Union, National Relate, the Commission for</p> <p>13 the Compact -- which I'm not entirely sure what that is,</p> <p>14 but I don't think it matters -- and the National Academy</p> <p>15 for Parenting Practitioners. Therefore, you had</p> <p>16 operated in a general management role in the charitable</p> <p>17 sector or the not-for-profit sector to do with</p> <p>18 management and safeguarding generally; is that correct?</p> <p>19 A. Yes.</p> <p>20 Q. Can you just explain to the panel who the diocesan</p> <p>21 secretary is and what role she or he plays within the</p> <p>22 diocese?</p> <p>23 A. The diocesan secretary is the senior paid official for</p> <p>24 the Diocesan Trust and Board of Finance. From diocese</p> <p>25 to diocese, the role varies a little, but, essentially,</p> <p style="text-align: center;">Page 2</p>	<p>1 They would often pop in and talk to progress things.</p> <p>2 Then with the suffragan and area bishops, there</p> <p>3 would be meetings, though they would probably be less</p> <p>4 frequent.</p> <p>5 Q. Would you have been considered to have been a part of</p> <p>6 the senior staff team, so to speak?</p> <p>7 A. Yes.</p> <p>8 Q. So you would have gone to the senior staff meetings,</p> <p>9 which we have understood from other witnesses were held</p> <p>10 monthly, or were they clergy only?</p> <p>11 A. No, I attended those.</p> <p>12 Q. You, in fact, are not line managed by any of the bishops</p> <p>13 or any of the archdeacons, are you?</p> <p>14 A. I think the line management for a diocesan secretary is,</p> <p>15 strictly speaking, the chair of the Diocesan Board of</p> <p>16 Finance, because the role is the employee of the trust.</p> <p>17 However, in practice, the role works extremely closely</p> <p>18 with the diocesan bishop in support of his ministry in</p> <p>19 the diocese.</p> <p>20 Q. When you first arrived at the Diocese of Chichester,</p> <p>21 there was only a temporary diocesan safeguarding adviser</p> <p>22 in place, as I understand it, because this was after --</p> <p>23 could you tell us when you started your employment with</p> <p>24 the diocese?</p> <p>25 A. I think it was February.</p> <p style="text-align: center;">Page 4</p>

1 Q. So that was after the departure of Ms Hosgood?
 2 A. Yes.
 3 Q. But before the arrival of Mr Perkins?
 4 A. Yes.
 5 Q. When you arrived, what safeguarding resources were
 6 already in place?
 7 A. **I believe that Ms Wood -- Mrs Wood was the temporary**
 8 **safeguarding adviser, from the best of my knowledge,**
 9 **doing the case work and furthering what needed to be**
 10 **done, but permanent provision wasn't in place.**
 11 Q. What was your view at the time of the adequacy of
 12 the safeguarding resources when you arrived at the
 13 Diocese of Chichester?
 14 A. **I think that, in terms of the people who were there, the**
 15 **advisory group and the temporary safeguarding adviser,**
 16 **they were doing the best that they could and there was**
 17 **a kind of holding position which was satisfactory. But**
 18 **I realised almost immediately that the situation would**
 19 **have to be put on a footing which was better resourced**
 20 **and more permanent and more robust and resilient.**
 21 Q. So in fact, you advised the Diocesan Board of Finance
 22 and the diocesan bishop that there should be a full-time
 23 diocesan safeguarding adviser --
 24 A. Yes.
 25 Q. -- as opposed to the part-time post it had been to date?

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1 A. **Yes, I did.**
 2 Q. What else did you do during your tenure to try to
 3 strengthen the safeguarding resources, both financial
 4 and personnel?
 5 A. **I think the department moved from one full-time person,**
 6 **after Mr Perkins' appointment, to four people, and we**
 7 **were able to make sure that we had some specialist**
 8 **victim support, that we were able to have a greater**
 9 **capacity to do case work, and we were also able to take**
 10 **a more strategic view of safeguarding in the diocese so**
 11 **that we were able to institute improvements.**
 12 Q. What was your view, having come from the outside, so to
 13 speak, from the nonchurch-based sector into the church
 14 sector, about the range of roles that the diocesan
 15 safeguarding adviser had to undertake, because, as we
 16 have heard evidence from Ms Hosgood, they have to do the
 17 training, they have to develop the policies --
 18 A. Yes.
 19 Q. -- plus they have to do the day-to-day casework. What's
 20 your view, from your experience in Chichester, as to how
 21 that works in practice?
 22 A. **I think it puts an enormous strain on the diocesan**
 23 **safeguarding adviser because they have a range of work,**
 24 **some of which is very administrative, and making sure,**
 25 **for instance, that things are in place for the checks**

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1 **and so on. Then they have to do -- ensure that it is**
 2 **done, empathetic work with people who have experienced**
 3 **abuse before, who are reporting abuse. They have to be**
 4 **there for parish priests and people working in parishes.**
 5 **There's all of this kind of very difficult range from**
 6 **the sort of --**
 7 Q. From the administrative almost through to a counselling
 8 role, really?
 9 A. Yes, yes.
 10 Q. So in your professional opinion, do you think that there
 11 needs to be a team of people, therefore, in every
 12 diocese, some of them performing the more administrative
 13 tasks and others of them performing the more pastoral
 14 and counselling roles?
 15 A. **I think that there needs to be some kind of provision**
 16 **that means that one person doesn't cover the whole**
 17 **waterfront.**
 18 Q. When you first arrived, I understand that
 19 Elizabeth Butler-Sloss's report -- it was after the
 20 Meekings Report had been sent to the diocese but before
 21 the publication of the Butler-Sloss Report.
 22 I understand from your witness statement at
 23 paragraph 12, page 3, chair and panel -- I suppose
 24 I should identify at this stage, having forgotten to do
 25 so at the bottom, that your witness statement will go up

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1 in full on the website, and its reference is ACE026282,
 2 for which I sincerely apologise.
 3 One of your first tasks you say at paragraph 12 was
 4 to prepare for the publication of the Butler-Sloss
 5 Report, and you identify at paragraphs 13 through to 15
 6 some difficulties there were in trying to manage the
 7 issues around whether or not they should be published or
 8 not. Please could you tell us about the difficulties
 9 that you found?
 10 A. **I found, I think, quite a confused situation, where it**
 11 **was difficult to establish how the reports had been**
 12 **commissioned in the first place. There was a House of**
 13 **Bishops guidance, I think, about how these reports**
 14 **should be done, but I didn't see them until the day of**
 15 **publication, and I understood that some of the content**
 16 **was contentious and that Bishop Wallace was concerned**
 17 **about it. Therefore, I could see that this was quite**
 18 **a confused situation, and it was very difficult to piece**
 19 **together the narrative that had happened in the previous**
 20 **year/18 months that had led to that confusion, because**
 21 **people's memories were, you know, partial about --**
 22 **people couldn't remember the order and that kind of**
 23 **thing.**
 24 **One of the key jobs of a diocesan secretary is to**
 25 **assess risk, and I think I was very concerned that we**

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<p>1 shouldn't make any mistakes in relation to this, because</p> <p>2 we owe it to the public to make sure that if something</p> <p>3 is published, it is in the best state it can possibly</p> <p>4 be.</p> <p>5 Q. In particular, I think, you wanted and you identify at</p> <p>6 paragraphs 16 and 17 in what you carefully identify as</p> <p>7 "Lessons learned", you identify that, from your</p> <p>8 experience, when these reports are commissioned, there</p> <p>9 needs to be thorough consideration with legal advice</p> <p>10 about whose responsibility the report is, what scope and</p> <p>11 powers there are, and who's the audience circulation and</p> <p>12 publication of the report. I think your view is that,</p> <p>13 had those things been considered beforehand, some of</p> <p>14 the problems which then arose would not have arisen?</p> <p>15 A. Yes. I mean, I have to say that, because I wasn't</p> <p>16 there, I might be wrong, but that would be my view, that</p> <p>17 preparation would help.</p> <p>18 I think, in particular -- I'm not sure that people</p> <p>19 are clear that publishing is not necessarily publishing</p> <p>20 on a website or having printed and sent out. In legal</p> <p>21 terms, although I'm not a lawyer, I understand that</p> <p>22 publishing can be to a very small number of people. But</p> <p>23 it still might be that that would be viewed, possibly,</p> <p>24 as actionable.</p> <p>25 Q. Again, one of the lessons that you say you learnt from</p> <p style="text-align: center;">Page 9</p>	<p>1 wouldn't mind getting it up on the screen. Page 4,</p> <p>2 chair and panel. If you could highlight paragraph 15,</p> <p>3 please. Ms Hoyano asks some questions on the basis of</p> <p>4 what you say in the first sentence, which I will read</p> <p>5 out:</p> <p>6 "It seemed to be the case that when the reports were</p> <p>7 commissioned, there had not been consideration to their</p> <p>8 status or circulation and their status was that of</p> <p>9 expressions of opinion from experienced and informed</p> <p>10 authors."</p> <p>11 The first question I am asked to ask is, the reports</p> <p>12 in fact both made findings of fact based upon the</p> <p>13 examination of documents and interviews with relevant</p> <p>14 witnesses. Are you therefore trying to say that those</p> <p>15 reports could be ignored in that sentence, or please</p> <p>16 could you explain your meaning?</p> <p>17 A. I am trying to convey the difference between a statutory</p> <p>18 inquiry that has powers of privilege to say what needs</p> <p>19 to be said --</p> <p>20 Q. Like this inquiry?</p> <p>21 A. -- yes, and an inquiry which someone is asked to do, and</p> <p>22 I think if someone is asked to do a review, the</p> <p>23 preparatory work that I referred to earlier needs to be</p> <p>24 done about what powers and responsibilities they have,</p> <p>25 and what kind of privilege, if any, they have in terms</p> <p style="text-align: center;">Page 11</p>
<p>1 the publication of the Elizabeth Butler-Sloss report</p> <p>2 that you identify at paragraph 17 is that communicating</p> <p>3 well following the publication of reports such as these</p> <p>4 is something that needs careful preparation?</p> <p>5 A. Yes.</p> <p>6 Q. Because it can build trust and confidence or can and may</p> <p>7 be -- it is an abject lesson to be learnt from the</p> <p>8 publication of these various reports --</p> <p>9 A. Yes.</p> <p>10 Q. -- that the lack of clarity can otherwise diminish the</p> <p>11 trust and confidence that people have in the diocese?</p> <p>12 A. Yes. So by "preparing for publication", what I meant</p> <p>13 was that we should be very clear that if you publish</p> <p>14 something, it is going to be seen by an audience that</p> <p>15 includes victims and survivors known to us, not known to</p> <p>16 us, a wide variety of people with a wide variety of</p> <p>17 experience and, therefore, if the church is publishing</p> <p>18 something, people need to have confidence that if they</p> <p>19 come forward, the church will understand the kind of</p> <p>20 things that they might be wanting to say and has</p> <p>21 adequate provision for that.</p> <p>22 Q. I have been asked to ask you some questions by Ms Hoyano</p> <p>23 on behalf of the victims and survivors represented by</p> <p>24 Slater & Gordon. This arises from what you say at</p> <p>25 paragraph 15, that's ACE026282_004, Paul, if you</p> <p style="text-align: center;">Page 10</p>	<p>1 of expressing the opinions.</p> <p>2 Q. The next question that Ms Hoyano asks me to ask is</p> <p>3 whether or not you were aware that expressions of</p> <p>4 honestly held opinion based on facts are protected from</p> <p>5 being sued on in defamation. Now, you are not a lawyer,</p> <p>6 so you may or may not be able to answer that question?</p> <p>7 A. I was going to say, I think the point is that I'm not</p> <p>8 a lawyer, but I know that that is a question that could</p> <p>9 be asked and, therefore, what I am trying to point up</p> <p>10 here is that expert opinion needs to be sought, and,</p> <p>11 yes, I am -- you know, I am aware, in general terms,</p> <p>12 that that is a defence. But, in a sense, because I'm</p> <p>13 not legally trained, my view on that doesn't have the</p> <p>14 same status as formal legal advice.</p> <p>15 Q. Are you aware if the diocese sought any formal legal</p> <p>16 advice, or whether or not you arranged for such to take</p> <p>17 place, or was it simply not possible, given the</p> <p>18 timescale?</p> <p>19 A. I couldn't find any legal advice, but I wouldn't like to</p> <p>20 say that it hadn't been taken. I don't know. I wasn't</p> <p>21 there.</p> <p>22 Q. Can we turn now to another topic, which is the</p> <p>23 relationship between senior members of the clergy. You</p> <p>24 set this out at paragraphs 18 through to 20 of your</p> <p>25 witness statement. You identify that there were some</p> <p style="text-align: center;">Page 12</p>

<p>1 difficulties, as far as you were concerned, because of</p> <p>2 the nature of the interrelationship between an area</p> <p>3 bishop and a diocesan bishop. Do you think that that is</p> <p>4 inherent within the -- we have heard all about the area</p> <p>5 scheme, we have heard some quite extensive evidence from</p> <p>6 Bishop John about that, and also from Archdeacon Philip,</p> <p>7 so I think we don't need to go over what the difference</p> <p>8 between them is. But do you think that that's a problem</p> <p>9 of structure, the fact that there was conflict caused</p> <p>10 because both of them felt that they were in charge or</p> <p>11 should be in charge, to use a colloquialism, or do you</p> <p>12 think it was a problem with the particular</p> <p>13 personalities?</p> <p>14 A. I think that the structure can often shape behaviour,</p> <p>15 and I think that the structures didn't necessarily make</p> <p>16 it clear who was responsible for what.</p> <p>17 Q. So, again --</p> <p>18 A. And behaviours follow from that.</p> <p>19 Q. Again, I understand what you are trying to say is that</p> <p>20 because there was confusion over roles and</p> <p>21 responsibilities, particularly within the safeguarding</p> <p>22 context, as we are looking at, that therefore fed into</p> <p>23 confusion about who was meant to be responsible for</p> <p>24 doing what?</p> <p>25 A. Yes, and I think from observation and from a lay</p> <p style="text-align: center;">Page 13</p>	<p>1 actually have a formal instruction that I could see.</p> <p>2 The difficulties that it poses are that it's not</p> <p>3 particular to Bishop Benn, it is simply that he was</p> <p>4 a trustee of the Diocesan Board of Finance, and for the</p> <p>5 Diocesan Board of Finance to pay expenses for him could</p> <p>6 be construed as a personal benefit, and, normally</p> <p>7 speaking, trustees are not allowed to receive a personal</p> <p>8 benefit from a trust.</p> <p>9 I believe there are circumstances where that can be</p> <p>10 permissible, but you would expect to find paperwork</p> <p>11 where permission for that had been sought and granted.</p> <p>12 And in this circumstance, it didn't seem to me that that</p> <p>13 would have been likely. I mean, maybe that's going</p> <p>14 a bit too far --</p> <p>15 Q. So, again, it's one of those things that clarity about</p> <p>16 who is responsible for what and when at the initial</p> <p>17 stages is particularly important to avoid the issues</p> <p>18 which arose?</p> <p>19 A. Yes, and I think the second issue in relation to that</p> <p>20 invoice was that, at that time, the expenses incurred by</p> <p>21 bishops in their ministry were, as far as I understood</p> <p>22 it, the responsibility of the church commissioners, and</p> <p>23 another difficulty was that trusts in general shouldn't</p> <p>24 bear costs that are properly borne by another entity.</p> <p>25 So, again --</p> <p style="text-align: center;">Page 15</p>
<p>1 perspective, it's particularly important in the matter</p> <p>2 of making appointments, because one of the ways in which</p> <p>3 bishops exercise their ministry is through making</p> <p>4 appointments, and I think that if there is a sort of</p> <p>5 confusion about that or a difference of opinion about</p> <p>6 that, that is sort of very central to the kind of --</p> <p>7 I don't really want to use the word "dispute" and</p> <p>8 "conflict", but kind of friction, perhaps, that might</p> <p>9 arise.</p> <p>10 Q. One of the other issues you wanted to raise about</p> <p>11 governance and authority is -- I think we saw some notes</p> <p>12 the other day when we spoke to Bishop John about the</p> <p>13 fact that Bishop Wallace had sought some legal advice,</p> <p>14 and we have heard from Archdeacon Jones about that, and</p> <p>15 there was an issue about who should pay for that, as</p> <p>16 I understand it, and a request was made that the</p> <p>17 Diocesan Board of Finance should pay for it. How did</p> <p>18 you deal with that and what particular problems did that</p> <p>19 raise?</p> <p>20 A. Well, the first I knew about it was when the bill</p> <p>21 arrived, and I was approaching it from the point of view</p> <p>22 of: this is a bill, do I authorise it or not?</p> <p>23 I searched for paperwork, such as a client care letter,</p> <p>24 and I couldn't find any. So I telephoned the firm and</p> <p>25 said, was there one, and there wasn't. So we didn't</p> <p style="text-align: center;">Page 14</p>	<p>1 Q. Again, the disparate nature of the different structures</p> <p>2 of authority causes problems in terms of being able to</p> <p>3 work out, well, on a very practical basis, who is going</p> <p>4 to pay for what and when?</p> <p>5 A. Who is going to pay for what, yes.</p> <p>6 Q. You identify at paragraph -- I think you identify at the</p> <p>7 last sentence of paragraph 18, ACE026282_005:</p> <p>8 "There were unresolved tensions about churchmanship</p> <p>9 which aggravated the situation."</p> <p>10 Perhaps you would like to explain, or can we unpick</p> <p>11 that? It is quite opaque. What do you mean?</p> <p>12 A. There are different -- it is quite difficult for me to</p> <p>13 explain because, as a layperson, I know that anyone</p> <p>14 better qualified than I am would find the language that</p> <p>15 I use probably not quite right.</p> <p>16 Q. That's fine. Just assume that -- I mean, I have already</p> <p>17 managed to possibly offend the entire -- every canon</p> <p>18 lawyer going with what I've been saying, so please don't</p> <p>19 worry, Ms Sibson. Just say in layperson's language.</p> <p>20 A. Broadly speaking, there are different kinds of</p> <p>21 churchmanship and, broadly speaking, people understand</p> <p>22 people who share their churchmanship better than they</p> <p>23 understand and communicate with people who don't. That</p> <p>24 is a massive generalisation, and in many cases very</p> <p>25 unfair. However, there is some truth in it. I think</p> <p style="text-align: center;">Page 16</p>

<p>1 that it can aggravate a situation because, if you are 2 focusing on really important matters, like safeguarding 3 and what's going to happen in the communication, 4 essentially, we need to focus on the needs of 5 the communication plan, the needs of getting the work 6 done, and not to be distracted by that kind of 7 consideration, especially in safeguarding matters where, 8 you know, we have much broader and deeper concerns. 9 Q. Can I ask, from your perspective, what was your view 10 about the particular challenges which were raised in the 11 context of Chichester, where there was criticism made of 12 senior members of the clergy and how do you think that 13 whole situation could have been managed differently, 14 with the benefit of hindsight, if it could have been 15 managed differently? 16 A. Well, of course, I wasn't there for some of the most 17 difficult stages of this. 18 Q. Yes. 19 A. By the time I arrived and stepped into the situation, it 20 seemed to me that everyone on the bishop's staff team 21 was deeply troubled in different ways, and I think 22 people were troubled for all sorts of reasons. I saw it 23 as my job to listen carefully, try to distinguish what 24 was important, in terms of getting our next stage of 25 communication done, about what was urgent, and try to</p> <p style="text-align: center;">Page 17</p>	<p>1 "... and feeling that their lives had been invaded." 2 This is a real problem for the diocese as has been 3 identified by I think every witness who has come to give 4 evidence to us. What do you think the church can do to 5 (a) try to improve understanding and awareness around 6 grooming behaviours and (b) deal with the difficulties 7 that then arise if parishioners refuse to believe that 8 people who are otherwise good can do bad things, if 9 anything? 10 A. I think that it is a matter of much deeper and broader 11 training so that -- I don't discount or disregard the 12 training that's been put in place since this situation 13 arose, and I think it's a very positive development. 14 But these are issues that are complex and far reaching, 15 and I think people need a lot more help to come to terms 16 with them. Especially if their life course hasn't led 17 them to be aware of abuse and its impact. 18 I think that -- I really believe that people need 19 a lot more training and a lot more information and 20 support in senior roles. I think the leadership and 21 management of safeguarding is almost as important as the 22 technical work of safeguarding itself, because we need 23 to create a context within which these specialists can 24 do their job in a supportive environment so that they 25 can exercise their leadership. I think that -- I recall</p> <p style="text-align: center;">Page 19</p>
<p>1 support all the members of the team in the different 2 perspectives that they had. But certainly, everyone was 3 deeply troubled by the whole situation that had arisen, 4 and I think that they had a sense of frustration and 5 possibly powerlessness: how do we resolve these 6 difficult deadlocks and things? 7 Q. One of the issues you raise at paragraph 22 of your 8 witness statement is that you identify -- Paul, if we 9 could get that up, ACE026282_005: 10 "A primary ... issue here is the role of senior 11 clergy in leading the clergy ... when someone in whom 12 they had reposed trust emerges as a perpetrator. Such 13 discoveries are understandably a real shock and cause 14 people to question their judgment. However, it should 15 be recognised that some offenders are extremely clever 16 at hiding their activities and through grooming 17 behaviour have succeeded in misleading people for long 18 periods of time. Indeed, some parishioners of clergy 19 who were convicted of offences in my time at the 20 Diocese ... refused to believe the outcomes of 21 successful prosecutions. In addition, many were in 22 shock, questioning the validity of Occasional 23 Offices ..." 24 What we would know as baptisms weddings and 25 funerals:</p> <p style="text-align: center;">Page 18</p>	<p>1 what Bishop Martin said, quite early on in his period in 2 the diocese, about the fear of these situations is very 3 undermining to dealing with them effectively. So people 4 can be less than sure footed, not because they have any 5 reservations about what needs to be, but simply because 6 it is very, very daunting. So I think it is a matter of 7 imbuing the leaders with the knowledge and the skills 8 and the confidence so that they can lead in these 9 situations effectively. 10 I know that in the diocese there's also been some 11 work done where there are local situations -- 12 Q. I think we had an example that I mentioned in my opening 13 of the Reverend Howarth where I believe the diocesan 14 safeguarding adviser and other senior clergy went to the 15 parish? 16 A. Yes. The presence is massively important. But, and 17 I suppose in addition to that, well prepared, well 18 trained, well briefed people would have even more of an 19 impact. 20 Q. Would you say, in your time in the diocese, by the time 21 you left, which was 2014, that work had been done on 22 that or do you think there is still quite a way to go? 23 A. I think there is still quite a way to go, but that is 24 not to diminish the importance and worth of what's 25 already been achieved.</p> <p style="text-align: center;">Page 20</p>

1 Q. You then set out in your witness statement some issues
 2 about relationships with the media. I wasn't going to
 3 in particular take you to them, but Ms Hoyano has asked
 4 me to ask some questions.
 5 At paragraph 27 of your witness statement, you
 6 say -- ACE026282_006:
 7 "... there was a distinction between the Diocese of
 8 Chichester as a whole and those perpetrators who had
 9 taken advantage of their roles within it to do harm to
 10 children and ... adults ... This provided the basis for
 11 a much more positive relationship [with the BBC] which
 12 still resulted in difficult coverage but focused on the
 13 wrongdoing itself."
 14 Are you therefore stating, Ms Hoyano asks, that the
 15 front-facing position of the diocese was that it bore no
 16 responsibility for failures in safeguarding?
 17 **A. No, absolutely not. I think the point is that to say**
 18 **that a diocese is -- the position one, if you like,**
 19 **that, you know, the diocese is a centre of wrongdoing**
 20 **can almost lead to not fully understanding the nature of**
 21 **the problems and hence what has to be done to put them**
 22 **right. So I am certainly not saying what that might**
 23 **suggest.**
 24 Q. Can you identify -- again this, is on behalf of
 25 Ms Hoyano -- was the diocese's position at that time

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1 that it was not also at fault in tolerating a culture
 2 which allowed those perpetrators to continue to commit
 3 what she describes as wrongdoing?
 4 **A. Could you say the question again?**
 5 Q. Yes. Sorry, I'm just reading out. Was the diocese's
 6 position at that time that it was not also at fault --
 7 I think what she's trying to get at is, was the diocese
 8 trying to abdicate responsibility --
 9 **A. No, absolutely not.**
 10 Q. -- by saying, "These are all bad people. We have really
 11 got nothing to do with them. It is not our fault"?
 12 **A. No, absolutely not. I think, if anything, it was trying**
 13 **to make it clear that there was wrongdoing going on that**
 14 **had to be addressed and was quite wrong, but that we**
 15 **needed to focus on that as the issue, and there was**
 16 **a worry, I suppose, that just in focusing on the diocese**
 17 **as a whole, we couldn't be clear about what had gone**
 18 **wrong, what the causes were, and what might be done to**
 19 **put it right.**
 20 Q. I want to move now on to the relationship you had with
 21 the national church safeguarding authorities, which is
 22 dealt with within your witness statement at
 23 paragraphs 30 through to 37.
 24 When you first joined the diocese, how much national
 25 safeguarding resource was in place within the national

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1 church institutions, as I believe the church calls them?
 2 **A. So far as I recall, it was one person half time.**
 3 Q. Did you think that that was adequate?
 4 **A. No.**
 5 Q. You identify that there were some issues at paragraph 3
 6 of communication, shall we say, between the diocese and
 7 the church, in particular in respect of handling media
 8 relations. You set this out at paragraph 32. What was
 9 the, shall we say, misunderstandings between yourself
 10 and the national church and what difficulties did that
 11 cause?
 12 **A. It seemed to me that the approach of the national**
 13 **church -- I go back to my point that structures shape**
 14 **behaviours. It seemed to me that the position of**
 15 **the national church was to say that this was**
 16 **a Chichester problem, that it was extraordinary,**
 17 **confined to Chichester, and that Chichester -- we would**
 18 **have to manage our communications ourselves. There was**
 19 **quite a distancing, as I experienced it. That seemed to**
 20 **me to be unhelpful not only for Chichester but for the**
 21 **public perception of the church as a whole, because the**
 22 **public doesn't readily distinguish between the national**
 23 **church and a diocese, and, actually, what people**
 24 **require -- what the public as a whole, including, as**
 25 **I have already said, various people who may be affected**

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1 **by abuse, what they want from the church is an**
 2 **acknowledgement of the difficulties and all of**
 3 **the points that are raised in the Responding Well**
 4 **document, they want to hear more of a positive account**
 5 **in the sense of a corporate understanding,**
 6 **a togetherness understanding, and I think that we have**
 7 **to try to make our communications such that they build**
 8 **confidence, which ought to be well merited. You have**
 9 **obviously got to be able to back that up. But**
 10 **encouraging people that if they do come forward to**
 11 **report abuse, they will be heard and that there is**
 12 **a proper response, rather than this kind of distinction**
 13 **between two separate entities.**
 14 Q. You were obviously in post during the time of
 15 the Chichester visitation. You identify it at
 16 paragraph 34 of your witness statement as a welcome
 17 development. Was it a welcome development, and did it
 18 lead to change?
 19 **A. From my point of view, it was very welcome, because we**
 20 **were in difficulty in the aftermath of**
 21 **the Meekings Report and the Butler-Sloss Report, and**
 22 **I thought that it was very helpful that we had people**
 23 **coming. Under a legal framework of visitation, it's**
 24 **clear what a visitation is. It is clear where its**
 25 **powers are derived from, who is going to do it.**

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<p>1 I thought, from my point of view, it was. In fact, we 2 had -- I had been meeting informally with the chief of 3 staff at Lambeth Palace ever since about February/March 4 time in 2011 with precisely the purpose of trying to 5 improve communications between the diocese and 6 Lambeth Palace and asking, if you like, for this kind of 7 support to help move us on. 8 Q. Would you say that in the context of any kind of 9 safeguarding crisis -- I don't know whether it is 10 correct -- it is probably inapt, but I'm just trying to 11 use it as a convenient shorthand. Do you think in the 12 context of any future safeguarding crisis there needs to 13 be such kind of support, management, clear legal powers 14 put in place quickly in order to identify the problem 15 and to resolve it? 16 A. I was certainly surprised before that at how we didn't 17 seem to get around a table -- I have noted that there 18 are core groups now, which is welcome, but it seemed to 19 be quite hard to get people around a table to say that, 20 "There are really important and deep issues here that 21 are affecting our ability to respond well to 22 safeguarding situations. Can we work together to 23 resolve the problems and find a way forward that will 24 move us to a better place?". 25 Q. Do you think that the structure of the church in respect</p> <p style="text-align: center;">Page 25</p>	<p>1 that extent the existing culture and ways of working of 2 the church are massively significant in this. However, 3 I think that safeguarding -- getting a safe church, 4 safer church, is so important that modifications need to 5 be considered. 6 Q. Can I ask about your relationship with the charity 7 sector and the statutory sector which you identify at 8 paragraphs 38 through to, really, 48 of your witness 9 statement. You identify that the Charity Commission and 10 various other statutory bodies find it quite difficult 11 to communicate effectively with the church because they 12 don't really understand the church's structures. 13 I think that's roughly what you say. And also because 14 possibly many of the legal entities which would be 15 considered to be charities don't really understand the 16 Charity Commission's role, particularly as they have 17 a duty, and please identify we have a witness statement 18 from Harvey Grenville who is the head of enforcement at 19 the Charity Commission. So we know that they have 20 extensive powers, including the power to interrogate and 21 set up a statutory inquiry in respect of safeguarding, 22 which they have done for various religious institutions. 23 What are the difficulties in communication and in 24 the statutory sector and the charitable regulator and 25 the church in this respect from your direct experience?</p> <p style="text-align: center;">Page 27</p>
<p>1 of safeguarding therefore needs to change, or that there 2 needs to be some quite radical changes to the way the 3 church is currently managed in order to ensure that 4 there is the appropriate leadership and management at 5 all levels, or do you think it is just, the current 6 structure is fine, but it is the way that it is applied 7 is difficult. 8 A. I think that deep consideration needs to be given to the 9 structural issues, putting the needs of safeguarding 10 first. I think that that will be a very difficult and 11 deep problem to resolve because of the long-established 12 structures of the church. But safeguarding has 13 extraordinary significance. It is such an important 14 thing to get right if the mission and ministry of 15 the church is to be fruitful. 16 Q. So from a practical perspective and from somebody who 17 has operated as a chief operating officer of 18 the diocese, if you could have a blank slate, how would 19 you redraw the structure to make safeguarding more 20 embedded and effective? 21 A. I would find that very difficult to answer, but what 22 I think is really important is that by "deep and 23 penetrating" what I mean is that you cannot put forward 24 proposals for change unless you can understand 25 thoroughly the culture that is there already, and to</p> <p style="text-align: center;">Page 26</p>	<p>1 A. From my direct experience, what you find is that the 2 statutory sector is very clear about its 3 responsibilities. It is very clear who should do what 4 and, if somebody doesn't know what they are going to do, 5 it is very clear as to who they should ask. They 6 document a lot more. They have set procedures. 7 Ultimately, they are accountable to parliament through 8 various mechanisms, regulators, and, therefore, they 9 operate in a highly structured environment. 10 When someone who has worked in the statutory sector 11 either comes to be employed by the voluntary sector -- 12 in this case the church -- or when there is an interface 13 between the voluntary sector and the statutory sector, 14 this is a real -- a barrier to understanding that needs 15 to be overcome, because people find it very difficult 16 to -- that we don't necessarily know who is responsible, 17 and those kinds of things. 18 Now, in terms of the various trusts that are up and 19 down the country, I think the church is blessed with 20 some very able trustees, both at diocesan and parochial 21 level, as well as nationally, so a lot of people do know 22 about the Charity Commission and their role, but, again, 23 it comes down to what people understand by what they 24 have to do, and their powers and responsibilities as 25 trustees to take proportionate measures in terms of</p> <p style="text-align: center;">Page 28</p>

<p>1 safeguarding, and what might be required of them. Is 2 that clear enough? 3 Q. An example may well be -- I don't think we need to turn 4 them up, but the Charity Commission became involved with 5 the diocese in 2012. 6 A. Yes. 7 Q. It, in effect, wrote a letter saying, "We understand -- 8 we have seen in The Times that a lot of people are being 9 prosecuted and some of them have been convicted. What 10 are you doing about that and why haven't you reported it 11 using the serious incident reporting regime?". What was 12 your response to that? 13 A. I think it was particularly in relation to Bishop Ball. 14 Q. Yes. 15 A. I was quite surprised, because Bishop Ball would not 16 fall within the responsibility certainly of the diocesan 17 secretary of the Diocese of Chichester because, as 18 I have said, bishops are -- 19 Q. In fact, it wasn't in respect of Bishop Ball. Maybe we 20 can get the letter up. ACE023898, Paul. Chair and 21 panel, I don't have tabs in my bundle but it is the 22 first letter that you will come to in your bundle. 23 It is addressed to yourself, September 2012. You 24 should have it up on screen. 25 A. Yes.</p> <p style="text-align: center;">Page 29</p>	<p>1 you done? What are you going to be doing? Have you 2 implemented the recommendations, and when are you going 3 to be implementing that by?" 4 As they didn't take any further action, obviously 5 the answers that you gave them were, at least relatively 6 speaking, to the Charity Commission's satisfaction. So 7 I don't think we have to identify that as a particular 8 problem. However, had you considered reporting these 9 matters or had anybody else on your team considered 10 reporting these matters? 11 A. Not to my knowledge. I think that was part of 12 the confused picture that I inherited about who had done 13 what and when, because it does refer to the previous 14 diocesan secretary by name. So I actually, to the best 15 of my knowledge, don't recall the letter addressed to 16 Francesca. 17 I think the point is, it was such a confused picture 18 that I thought it best to meet with them and talk it 19 through at length and make sure that we were on a better 20 footing by the time that we had met with them. 21 Q. I think, again, if we just get briefly the 2014 letter 22 from the Charity Commission up -- chair and panel, it 23 should be the next one along -- dated 2 January 2014. 24 Paul, ACE009765, which I think -- maybe the first page 25 of that indicates that even the Charity Commission</p> <p style="text-align: center;">Page 31</p>
<p>1 Q. It should also be in your bundle. Whatever you find 2 easier: 3 "A BBC news article ... has come to the Commission's 4 attention ... 5 "... [in that] three local priests have been charged 6 this year ..." 7 In fact, they identify: 8 "[We wrote further back to you, et cetera] ... 9 "Canon Gordon Rideout; 10 "Robert Coles; and 11 "Father Wilkie Denford. 12 "... 13 "Roy Cotton; and 14 "Colin Pritchard. 15 "According to our records, none of these individuals 16 have been reported to us ..." 17 This is the middle of the second page, Paul. 18 Page 2, about two-thirds of the way down: 19 ""According to our records, none of these 20 individuals have been reported to us, despite us 21 requesting back in June 2011 that you do so ... 22 "... 23 "Action required." 24 Then the next page, identify in effect -- what it 25 does is it asks you eight questions saying, "What have</p> <p style="text-align: center;">Page 30</p>	<p>1 itself had some problems because it says: 2 "In my last correspondence [to] you ..." 3 "I ... appreciated the regular updates ... that you 4 have made in respect of the abuse cases." 5 Then the third paragraph: 6 "... I acknowledged the difficulties ... but that 7 you have no powers in respect of the priests ... This 8 made us question whether we should have opened a case 9 into another of the Church of England's charities. The 10 conclusion" -- about halfway down the third paragraph 11 the second half of that, if you could highlight that: 12 "The conclusion was that we should have opened cases 13 into each of the PCCs where the perpetrator had (1) 14 committed his offence(s); and/or (2) was in resident ... 15 To have done either would have been problematic. 16 "The more recent thinking has been to open a case 17 into the Archbishops' Council [because that is 18 a registered charity] ..." 19 The Archbishops' Council is also identified and then 20 it identifies various bits and pieces and identifies 21 reporting and says that it would be a good idea, on the 22 next page, that there should be a meeting, and 23 identifies again the guidance. 24 Then at page ACE009765_004 under "Conclusions": 25 "I have taken note of the work that the Diocese ...</p> <p style="text-align: center;">Page 32</p>

<p>1 has been making, to remedy the serious safeguarding 2 issues ..."</p> <p>3 And in effect says, "I am closing the case".</p> <p>4 Again, I think maybe this demonstrates the point 5 that you are making, that even the charity, you didn't 6 really know who was meant to be doing the report and to 7 whom and in fact the Charity Commission didn't really 8 know to whom they should be directing its regulatory 9 attention?</p> <p>10 A. Yes. I mean, it was part of the confused picture that 11 I inherited, and I agree that that was very problematic.</p> <p>12 Q. Do you think there is anything that could practically be 13 done by the church to improve and to ensure that there 14 are clear lines of communication in respect of serious 15 incident reporting? Should there be, for example, one 16 point within every diocese or one point nationally and 17 the national church institutions then take 18 responsibility for that kind of regulatory behaviour, or 19 is it simply not possible because of the disparate 20 nature of the charities involved?</p> <p>21 A. I think it is a question that needs thinking through 22 very carefully, because a central record of a serious 23 incident report would be helpful. It might be it is 24 done on a diocese-by-diocese basis. I think that 25 dioceses need support in understanding the significance</p> <p style="text-align: center;">Page 33</p>	<p>1 difficulties, but what absence did you find and what do 2 you think can be done to ensure that there is better 3 multi-agency working?</p> <p>4 A. When I arrived at the diocese, there was no evidence in 5 any of the papers that I inherited that, for example, 6 the -- I believe it is called a procedures book about 7 multi-agency working -- colloquially, it was known as 8 the red file -- which had one paragraph in which faith 9 organisations were mentioned alongside all the voluntary 10 organisations.</p> <p>11 Q. You mean Working Together?</p> <p>12 A. That's it. It had escaped me. So that was there. But 13 then there was no further development of any of those 14 ideas.</p> <p>15 Now, I am not saying that in relation to each 16 individual piece of casework, cooperation with the 17 statutory sector was not in place. I am confident that 18 in each individual piece of casework that was being 19 dealt with those measures were there.</p> <p>20 What I am saying is that there is also a role to 21 meet regularly with statutory sector partners to make 22 sure that there's a mutual understanding about what's 23 happening and to cooperate and to share information and 24 to help bridge that gap between two very different, or 25 potentially very different, ways of working. So that if</p> <p style="text-align: center;">Page 35</p>
<p>1 of this as well. I don't think it is necessarily widely 2 understood.</p> <p>3 If there were a mechanism, which would have to be 4 consulted on and thought through, that would provide 5 information about the incidence -- occurrences of 6 serious incidents which might in itself be of value in 7 pinpointing hotspots or areas of specific concern.</p> <p>8 So I think it is something that needs to be 9 addressed, both by the church and by the 10 Charity Commission, to see if we can get some sort of 11 seamless process which would enable everyone to be 12 confident that this was being done properly.</p> <p>13 Q. Can I now pass on to multi-agency working not with the 14 Charity Commission, but with local authorities and the 15 police in general. At paragraph 46 of your witness 16 statement, you say:</p> <p>17 "As I noted above, multi-agency working was not very 18 evident in the Diocese of Chichester in 2011 ...", 19 et cetera, et cetera:</p> <p>20 "The gap between statutory services [towards the 21 bottom of the paragraph you say] has narrowed in more 22 recent times. There is still much to be done to educate 23 clergy and lay workers to work in partnership with these 24 agencies ..."</p> <p>25 Perhaps you could briefly explain what, not</p> <p style="text-align: center;">Page 34</p>	<p>1 something does arise which is urgent and important, 2 there's already a working relationship to build upon. 3 It seems to me very important.</p> <p>4 Q. One of the things that you identify at paragraph 48 is 5 that when people from a statutory background -- and 6 largely, people who come to be diocesan safeguarding 7 advisers come from a social work or a probation or 8 a police background -- they can find it quite difficult 9 to deal with the world of the church. Now, one of 10 the things that concerned me slightly within your 11 witness statement was, are you saying that the church 12 should have lesser or different standards to these 13 statutory agencies, or are you simply saying that there 14 needs to be education, shall we say, on both sides? How 15 does that work practically?</p> <p>16 A. I am emphatically not saying that the church should have 17 different standards, but what we want is to gain the 18 maximum benefit from the people who bring us their 19 professional skills and expertise, and part of that is 20 about making sure that they're inducted as thoroughly as 21 possible so that they can contribute the maximum amount 22 of expertise that's needed.</p> <p>23 Q. In other words --</p> <p>24 A. That's really important. Because otherwise, if you want 25 to achieve cultural change, then you have to understand</p> <p style="text-align: center;">Page 36</p>

<p>1 where people are before you start in order to be able to 2 reach out to them and help them.</p> <p>3 I think I would like to comment that it may be, with 4 all of the serious incidents that we are seeing in other 5 sectors as well as the church, that we are at a point in 6 the narrative of safeguarding where it broadens out 7 beyond the province of professional people to require 8 people who are nonprofessionals to have a stronger and 9 deeper understanding of the principles in order to lead 10 and manage safeguarding effectively.</p> <p>11 I think that's really quite a big thing to say, 12 because the implications of that for inducting people 13 and training them and making sure that there is 14 competence in that leadership and management is quite 15 considerable.</p> <p>16 Q. So you identify that really at paragraphs 54 through to 17 56 of your witness statement, which is, in effect -- 18 I think the word that used to be used, for example, by 19 various of the equality regulators used to be 20 "mainstreaming"?</p> <p>21 A. Yes.</p> <p>22 Q. At the moment, is it still the case that it's the 23 equivalent of having somebody who is called an equal 24 opportunities officer as would have been the case some 25 time ago or the equalities officer and then they sit in</p> <p style="text-align: center;">Page 37</p>	<p>1 team were in. I think Bishop Wallace found it very, 2 very difficult to understand.</p> <p>3 If I may, chair, I would also like to make a comment 4 at this point about minutes, because I saw them for the 5 first time the other day, and prior to that I hadn't 6 seen them since 2011. I was quite taken aback by the 7 informal language that I appear to have used in that 8 meeting, and I think that I used it then because it was 9 quite a difficult and a tense meeting and we were trying 10 to make it clear what the kinds of risks and issues 11 were.</p> <p>12 Re-reading it, I recognise that, being read by 13 people without that understanding of this particular 14 context, it could cause hurt and pain and I want to say 15 that I would deeply regret it if that were the case.</p> <p>16 MS SCOLDING: I think in particular you wanted to raise 17 attention to the fact that on page 9 you used the 18 wording about the fact the diocese needed to be "canny" 19 about how to proceed.</p> <p>20 A. Yes, it is that kind of thing.</p> <p>21 Q. You felt that was inappropriate language?</p> <p>22 A. It is not language that -- I remember trying to make it 23 clear and therefore using colloquialisms which 24 I wouldn't normally use.</p> <p>25 THE CHAIR: Yes. The impression one gains as an outsider is</p> <p style="text-align: center;">Page 39</p>
<p>1 their office and everybody thinks, "Right, that's fine, 2 we don't have to do anything else". Is that the stage 3 that the church is at or has it moved on slightly from 4 that, from your perspective?</p> <p>5 A. I don't think I would say that the church is at that 6 stage, but I think that what -- but I do think it is the 7 case that if you empower people to take responsibility 8 in a leadership role for setting standards on this and 9 leading it in an informed way, equipped with the 10 knowledge and the skills that they need, then the 11 outcomes will be much, much better.</p> <p>12 MS SCOLDING: Thank you very much, Ms Sibson. I have no 13 further questions. Chair and panel?</p> <p>14 Questions by THE PANEL</p> <p>15 THE CHAIR: Thank you very much, Ms Sibson. Could I ask you 16 about a meeting of which we have a minute, 27 June 2011, 17 WWS000061. This is a meeting attended by Bishop John, 18 Bishop Wallace, John Stapleton, yourself, Colin Perkins, 19 Philip Jones and Ian Gibson taking notes.</p> <p>20 Could you explain to us what you thought the purpose 21 of that meeting was?</p> <p>22 A. From my perspective, I think it was one of several 23 meetings which took place that seemed to be attempting 24 to help Bishop Wallace understand the full implications 25 of the situation that he was in and, by extension, the</p> <p style="text-align: center;">Page 38</p>	<p>1 of a discussion that had, apart from yourself and 2 especially Mr Perkins, referring to victims in the 3 circumstances, the focus was on, in quotes, 4 "self-defence".</p> <p>5 A. I think that people were very, very troubled and very 6 mired in the issues, and they could see that it was all 7 very blocked. I think that the focus on the victims was 8 lost from time to time because this was about -- but 9 this was about an incredibly deadlocked and complex 10 situation.</p> <p>11 I found it quite difficult to understand, 12 personally, because, not having been there for a lot of 13 the critical incidents that took place, in a sense, that 14 first year I was trying to make sense of what everybody 15 was saying and how it all fitted together into 16 a narrative.</p> <p>17 THE CHAIR: Thank you. Could I switch to another point now. 18 You refer in your witness statement to those who resist 19 the messages about good safeguarding within the church 20 which might involve, for example, safer recruitment, DBS 21 checks and policies and procedures.</p> <p>22 What is your view now about the level of resistance 23 within the church to good safeguarding?</p> <p>24 A. Could you just tell me which bit? I'm just trying to 25 tune in to which bit it is, chair.</p> <p style="text-align: center;">Page 40</p>

<p>1 MS SCOLDING: Paragraph 55.</p> <p>2 A. Right. I think that there are a lot of people who do</p> <p>3 accept the significance and importance of it. I think</p> <p>4 that there still may be people who don't understand it.</p> <p>5 I can't possibly comment on whether people are resistant</p> <p>6 to it or not because I don't have any direct experience</p> <p>7 of people being resistant. But people find it very hard</p> <p>8 to understand, in terms of what they could do about it,</p> <p>9 what it's all about sometimes.</p> <p>10 Now, we might say, "But it's perfectly obvious what</p> <p>11 it's about", and on one level I think that's absolutely</p> <p>12 right, but I have always – I have found that this is</p> <p>13 the – for example, the thing about checks and safe</p> <p>14 behaviour. I found the analogy between financial checks</p> <p>15 and counterfraud behaviour is really helpful in helping</p> <p>16 people who have no prior experience of this to</p> <p>17 understand that disciplines are important both for</p> <p>18 protection and for order and that, you know, this isn't</p> <p>19 about accusing people, it is about a safe church,</p> <p>20 a safer church, a church as safe as we can make it.</p> <p>21 THE CHAIR: Do you think this issue can be addressed through</p> <p>22 training and awareness raising alone or are there</p> <p>23 pockets of more deep-rooted resistance that are nothing</p> <p>24 to do with training and awareness?</p> <p>25 A. I think that, taking the church as a whole, there are</p> <p style="text-align: center;">Page 41</p>	<p>1 earlier break and take a break now, if that is possible?</p> <p>2 THE CHAIR: Yes, we will do that and return at 11.20 am.</p> <p>3 (11.07 am)</p> <p>4 (A short break)</p> <p>5 (11.23 am)</p> <p>6 MS McNEILL: Our next witness is Mrs Janet Hind.</p> <p>7 MRS JANET HIND (sworn)</p> <p>8 Examination by MS MCNEILL</p> <p>9 MS McNEILL: Can you confirm that you are Mrs Janet Hind?</p> <p>10 A. Yes.</p> <p>11 Q. You made a witness statement for this inquiry dated</p> <p>12 11 December 2017?</p> <p>13 A. Yes.</p> <p>14 Q. The URN, chair, for that statement is WWS000051.</p> <p>15 Mrs Hind, did you have a chance to review this statement</p> <p>16 to confirm it's true to the best of your knowledge and</p> <p>17 belief?</p> <p>18 A. I did.</p> <p>19 Q. And understanding that things are some time ago, is it?</p> <p>20 A. As close as I can get it.</p> <p>21 Q. Chair, if that can be put on the website. I won't, as</p> <p>22 usual, take Mrs Hind through it in full.</p> <p>23 Mrs Hind, at the outset, I would just like to cover</p> <p>24 your professional background rather quickly, if I can.</p> <p>25 A. Yes.</p> <p style="text-align: center;">Page 43</p>
<p>1 pockets of resistance. The difficulty in looking at</p> <p>2 that resistance, I have found, is that you don't know</p> <p>3 what the history and the background of the person who is</p> <p>4 expressing scepticism is, and I think that – it is</p> <p>5 often quite difficult to know why people are saying what</p> <p>6 they are saying. I think that we need to be aware that,</p> <p>7 because we don't know someone's personal background,</p> <p>8 they might be having all sorts of psychological reasons</p> <p>9 for recoiling from this, and it might be because of</p> <p>10 personal experience, and I think that that is a very,</p> <p>11 very difficult problem to resolve, because, clearly, any</p> <p>12 resistance needs to be overcome if that person is going</p> <p>13 to hold any kind of responsibility in the church, but at</p> <p>14 the same time we need to be aware that we don't know</p> <p>15 everything about everyone, and therefore we need to hold</p> <p>16 that in our minds.</p> <p>17 We need to not label people because of the principle</p> <p>18 of just being curious and respectful with people if we</p> <p>19 don't know.</p> <p>20 THE CHAIR: Thank you, Ms Sibson. Thank you very much.</p> <p>21 That's all.</p> <p>22 MS SCOLDING: Thank you very much, Ms Sibson. You may be</p> <p>23 released.</p> <p>24 (The witness withdrew)</p> <p>25 MS SCOLDING: Chair, may it be possible to take a slightly</p> <p style="text-align: center;">Page 42</p>	<p>1 Q. Then we are going to turn to your time as the child</p> <p>2 protection adviser in the Diocese of Chichester. Is it</p> <p>3 right that you were a trained and qualified social</p> <p>4 worker?</p> <p>5 A. Yes.</p> <p>6 Q. You worked for some time as a social worker in both East</p> <p>7 and West Sussex, I believe?</p> <p>8 A. Just West Sussex.</p> <p>9 Q. Before eventually moving to become the first child</p> <p>10 protection adviser in the Diocese of Chichester?</p> <p>11 A. That's correct.</p> <p>12 Q. When were you appointed as child protection adviser?</p> <p>13 A. February 1997.</p> <p>14 Q. You ceased in that role in 2001; is that correct?</p> <p>15 A. Yes.</p> <p>16 Q. Although we will come later to where you provided some</p> <p>17 assistance to the diocese at other times as well.</p> <p>18 A. Until May 2002.</p> <p>19 Q. There's no mystery about this, Mrs Hind. You are the</p> <p>20 wife of Bishop John Hind, are you not?</p> <p>21 A. Yes.</p> <p>22 Q. In part, the reason for your leaving your role within</p> <p>23 the diocese was his taking up his tenure as bishop in</p> <p>24 the diocese?</p> <p>25 A. That was the whole reason for me leaving, yes.</p> <p style="text-align: center;">Page 44</p>

1 Q. Can you help us, as much as you are able, to understand
 2 what the diocesan arrangements were prior to your
 3 appointment for providing child protection, as it was
 4 then known, advice?
 5 **A. As far as I know, after 1995, when the first national
 6 child protection policy was published, the Bishop of
 7 Chichester appointed three people, one for each area of
 8 the diocese, to give him advice or give the bishops
 9 advice on cases. I don't know whether they ever
 10 actually gave advice, but I understand that they were
 11 there. I believe -- which I have discovered recently --
 12 there was some presentation of the document "Safe from
 13 harm" in the east of the diocese, but as far as I know,
 14 those were the only things that had happened.**
 15 Q. When you took up post, that was following the
 16 recommendation of the House of Bishops policy on
 17 child abuse?
 18 **A. Yes.**
 19 Q. In that policy, they called the role "The bishop's
 20 representative"?
 21 **A. Yes.**
 22 Q. But you asked for it to be changed to "child protection
 23 adviser". Can you explain why you thought that was
 24 important?
 25 **A. If I can explain a little bit how it occurred, I was**

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1 **appointed to Chichester but also to the Diocese of
 2 Guildford. Each diocese had done slightly different
 3 things in preparation before my post. As I explained,
 4 there was some place for advice in the Diocese of
 5 Chichester but no policy and no training. Whilst in the
 6 Guildford Diocese, they had done some training and they
 7 wanted me to be there for giving advice and writing the
 8 policy.**
 9 **I felt that that all needed to be done together
 10 because I felt that if people needed to pick up the
 11 phone and speak to me about concerns, it was much better
 12 if they knew who I was so that training would help with
 13 that.**
 14 **I also felt that it wasn't just the bishop who
 15 needed advice, but the parishes, the clergy, and
 16 I should be available to give advice and help to
 17 everybody in the diocese, so that's why I made up the
 18 term "diocesan child protection adviser".**
 19 Q. Just to help everybody following, the diocesan bishop at
 20 the time was Bishop Eric Kemp; is that correct?
 21 **A. That's correct.**
 22 Q. You have alluded to the fact that there was a national
 23 policy on child abuse, as it was then called the House
 24 of Bishops policy on child abuse?
 25 **A. Yes.**

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1 Q. But there wasn't anything that would amount to
 2 a national child protection adviser, was there?
 3 **A. There was a person in the department of social
 4 responsibility who had been given the brief for child
 5 protection, but she -- although there was a social
 6 worker, she had no experience of child protection.**
 7 Q. Do you think that, when you took up the post, you had
 8 a bit of a free rein to design how it would work and
 9 what responsibilities you would undertake and how you
 10 would perform them?
 11 **A. Completely. I made it up as I went along. I was given
 12 a completely blank sheet to do it really how I --
 13 I mean, I worked out my contract and everything.**
 14 Q. You mentioned that you were the child protection adviser
 15 both for Chichester and for the Diocese of Guildford?
 16 **A. Yes.**
 17 Q. I should draw out, both posts were part time, were they
 18 not?
 19 **A. Two days a week.**
 20 Q. Each?
 21 **A. I was paid for two days a week.**
 22 Q. Does that mean that you worked, you found, more than two
 23 days a week?
 24 **A. I discovered very quickly that all training occurred at
 25 weekends and evenings, so yes.**

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1 Q. Does it therefore go without saying that a part-time
 2 position wasn't enough to achieve all of the things you
 3 were trying to do?
 4 **A. That's absolutely correct.**
 5 Q. You mentioned that at the time you were appointed there
 6 was no local diocesan safeguarding or child protection
 7 policy for the Diocese of Chichester. Was Chichester
 8 alone in that way or was that true across all dioceses,
 9 as far as you knew?
 10 **A. One or two dioceses had been very proactive, and
 11 I believe the Diocese of Lichfield and possibly the
 12 Diocese of Winchester had some policies, very brief
 13 policies, in place prior to 1995 -- I mean after "Safe
 14 from harm" was published in 1993 -- but most dioceses
 15 were in the process of putting together diocesan
 16 policies.**
 17 Q. You had the draft first of the Chichester policy ready,
 18 we see from the documents, by April 1997?
 19 **A. I'm a bit amazed at that, actually, how I managed to do
 20 it in that time, but yes.**
 21 Q. Chair, we have a copy of that policy at tab 6 of our
 22 bundle. I think it might help to look at it a little
 23 bit. Paul, it is ACE021328. That's just the first
 24 page. We see at the bottom "First
 25 edition: September 1997". So this was the final draft.

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<p>1 The other documents we have show that you had the first 2 draft ready by April? 3 A. Yes. 4 Q. Before we look at some of the detail, I would like to 5 ask how you went about drafting the terms of this 6 policy? Was there a process of consultation? Were you 7 lifting it from somewhere else? 8 A. I remember looking at some diocesan material from 9 Winchester diocese, for example. "Safe from harm" was 10 used as the template, really, to look at what we needed 11 to do. It certainly went out for consultation to 12 social services before it was agreed, but I honestly 13 can't remember how I got to this point (indicating). 14 Q. Can we turn, Paul, to page 7 of this document. I know 15 you have the original copy there. We will look at it on 16 the screen, whichever is easier. 17 A. Fine, thank you. 18 Q. I just want to draw out a few of the bullet points that 19 might be relevant for our discussion. Bullet point 20 number 2. Your policy stated: 21 "Any allegation of abuse against a church worker, 22 clerical or lay, or any relevant incident in any way to 23 do with the life of the parish or church organisation, 24 should immediately be referred to the diocesan child 25 protection adviser. The adviser will consult with the</p> <p style="text-align: center;">Page 49</p>	<p>1 a parent in a parish wasn't happy with the advice they 2 got from their vicar or their child protection 3 representative, they should also make a direct referral. 4 Q. One of the other areas in this that I would like to look 5 at is the sixth bullet point and the seventh: 6 "During child protection investigations, it is 7 normal practice for the accused person to be withdrawn 8 from any contact with children or young people." 9 Next: 10 "Following the outcome of the investigation, 11 appropriate disciplinary procedures will apply." 12 A. Yes. 13 Q. Again, you are not a canon lawyer, so I'm not going to 14 try to treat you like one, but what we have heard is 15 that the clergy disciplinary measure as it now is wasn't 16 in force at the time of these guidelines? 17 A. Yes. 18 Q. In your experience within the diocese, was there 19 anything that could be described as disciplinary 20 procedures employed for safeguarding matters? 21 A. At that stage -- and it became obvious it was very 22 difficult to discipline clergy unless they had been 23 convicted of an offence. There would have been possibly 24 some disciplinary procedures for employed youth workers, 25 employed children's workers, those sort of people would</p> <p style="text-align: center;">Page 51</p>
<p>1 bishop and agree a plan of action." 2 The next bullet point, bullet point 3: 3 "The diocesan adviser, if appropriate, will make 4 sure that a referral has been made to the local 5 social services office and will liaise with that 6 department and the police during any child protection 7 investigation." 8 I just want to pause before we look at another one: 9 was the purpose of those two paragraphs to make the 10 diocesan child protection adviser the point of contact 11 for all child protection matters within the diocese? 12 A. Yes, that was the plan, that I should know what was 13 going on. I have to indicate, really, that this hadn't 14 been tested at this stage. I mean, I wrote it, but we 15 hadn't had cases, really, to see how it worked. 16 Q. Was it also the plan that you would be the single point 17 of contact towards external agencies -- police, 18 social services? 19 A. I think we made it clear, and not necessarily in this 20 bit of the policy, that if at any stage -- we had 21 a system of upward information sending, but if people 22 weren't happy with that, then they should make a direct 23 referral themselves. I tried to have a sort of bypass 24 situation where, if they weren't happy with the advice 25 they got, they would then -- or, for example, if</p> <p style="text-align: center;">Page 50</p>	<p>1 have had disciplinary procedures through the diocesan 2 office. 3 Q. So that bullet point was more aimed at those who are 4 employees as opposed to -- 5 A. I think it was to say that, afterwards, there might be 6 other -- certainly other issues that would have to be 7 addressed, whether through sort of formal disciplinary 8 procedures or more informally. 9 Q. The last one I want to look at on this page before we 10 move on is the next bullet point down, the very last 11 sentence of that: 12 "The result of an investigation may be inconclusive, 13 there may or may not be a prosecution, or it may be 14 decided that a person's behaviour has been ill-advised 15 and foolish rather than criminal. The bishop or 16 employer may need, after taking advice, to put 17 restrictions on a person's future employment, or to 18 require them to undertake counselling, supervision or 19 spiritual direction." 20 I bring that up just so we don't lose sight of, 21 I think, that this is 1997, but there was a recognition 22 already then that the fact that somebody was not 23 prosecuted wouldn't always necessarily be the end of it. 24 A. Yes. 25 Q. Is that a fair summary?</p> <p style="text-align: center;">Page 52</p>

<p>1 A. That's fair, yes.</p> <p>2 Q. We can take that down now, Paul, thanks.</p> <p>3 It is detailed in your statement, and I don't think</p> <p>4 we need to go through it all, that you undertook</p> <p>5 training within the diocese in relation to this policy?</p> <p>6 A. Yes.</p> <p>7 Q. I think the easiest way to talk about it would be, was</p> <p>8 this training undertaken in a top-down, so with senior</p> <p>9 clergy first in the hope it would filter, or did you go</p> <p>10 straight to engaging at the parish level for training</p> <p>11 and work your way up?</p> <p>12 A. A middle line between those two. My first tranche of</p> <p>13 training was to go to all the clergy chapters, and they</p> <p>14 were groups of local clergy in a rural deanery. There</p> <p>15 were 21 such groups in the diocese. I attended</p> <p>16 a Chapter meeting in each of those and gave them a sort</p> <p>17 of -- about a three-hour training to introduce the</p> <p>18 policy. So they were the first people I trained. I had</p> <p>19 great difficulty getting a date from the senior staff to</p> <p>20 train them. I think I trained the Guildford senior</p> <p>21 staff in about 1999 -- it might have been 1998. I can't</p> <p>22 remember the date. But I didn't train the senior staff</p> <p>23 in Chichester until October 2000.</p> <p>24 Q. Looking back at it now, do you think that might have had</p> <p>25 an effect on the way that policies were embedded within</p> <p style="text-align: center;">Page 53</p>	<p>1 "I expected to handle similar casework when</p> <p>2 I started as diocesan child protection adviser as I had</p> <p>3 done in my previous work. Whilst this happened in the</p> <p>4 majority of situations which involved lay people,</p> <p>5 I found that matters were different with clergy. There</p> <p>6 were longstanding, unwritten protocols or accepted</p> <p>7 practices according to which it was the responsibility</p> <p>8 of the bishop and the archdeacon to care for and</p> <p>9 discipline the clergy. Therefore, they were not</p> <p>10 immediately prepared for someone from the outside to</p> <p>11 come in. This was nobody's fault, but it did cause</p> <p>12 confusion, especially in the early years, about who was</p> <p>13 responsible for what."</p> <p>14 Was that what you were coming to?</p> <p>15 A. Yes.</p> <p>16 Q. What I want to ask is, are you effectively saying here</p> <p>17 that you were given a latitude to deal with allegations</p> <p>18 in cases involving laypersons employed by the church,</p> <p>19 but where an allegation or a concern touched upon</p> <p>20 a member of clergy, you had significantly less latitude?</p> <p>21 A. Yes. I would say that wasn't just in Chichester. I had</p> <p>22 a very similar experience in Guildford.</p> <p>23 Q. Do you think that that might have in any way impeded you</p> <p>24 in your child protection responsibilities either</p> <p>25 inadvertently or intentionally?</p> <p style="text-align: center;">Page 55</p>
<p>1 the diocese? So more to grass roots level, as opposed</p> <p>2 to senior clergy?</p> <p>3 A. I didn't think it had an effect on the parish</p> <p>4 implementation. But I think, looking back, I needed to</p> <p>5 be much firmer in insisting that the senior staff had</p> <p>6 some training earlier on, particularly around the area</p> <p>7 of managing allegations.</p> <p>8 I mean, there was much more statutory training for</p> <p>9 managing allegations a bit later on, and I was involved</p> <p>10 a lot in Guildford, within Surrey, with that, but we</p> <p>11 didn't set the ground rules, so to speak, early on.</p> <p>12 I think I wasn't aware that that was going to be</p> <p>13 different from working with clergy than working with lay</p> <p>14 people. I found that actually managing cases with lay</p> <p>15 people was pretty well what I had done in</p> <p>16 social services, whilst, with clergy -- I think there</p> <p>17 were eight cases during the time I was in Chichester --</p> <p>18 it was a bit variable what my role was, because the</p> <p>19 clergy and the bishop already had systems of managing</p> <p>20 disciplinary matters.</p> <p>21 Q. I want to deal with this point with you by looking at</p> <p>22 your statement. Chair, it is at page 4, and it is</p> <p>23 paragraph 8.2.1.</p> <p>24 It might well be touching upon the point you were</p> <p>25 just addressing. What you say there is:</p> <p style="text-align: center;">Page 54</p>	<p>1 A. I think I was -- I have thought about this a lot since.</p> <p>2 I was coming in as a sort of new professional voice to</p> <p>3 a structure that had been working for centuries, and we</p> <p>4 didn't -- none of us really recognised what effect that</p> <p>5 would have and that we needed some renegotiation of</p> <p>6 roles. I think you will come on later to how I was</p> <p>7 viewed as an adviser rather than as somebody whose</p> <p>8 advice had to be taken, and that, again, I think was</p> <p>9 because I was a new role.</p> <p>10 Q. Was there anything you could do, or did do, to try to</p> <p>11 get over, get past, this difficulty, or was it inherent</p> <p>12 in the structures during your time?</p> <p>13 A. I think -- you know, I was probably a bit slow to</p> <p>14 realise that perhaps I wasn't being involved with the</p> <p>15 senior staff in quite the same way. I can't really</p> <p>16 remember what I did to mitigate that.</p> <p>17 Q. It was 20 years ago, so I do appreciate that. The</p> <p>18 reason I ask is, you did observe when you came to give</p> <p>19 a handover to your successor, Tony Selwood, who we will</p> <p>20 talk about later on, your observation was that the</p> <p>21 majority of names on your ongoing cases list were lay</p> <p>22 individuals, and a relatively small proportion were</p> <p>23 members of clergy.</p> <p>24 A. Yes.</p> <p>25 Q. Which begs the question which I don't know whether you</p> <p style="text-align: center;">Page 56</p>

<p>1 can answer: were there more cases potentially relating 2 to clergy that just weren't getting to you? 3 A. No, I don't think so, no. 4 Q. Can we look, please, at tab 2 of your bundle, chair and 5 panel. Paul, it is WWS000036. 6 This is a note that you prepared following the end 7 of your first year in post, almost reflecting on what 8 you had done and your experience. I make it plain, we 9 are going to spend a bit of time talking through this 10 because we have your reflection of your first year but 11 we don't have one of these for every year thereafter, 12 for reasons that might be obvious. I would like to talk 13 about your reflections and see whether they are limited 14 to the first year or were perhaps ongoing difficulties. 15 A. Yes, okay. 16 Q. You talk in the first paragraph, "I have drafted 17 a policy". In the second paragraph you say that you 18 have arranged some training and, exactly as you have 19 told us, you have done it in the deanery chapters but 20 not so much with senior clergy yet. 21 I want to look at the very bottom paragraph: 22 "There has been a steady flow of people asking for 23 advice about various situations, some more serious than 24 others. The opportunity to talk through problems of 25 child protection seems to be appreciated. This service</p> <p style="text-align: center;">Page 57</p>	<p>1 So I always tried to try to find some sort of 2 imaginative way that they could do what they wanted to 3 do, but in a safe way, and those sort of conversations 4 I think were appreciated, and people found helpful. 5 Q. As the first child protection adviser in 1997, do you 6 think, then, a large part of your role was putting, or 7 trying to put, child protection on people's radar, for 8 want of a better word? 9 A. Reading my 1997 policy, it is obvious to me it is 10 written by a social worker. It was aimed at creating 11 a safe space for children in the parishes, and that was, 12 I think, its main trajectory. 13 Q. Paul, could we put up on the screen page 2 and page 4 of 14 this document at the same time, just to get past 15 a photocopying problem. It looks like these two run one 16 after the other and one has been copied in the middle. 17 I want to look at one line on the left-hand page 18 which is four paragraphs down. What you say in relation 19 to training: 20 "The emotional content of these sessions have 21 sometimes brought out quite aggressive responses." 22 I want to understand what you meant by that? 23 A. The clergy felt very challenged -- I mustn't say all the 24 clergy, but many -- by the thought that we were going to 25 have structures in place for children, the protection of</p> <p style="text-align: center;">Page 59</p>
<p>1 is likely to increase as awareness is raised. 2 Discussions on serious incidents with the bishops and 3 archdeacons is working well." 4 Do we take from that that at a parish level, or even 5 perhaps at a deanery level, there were individuals who 6 were receptive to the role of the child protection 7 adviser? 8 A. Very much so. As I said, we asked for each parish to 9 appoint what we called a parish representative to -- 10 rather than the incumbent taking on that as an extra 11 role amongst all their other work, there would be 12 somebody specifically there to implement the policy and 13 for children to come to with concerns. I got a lot of 14 people ringing up about all sorts of issues and 15 situations, and I must say, often worked out the good 16 practice guidance at the end of the phone. 17 I can just give one example, which may be a bit 18 silly, but somebody rang me up very early on saying they 19 had a church fete coming up, a Christmas fete. They 20 always had a Father Christmas in a grotto. Would they 21 be allowed to do this under the new policy, because 22 obviously the child would go in to see Father Christmas 23 on their own. So I thought very quickly and said, 24 "Well, I think you're going to have to have a few elves 25 around".</p> <p style="text-align: center;">Page 58</p>	<p>1 children. They had all read media reports of teachers 2 being suspended for many years and then, you know, 3 unfounded allegations being decided at a later stage, 4 when their careers were at an end. I think they felt 5 that it would be very easy for somebody to make a false 6 allegation which they wouldn't be able to counteract. 7 I tried to explain that all the processes we were 8 putting in place for the protection of children and the 9 safe working practices would also protect them, but, 10 I mean, there were -- I think I say somewhere else, even 11 when I got to 2000 and the senior staff training, 12 somebody said, "Well, children lie, don't they?" 13 But I think it was to do with them feeling very 14 vulnerable. I tried to explain that that wasn't 15 necessarily true. I also said that adults were much 16 good at lying -- better at lying than children, and had 17 had more practice. 18 Q. Looking at page 4 of the document, so the page on the 19 right now, you have dealt already with the question 20 I was going to ask about the nature of the subject 21 brings out the strong emotions, and what you say is it 22 is very valuable to meet and discuss these issues, to 23 tease them out, I imagine. But at the top of the second 24 paragraph you said: 25 "Some parishes have found it difficult to accept the</p> <p style="text-align: center;">Page 60</p>

1 diocesan policy and have written their own which do not
 2 always conform to safe practice. This needs a sensitive
 3 response."
 4 Can you remember now, because it is not in your
 5 note, what in particular was difficult to accept in the
 6 diocesan policies that was being amended at a parish
 7 level?
 8 **A. I honestly can't remember. But, I mean, a bit like**
 9 **dioceses wanting to write their own policies, parishes**
 10 **wanted to write their own policies as well. So we were**
 11 **trying to make things a bit more equal. I did have to**
 12 **go and see one PCC who said they couldn't implement the**
 13 **policy. It was a little country parish in East Sussex,**
 14 **and we had quite a long conversation, and then**
 15 **I suddenly discovered, when we talked about "parish",**
 16 **they thought they were being told that they had to**
 17 **protect all the children in their geographical parish**
 18 **rather than the members of their congregation. As soon**
 19 **as we discovered that, they were fine.**
 20 Q. So you really were about -- somebody mentioned the other
 21 day trying to capture hearts and minds --
 22 **A. Absolutely.**
 23 Q. -- is that something you were trying to do?
 24 **A. That was really what we were doing.**
 25 Q. One last question I wanted to raise -- and it is not in

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1 relation to this, Paul, if you want to take it down --
 2 is about training, before we move on. In your
 3 statement, you said that all clergy were expected to
 4 attend child protection training in your tenure, but it
 5 could not be mandatory.
 6 **A. Yes.**
 7 Q. Can you explain for us, first of all, why it couldn't be
 8 mandatory and what you found the turnout to be, despite
 9 the fact it wasn't mandatory?
 10 **A. I think you have been told quite a bit about the**
 11 **independence of the clergy.**
 12 Q. So it was inherently the independence of the clergy?
 13 **A. Yes.**
 14 Q. It wasn't in the way your role was drawn up at the time?
 15 **A. No. I mean, what we basically did was to say, they must**
 16 **do it, even though we probably legally couldn't say they**
 17 **must do it. I think there was quite a good turnout of**
 18 **people. People weren't that resistant. What I did**
 19 **find, quite often people would say, "Well, I came**
 20 **because I was told I must, but actually I have found it**
 21 **quite useful", so that was quite positive feedback.**
 22 Q. In your statement, the next thing you touch on is
 23 cathedrals. Before we move to cathedrals, I would like
 24 to ask you a little bit about something you touched on
 25 earlier, and that's the status of your advice.

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1 **A. Oh, yes.**
 2 Q. I'm looking at paragraph 10 of your statement -- chair,
 3 that is page 7 of the statement. What you say at the
 4 beginning is:
 5 "My role could only ever be advisory towards both
 6 volunteers and clergy, since the latter were independent
 7 office holders and the former were volunteers. However,
 8 I worked to persuade, encourage and inform all groups to
 9 comply with the policy and procedures and to show that
 10 good practice in protecting children also protected them
 11 and allowed them to work safely with children."
 12 You alluded earlier that you thought that there came
 13 a time when there was some dispute around whether your
 14 advice was advice that should be followed or it was just
 15 your opinion, for want of a better word. Can you
 16 develop that idea with us, please?
 17 **A. I think coming into the role I assumed that if I could**
 18 **give good reasons for my advice, which I always tried to**
 19 **do, not just to say, "You must do such and such", but**
 20 **the reason why you must do it, but perhaps I was a bit**
 21 **above myself, I thought people would accept that from**
 22 **having that professional background. But I did have**
 23 **a situation where the bishop decided not to accept my**
 24 **advice and told me quite strongly that I was merely an**
 25 **adviser.**

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1 Q. Are we talking about the case of Michael Walsh?
 2 **A. We are.**
 3 Q. Chair, this is dealt with at paragraph 17 of
 4 the witness's statement. It might seem a convenient
 5 moment to deal with it here.
 6 What the chair and panel are aware from the opening
 7 note is that Michael Walsh was convicted
 8 in November 1990 of five counts of indecent assault on
 9 a female under 16. There were eight similar offences
 10 taken into consideration, so he was sentenced to five
 11 years' imprisonment. The circumstances you are going to
 12 talk to us about happened after he was released from
 13 prison; is that right?
 14 **A. Some time after he was released. I think -- I'm not**
 15 **sure exactly when he was released, but his wife was the**
 16 **organist of one of the parishes in Chichester City, and**
 17 **the then vicar insisted that he came back to the parish,**
 18 **and one of the issues was that a victim who had been**
 19 **a member of that parish had to leave the congregation**
 20 **because he came back.**
 21 **In 1997, the head of child protection in West Sussex**
 22 **County Council rang me to say that they had had**
 23 **a complaint that Michael Walsh had been seen on the**
 24 **television conducting a choir, because he was a very**
 25 **prominent musician in the area, and I looked into that**

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<p>1 and discovered that it was an adult choir that he was 2 conducting, but I did speak to the then parish priest, 3 the successor to the first one, about the situation, and 4 he assured me that Michael did on occasion come out to 5 conduct the choir when his wife was playing the organ on 6 a Sunday, and I agreed that that would be okay, it was 7 in public worship, he wasn't involved with children, he 8 just was conducting the choir.</p> <p>9 Q. Was it an adult choir you're talking about?</p> <p>10 A. No, it was a mixed choir. Two years later, the child 11 protection representative contacted me again because she 12 was very concerned because Michael Walsh was not only 13 occasionally conducting the choir, but was taking 14 rehearsals with the children and was also giving private 15 music lessons, which I was extremely concerned about and 16 contacted the parish priest about it. He didn't seem 17 willing to do anything about it, felt that the PCC had 18 agreed it was okay and therefore they would carry on. 19 So I wrote directly to Michael Walsh telling him he 20 would have to withdraw, with a copy to the parish 21 priest, at which point the parish priest went completely 22 ballistic.</p> <p>23 In the end, trying to resolve the situation, I had 24 a meeting with all three bishops in the diocese, 25 together with Donald Findlater, who I think at that</p> <p style="text-align: center;">Page 65</p>	<p>1 out of tune with -- I talked to the legal adviser at 2 Church House, Westminster, who had written the 1995 3 policy; I talked to the head of child protection in 4 West Sussex; I talked to Donald Findlater again; I met 5 with, by accident, actually, a previous parish 6 representative from the parish at a training session in 7 Guildford and she told me she'd been extremely concerned 8 for some time and hadn't been able to move the situation 9 on, and had actually joined the choir to keep an eye on 10 the situation.</p> <p>11 So I spoke to a lot of different people, and then 12 wrote back to the bishop reiterating my advice.</p> <p>13 Q. What you say in your statement is that you were firmly 14 told by Bishop Eric that you were only an adviser?</p> <p>15 A. In fact, the parish priest said that the policy was only 16 discretionary as well.</p> <p>17 Q. Was that your understanding of the policy?</p> <p>18 A. Absolutely not. I think there was some confusion 19 because, in the confidential declaration form which 20 people had to sign, it was said there was discretion 21 about minor motoring offences, and they had taken that 22 to be there was discretion on any offence, although it 23 was quite clear that anyone with a schedule 1 offence, 24 as it was called then, should not have any involvement 25 with children's activities.</p> <p style="text-align: center;">Page 67</p>
<p>1 point was at the Wolvercote Clinic.</p> <p>2 If I can just go back very briefly, Donald had been 3 a probation officer in Surrey and had been part of my 4 support group in Surrey, so he'd been extremely helpful 5 for me working with understanding offending behaviour, 6 a very supportive person. So he came and we discussed 7 it with the bishops and thought we'd come to an 8 agreement that Michael would be helped to find a way of 9 withdrawing quietly from the situation. I think I went 10 home and wrote to Bishop Eric my reasoning and the whole 11 background for my advice.</p> <p>12 Q. I'm just going to pause you there, Mrs Hind. I don't 13 want to cut off your flow, but I want to pick up on one 14 point.</p> <p>15 During the meeting with the bishops, when you were 16 giving them your opinion and saying why you thought it 17 was not appropriate for him to take private lessons, in 18 the meeting, were they receptive to the advice you were 19 giving?</p> <p>20 A. I thought they were, but when I -- the next day, or -- 21 I heard that they had decided that they weren't going to 22 do anything about it.</p> <p>23 Q. How did you respond when you heard they weren't going to 24 do anything about it?</p> <p>25 A. I contacted various people to see if I was completely</p> <p style="text-align: center;">Page 66</p>	<p>1 Q. Mrs Hind, I just want to put a document on screen which 2 might help us while we are exploring this. WWS000046. 3 It is in your bundle, Mrs Hind, at the very back, C7, 4 chair. It probably has a coloured tab because it was 5 added late. I should say at the outset the top of this 6 document says the date is 18 October 2017?</p> <p>7 A. Oh, yes.</p> <p>8 Q. I'm right in saying that's a computer error and that you 9 have looked at your draft versions of this document and 10 think it dates to November 1999, in fact.</p> <p>11 A. Yes, I think that's right.</p> <p>12 Q. What you say in your statement, that this letter 13 postdates the discussion in which Bishop Eric told you 14 that you were purely an adviser and that this was your 15 quite forceful response?</p> <p>16 A. I did have a case note with all the dates on, but 17 I can't --</p> <p>18 Q. I have the case note here. I will see if I can resolve 19 it or we can put it up, if need be. Chair, this one 20 won't be in your bundle, but before we look at this 21 letter, can we have up WWS000044.</p> <p>22 Mrs Hind, you can see your case note on the screen.</p> <p>23 A. Yes.</p> <p>24 Q. I will just whiz through it to pull out the dates rather 25 than the content, that is what's important.</p> <p style="text-align: center;">Page 68</p>

<p>1 15 October 1999 is when you get some concern from 2 the child protection officer. Down to 18 October 1999, 3 as you say, you spoke to Donald Findlater. 4 18 October 1999, you wrote to Michael Walsh, Paul Seaman 5 and the archdeacon. What you say at the bottom is, 6 first of all: 7 "A telephone call from Paul having seen the bishop, 8 stressing the advisory nature of my job, the place for 9 discretion in the church and diocesan policy and the 10 fact that the bishop agreed with him. Paul said that 11 any action about this matter would be devastating to the 12 parish, the choir would resign and he would have to 13 resign." 14 That follows a telephone call with Bishop Eric: 15 "He emphasising the discretionary nature of 16 the policy and me reiterating my understanding of 17 the church screening process and my understanding about 18 sexual offenders. Bishop Eric said he had discussed it 19 with his suffragans and they all agreed I was being too 20 rigid. We agreed to meet and that I should invite 21 Donald Findlater." 22 Over the page, we have some details about your 23 meeting which is at the bottom of the page, of 24 1 November 1999, and then the date of your letter to 25 Bishop Eric with your full reasoning was</p> <p style="text-align: center;">Page 69</p>	<p>1 throughout the diocese, I need to know that my training 2 and advice to parishes will be supported." 3 What I read from this -- tell me if I am wrong -- is 4 some frustration, if I can put it that way? 5 A. Yes. 6 Q. Is that a fair way of putting how you were feeling in 7 this letter? 8 A. Very fair. 9 Q. Or might you put it even higher? 10 A. I felt that I had, you know, not only given my advice 11 but I had sought advice from actually quite a large 12 group of people who all agreed on my course of action. 13 So I was frustrated. 14 Q. Was this the first time you'd experienced resistance of 15 this level towards your advice? 16 A. I think so, yes. I think that's true to say. I mean, 17 I think it was within -- within the City of Chichester, 18 it was probably a priest Bishop Eric knew well. 19 Q. Ultimately, was your advice followed? 20 A. No. 21 Q. So they never followed your advice on this? 22 A. No. What happened was that Michael Walsh agreed to 23 a further risk assessment. I think that took place at 24 St George's, Tooting. They said that he was safe to be 25 in a choir, which I obviously didn't agree with.</p> <p style="text-align: center;">Page 71</p>
<p>1 2 November 1999? 2 A. Right. I think that must be this one. 3 Q. We can take that back down, Paul. 4 Looking at your reasons in the letter, which, as 5 I have said, are quite fulsome -- Paul, that's WWS000046 6 back up, thanks -- it repeats largely what that document 7 says, your areas of concern. Over the page, 8 particularly interesting at page 2: 9 "... the church is at risk by ignoring the 10 professional advice it has received and that, as 11 a consequence, it may also jeopardise his insurance 12 cover. If Paul and the PCC chose to ignore the advice, 13 I know there is nothing I can do about it. I still 14 feel, however, that they have made this decision without 15 being fully aware of all the facts or the possible 16 implications of their actions. I am required to advise 17 them of the situation as best I can." 18 Paragraph 3: 19 "I am concerned to know whether you and the area 20 bishops share this position regarding the receiving and 21 taking of professional advice." 22 You go on at the bottom of that paragraph to say: 23 "The situation does therefore raise some questions 24 for me about my role as your adviser ... as I am 25 offering training to priests and parish representatives</p> <p style="text-align: center;">Page 70</p>	<p>1 Q. So the question I was going to ask, which now seems to 2 have fallen away, was whether or not this fulsome letter 3 from you affected any change within the diocese about 4 the way your advice was viewed? 5 A. No. 6 Q. Was this specific to Bishop Kemp and the suffragans at 7 the time, or did you experience any of this more widely? 8 A. I think this was the main time when I really had 9 problems. I mean, generally, I worked well with the 10 senior staff, so it was a bit of a surprise, frankly. 11 Q. So this isn't necessarily representative of your 12 engagement with them throughout? 13 A. No. 14 Q. I want to move, if I can, to talk about cathedrals, if 15 I might. 16 A. Yes. 17 Q. You deal with it briefly at your paragraph 9 which is at 18 page 5 of the statement, chair. That's when you talk 19 generally about cathedrals. Then we will move to talk 20 specifically about Terence Banks, and I will take you to 21 the paragraph when we get to that. 22 What we have heard in opening and in evidence so 23 far -- like the others, I am sure I will upset some 24 canon lawyers in the way I phrase it -- the cathedral is 25 within the diocese but sits slightly alongside it and</p> <p style="text-align: center;">Page 72</p>

1 separate from it, particularly as regards safeguarding?
 2 **A. I don't think "particularly as regards safeguarding", as**
 3 **regards everything.**
 4 Q. Sorry, we are particularly interested in safeguarding.
 5 **A. Oh, yes.**
 6 Q. Was that your understanding at the time you were in
 7 post?
 8 **A. I think I knew a bit about the legal situation, but**
 9 **basically disregarded it. I saw the cathedral**
 10 **congregation as another congregation in the diocese, and**
 11 **I operated in the expectation that they would follow the**
 12 **diocesan policy.**
 13 Q. So you thought they were firmly within your domain, for
 14 want of a better word, nonetheless?
 15 **A. I did, yes.**
 16 Q. When you drafted your 1997 policy, was it intended that
 17 that would cover the cathedral?
 18 **A. Yes.**
 19 Q. What steps were taken to implement it within the
 20 cathedral?
 21 **A. As far as I know, they hadn't done anything to implement**
 22 **the policy by the time the Terence Banks case came up in**
 23 **2000. They had -- the administrator, who was called the**
 24 **Communar, appeared to have some sort of brief for**
 25 **safeguarding but I'm not sure that he had done anything**

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1 **about it. He didn't have a policy, and they certainly**
 2 **hadn't let me know that they had implemented the**
 3 **diocesan policy.**
 4 Q. Certainly we know that by 2001 they didn't have
 5 a cathedral-specific child protection representative?
 6 **A. Well, I suppose they would have called the Communar that**
 7 **person, but one of my advice was that they should have**
 8 **somebody outside the structure of the cathedral that**
 9 **should be available for young people to go to, like**
 10 **parishes should have somebody implementing the policy**
 11 **from outside the structure.**
 12 Q. Did you imagine that would be a post not filled by
 13 a member of clergy, wholly independent?
 14 **A. Yes, and it wasn't. They did eventually appoint**
 15 **somebody.**
 16 Q. Before we talk about Terence Banks, did you have very
 17 much involvement in safeguarding practically with the
 18 cathedral prior to the Terence Banks case?
 19 **A. No, I had no -- none.**
 20 Q. You deal with Terence Banks in your witness statement at
 21 paragraph 26, which, chair, is at page 16. What you
 22 tell us in your statement is that you first became aware
 23 of the Terence Banks case on 26 June 2000, and you took
 24 the date from your case notes.
 25 **A. Right.**

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1 Q. I don't propose to put them up, but just to get the
 2 date?
 3 **A. I know it was the day before he was in court. I can't**
 4 **remember exactly what date it was.**
 5 Q. That's okay. I don't think there is any dispute. We
 6 will put it up on screen, WWS000037. This is
 7 a transcript of dean's notes of interview --
 8 **A. No, so it must have been earlier. That was after I knew**
 9 **about Banks. I have a feeling it was April.**
 10 Q. Okay. So you think you first became aware of it before
 11 he went to court in April?
 12 **A. Just the day before, I was contacted by the Communar.**
 13 Q. Is that going to court for trial?
 14 **A. That was, I think, going to the magistrate's court.**
 15 Q. What I want to ask is, during the course of
 16 the Terence Banks trial, did you have any role in
 17 providing or arranging for support for the complainants
 18 as they then were?
 19 **A. No, I didn't. I mean, I was never told the names of --**
 20 **well, I knew the names of two of the complainants.**
 21 Q. Please don't say the names.
 22 **A. I won't say the names. The two that had originally**
 23 **complained to the dean. But the other -- I mean, there**
 24 **were many other complainants eventually, and I was never**
 25 **told who they were. I understood that victim support**

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1 **was offering some support to the complainants.**
 2 Q. The panel may hear evidence from one of the victims and
 3 survivors of Terence Banks that they didn't actually
 4 receive any support. I just want to know, was it your
 5 understanding at the time that they were, or did you
 6 perhaps mistakenly believe they were?
 7 **A. I think I mistakenly believed they were -- not**
 8 **counselling or anything from the church, but they were**
 9 **receiving some support, yes.**
 10 Q. Were there any policies or procedures available or in
 11 place at the time to provide ongoing support during
 12 a court case --
 13 **A. No.**
 14 Q. -- to victims?
 15 **A. Well, no, we hadn't -- I don't know whether we'd even**
 16 **had any cases before that.**
 17 Q. One of the big complaints made by the victims and
 18 survivors of Terence Banks is that during his trial
 19 a member of the clergy came and sat in court every day
 20 to provide support for Terence Banks. First of all, the
 21 way that that appeared to them was that the church had
 22 swung behind Terence Banks rather than supporting them.
 23 First of all, did you know that that was happening?
 24 **A. I didn't know that was happening. Though I do know that**
 25 **has happened in other cases and has had similar**

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<p>1 response, that people have felt those feelings, yes.</p> <p>2 Q. It may not be specific to Terence Banks, but in your</p> <p>3 experience, can there be a tension between providing</p> <p>4 pastoral support to a defendant or an alleged</p> <p>5 perpetrator prior to their conviction and a victim and</p> <p>6 survivor?</p> <p>7 A. Well, I think it needs to be separated so that people</p> <p>8 feel confident with the support that they're getting.</p> <p>9 I mean, often it is offered from out -- I had other</p> <p>10 cases where support was offered from either another</p> <p>11 diocese or from something outside the church, whatever</p> <p>12 people required. But I think these were the sort of</p> <p>13 times when we were learning how to handle these cases.</p> <p>14 Q. Do you think it is important that both a defendant and</p> <p>15 a victim do receive some level of pastoral support?</p> <p>16 A. I have to say, I do believe that they should. I think</p> <p>17 they should be also able to choose who they want to</p> <p>18 support them, because often the last person they want is</p> <p>19 somebody from the church to support them, because</p> <p>20 obviously they are feeling pretty aggrieved about</p> <p>21 a member of the church who they are complaining about.</p> <p>22 Q. Chair, we will hear evidence read from Gemma Marks-Good,</p> <p>23 who was an independent sexual crimes adviser, taking on</p> <p>24 perhaps a more independent role.</p> <p>25 Is it fair to say that once Terence Banks came to</p> <p style="text-align: center;">Page 77</p>	<p>1 independent school. I don't know that they were even</p> <p>2 inspected at that stage. You'll probably get</p> <p>3 information --</p> <p>4 Q. We will have evidence elsewhere about that.</p> <p>5 A. You will. I was also concerned that although the school</p> <p>6 was separate from the cathedral Chapter and, again,</p> <p>7 separate from the Southern Cathedrals Festival and the</p> <p>8 Chichester festivities, a lot of the people running</p> <p>9 these organisations were the same people. So that many</p> <p>10 of the clergy Chapter were also governors of the school.</p> <p>11 I strongly recommended that they had other independent</p> <p>12 people on their governing body who weren't part of</p> <p>13 the church or cathedral.</p> <p>14 Q. We should emphasise that you said you didn't have any</p> <p>15 official remit to go into the school and start making</p> <p>16 recommendations, but you did anyway?</p> <p>17 A. Yes.</p> <p>18 Q. One of the difficulties, or potential difficulties, you</p> <p>19 spotted was that members of the choir, because members</p> <p>20 of the choir attend the Prebendal School?</p> <p>21 A. Yes, it is a choir school.</p> <p>22 Q. But spend a lot of time within the cathedral</p> <p>23 environments which are within the diocesan domain one</p> <p>24 way or the other. Did you reach a view as to whether</p> <p>25 the choir boys were sufficiently well supervised or</p> <p style="text-align: center;">Page 79</p>
<p>1 light, you went into the cathedral to essentially have</p> <p>2 a look around and assess their approach to child</p> <p>3 protection?</p> <p>4 A. I immediately started working with them on a policy.</p> <p>5 I went into the Prebendal School and looked at their</p> <p>6 policy and gave some advice regarding that.</p> <p>7 Q. Before we move to action, can we talk about what you</p> <p>8 found when you went in?</p> <p>9 A. "When you went in", I mean --</p> <p>10 Q. Sorry, when you became involved in their child</p> <p>11 protection procedures, perhaps more heavily?</p> <p>12 A. I knew there wasn't a policy. They told me they were</p> <p>13 waiting to do a policy until CRB checks came in because</p> <p>14 somehow they had confused having CRB checks, which</p> <p>15 I would consider a very small part of safe recruiting,</p> <p>16 with the whole child protection policy. So that was</p> <p>17 their reasoning for not doing anything. We started to</p> <p>18 get them moving on that.</p> <p>19 Q. So you helped them put together the policy. You say you</p> <p>20 also provided training for all cathedral volunteers?</p> <p>21 A. Yes.</p> <p>22 Q. Two members of the Chapter had already attended child</p> <p>23 protection training but you also met with the Prebendal</p> <p>24 School to review their policy?</p> <p>25 A. Yes. Again, I had no role with the school. It was an</p> <p style="text-align: center;">Page 78</p>	<p>1 cared for at the time?</p> <p>2 A. As far as I could tell from talking to the headmaster</p> <p>3 and reading their policy, it seemed they were being</p> <p>4 closely supervised whilst they were at services in the</p> <p>5 cathedral. Obviously, I can't speak for what happened</p> <p>6 outside of those specific services.</p> <p>7 Q. What you mention at the end -- the very last sentence of</p> <p>8 paragraph 26 is:</p> <p>9 "Bishop Eric and I met with one of the parents [of</p> <p>10 the victims and survivors of Terence Banks] who was</p> <p>11 concerned about the attitude of the Dean."</p> <p>12 Which dean were you referring to?</p> <p>13 A. Do I have to say the name?</p> <p>14 Q. Dean Treadgold?</p> <p>15 A. John Treadgold, yes.</p> <p>16 Q. Do you have any experience of Dean Treadgold's attitude</p> <p>17 to, or treatment of, victims and survivors or their</p> <p>18 families?</p> <p>19 A. From what I understand, when the two young people came</p> <p>20 to him, he was sort of sympathetic but suggested they</p> <p>21 got on with their lives and perhaps moved away from the</p> <p>22 cathedral situation as a means of managing what had</p> <p>23 happened.</p> <p>24 I thought, from what he said to me immediately after</p> <p>25 I knew about it, that he had heard what they had to say,</p> <p style="text-align: center;">Page 80</p>

<p>1 was about to go away for a couple -- two or three days 2 to Germany, would cope with it and deal with it when he 3 came back, and by the time he came back they had already 4 gone to the police. But I'm not now sure, having read 5 other material, that in fact that was the case. 6 Q. What I'm trying to establish with you, are you able to 7 help us about Dean Treadgold's attitude towards victims? 8 Do you have any personal experience of it? 9 A. Not really, no. 10 Q. So you never spoke with him about victims? 11 A. I honestly can't remember. 12 Q. The last point in relation to the cathedral is, we know 13 that the Carmi Report was subsequently carried out. Is 14 it right that the Carmi review was carried out after you 15 had finished your role as diocesan child protection 16 officer? 17 A. I had felt that, with such serious abuse, we needed to 18 look at what had happened and learn lessons for the 19 future, and I'd started getting various people together 20 to have an initial meeting to decide how to handle that, 21 which included social services, police, various other 22 people, people from the cathedral, possibly 23 representatives of the victims. 24 At that stage, one of the -- this particular parent, 25 whom you have already mentioned, felt that because my</p> <p style="text-align: center;">Page 81</p>	<p>1 cathedral did have an education department, it obviously 2 had children coming in from schools with their teachers, 3 but they didn't actually run any children's work of 4 their own, and I think that meant that they felt that 5 they didn't have to engage with it. 6 Q. What you report in your statement is that a verger once 7 told you during the training you provided following the 8 Banks case that they needed protection from children, 9 not the other way around. You said it was a flippant 10 comment, but you thought it illustrated that adults felt 11 challenged by the whole idea of child protection? 12 A. Yes. 13 Q. Is that the same sort of attitude you told us earlier, 14 at a parish level? 15 A. Yes, I think similar, although I think the verger was 16 speaking more of children sort of running riot in the 17 cathedral and them having to work out how to -- not 18 restrain them, but encourage them to leave. So they 19 felt they had issues managing the children. 20 Q. I didn't check, chair, with Mrs Hind before we sat 21 whether she was happy to continue giving her evidence 22 until our normal lunchbreak at 1.00 pm. You have been 23 giving evidence for an hour. Are you okay to continue 24 until 1.00 pm? 25 A. Yes, I'm fine.</p> <p style="text-align: center;">Page 83</p>
<p>1 husband was just about to become Bishop of Chichester 2 that I might not be independent enough to be involved at 3 all with that meeting, so at that point I immediately 4 withdrew. My successor, Tony Selwood, took that on 5 board and it eventually became the Carmi Review. 6 I did actually speak to the head of child protection 7 in West Sussex to get names of possible people who could 8 conduct the review, and Edi Carmi was one of the people 9 mentioned, and I think I say in my statement, because -- 10 in a sense, because I didn't know her and she wasn't 11 anything to do with the church, I felt she would be 12 a possible person who would be acceptable to all 13 parties. But at that point I then withdrew. 14 Q. It is fair to say -- I'm asked to clarify, did you have 15 any role in deciding how and to what extent the 16 Carmi Review should engage with the victims and 17 survivors? 18 A. I didn't have any role in that. 19 Q. You weren't in post at the time of the conclusions and 20 recommendations, but what you do observe in your report 21 is that you agree with Dean Atkinson's comment in 22 relation to the Carmi Review that child protection was 23 not an issue high on the agenda of the Chapter at that 24 time; is that right? 25 A. I think that -- I felt that was accurate. I mean, the</p> <p style="text-align: center;">Page 82</p>	<p>1 MS McNEILL: Chair, are you and your colleagues willing to 2 continue? 3 THE CHAIR: Yes. 4 MS McNEILL: One of the things you did before you left your 5 post was to write another draft diocesan child 6 protection policy. 7 A. No, it was published -- well, the last thing I did was 8 fill mailbags with envelopes of child protection 9 policies. 10 Q. I know you brought a copy of it with you, and for that 11 reason, chair, I think a copy was placed on top of your 12 file this morning. It is ACE021327, Paul. Can we look 13 first at page 1. It might be in your bundle but I think 14 you have brought your copy as well. 15 A. Yes, I have a copy. 16 Q. I'm making sure I'm looking at the right one, dated 17 2002. 18 A. That's right. 19 Q. Is this the first time you updated it following your 20 1997? 21 A. Yes, we were intending to update earlier, but obviously 22 things like Working Together came out in 1999, and there 23 was a whole lot of discussion about CRB going on at this 24 stage. In fact, we stopped publication for quite a long 25 time, quite a few months, because the CRB kept putting</p> <p style="text-align: center;">Page 84</p>

1 **off their implementation date, and in the end, I decided**
 2 **I'd got to publish anyway, and of course, as soon as**
 3 **I published, they decided that they were ready to**
 4 **implement the CRB. So that's why it was 2002.**
 5 Q. Paul, can we put on screen pages 3 and 4 at the same
 6 time, please. So we can see, it was a colour-coded
 7 document, with "Policy", "Procedures", "Recommended good
 8 practice", "Information", "Forms", and "Resources". Can
 9 we lose page 3 and bring up page 5, so we have page 4
 10 and page 5. What I am trying to demonstrate, if I can,
 11 is, it is very detailed and covers a lot of ground,
 12 doesn't it?
 13 **A. I think people found -- perhaps looking back, it**
 14 **shouldn't have been quite so comprehensive. The idea**
 15 **was to try to give the parish representatives and the**
 16 **clergy all the information that they needed and give**
 17 **them forms so that it was as easy as possible to fulfil**
 18 **their duties.**
 19 **The good practice guidance really came out of issues**
 20 **that had come up in the last -- the few years from 1997.**
 21 Q. That's why they are quite specific: transporting
 22 children by private car, taking young people away,
 23 holiday clubs, offsite activities. It is very specific.
 24 **A. Yes, specific situations that people had asked for extra**
 25 **advice on.**

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1 Q. Given that this is so significantly larger than the
 2 previous incarnation, is that because there had been
 3 a great deal of external guidance developing in that
 4 time or is it because you had learnt a lot in that time,
 5 or child protection had come along, or a combination of
 6 all of this?
 7 **A. Well, obviously, there was a lot more advice on safe**
 8 **recruiting, and in a sense preparing people for the**
 9 **Criminal Records Bureau, although it hadn't actually**
 10 **been implemented when this was published.**
 11 **I think there was just more things that had come up**
 12 **that we had to respond to.**
 13 Q. Does this demonstrate quite a learning curve during your
 14 time in post, from 1997 through to 2002?
 15 **A. Absolutely. I mean, particularly -- I didn't mention,**
 16 **but although I was, I think, well trained in child abuse**
 17 **within families, I had no experience of working with**
 18 **offenders, and I had to learn a lot about how offenders**
 19 **operated and, you know, the research there, and also**
 20 **learning about the issues -- particular issues and**
 21 **concerns of child protection within the church**
 22 **situation.**
 23 Q. Another potentially significant change between the two
 24 policies, is it right that your 1997 policy didn't
 25 contain anything specific about historical allegations,

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1 as they were then called, and your note that we looked
 2 at from 1998, your reflection on year 1, actually, one
 3 of your action bullet points says "Historical
 4 complaints"?
 5 **A. I must have started thinking about it.**
 6 Q. Can we look at page 25 of this document, please, Paul,
 7 and the guidance you did bring in in 2002 about
 8 historical allegations. It is at 22 of your version,
 9 Mrs Hind, but, chair, it is 25 of ours. It is zoomed in
 10 on the screen, if that helps.
 11 By 2002, there is an understanding that it is common
 12 for adults who were abused as children to make
 13 allegations some years after the event, and speculates
 14 as to why that might be:
 15 "The adult making the allegation may need advice
 16 about where to seek counselling ..."
 17 "The diocesan child protection adviser must be
 18 informed of all allegations involving a member of
 19 the church."
 20 "It will be the responsibility of the adult
 21 concerned to decide whether they wish to seek legal
 22 redress."
 23 What it doesn't say in this policy is anything about
 24 reporting historical allegations to the police. I just
 25 wonder if you could help us as to whether that was

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1 within the mind-set at the time?
 2 **A. It certainly comes into the 2004 "Protecting All God's**
 3 **Children."**
 4 Q. Indeed it does.
 5 **A. I think we were very aware at that stage that people who**
 6 **had been abused in childhood felt very powerless about**
 7 **their position, and the idea was that it should be led**
 8 **from the person who had been abused to how they wanted**
 9 **to handle it.**
 10 **Although I say "allegations must be notified".**
 11 **I think -- it isn't there, but because, if there were**
 12 **people still at risk, then we would need to make**
 13 **a referral. Obviously sometimes people -- if people**
 14 **weren't in a position of trust or it might have been**
 15 **within a family or something, that they should be then**
 16 **allowed to do what they felt was best for them.**
 17 Q. So if somebody had been abused by a family member, you
 18 might not necessarily take the same approach as with
 19 somebody who had been abused by a priest?
 20 **A. Obviously it would depend on the circumstances.**
 21 Q. Was there a difference, in reality, about how non-recent
 22 cases of abuse were approached, as compared with ongoing
 23 abuse, in 2002?
 24 **A. Certainly in the -- because I suppose that was the end**
 25 **of my time.**

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<p>1 Q. It was.</p> <p>2 A. So during my time, I note a lot of collaboration between</p> <p>3 social services and myself, recent cases, meetings with</p> <p>4 social services and police over cases, but with the more</p> <p>5 historic cases, they appear to be dealt with -- because</p> <p>6 there wasn't an identified child to be protected, they</p> <p>7 were dealt with more as straight criminal cases and the</p> <p>8 police basically took the lead. Whilst I think we all</p> <p>9 recognise that social services was the lead agency for</p> <p>10 child protection, but in these cases it appeared at that</p> <p>11 time, before there were joint teams, that the police</p> <p>12 managed it themselves.</p> <p>13 Q. So there was less collaboration in non-recent cases?</p> <p>14 A. Yes.</p> <p>15 Q. Historic, as they were then called?</p> <p>16 A. Yes.</p> <p>17 Q. That leads us precisely to ask, how was the</p> <p>18 collaboration with the police during your time in post</p> <p>19 in Chichester?</p> <p>20 A. I would say it was patchy. I think I say in my</p> <p>21 statement that at quite an early stage -- and I can't</p> <p>22 remember exactly when -- I did meet with all the police</p> <p>23 sergeants who were managing child protection teams</p> <p>24 across Sussex Police and had a very fruitful meeting</p> <p>25 with them.</p> <p style="text-align: center;">Page 89</p>	<p>1 relationships with the police.</p> <p>2 Q. I just want to understand what you mean by "chary"?</p> <p>3 A. I think they thought the church was the enemy.</p> <p>4 Q. I'm going to move to talk about a couple of specific</p> <p>5 cases that you worked on in Chichester, the first being</p> <p>6 Robert Coles.</p> <p>7 A. Yes.</p> <p>8 Q. You deal with this in your statement at paragraph 34.</p> <p>9 Chair and panel, that's at page 18 of the witness's</p> <p>10 statement. I think it would probably assist you if</p> <p>11 I bring up your daybook on screen at the same time?</p> <p>12 A. Oh, yes.</p> <p>13 Q. Paul, that's WWS000034_005. Can we zoom in from the</p> <p>14 date 3 September onwards, down to the 30th. Just that</p> <p>15 one entry. What the inquiry knows is that Robert Coles</p> <p>16 was subsequently convicted of allegations made in the</p> <p>17 1980s -- sorry, allegations of activity in the 1980s --</p> <p>18 A. Mmm.</p> <p>19 Q. -- that were first made in 1997, during your tenure.</p> <p>20 Can you please tell us, when did you first become aware</p> <p>21 of Robert Coles as an individual?</p> <p>22 A. I knew him when he was a parish priest in Chichester</p> <p>23 City when my husband was at the theological college. He</p> <p>24 was in -- I think the college may have been in his</p> <p>25 parish. He was very local to us.</p> <p style="text-align: center;">Page 91</p>
<p>1 They were a bit amazed -- I think they came from the</p> <p>2 position, well, the church must be a very trustworthy,</p> <p>3 safe place, and I tried to explain, actually, it was</p> <p>4 quite the opposite. It was, in a sense, a microcosm of</p> <p>5 society. It was a public situation, anybody could</p> <p>6 attend church, anyone could come and get to know</p> <p>7 a family in a congregation, and nobody would know what</p> <p>8 was going on; that there would be people who had abused</p> <p>9 and survivors of abuse in the same congregation; there</p> <p>10 were situations where abusers had felt they had been</p> <p>11 forgiven and could carry on with what they were doing</p> <p>12 before, there were all sorts of church doctrine that</p> <p>13 caused problems. So I would just try to open to them</p> <p>14 that the church wasn't the safe place that they might</p> <p>15 have thought.</p> <p>16 Having said that in that meeting, which I think was</p> <p>17 very helpful -- I hope was helpful, I didn't have the</p> <p>18 links with the police that I had with social services,</p> <p>19 and therefore it was pretty much on a case-by-case</p> <p>20 basis, and that depended what the relationship -- where</p> <p>21 there was one or not. I certainly know in the</p> <p>22 Terence Banks case, by the time I was involved, the</p> <p>23 police were quite sort of chary about relationships with</p> <p>24 the church.</p> <p>25 In Surrey, I always had very, very good</p> <p style="text-align: center;">Page 90</p>	<p>1 Q. So you knew of him before --</p> <p>2 A. I knew of him, I knew his name. I had met him.</p> <p>3 Q. When did you first become aware of the allegations made</p> <p>4 against him?</p> <p>5 A. In September 1997.</p> <p>6 Q. Is that 3 September? We have it on screen --</p> <p>7 A. It is 3 September, yes.</p> <p>8 Q. I should say, because I have brought it up a couple of</p> <p>9 times, you kept a daybook. That was your way of keeping</p> <p>10 records; is that right?</p> <p>11 A. Some records. I had obviously papers as well.</p> <p>12 Q. What you would do is, by the date, you would note all</p> <p>13 the things that had happened or whom you had spoken to?</p> <p>14 A. Yes, it was pretty contemporaneously.</p> <p>15 Q. This was your rather contemporaneous note, but it has</p> <p>16 now been typed up?</p> <p>17 A. I did --</p> <p>18 Q. I know you have given us the hand --</p> <p>19 A. I did bring the actual book, because nobody has actually</p> <p>20 asked me whether I actually made it all up. So</p> <p>21 I thought I'd better bring the actual document.</p> <p>22 Q. Should anybody want to take a look at it --</p> <p>23 A. Yes, if they can read my writing.</p> <p>24 Q. -- it will be made available.</p> <p>25 A. I have to say part of the problem, because I was working</p> <p style="text-align: center;">Page 92</p>

1 **for Guildford and Chichester, it is both.**
 2 Q. You did both in the same book?
 3 **A. Yes.**
 4 Q. We can take a look at what happened on 3 September.
 5 I should check in advance: how much independent
 6 recollection do you have of this or are you just relying
 7 predominantly on your notes?
 8 **A. I have a very reasonable recollection of it, yes.**
 9 Q. What it says is that you were contacted by
 10 Nicholas Reade on 3 September, but that two months
 11 before that, the police had contacted him to say that
 12 a man of 30 had made an allegation against Robert Coles
 13 which had happened 15 years beforehand and also that
 14 he'd threatened to kill Robert. It appeared he was
 15 likely to drop all charges and seek psychiatric help.
 16 The police now, two months later, want to interview
 17 Robert on 4 September for indecent assault and rape:
 18 "Robert has admitted to Nicholas that he cuddled the
 19 boy -- that he never took his pants off -- that he is
 20 impotent and so couldn't have raped him. Says the boy
 21 penetrated him. There have been other relationships
 22 with over 21s. He now has a solicitor who will go with
 23 him ... Bishop Wallace has also seen him."
 24 Then you note:
 25 "Should we inform EIG? Diocesan registrar?"

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1 "He is to take early retirement on health grounds
 2 and is at present off sick."
 3 What did you do when you were given this information
 4 by Nicholas Reade, who at that time we should say was
 5 the Archdeacon of Lewes and Hastings.
 6 **A. I think I was waiting for that interview to take place
 7 before we decided whether it would go forward or not and
 8 what would happen.**
 9 Q. Why did you decide to wait for the interview to take
 10 place?
 11 **A. It was the next day.**
 12 Q. Did you at any point tell Archdeacon Nicholas that he
 13 should tell the police about the admission that had been
 14 made to him?
 15 **A. As far as I can recall -- I mean, I assumed that, you
 16 know, Bishop Wallace and Nicholas had been involved --
 17 actually, I now know for five months rather than two
 18 months and that they would have passed on any
 19 information that they had. So unfortunately, I didn't
 20 clarify that they had actually passed that information
 21 on. I was rightly criticised for that.**
 22 Q. What we now know, as you say, is that the police were
 23 never given this information in the 1990s.
 24 **A. Yes.**
 25 Q. That Robert Coles answered "No comment" in his criminal

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1 interviews and the charges were subsequently never
 2 brought. The first question is, with your experience as
 3 a child protection adviser and a social worker, at the
 4 time you received this, did you recognise how serious
 5 these allegations were and how serious the admissions
 6 made were?
 7 **A. I certainly did, yes.**
 8 Q. Did they reach the threshold that should have been
 9 referred to the police, in your opinion?
 10 **A. Should the information have been passed on?**
 11 Q. Yes.
 12 **A. I say I assumed it had been passed on, and that was
 13 a wrong assumption, as it turns out.**
 14 Q. The question is also, who, in your view -- who held the
 15 responsibility of passing this to the police at the
 16 time?
 17 **A. Well, I should have passed -- I should have -- not
 18 passed on, because it wasn't my information, but
 19 I should have made sure that it had been passed on.
 20 I recognise that.**
 21 Q. Do you think you should have called the police and said,
 22 "I think you might need to speak to
 23 Archdeacon Nicholas"?
 24 **A. I didn't have actually the police contact. You know,
 25 this is where things had got confused, who was dealing**

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1 **with a clergy case. Because this had been going on for
 2 five months, apparently. Bishop Eric, Bishop Wallace
 3 and Archdeacon Nicholas had all seen him.**
 4 Q. We will ask them about those conversations.
 5 **A. Yes. I mean, I went to see Bishop Wallace to meet him
 6 for the first time, I think it must have been in August.
 7 I went to visit him in his home and he didn't move into
 8 his home until July, so I'm assuming it was in August.**
 9 Q. Let's be clear about your evidence. When you say you
 10 went to see "him". You received this information --
 11 **A. No, before I received this information.**
 12 Q. Prior to that, you had been to see --
 13 **A. Prior to that, I had met with Bishop Wallace.**
 14 Q. Bishop Wallace?
 15 **A. -- to introduce myself to him. This was the occasion he
 16 asked me my views on homosexuality, so I do remember
 17 going. There was no mention of Robert Coles.**
 18 Q. So --
 19 **A. So, I mean, this had all been going on for months.**
 20 Q. There is some dispute about when conversations were
 21 first had. But there is no dispute that prior
 22 to September, Nicholas Reade and Bishop Wallace had
 23 already heard some admissions from him?
 24 **A. Yes.**
 25 Q. From Robert Coles. So you went in August. That was

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1 part of you taking up your new role and saying, "Hello,
 2 my name is ...?"
 3 **A. It was part of the fact that Bishop Wallace was taking**
 4 **up his new role.**
 5 Q. Sorry.
 6 **A. I should mention, perhaps, at this point, that**
 7 **Bishop Nicholas didn't actually become archdeacon until**
 8 **the July, although he had been acting archdeacon before**
 9 **that. Bishop Wallace didn't start his job until June.**
 10 **I had started in February. So in fact we were all new**
 11 **and this was, in a sense, the first historic case that**
 12 **had come up. It is not really mitigation, but I think**
 13 **we were on a steep learning curve, and we hadn't worked**
 14 **out what our different responsibilities were.**
 15 Q. Can we put our policy back up on screen, please,
 16 ACE021328_007. What Bishop Wallace says is, looking
 17 again at bullet point 3 in this document:
 18 "The diocesan adviser, if appropriate, will make
 19 sure that a referral has been made to the local
 20 social services office and will liaise with that
 21 department and the police during any child protection
 22 investigation."
 23 What Bishop Wallace will say when he comes on
 24 Monday, at least what he said in his evidence, is that
 25 meant that this meant he didn't have any responsibility

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1 to tell the police directly that as soon as you were
 2 informed on 3 September, that responsibility lay with
 3 you.
 4 Two questions arise from that. First of all, you
 5 drafted the policy?
 6 **A. Yes.**
 7 Q. Was that your intention in drafting that policy and is
 8 that your understanding at the time?
 9 **A. I suppose that talks about initial referral, which of**
 10 **course had already happened. This was extra information**
 11 **that Bishop Nicholas, and I'm assuming Bishop Wallace**
 12 **and Bishop Eric, had. So it's not -- that's not quite**
 13 **clear. Because, I mean, the referral has already been**
 14 **made.**
 15 Q. You're saying they had potentially relevant evidence?
 16 **A. Yes.**
 17 Q. Did you think they had retained a responsibility to give
 18 that to the police themselves?
 19 **A. Yes, I did, yes. As I have admitted quite freely,**
 20 **I failed to check that they had passed that information**
 21 **on. Further to that, because of that, when the police**
 22 **dropped the charges, I assumed they dropped it knowing**
 23 **that information.**
 24 Q. I just want to check that point before I move to ask
 25 about your discussions yourself with Robert Coles. Can

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1 we bring up, please, WWS000033. This is the index of
 2 Chichester cases you prepared for your successor,
 3 Tony Selwood. Can we go down, Paul, and pull out the
 4 one on Robert Coles. I just think we need to clarify
 5 what you have written here:
 6 "Vicar of St Philip's Eastbourne, previously of
 7 St Wilfrid's ..."
 8 I will just give the chair and panel the hard copy
 9 reference for this. Chair, it is tab 4 of your bundle:
 10 "Robert Coles, vicar of St Philip's, Eastbourne,
 11 previously of St Wilfrid's, Chichester. Retired on
 12 health grounds. Allegations of sexual relationships
 13 with a boy, partially admitted but not to the police.
 14 See papers."
 15 **A. I must have known by that stage.**
 16 Q. That Robert Coles hadn't admitted it to the police?
 17 **A. That he hadn't admitted the offences to the police.**
 18 Q. Did you know, by that stage, that nobody had told the
 19 police about his admission? I do appreciate it was
 20 a long time ago. But we need to clarify what this was
 21 intended to mean, if we can?
 22 **A. It's very difficult to recall. I mean, what happened**
 23 **was that I assumed that he -- it had been dropped**
 24 **knowing this information. Therefore, when I dealt with**
 25 **Robert Coles in the future, I treated it as if he had**

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1 **had a conviction because I knew he'd made some**
 2 **admissions. But whether the police knew at any -- well,**
 3 **you are telling me they didn't know, so ...**
 4 Q. You can't tell us now whether, at the time you wrote
 5 this, it had ever come to your attention that
 6 Bishop Wallace and Archdeacon Nicholas, as he then was,
 7 hadn't passed this --
 8 **A. No, I don't think it had ever been discussed.**
 9 Q. On reflection -- I know you have said, yourself, you
 10 should have referred it yourself. Also, on reflection,
 11 do you think it is something that should have been
 12 explicitly discussed amongst you all about who had done
 13 what?
 14 **A. Absolutely, and I think this shows a difference between**
 15 **these cases early on and when we were -- certainly I had**
 16 **more experience in Guildford, where these sorts of cases**
 17 **would have had a multi-agency strategy meeting, where**
 18 **the whole situation and what to do and actions to take**
 19 **would have been discussed with everybody, and things**
 20 **were much safer.**
 21 Q. Paul, we can take that down now, thanks. I'm going to
 22 return to your statement, because we have jumped ahead
 23 in time.
 24 You were given the information on 3 September. The
 25 interview was due the next day. Were any steps taken

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<p>1 during the ongoing police investigation to manage the 2 risk that may be posed by Robert Coles to children? 3 A. I made strenuous efforts to make sure he was not in any 4 position of trust in the diocese. In 1997, we didn't 5 have agreements -- or not set out in the same way. 6 Particularly -- I think 1999 the first paper came out 7 from General Synod about managing offenders, but this 8 was particularly geared to people who had got 9 convictions, so it was a bit of a grey area what you 10 could do with people who hadn't actually been charged or 11 convicted of an offence. 12 Q. So within the constraints of what you could do, do you 13 remember -- I know it is a while ago -- what you did do? 14 A. Made sure that he couldn't minister in the church. 15 Q. Is it right that you also advised strongly against him 16 receiving permission to officiate upon his retirement? 17 A. Absolutely. 18 Q. As he was somebody who didn't have a conviction, was 19 that an unusual step, to advise against permission to 20 officiate? 21 A. Well, he'd made these admissions so I was treating it as 22 if -- as far as I could, as if he'd had a conviction. 23 Q. Did you receive any resistance in relation to that? 24 A. Well, I did slightly change my position over the years, 25 because I said at the beginning that he couldn't -- he</p> <p style="text-align: center;">Page 101</p>	<p>1 that a period of time had passed and nothing had 2 happened, and I certainly had a case with Lord Carey, 3 when he was archbishop, where he wanted to rehabilitate 4 somebody after a period of five years where there had 5 been sexual offences, and I felt there was a confusion. 6 Q. That was in your role as national -- 7 A. That was, yes. 8 Q. We will come to that. I just want to clarify your 9 evidence because there might have been a misspeak. 10 A. Yes, sorry. 11 Q. You said there was discussion as to how they could 12 rehabilitate. You say that in the case of Robert Coles, 13 after a time he was allowed to go and retrain as 14 a priest -- 15 A. No, Robert -- 16 Q. Roy Cotton? 17 A. Did I say Robert? 18 Q. You did. 19 A. No, Roy Cotton. I do apologise. 20 Q. No, that's fine, I just want to make sure we don't get 21 confused. 22 A. Thank you. 23 Q. With Robert Coles there was the situation where people 24 came back a few years and said, "Let's reconsider PTO" 25 and you still said, "Absolutely not"?</p> <p style="text-align: center;">Page 103</p>
<p>1 would have to have a risk assessment if he was to do -- 2 to be involved with any situations in the church, but by 3 the time we were asked again in, I think, 2000/2001 4 whether he could have permission to officiate, I changed 5 my view, because I felt that it wouldn't matter what 6 a risk assessment said, I was not going to change my 7 advice that he shouldn't have any type of ministry. 8 Q. Just for everybody else following because it is not 9 detailed in your statement, in 2001, the approach came 10 via Jonathan Graves initially and then through 11 Archdeacon Nicholas to say, "A bit of time has passed. 12 Can he have PTO now?", essentially, and you said, still, 13 no? 14 A. If I could say something very briefly there about that 15 sort of timeline. What I did discover in the church 16 situation, when people were disciplined for, say, an 17 adulterous affair or some sort of financial 18 mismanagement, and for any reason had been removed from 19 ministry, they were usually, after about five years, 20 there was discussion as to how they could be 21 rehabilitated. I found that people were treating child 22 protection cases in a similar way to other 23 misdemeanours. I think you see it in Robert Coles, that 24 after a period of time, he was allowed to go and 25 retrain -- and train as a priest because people felt</p> <p style="text-align: center;">Page 102</p>	<p>1 A. Yes, several -- he was in a different parish then. 2 I hadn't known which parish he was residing in or 3 attending, but it wasn't just the vicar, I think, it was 4 the church warden. There were several people who were 5 pressurising Bishop Wallace to give permission. 6 Q. One of whom was Jonathan Graves, who, himself, was 7 subsequently convicted? 8 A. Yes. 9 Q. But at that time, were you aware of any concerns 10 about -- 11 A. I was concerned, but, as a straw in the wind, I had had 12 an anonymous allegation against him about -- not about 13 a sexual offence, but sexualised conversations with 14 a young man, and I had asked Bishop -- 15 Archdeacon Nicholas to go and talk to Robert Graves 16 [sic] and make sure he followed the child protection 17 policy, because apparently he was having a lot of boys 18 in his house on his own. He had quite a big ministry 19 with boys and I was concerned. 20 Q. You were concerned, but was there anything else you 21 could have done over and above asking, perhaps, the 22 archdeacon to go and speak to him? 23 A. I didn't actually have an allegation that I could pass 24 on. I did ask the mother who contacted me -- because 25 she said there were other people concerned. I said,</p> <p style="text-align: center;">Page 104</p>

<p>1 "Please go back and speak to them and come back with 2 some facts for me and give me names so that I can pass 3 it on", so I assumed she would do that, but in fact she 4 never did. So in the meantime, I had asked 5 Archdeacon Nicholas to go and read the riot act, 6 basically.</p> <p>7 Q. We have digressed slightly. It is not a criticism 8 because I don't want to interrupt your train of thought. 9 But there is one extra point on Robert Coles we should 10 explicitly deal with at paragraph 40 of your witness 11 statement on page 19. Can we look again at your 12 daybook, WWS000034, and specifically the entry of 13 11 March 1998. Chair, it is tab 7 of your bundle, 14 page 7. It will be the last topic, chair, before lunch, 15 if that is suitable.</p> <p>16 On 11 March, this records that you visited 17 Bishop Wallace to talk about Robert Coles. You then saw 18 Robert Coles alone afterwards?</p> <p>19 A. Yes.</p> <p>20 Q. It records that he, Robert Coles, wished to explain 21 things to me: 22 "He thought everything was finished after the police 23 dropped charges. He seemed to have no conception of 24 the child protection issues. He agreed that he had had 25 sexual activity with a boy of 15/16. He said he had</p> <p style="text-align: center;">Page 105</p>	<p>1 A. Yes.</p> <p>2 Q. It appears that he was conflating the issues of child 3 sexual abuse with those of homosexuality?</p> <p>4 A. Yes. He felt he had a relationship with someone who 5 just happened to be a bit younger, but that it was 6 a consensual relationship.</p> <p>7 Q. There is some suggestion in the papers that there was 8 a perception within the diocese that the reason that 9 Robert Coles hadn't received permission to officiate was 10 because he was a homosexual. Do you believe that the 11 attitudes of anyone, or the diocese as a whole, towards 12 homosexuality may have confused the way that the 13 Robert Coles case was managed?</p> <p>14 A. I think my answer to that was, I think that 15 Bishop Wallace actually was trying -- was more lenient, 16 because he had very strong views about homosexuality.</p> <p>17 Q. We should be clear, his views were pro or --</p> <p>18 A. Anti. But he was trying to sort of be more fair than 19 perhaps he should have been by wanting to allow him to 20 have some limited ministry -- I think you see this with 21 Cotton as well, and being able to celebrate the 22 Eucharist, which a Catholic clergy would see as quite 23 important. I was a bit sort of uncertain whether that 24 would be a way forward, that he could perhaps go to the 25 bishop's house and say the Eucharist. There was one</p> <p style="text-align: center;">Page 107</p>
<p>1 befriended the boy who was socially inadequate. He had 2 had him round to the house on many occasions and 3 a relationship developed. He saw the boy as an equal 4 partner and didn't think he had harmed him. He said he 5 was sorry if he had. He had last seen the boy when he 6 was 20 and in court for obscene behaviour. Robert was 7 concerned that he was being condemned for homosexual 8 behaviour. He viewed this relationship as one of those 9 relationships which happened to be with a younger 10 person. No conception of his responsibilities as 11 a priest towards this young man.</p> <p>12 "We discussed the assessment and what it would 13 require."</p> <p>14 This was the risk assessment point you have already 15 told us about?</p> <p>16 A. Yes.</p> <p>17 Q. "He spoke to Bishop Wallace who later asked me whether 18 [somebody in particular] could do the assessment. I do 19 not feel that is appropriate." 20 Then you spoke about somebody else, about other 21 cases, and we don't need to go into those. 22 Is it fair that now, with the more advanced 23 knowledge we have years later, that the behaviour 24 described by Robert Coles would be considered grooming 25 now?</p> <p style="text-align: center;">Page 106</p>	<p>1 occasion, and I did ask my husband -- not the particular 2 case, but what would he think, and he was absolutely 3 certain it should not ever happen, so I actually did 4 change my view that there should be any even very, very 5 restricted ministry, there should be no ministry at all.</p> <p>6 Q. I don't want to paraphrase you incorrectly. Am 7 I paraphrasing that you think attitudes to homosexuality 8 may have had an effect on the way that Robert Coles' 9 case was treated, albeit not deliberately and not 10 necessarily by you?</p> <p>11 A. It certainly didn't have any effect on me. I made it 12 very clear to Bishop Wallace when he asked me, I said 13 I'm concerned with the abuse of children and not the 14 sexuality of the abuser. That was my line, and I still 15 hold to that.</p> <p>16 I don't know who says that he -- I don't know 17 whether he said he felt he was being restricted because 18 he was homosexual. I think he does intimate in what he 19 said to me that he felt he was being sort of -- it was 20 because of his homosexuality, and I had to explain to 21 him it was nothing to do with that, it was the fact that 22 this young man had been in his pastoral care and that he 23 had abused that trust.</p> <p>24 MS McNEILL: That concludes my questioning around 25 Robert Coles. Chair, I wonder if that would be</p> <p style="text-align: center;">Page 108</p>

1 a convenient moment? I know it has been a long passage
 2 since the last break.
 3 THE CHAIR: Thank you, Ms McNeill. We will take our break
 4 now.
 5 MS McNEILL: You are under oath, Mrs Hind.
 6 (1.00 pm)
 7 (The short adjournment)
 8 (2.03 pm)
 9 MS McNEILL: Chair, thank you. I think we are going to
 10 resume with Mrs Hind, who will be relieved to know that
 11 I am nearing the end of my questions for her. Thank
 12 you. Then it will be videolink evidence from
 13 Mr Edmund Hick, chair.
 14 Mrs Hind, I want to ask you a few questions about
 15 the Roy Cotton and Colin Pritchard investigation in
 16 1997. I preface them, is it fair to say you didn't have
 17 a great deal of involvement in the
 18 Roy Cotton/Colin Pritchard investigation in 1997?
 19 **A. That's correct.**
 20 Q. I should say at the outset, as of 1997, is it right that
 21 you didn't have access to clergy blue files at that
 22 time?
 23 **A. No, I'm assuming I must have known about them, but, no,**
 24 **I didn't, because I had something to do with them the**
 25 **following year, not to read them, but, no, I didn't have**

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1 **access.**
 2 Q. For that reason, did you know that Roy Cotton had
 3 a conviction in 1954 during the 1997 investigation?
 4 **A. No. I would say, though, my experience of working in**
 5 **social services, when I made a referral to the police,**
 6 **the first thing they would always do would be to check**
 7 **their computer, if that person was known to them. So**
 8 **one had an assumption that they should have known.**
 9 Q. Did the police ever contact you to ask you for
 10 information in relation to Roy Cotton or
 11 Colin Pritchard?
 12 **A. No.**
 13 Q. During your experience, did they ever contact you to ask
 14 for access to blue files or any other files held by the
 15 church?
 16 **A. No.**
 17 Q. Was it practice at the time to offer them access to blue
 18 files or other files held by the church?
 19 **A. I think we probably would have waited for them to ask,**
 20 **but I'm sure we should have checked the files.**
 21 Q. Why would you wait for them to ask?
 22 **A. I think in later cases, in initial discussions with the**
 23 **police, they would ask whether we knew anything about**
 24 **them.**
 25 Q. At that time, I suppose, did you know whether there was

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1 anything that they should see on the file?
 2 **A. No.**
 3 Q. Following Roy Cotton's retirement, were you aware that
 4 he had been granted permission to officiate --
 5 **A. No.**
 6 Q. -- by Bishop Wallace?
 7 **A. No.**
 8 Q. We can take from that that you weren't consulted about
 9 that decision?
 10 **A. In fact, I was very surprised, because when I knew that**
 11 **the investigation had stopped, I spoke to Bishop Wallace**
 12 **who seemed to be very pleased that Roy Cotton was going**
 13 **to retire completely from ministry. So when I heard,**
 14 **I think through Elizabeth Butler-Sloss, that he had PTO,**
 15 **I was extremely surprised.**
 16 Q. So you didn't know throughout any of the rest of your
 17 tenure that he had PTO?
 18 **A. No.**
 19 Q. You say in your statement that you did see the newspaper
 20 article written in relation to abuse by Roy Cotton, but
 21 you felt that there wasn't any action you could take.
 22 Is that because, as far as you were concerned, he didn't
 23 have PTO?
 24 **A. I think, as far -- I mean, that information had been**
 25 **given to the police and they had decided not to take any**

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1 **action.**
 2 Q. In relation to the newspaper article, I think the
 3 evidence is not necessarily that the police had that
 4 information. Did you know at the time --
 5 **A. I had no idea what information the police had. I mean,**
 6 **they didn't tell us the nature of the allegations, how**
 7 **serious they were, or any information.**
 8 Q. Did you consider bringing that newspaper article to the
 9 attention of the police?
 10 **A. No. I mean, I assumed they'd already got it.**
 11 Q. Turning to Colin Pritchard, if I may, I want to talk in
 12 particular about his 2007 arrest.
 13 **A. Yes.**
 14 Q. We should clarify, obviously you have said you stepped
 15 down in 2001. In 2007, Tony Selwood, your successor,
 16 died tragically in a car crash?
 17 **A. Yes.**
 18 Q. Did you take on the role of interim diocesan
 19 safeguarding adviser?
 20 **A. No.**
 21 Q. What was your role following his death?
 22 **A. My role was as a shocked and concerned colleague. I was**
 23 **asked by his wife, I think either the day he died or the**
 24 **day after, if I would go and clear his desk of any**
 25 **confidential information, and I took all the files to**

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1 **the palace, went through his computer and emails, and**
 2 **heard a voicemail from the Northampton Police regarding**
 3 **Colin Pritchard at that time.**
 4 Q. So you heard the voicemail from the Northampton Police
 5 about their ongoing investigation rather by chance, as
 6 it were?
 7 **A. Well, it was almost by chance, yes.**
 8 Q. Is it right that you then offered them the opportunity
 9 to come down and view any information held by the
 10 church?
 11 **A. They wanted to view Colin Pritchard's file. Obviously**
 12 **I knew of the link between the two people, so I asked to**
 13 **read both files. At that stage, I realised that there**
 14 **was a link between Northampton and Cotton as well as**
 15 **Pritchard, so I asked the police officer to read both**
 16 **files.**
 17 Q. Because by that time, 2007, it was under Bishop John's
 18 tenure?
 19 **A. Yes.**
 20 Q. There was access by diocesan safeguarding advisers to
 21 the blue files?
 22 **A. There was no problem seeing the file.**
 23 Q. Was that the first time you had looked at either of
 24 their files, as far as you can remember?
 25 **A. Yes, definitely.**

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1 Q. The final topic in relation to Colin Pritchard is his
 2 permission to officiate.
 3 **A. Yes.**
 4 Q. Were you aware, once you received that phone call --
 5 chair, that's at paragraph 55, which is page 23 of her
 6 witness statement. Were you aware, at the time of
 7 the phone call from Northamptonshire Police, whether
 8 Colin Pritchard had permission to officiate?
 9 **A. I didn't know anything about him and what -- his present**
 10 **circumstances at that stage. I rang Bishop Wallace to**
 11 **explain that I had contact with the police. In fact,**
 12 **I didn't know they'd already had contact with**
 13 **Tony Selwood the year before. I asked Bishop Wallace**
 14 **obviously his whereabouts, and I was told he was living**
 15 **in Christchurch, St Leonard's Parish, and worshipping**
 16 **there but that he had no ministry there and had no**
 17 **ministry with children. So that was the situation at**
 18 **that point. Although I notice from the dates that he**
 19 **only retired in the January, so in fact almost the day**
 20 **that Tony died. So whether he was actually living in**
 21 **St Leonard's at that point, I now wonder.**
 22 Q. What we have seen, and I can bring it up if we need to,
 23 from your handover, for want of a better word, to
 24 Mrs Hosgood, you knew by that time that Colin Pritchard
 25 had permission to officiate?

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1 **A. Yes, I knew in July, by which time I'd long been not**
 2 **involved with Chichester cases. I was rung up by his**
 3 **secretary to say they'd found a PTO in another file.**
 4 **But she told me then, I recall, that he was not living**
 5 **in the parish at that stage, which is why I didn't say**
 6 **anything about him not -- having that withdrawn, because**
 7 **I was told he was no longer living in the diocese. Now,**
 8 **I don't think that actually is accurate. But that was**
 9 **the situation.**
 10 Q. Did you expressly reach the view that permission to
 11 officiate did not need to be suspended until he was
 12 charged, which is how it might appear on the file?
 13 **A. Yes, I mean, I think -- I always tried to make a view**
 14 **whether it was necessary for somebody to be suspended or**
 15 **not, but there was definitely no choice once somebody**
 16 **was charged with an offence.**
 17 Q. So prior to charge, there was still some flexibility, in
 18 your view?
 19 **A. Well, I think it would depend on the circumstances and**
 20 **what contact they might have with children.**
 21 Q. Because you recognised that subsequent reviews from
 22 Mr Meekings and Baroness Butler-Sloss have questioned
 23 whether it was appropriate for Colin Pritchard to have
 24 permission to officiate until the point that he did.
 25 Would you agree with that now in hindsight?

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1 **A. I have never had the view that it should be absolutely**
 2 **done without question, because the consequences to**
 3 **somebody who is suspended when police can take two years**
 4 **to investigate. I mean, the LADOs were actually**
 5 **introduced in local authorities to try to adjudge these**
 6 **matters and whether suspension was necessary or not.**
 7 **I certainly had information from Surrey, a sort of**
 8 **checklist of when you should suspend or not. You know,**
 9 **it wasn't automatic.**
 10 Q. Do you think, then, there is a way of adequately
 11 managing risk without suspending PTO?
 12 **A. Well, I mean, a PTO is a very minor sort of matter**
 13 **anyway. I mean, he could have just been asked not to**
 14 **take any services. But, as I say, at that time, my**
 15 **understanding -- first of all, I didn't know he had PTO**
 16 **and he wasn't -- so he wasn't ministering and he wasn't**
 17 **involved with any children's work. Then I was told he'd**
 18 **left the diocese.**
 19 Q. If I understand what you are saying, you're saying the
 20 withdrawal of PTO itself isn't necessarily going to
 21 provide any protection?
 22 **A. I'm just saying, it should be a case-by-case decision**
 23 **whether somebody should be suspended from part of their**
 24 **role or the whole of their role.**
 25 Q. So there should be some risk assessment --

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1 **A. Yes.**
 2 Q. -- put in place and whether or not PTO forms part of
 3 that will be case by case?
 4 **A. Yes, that would be -- yes.**
 5 Q. Is that a fair way of perhaps putting it?
 6 **A. Yes.**
 7 Q. What I'm going to turn to talk about next is your
 8 experience in the national church. Before I do, it
 9 might be a convenient time, I know you wanted to say
 10 a little bit of something about your successor,
 11 Tony Selwood, who obviously we can't hear any evidence
 12 from.
 13 **A. There was some suggestion that I heard in evidence that,**
 14 **before 2002, child protection in the Chichester Diocese**
 15 **was unprofessional, or it became more professional after**
 16 **2007, and I felt that was very unfair, possibly to**
 17 **myself, but definitely to Tony, who was an extremely**
 18 **experienced and professional social worker, who worked**
 19 **tirelessly to win the hearts and minds of people in the**
 20 **diocese, and I would say he worked very much**
 21 **relationally with people for good outcomes. He was also**
 22 **an absolutely excellent trainer and did a vast amount of**
 23 **training in the diocese. I just wanted his voice to be**
 24 **heard a little bit, as obviously he can't speak for**
 25 **himself.**

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1 Q. Thank you. Can we turn to your role as national child
 2 protection adviser, as it was then called. You told us
 3 before the break that when you first became the diocesan
 4 child protection adviser there was no national
 5 assistance for you in carrying out that role, or very
 6 little. You said there was somebody within the social
 7 responsibility team?
 8 **A. I think it was more that we were going to support her**
 9 **than she was supporting us.**
 10 Q. It is right that before you became national child
 11 protection adviser, you started to try to put together
 12 regional child protection --
 13 **A. Yes. I found a letter from the end of 1999 inviting all**
 14 **the regional advisers to my house for an initial**
 15 **meeting. This was set up with my colleague from the**
 16 **Portsmouth diocese. We did that together. I have to**
 17 **say as people walked in the room, there were great sighs**
 18 **of relief that there was somebody else there in the same**
 19 **sort of isolated position that they were. We used to**
 20 **meet quite regularly.**
 21 **We asked the person from social responsibility to**
 22 **come down and meet us, and that must have been early,**
 23 **I think, 2000, and we offered to run the next day**
 24 **conference for her, where all the people from all over**
 25 **the country appeared. We got everybody into regional**

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1 **groups so they all had somewhere they could get support.**
 2 **At that stage, we agreed that one member from each**
 3 **region would meet together as a central liaison group,**
 4 **and that's how that sort of initial national structure**
 5 **started to be formed. Four or five -- I can't remember**
 6 **exactly how many regions there were, but including also**
 7 **somebody from the legal team at Church House, somebody**
 8 **from the central secretariat, somebody from the children**
 9 **and youth work areas, and Ecclesiastical Insurers. So**
 10 **we put together a group in that way.**
 11 Q. When you did come to be appointed as national child
 12 protection adviser, you had two and a half days a week
 13 in that role; is that right?
 14 **A. That's right.**
 15 Q. Where were you based?
 16 **A. I was based partly at Church House, Westminster and**
 17 **partly at home.**
 18 Q. Do you think it was a job that could be completed in two
 19 and a half days a week?
 20 **A. If I can say, I'm a glass half full person, and I was**
 21 **pleased that any post had been put in place because it**
 22 **was the first -- they had somebody working just briefly**
 23 **in the interim, just to help out, but it was the first**
 24 **post. Obviously it wasn't sufficient, but it was**
 25 **a start. As in all these things, we see the evolution**

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1 **of structures and policy.**
 2 Q. Do you think that you were adequately supported and
 3 resourced in that national role?
 4 **A. I was bought a computer. I had a sort of share of one**
 5 **of the secretaries who worked full time for somebody**
 6 **else but occasionally would take minutes for me. That**
 7 **was about it.**
 8 Q. Then did you think that that affected how effectively
 9 you carry out your role?
 10 **A. Obviously, you know, I was still working for Guildford**
 11 **I obviously couldn't have done both jobs -- I mean if it**
 12 **had been full time. It obviously affected how much**
 13 **I could achieve. There were lots of things,**
 14 **particularly around developing national good practice**
 15 **and national training modules that I just wasn't able to**
 16 **achieve.**
 17 Q. Obviously, the national church -- I recognise it is
 18 a disparate group of bodies, but for want of a better
 19 word, the national church -- had appointed a national
 20 child protection adviser. Did you think there was
 21 a meaningful engagement with the importance of child
 22 protection at a national level at that time, or was it
 23 somewhat of a perfunctory appointment, for want of
 24 a better word?
 25 **A. I don't think it was perfunctory. They obviously were**

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<p>1 beginning to recognise it.</p> <p>2 I think, until cases came up that affected people,</p> <p>3 both in the diocese and nationally, people didn't take</p> <p>4 it as seriously as they could because they hadn't had</p> <p>5 experience of the negative effect of cases. I think</p> <p>6 that would be fair to say.</p> <p>7 Q. In terms of what I described as meaningful engagement,</p> <p>8 it was rather piecemeal, depending on the individual's</p> <p>9 experience?</p> <p>10 A. I'm not sure which -- who you mean.</p> <p>11 Q. The individuals who were engaged in with at a national</p> <p>12 stage?</p> <p>13 A. I had good relationships with the different departments</p> <p>14 at Church House -- the ministry division who were</p> <p>15 involved with selection. I wrote a draft curriculum for</p> <p>16 them which went to all the theological colleges and</p> <p>17 the -- what do you call it? The post-ordination</p> <p>18 training that people got in dioceses to try to identify</p> <p>19 which areas of safeguarding they should work on and</p> <p>20 train at different points in their career, going from</p> <p>21 preselection to life-long learning, and try to identify</p> <p>22 areas of work.</p> <p>23 I have had good relationships with the legal</p> <p>24 department and the children and youth workers.</p> <p>25 Q. In terms of the staff at Lambeth Palace, how much</p> <p style="text-align: center;">Page 121</p>	<p>1 maybe it wasn't just Chichester Diocese?</p> <p>2 A. Oh, no, I think it was a widespread view that people</p> <p>3 would sort of serve their time for a misdemeanour and</p> <p>4 then might be rehabilitated into ministry.</p> <p>5 Q. Just drawing a couple of extra points, you didn't during</p> <p>6 your tenure have the ability, you said, to develop</p> <p>7 national training schemes.</p> <p>8 A. Yes.</p> <p>9 Q. You also mention that you didn't do any direct</p> <p>10 caseworking?</p> <p>11 A. No.</p> <p>12 Q. Because that was handled at the diocesan level. But you</p> <p>13 did set up an advisory group of victims and survivors?</p> <p>14 A. Yes.</p> <p>15 Q. Another very large piece of work you undertook was</p> <p>16 drafting the 2004 "Protecting All God's Children"?</p> <p>17 A. That was a major piece of work for the first --</p> <p>18 I suppose at least the first year. It had started off</p> <p>19 by being drafted by various regional groups who took</p> <p>20 a bit of the policy, and I had the unenviable task of</p> <p>21 trying to put it together into one coherent policy. But</p> <p>22 that, again, went out for a lot of drafts, a lot of</p> <p>23 consultation, before it was published, I think, very</p> <p>24 early February 2004.</p> <p>25 Q. It is right there was quite a wide consultation not just</p> <p style="text-align: center;">Page 123</p>
<p>1 contact did you have with Lambeth Palace?</p> <p>2 A. Almost none.</p> <p>3 Q. What you say in your statement is:</p> <p>4 "I was asked by Archbishop Carey to review a case</p> <p>5 but I think that was my only contact with the</p> <p>6 archbishop."</p> <p>7 A. That was a case in Canterbury diocese, so it was one he</p> <p>8 was dealing with as a diocesan bishop.</p> <p>9 Q. You mentioned that case, and I think I moved you along</p> <p>10 because we were still talking about -- I think it was</p> <p>11 Robert Coles at that time. What was that case that you</p> <p>12 were discussing, in broad terms?</p> <p>13 A. That was to do with him wanting to rehabilitate somebody</p> <p>14 who had convictions for indecent assault, I think on his</p> <p>15 own children or stepchildren, and he'd been out of</p> <p>16 ministry for about five years, and, as with other types</p> <p>17 of misdemeanours, the archbishop was considering</p> <p>18 rehabilitating him. My advice was that, because it was</p> <p>19 a sexual offence, he shouldn't be -- I don't know what</p> <p>20 happened.</p> <p>21 Q. I was going to say ...?</p> <p>22 A. I don't know what happened.</p> <p>23 Q. What you mentioned before the lunch adjournment is that</p> <p>24 there were some people within Chichester Diocese who</p> <p>25 thought rehabilitation should be considered and perhaps</p> <p style="text-align: center;">Page 122</p>	<p>1 within the church but with external professionals?</p> <p>2 A. Yes.</p> <p>3 Q. Police, social work professionals?</p> <p>4 A. Yes, a whole range, NSPCC, legal department.</p> <p>5 Q. I don't propose to put it up, but we touched on it again</p> <p>6 when we were talking about Chichester. Between 1997 and</p> <p>7 2002 in Chichester, you added guidance on responding to</p> <p>8 historical abuse cases?</p> <p>9 A. Yes.</p> <p>10 Q. Likewise, when you did the 2004 policy, "Protecting All</p> <p>11 God's Children", you incorporated at the national stage</p> <p>12 some specific guidance in responding to historical</p> <p>13 complaints?</p> <p>14 A. Yes.</p> <p>15 Q. The guidance at the national stage -- perhaps I can look</p> <p>16 at it to help you. Could we put it on screen, please,</p> <p>17 ACE024892_038, please. Can we zoom in on P1.3, please,</p> <p>18 Paul, so the witness can see.</p> <p>19 It says:</p> <p>20 "In the course of their work, many ministers and</p> <p>21 those offering pastoral support ... will find themselves</p> <p>22 hearing disclosures from adults of abuse that happened</p> <p>23 to them when they were children.</p> <p>24 "There is no single, correct procedure for dealing</p> <p>25 with a disclosure of historical abuse ... [you should</p> <p style="text-align: center;">Page 124</p>

<p>1 consider] the wishes of the person ... pastoral care of 2 the person who has been abused should be a priority. 3 A referral to the police will not always be necessary 4 unless the individual wishes to report the offence; 5 however, they should be encouraged and supported to do 6 so. Adults do need to be made aware, however, that if 7 the alleged abuser is still working with or caring for 8 children a referral to the social services will be made 9 by the person hearing the complaint or the diocesan 10 child protection adviser who must in any case be 11 informed." 12 Where it says a referral to the police will not 13 always be necessary, you explained before the lunch 14 adjournment that you were considering cases of familial 15 historic abuse where they may not necessarily wish 16 a referral to be made? 17 A. Yes. We were trying to put the person who is making 18 this allegation to the forefront of deciding how they 19 wanted to handle it, although we had to say that if 20 somebody was known to be in a position of trust or 21 working with children, then we would have to report. 22 Q. My last topic I want to talk to you about, concluding 23 your time in the national church, is clergy discipline. 24 Chair, we are going to take a look, if we can, at 25 a document behind tab 10 of your bundle. Can we put it</p> <p style="text-align: center;">Page 125</p>	<p>1 "It is important that the clergy discipline process 2 puts the protection of children and ... adults first, 3 that is future victims, and take proper account of 4 complaints of abuse however old they are. The liaison 5 group would like to know what the criteria are in place 6 for making decisions in these circumstances." 7 Who is the liaison group? 8 A. The central liaison group, this group that I mentioned 9 to you. I mean, it wasn't -- we knew that if complaints 10 were going to be heard out of time, it had to go to the 11 chairman of tribunals to make a decision, but we didn't 12 know what criteria they were using to make that 13 decision, and obviously we were dealing with -- a lot, 14 with out-of-time cases. 15 Q. Particularly child abuse? 16 A. Well, safeguarding, yes. 17 Q. Over to page 2, if we can. "Evidence. 18 "A person making a complaint about abuse is likely 19 to be put off by the request to provide supporting 20 evidence as in most cases this will not be available." 21 Specifically, I imagine, in cases of child sexual 22 abuse or safeguarding cases, where supporting evidence 23 isn't always readily available? 24 A. Yes. Well, this is all really to do with those type of 25 cases.</p> <p style="text-align: center;">Page 127</p>
<p>1 on the screen, please, Paul. It's WWS000049. If it 2 assists, Mrs Hind, you deal with this at paragraph 25.7 3 of your witness statement, which is page 15, which, if, 4 like me, will still be open. 5 A. I just have the letter. 6 Q. It is not a worry. It is actually the letter we are 7 going to talk about, in any event. You wrote this 8 letter to Adrian, and that's Adrian Iles -- 9 A. Yes. 10 Q. -- from whom the inquiry will hear evidence next week. 11 The purpose of this letter was towards the end of your 12 tenure as national child protection adviser? 13 A. I think I finished on 30 August. 14 Q. It was your parting -- 15 A. Parting shot, I think. 16 Q. What I am going to do is run through your specific 17 concerns around clergy discipline and then ask you what 18 prompted it. Because the Clergy Discipline Measure was 19 just coming in around this time. Your concern about it 20 in its incarnation was that, first of all, out-of-time 21 complaints were not adequately dealt with: 22 "... because it is widely accepted by those working 23 with abused children and adults that the victim may not 24 speak about the abuse until years after ..." 25 What you say towards the end is:</p> <p style="text-align: center;">Page 126</p>	<p>1 Q. "Patterns of incidents". Your concern -- it is not very 2 clear in the print-out, but I make it out to say: 3 "When people are convicted of child or adult abuse, 4 it is very often the case that previous incidents or 5 concerns are discovered which have not been acted upon. 6 Perhaps each separate incident was not in itself serious 7 enough but, looked at together, a pattern emerges. The 8 clergy discipline process needs to have a mechanism 9 whereby, when a complaint of abuse or inappropriate 10 behaviour is made, it is possible to find out whether 11 there may have been any previous complaints, even 12 out-of-time ones in the past." 13 Then you go on to talk about risk assessments and 14 people barred from working with children? 15 A. Can I say something about the pattern of incidents 16 first? 17 Q. Please do. 18 A. You might want to talk to Nicholas Reade about this, but 19 there was an example, particularly from the Diocese of 20 Blackburn, where there had been various incidents over 21 the past, some of them dealt with through the 22 Ecclesiastical Jurisdiction Measure or deemed to be out 23 of time under that measure. 24 There were, I think, one or two -- I can't remember 25 exactly the number, but each incident was treated</p> <p style="text-align: center;">Page 128</p>

<p>1 separately and the whole pattern was not able to be 2 dealt with as a series of incidents and we were very 3 concerned with that type of case, which is not unusual 4 in safeguarding cases.</p> <p>5 Q. What isn't a question for you is how the church 6 responded internally to this, because what some might 7 wonder is whether these are similar to the concerns 8 subsequently raised by the visitation in 2011 -- I'm 9 sure I have that wrong, I will be corrected -- off the 10 top of my head. What I want to know is, did you ever 11 get a response to this letter?</p> <p>12 A. No. I did send it again.</p> <p>13 Q. Okay.</p> <p>14 A. When the Church of England were going to revise the CDM, 15 I sent it to whoever was doing the revision. I can't 16 remember his name, but somebody else, a different 17 person. I think I met him at some event and I said I'd 18 send him this letter and I did send it. I don't know 19 whether it had a -- but, I mean, there was also the 20 question of when risk assessments were made, which 21 obviously looked at the whole history, made judgment 22 about level of risk, but that information couldn't be 23 used in disciplinary matters because it was a collation 24 of different incidents.</p> <p>25 MS McNEILL: Thank you. That concludes all my questions.</p> <p style="text-align: center;">Page 129</p>	<p>1 where charges haven't been made and therefore -- 2 a charge, I assume, has to reach the level of balance of 3 probability before the CPS will charge.</p> <p>4 Q. It is a slightly different test, but we will hear about 5 that.</p> <p>6 A. Right. Okay. I'm not legally qualified. But there 7 might be some sort of national panel which could make 8 adjudications of that sort, which I believe they do in 9 Australia. So I think there are things that can be done 10 at a national level.</p> <p>11 Q. Thank you, Mrs Hind.</p> <p>12 A. Can I just say one more very brief thing?</p> <p>13 Q. Please.</p> <p>14 A. In the "Protection of All God's Children" we introduced 15 the idea of cultural and informed vigilance which we 16 felt needed to be developed throughout the church. 17 I wanted to particularly emphasise the importance of 18 developing that with parents and with ordinary 19 congregational members, because I am aware that dealing 20 with matters after they have happened is not the best 21 answer.</p> <p>22 I came into this job to try and prevent harm to 23 children, and I'm hoping that the survivors who have so 24 bravely -- are going to speak and have spoken here can 25 help the church think about how and what could have been</p> <p style="text-align: center;">Page 131</p>
<p>1 Do you have anything from your experience within the 2 church, at a both national and diocesan stage, that you 3 would like to add to assist the panel? I know one of 4 the topics you mentioned you might want to address is 5 whether safeguarding should be dealt with at a diocesan 6 or a national level.</p> <p>7 A. I think I say in my reflections at the end of my witness 8 statement, I felt that the national structures could be 9 developed -- may already have been developed, because 10 I have not kept in touch -- allowing for arbitration 11 or -- in cases where there is conflict or even a sort of 12 an appeal process. If the diocese had made a particular 13 judgment. But I still felt that the general child 14 protection remit should be held by the diocese as the 15 main sort of unit of the Church of England.</p> <p>16 I think a lot could be done, as well as national 17 guidance and training, in terms of -- and perhaps also 18 an area which we haven't touched on, but how we judge 19 something has reached the balance of probability level 20 of proof. I mean, that is easier now that we have got 21 child protection management groups with a sort of core 22 group of different professionals who can look at those 23 judgments, but I certainly felt that, on my own, 24 I couldn't really -- I wasn't professionally qualified 25 to make that sort of judgment, and I think in cases</p> <p style="text-align: center;">Page 130</p>	<p>1 put in place that would have prevented their abuse.</p> <p>2 MS McNEILL: Thank you, Ms Hind. Chair, do you or your 3 colleagues have any questions for Mrs Hind?</p> <p>4 THE CHAIR: Mr Frank has a question.</p> <p>5 Questions by THE PANEL</p> <p>6 MR FRANK: Forgive me, it is a tedious paperwork matter, if 7 I may.</p> <p>8 A. Oh, dear.</p> <p>9 MR FRANK: If we could turn to WWS000033, which is behind 10 tab 4 of your statement, as I have got it. It is the 11 index of Chichester cases. Do you remember?</p> <p>12 A. Oh, yes, yes.</p> <p>13 MR FRANK: I just wonder if you could help me with this: of 14 the 33-odd entries that there are on those pages -- 15 I think there are four pages in all -- there is an entry 16 in relation to seven of them which -- if you look fourth 17 from the top of the first page, you will see the last 18 entry in that there says "See papers". I think there 19 are seven entries of those 33 that have "see papers" 20 against them. Can you tell us what that signifies?</p> <p>21 A. It signifies that there were -- apart from I had phone 22 calls and things that were in the daybook, there was 23 actually a paper file or papers that went to 24 Tony Selwood.</p> <p>25 MR FRANK: So those papers would have been transferred to</p> <p style="text-align: center;">Page 132</p>

<p>1 Mr Selwood?</p> <p>2 A. Yes.</p> <p>3 MR FRANK: Have you seen any of them since?</p> <p>4 A. No, I haven't. I assume they were collated with any</p> <p>5 work he did. But, I mean, we had very little of that</p> <p>6 sort of material at the beginning.</p> <p>7 MR FRANK: Thank you very much, indeed. I'm very grateful.</p> <p>8 THE CHAIR: Thank you, Mrs Hind.</p> <p>9 MS McNEILL: Chair, that concludes this witness.</p> <p>10 (The witness withdrew)</p> <p>11 MS SCOLDING: Chair, if we may, I know that some work is</p> <p>12 being undertaken in order to get the video into the</p> <p>13 room. Whilst this is being undertaken, I have to draw</p> <p>14 something to the chair's and everybody's attention.</p> <p>15 During the course of my opening, I mistakenly</p> <p>16 attributed an act to someone which was not actually the</p> <p>17 case. I wish to read out the relevant passage and ask</p> <p>18 that the transcript be corrected. This is page 99 to</p> <p>19 page 100 of the transcript of Day 1 in which I said:</p> <p>20 "You will also hear evidence on this aspect of</p> <p>21 the investigation from Dean Atkinson who was a Canon of</p> <p>22 Chichester Cathedral at the time and is now Dean of</p> <p>23 Worcester Cathedral. He will give evidence as to the</p> <p>24 operation of the Chapter at the time of Terence Banks'</p> <p>25 arrest and difficulties that individuals may have had in</p> <p style="text-align: center;">Page 133</p>	<p>1 pages. Can you please confirm, before you signed this</p> <p>2 document, did you have the opportunity to consider it to</p> <p>3 confirm whether it was true, to the best of your</p> <p>4 knowledge and belief?</p> <p>5 A. Yes, I did.</p> <p>6 Q. And was it?</p> <p>7 A. Yes.</p> <p>8 Q. Thank you. Chair, the URN for that is ANG000212 and</p> <p>9 I ask that that be uploaded to the website.</p> <p>10 Mr Hick, is it right that you joined Sussex Police</p> <p>11 in 1977?</p> <p>12 A. 1977, yes.</p> <p>13 Q. You remained there in a number of roles until your</p> <p>14 retirement in 2008?</p> <p>15 A. Yes, September last year.</p> <p>16 Q. September last year, sorry, September 2017, you're</p> <p>17 right.</p> <p>18 A. Yes.</p> <p>19 Q. Would it be fair to say that you had a particular focus</p> <p>20 on child sexual offences and safeguarding during your</p> <p>21 career?</p> <p>22 A. Yes. I initially was involved in 1990 in what was then</p> <p>23 the Special Inquiry Unit, which was a unit which dealt</p> <p>24 with child and adult sexual abuse offences. Then in</p> <p>25 1993, we had a reorganisation where we formed the child</p> <p style="text-align: center;">Page 135</p>
<p>1 dealing and managing safeguarding at the time in</p> <p>2 question."</p> <p>3 I then said erroneously that he indicated that some</p> <p>4 boys had approached him some time before the police</p> <p>5 became involved to tell them of Terence Banks'</p> <p>6 offending. He had not told the police and he did not</p> <p>7 tell the Chapter.</p> <p>8 That is incorrect. That attribution of the fact</p> <p>9 that individuals knew that there had been some problems</p> <p>10 but that the police were not told was attributed in</p> <p>11 documentation at ACE0222461_005 and 008, to</p> <p>12 Dean Treadgold rather than Canon Atkinson. I am asked</p> <p>13 to bring that to his attention and I am free to do so</p> <p>14 and I sincerely apologise for any difficulties it may</p> <p>15 have caused.</p> <p>16 THE CHAIR: Thank you, Ms Scolding.</p> <p>17 MS SCOLDING: Chair, as I understand it, the video needs to</p> <p>18 be moved, but we are all going to wait here. Thank you.</p> <p>19 MR EDMUND HICK (affirmed)</p> <p>20 (Evidence given by way of videolink)</p> <p>21 Examination by MS MCNEILL</p> <p>22 MS McNEILL: Mr Hick, can you hear and see me?</p> <p>23 A. I can, thank you.</p> <p>24 Q. Thank you, Mr Hick. You gave this inquiry a witness</p> <p>25 statement dated 12 February 2018, running to eight</p> <p style="text-align: center;">Page 134</p>	<p>1 protection teams, the CPTs. I was one of the first</p> <p>2 detective sergeants to be appointed in those posts.</p> <p>3 Subsequently, I moved into a more strategic post and,</p> <p>4 after my retirement, I came back to the police to work</p> <p>5 for another eight years as a Force child protection</p> <p>6 manager.</p> <p>7 Q. It is that role that you retired from last year?</p> <p>8 A. Yes, it was.</p> <p>9 Q. Can you tell us briefly what sort of training</p> <p>10 individuals received upon joining one of the child</p> <p>11 protection teams?</p> <p>12 A. So there was a number of courses that needed to be done,</p> <p>13 and the first thing that we were very keen on was that</p> <p>14 those officers coming into the CPTs had detective</p> <p>15 status. So if they were not already trained on</p> <p>16 a national detective training course, they had to</p> <p>17 complete that. In addition, there was a four-week</p> <p>18 specialist child protection course which covered various</p> <p>19 aspects to the more specialised offences we were dealing</p> <p>20 in and a 10-day joint agency working course where we</p> <p>21 worked -- where we trained together with social workers</p> <p>22 in interviewing children under what was then the</p> <p>23 memorandum of good practice, child development and other</p> <p>24 areas relevant to joint working.</p> <p>25 Q. I will return to ask you, if I can, some more general</p> <p style="text-align: center;">Page 136</p>

<p>1 questions about the relationship between Sussex Police 2 and the Diocese of Chichester, because it is right, 3 isn't it, that you have been a member of the Child Abuse 4 Advisory Group and its successor, the Diocesan 5 Safeguarding Advisory Group?</p> <p>6 A. Yes. For a number of years when I was the detective 7 sergeant child protection adviser -- I can't remember 8 the first year I became involved in one of 9 the iterations of that group, but it was certainly 10 during Tony Selwood's time that I started to become 11 involved and attend meetings in what was then a fairly 12 informal basis, and then over the years the structure of 13 those meetings became far more formal and regular.</p> <p>14 Q. Prior to the establishment of the group under 15 Tony Selwood's tenure, can you remember whether there 16 were any formal information-sharing protocols in place 17 between the diocese and Sussex Police?</p> <p>18 A. No, there were none and the arrangements, looking back 19 then, were quite simple. We used to have regular 20 meetings as detective sergeants every quarter, and I can 21 remember at one of those meetings we were told that 22 Janet Hind was going to be a liaison officer with us. 23 We did have contact with Janet on cases, but the amount 24 of information that would be shared would be minimal. 25 We had no idea that there were blue files or any other</p> <p style="text-align: center;">Page 137</p>	<p>1 A. Well, we had a policy then that files would be retained 2 for three or five years. This applied to every file. 3 The reason for that was that, even at that time, 4 I believe we had over 100,000 crimes a year reported to 5 the force. There were no computers in those days. 6 Everything was a piece of paper. So even a crime like 7 having your car broken into and your radio stolen would 8 be at least two, if not three, sheets of paper pinned to 9 a piece of cardboard. Obviously any files where people 10 were arrested would be far larger. As you can imagine, 11 thousands and thousands of sheets of paper, therefore, 12 being stored. We had to have a policy that led to those 13 being destroyed in order for the ever-increasing amount 14 of other paper that was coming in.</p> <p>15 Q. But is it right that there was an exception to the -- 16 I think you said three- or five-year rule for 17 particularly serious cases or cases of specific note. 18 I'm trying to find the wording. Is that correct?</p> <p>19 A. Yes, some of those files could be retained longer, but 20 the criteria I can't recall now.</p> <p>21 Q. I think you have in your bundle behind tab B2 the 22 witness statement of Assistant Chief Constable 23 Lawrence Taylor.</p> <p>24 A. Yes.</p> <p>25 Q. Page 5 of that statement -- chair, it is in the same</p> <p style="text-align: center;">Page 139</p>
<p>1 files in relation to members of the clergy, and in those 2 early days, I can't recall us ever being offered or 3 given access to any of those files.</p> <p>4 Q. I'm going to ask you a number of specific questions 5 about a 1996 investigation into Roy Cotton and, to some 6 extent, Colin Pritchard. I should say at the outset 7 that the 1997 investigation and 1996, you were not the 8 officer in the case on that, were you?</p> <p>9 A. I was not, but the officer in the case was on the child 10 protection team I was supervising.</p> <p>11 Q. Therefore, I am going to try to explore with you the 12 extent to which you can assist us with your recollection 13 of the conduct of that investigation. What I should 14 preface --</p> <p>15 A. Yes, I will try.</p> <p>16 Q. -- is to emphasise that Sussex Police in their witness 17 statement have explained that the file for that 18 investigation is no longer available. Is that your 19 understanding?</p> <p>20 A. Yes, absolutely. I actually worked in an administration 21 role as detective sergeant which involved the filing of 22 crimes and signing off crimes and checking quality, so 23 I was aware of the filing policy at that time.</p> <p>24 Q. Can you assist us, therefore, with that experience, as 25 to why that file is not available?</p> <p style="text-align: center;">Page 138</p>	<p>1 tab in your bundle -- says: 2 "In respect of undetected crime reports, these will 3 be retained for three years, except:- 4 "Major crime ... 5 "Serious crime ..." which will be five years: 6 "Major crime ... indefinitely. 7 "... cases of controversy ... until the controversy 8 has been resolved."</p> <p>9 A. Yes, I can see that. So even in the most serious of 10 cases, the file relating to Reverend Cotton would have 11 been destroyed after five years. That would be 12 completely routine. The files, once they have been 13 dealt with on division, would go to a Crime Management 14 Unit where they would be stored and the sorting and 15 destruction of those files would be done by that 16 department.</p> <p>17 So the officer in the case or anyone associated 18 would have no involvement in that process. It was just 19 a routine thing that went on all the time.</p> <p>20 Q. You understand now that the knock-on effect of that 21 meant that when the investigation was recommenced some 22 years later, specifically into Colin Pritchard, valuable 23 information was no longer available?</p> <p>24 A. Yes. It's a great shame that that's not the case. And 25 the irony is, of course, that whilst all this was going</p> <p style="text-align: center;">Page 140</p>

35 (Pages 137 to 140)

1 on, in the child protection teams we'd started a process
 2 of actually a completely new filing system with our own
 3 paperwork, everything to do with the child protection
 4 investigation was stored in a family file, copies of
 5 child protection minutes and other documents from
 6 children's social care, where there was a crime file
 7 that would be photocopied with all the relevant
 8 statements and those files from 1993 are still sitting
 9 around in Sussex Police today, available.

10 Unfortunately, the case of Reverend Cotton was
 11 a case of an adult reporting abuse in childhood and
 12 therefore was not a child protection file. Hence the
 13 difference in the way it was stored and destroyed.

14 Q. Even though it was investigated within the child
 15 protection team?

16 A. Even though it was investigated by the child protection
 17 team, because the child protection team filing system
 18 was for children, not adults.

19 Q. Mr Johnson has given us some evidence about his report
 20 to the police, and I would like to talk a little bit of
 21 the chronology of it with you.

22 Mr Johnson said that he first reported to the police
 23 in September 1996, when he was initially interviewed by
 24 two CID officers not within the child protection team
 25 before the case was transferred to the child protection

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1 team. Was that the standard process at the time?

2 A. Yes, I think this was a time when policy was in
 3 development. When the child protection teams came into
 4 being, the focus was solely on abuse of children, people
 5 under 18. As time went on, we became aware of more and
 6 more cases of historical cases being reported, and there
 7 seemed to be this tension between our colleagues in CID
 8 dealing with those cases against the child protection
 9 teams dealing with them, and within the CPTs we felt we
 10 had additional skills to offer. Obviously we were used
 11 to speaking with children, we were used to understanding
 12 the trauma that that had caused, and we knew how sexual
 13 perpetrators operated, so we could include that type of
 14 evidence in the statements.

15 The problem was, there was also tension between the
 16 referrals that were coming in every day in relation to
 17 recent abuse, and I think the problem there was, which
 18 we didn't always realise, but we accepted, that these
 19 historical investigations always had to take second
 20 place to something that was coming in through the front
 21 door. You know, a three-month old child with a spinal
 22 fracture had to be responded to immediately.

23 So, unfortunately, those cases at times were left in
 24 lieu of the other work we had to complete.

25 Q. When that view was taken, was there any more nuanced

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1 approach, for example, where an historic allegation may
 2 still pose an ongoing risk? Or the subject of that
 3 allegation, I should say.

4 A. Obviously that was something that was always in the
 5 forefront of our minds: was this person still in
 6 a position where they worked with children? Again,
 7 systems at that time were not really developed in that,
 8 but we would always be seeking to try and prevent any
 9 alleged perpetrator having continued contact with any
 10 child or adult or any children so that no further
 11 offences could be committed and evidence could not be
 12 interfered with.

13 Q. Going back to the specifics of Roy Cotton's case, then,
 14 we know that the first report was September 1996, but
 15 Reverend Cotton was not arrested until December 1997.
 16 We also know that Reverend Cotton did not retire until
 17 1999. Was there any attempt, as far as you know, made
 18 by Sussex Police to ensure that he was not having
 19 ongoing contact with children prior to his arrest, so at
 20 a time where there couldn't be any bail conditions in
 21 place?

22 A. I thought there had been contact between the officer in
 23 the case and the diocesan safeguarding officer at the
 24 time over that. One of the issues that we found at the
 25 time with both the Catholic and Anglican Churches was

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1 that there seemed to be a reticence to suspend people
 2 from their positions, and this was something which did
 3 cause angst to us. But, as I say, I thought there had
 4 been some contact. Perhaps that hadn't been the case.

5 Q. We should clarify that, because I know you're working
 6 from memory. You think there had been, but you can't be
 7 sure; is that fair?

8 A. No, I can't be sure, no. I thought the officer in the
 9 case told me at one point he had spoken to Janet. That
 10 was my understanding. Again, those sorts of contacts we
 11 had at the time were fairly restricted. The amount of
 12 information we shared would be quite small in terms of
 13 just perhaps an update on the investigation, not
 14 necessarily our plans for, you know, when an arrest
 15 might be made, but certainly we would expect to have
 16 told Janet when an arrest had been made and factual
 17 information like that.

18 Q. To be fair to you, we have just heard from Mrs Hind, and
 19 you wouldn't know that. She has accepted that there was
 20 some contact during the investigation but that she was
 21 given very little information, which seems to accord
 22 with what you have just told us.

23 A. Yes, I would expect that to be the case.

24 Q. Given it was approximately 15 months between report and
 25 arrest, that does seem very long to us now. Was that

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1 unusually slow at the time?
 2 **A. It was unusually slow at the time, perhaps due to the**
 3 **officer in the case having some time off with sick leave**
 4 **and perhaps other commitments within the team.**
 5 **Unfortunately, we did have officers leaving the team**
 6 **with sickness. Those officers were never replaced,**
 7 **because, to work on the team, you had to be trained to**
 8 **interview children and understand joint working**
 9 **practices, so often the team could be depleted for**
 10 **months at a time with fewer members of staff than we**
 11 **should have had and -- (break in connection)**
 12 Q. I think we had a freeze there. I got to, "with fewer
 13 staff than we should have had and", and then it froze.
 14 I just want to check we didn't miss a part of your
 15 answer? Mr Hick, can you still hear me? I'm not sure
 16 if the link has gone down. Mr Hick, if you can hear us,
 17 please just indicate.
 18 Chair, I see someone is running out to check if we
 19 have a technical problem.
 20 Chair, it would be a little bit early for our break.
 21 Would you like to see if we can get it re-established
 22 without rising at this stage?
 23 THE CHAIR: Yes.
 24 MS McNEILL: Chair, I'm told that the link has gone down at
 25 that end. They are phoning through to try to

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1 re-establish it. I don't know how long that takes. So
 2 I don't know if you want to wait and see or cut your
 3 losses, as it were, and we can let you know once it is
 4 re-established.
 5 THE CHAIR: We will take our break now.
 6 MS McNEILL: Chair, would you like to take your 10-minute
 7 break now, and then, as soon as it's re-established, we
 8 can try to crack on with -- they recommend we take
 9 a break, so you've pre-empted, chair.
 10 THE CHAIR: Thank you.
 11 (2.57 pm)
 12 (A short break)
 13 (3.13 pm)
 14 MS McNEILL: Mr Hick, I hope we are back with you. Can you
 15 hear me okay?
 16 **A. You are certainly back with me, yes.**
 17 Q. Where we had left off, I think, was talking still about
 18 the 1997 investigation and the delay between initial
 19 complaint and arrest. I'm just checking we got the
 20 whole of your last answer. What you explained was,
 21 essentially, in addition to the general pressures on
 22 policing at the time, you were part of a team that was
 23 struggling with staffing issues and members of staff
 24 having illnesses. Is that fair?
 25 **A. Yes. I think more than 50 per cent of that team of six**

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1 **had time off with stress at some point during their**
 2 **careers, and picking up the point I made in my statement**
 3 **about applying today's standards to what was going on in**
 4 **those times, child protection work then was really not**
 5 **understood. I'm getting myself -- sorry, I could kind**
 6 **of hear voices coming back at me then.**
 7 Q. Don't worry. Can you hear me okay, Mr Hick?
 8 **A. Yes.**
 9 Q. That's great. Unless you hear me, carry on.
 10 **A. I think it's important to remember that, although we had**
 11 **very supportive senior officers in the centralised child**
 12 **protection team -- because there is a difference here:**
 13 **actually, we were headquarters staff who worked on**
 14 **divisions, we weren't divisional officers -- child**
 15 **protection work really wasn't understood by many people**
 16 **in the police at all ranks.**
 17 **So to a certain extent, we were left to get on with**
 18 **it by ourselves, and that could have a negative effect**
 19 **at times.**
 20 Q. Chair, I am asked to ask a question on behalf of
 21 Ms Hoyano on this point, and now would seem a convenient
 22 time.
 23 Mr Hick, when you say that child abuse was not well
 24 understood within the police, are you aware that in the
 25 mid '90s there was a great deal of guidance in the form

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1 of nine Home Office circulars around child sexual abuse,
 2 two editions of Working Together, two thematic
 3 investigations by HMIC and obviously you have told us
 4 there was the establishment of area child protection
 5 committees. Were you aware of the Home Office
 6 circulars, the Working Together and the HMIC reports?
 7 **A. Certainly I would have seen that HMIC report and**
 8 **probably would have commented on it in 1999, because**
 9 **I would have moved to my other post by then. I am well**
 10 **aware of the versions of Working Together, because it**
 11 **was obviously the Children Act 1989 and the issue of**
 12 **that first copy of Working Together that led to the**
 13 **joint working arrangements that actually led to the**
 14 **child protection teams coming into existence.**
 15 **There were a number of Home Office circulars --**
 16 **I can remember some of the topics, but without being**
 17 **able to see them, I wouldn't be able to tell you now, of**
 18 **course.**
 19 Q. I think the point that's being made is that we shouldn't
 20 underestimate, should we, the level of awareness of
 21 child abuse at that time, given that that guidance had
 22 been pushed out already? Do you think that's fair?
 23 **A. I would say during the mid to late 1990s, there was**
 24 **still a lack of awareness in society in general about**
 25 **child sexual abuse. I think if you asked the man on the**

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1 street who a child sexual abuser was, he'd probably tell
 2 you it was a man with a grubby raincoat on, hanging
 3 around a school playground, with no adult friends,
 4 living with his mother.
 5 Now, I have dealt with men like that, but actually
 6 most of the child sexual abusers I dealt with were
 7 intelligent, articulate, charismatic people, often in
 8 positions of extreme power and authority.
 9 That wasn't the public perception at the time. That
 10 wasn't even the perception within the police force at
 11 the time.
 12 If you didn't work in child protection, either as
 13 a police officer or a social worker or perhaps as
 14 a probation officer, there was no understanding of that
 15 level of sophistication of offenders.
 16 Q. What you are saying is, you know that the HMIC report
 17 drew conclusions that differ from your own, but you
 18 stand by what your experience was in Sussex Police at
 19 that time?
 20 A. Absolutely.
 21 Q. When you are talking about the man on the street and
 22 normal police officers at the time, would it be fair to
 23 say that you could have expected a greater level of
 24 understanding from an officer on the child protection
 25 team, given the additional training you told us that

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1 they received?
 2 A. Yes, absolutely. So as I mentioned, we'd had that
 3 specialist training. We had also had training with the
 4 Lucy Faithfull Foundation, so that we understood the
 5 motivation of child sexual perpetrators, whereas other
 6 police officers would have had no understanding of that,
 7 I don't think.
 8 Q. So the point, then, is, there was a delay in the
 9 investigation into Roy Cotton, you've agreed. One of
 10 the --
 11 A. Yes.
 12 Q. -- reasons for that, you have said, was the general lack
 13 of understanding around child abuse within policing, and
 14 you have agreed with me that that lack of understanding
 15 should have been mitigated within the child protection
 16 team by the additional training.
 17 As a result, the question is, was the delay in that
 18 investigation particularly bad for the child protection
 19 team's standards?
 20 A. I think that case was, but, as I've already mentioned,
 21 we did have shortages of staff. The daily referrals of
 22 current child abuse would come in. They had to be
 23 responded to. I have already made the point that,
 24 unfortunately, these historical cases did have to take
 25 second place at times. But I would admit that this

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1 offence and investigation, I just -- I have thought
 2 about it so much recently. I can't really explain how
 3 it was delayed for so long.
 4 Q. As detective sergeant, how much supervision of
 5 the running of this case did you perform specifically?
 6 A. I do definitely recall at one point with the officer in
 7 the case going through his work and particularly
 8 identifying this as a case that needed to be progressed.
 9 When that was, I can't remember. But it was certainly
 10 during the last year or two of my time in the child
 11 protection team that we introduced more formal
 12 supervision, because, clearly, we'd had people going off
 13 sick with stress without any warning, we needed to try
 14 and mitigate and understand that, and we -- it was far
 15 more formal in the way files were reviewed with people
 16 and also a chance for them to talk about any personal
 17 issues they wanted to raise.
 18 Q. You have told us in your witness statement that,
 19 ultimately, the CPS advised negatively on charge. Is
 20 that correct?
 21 A. Yes. Subsequently, in work, I was then doing my later
 22 job, strategic job, for the Butler-Sloss investigation.
 23 I did some research on our computer system and was able
 24 to find some skeleton details relating to the case which
 25 showed that a file had gone to CPS and there was

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1 a decision of no further action.
 2 Q. The reason that you have given was a lack of
 3 corroborative evidence, or that's the reason at least
 4 that Mr Johnson was given. Do you know --
 5 A. That would be -- I do not know. That's an assumption on
 6 my behalf based on my experience of other cases at the
 7 time.
 8 Q. Do you know whether any efforts were made by the officer
 9 in the case to establish corroborative evidence?
 10 A. I don't know.
 11 Q. It is true, isn't it, that in a child sexual offence,
 12 even then, it was very difficult to get anything that
 13 could objectively be called corroborative evidence
 14 because of the nature of the offending?
 15 A. Absolutely. This is obviously often done in secret.
 16 That's why we were so keen always to try to get
 17 corroborative evidence, wherever possible. I'm just --
 18 I just can't understand why, if that evidence was
 19 available, it wasn't pursued.
 20 Q. You might have already answered this, but I am going to
 21 ask it expressly: did anybody during the investigation
 22 consider proactively going to the church to ask them if
 23 they had any material that might assist the
 24 investigation?
 25 A. No, because at that time that wasn't an option that we

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<p>1 thought was available to us. As I say, until probably</p> <p>2 I started working with Tony and Shirley Hosgood,</p> <p>3 I certainly had no idea that those files existed.</p> <p>4 Q. One of the questions raised by one of our core</p> <p>5 participants is an analogy to a schoolteacher. In 1997,</p> <p>6 if a schoolteacher had been arrested for an allegation,</p> <p>7 would the natural course of events not have been to go</p> <p>8 into the school and ask the school if they could help</p> <p>9 with the investigation?</p> <p>10 A. Well, there was a completely different set of procedures</p> <p>11 for that. So in fact, from quite early on, we had</p> <p>12 specific procedures for dealing with allegations against</p> <p>13 teachers in the local authority which meant at an early</p> <p>14 stage we had contact with the education personnel</p> <p>15 department. We would allow them to come and observe any</p> <p>16 video interviews we did of children who were alleging</p> <p>17 abuse. Once we finished our investigation, we would</p> <p>18 supply them with copies of all the police evidence so</p> <p>19 they could pursue any disciplinary measures. This was</p> <p>20 an agreed protocol with the local authorities at the</p> <p>21 time. Very different to working with a non-statutory</p> <p>22 body, where in those days we really had no protocols,</p> <p>23 information exchanges or guidance on how to pursue</p> <p>24 information with them.</p> <p>25 Q. The follow-on question I'm asked to ask is: did you</p> <p style="text-align: center;">Page 153</p>	<p>1 conviction, if I can. It might help you to be aware of</p> <p>2 Assistant Chief Constable Taylor's witness statement at</p> <p>3 paragraph 7.11. Chair, that was behind tab B2 of</p> <p>4 the bundle, which is at page 15.</p> <p>5 A. Yes.</p> <p>6 Q. It is about discovering whether or not the police were</p> <p>7 aware during the investigation of Roy Cotton's previous</p> <p>8 conviction of 1954 for indecent assault. First of all,</p> <p>9 from your recollection, do you remember his previous</p> <p>10 conviction being something you discussed with the</p> <p>11 officer in the case at the time?</p> <p>12 A. I certainly did not discuss that with the officer in the</p> <p>13 case at the time and I was not aware of that conviction</p> <p>14 until my later work as the force child protection</p> <p>15 adviser.</p> <p>16 Q. What it says at paragraph 7.11 of Assistant Chief</p> <p>17 Constable Taylor's statement is that they have been on</p> <p>18 the police national computer and they can see the</p> <p>19 field -- the record for Roy Cotton's conviction, and</p> <p>20 they have given us the reference number. They can see</p> <p>21 also that in the administration field, the record</p> <p>22 predates 1997, and that on 4 December 1997, just after</p> <p>23 Roy Cotton's arrest, the address details of Roy Cotton</p> <p>24 on this record of his previous conviction were updated.</p> <p>25 Can you assist us as to why that address field would</p> <p style="text-align: center;">Page 155</p>
<p>1 detect any deference towards the church officials by the</p> <p>2 officer in the case during this investigation?</p> <p>3 A. Certainly not. We were used to dealing with all sorts</p> <p>4 of people within the teams -- you know, priests, vicars,</p> <p>5 teachers, social workers. That wouldn't be the sort of</p> <p>6 thing that we would be doing. We would be pursuing the</p> <p>7 case on the basis of the allegation made by the child or</p> <p>8 the adult.</p> <p>9 Q. In terms of point of contact with the church, I am asked</p> <p>10 to clarify: the diocesan safeguarding adviser was, at</p> <p>11 that time, Janet Hind. Are you aware of that?</p> <p>12 A. Yes.</p> <p>13 Q. You described her in your witness statement as "the</p> <p>14 bishop's wife". I am asked to clarify for the record</p> <p>15 that during the 1997 investigation when she was the</p> <p>16 diocesan safeguarding adviser, her husband wasn't the</p> <p>17 bishop at that time.</p> <p>18 A. That may well have been the case. I'm probably allowing</p> <p>19 later facts in my mind to influence me there. But, no,</p> <p>20 she wasn't. But we always knew that there was</p> <p>21 a connection with the church. I'm not suggesting</p> <p>22 anything, but we just found it slightly strange that</p> <p>23 someone who was recruited to that post had such</p> <p>24 a connection with the church.</p> <p>25 Q. I want to turn to talk about Roy Cotton's previous</p> <p style="text-align: center;">Page 154</p>	<p>1 have been updated at that time?</p> <p>2 A. I can only assume that that was in response to some</p> <p>3 check being done on the system, but that's -- I'm not an</p> <p>4 expert on the PNC. I think the point I want to make</p> <p>5 here, and that I made to Baroness Butler-Sloss during</p> <p>6 her inquiry, is that, whenever a person was arrested,</p> <p>7 a PNC check would always be done. So although one might</p> <p>8 have not been done early in the investigation, as soon</p> <p>9 as he came into custody, it's inconceivable that a PNC</p> <p>10 would not have been done on Roy Cotton. So we would</p> <p>11 have been aware. And the officer would have been aware</p> <p>12 when he did his interview.</p> <p>13 Q. So your understanding is that it is likely the officer</p> <p>14 was aware of the previous conviction?</p> <p>15 A. I'm sure he was, because people were always PNC'd when</p> <p>16 they were arrested because, clearly, we didn't want</p> <p>17 people who were wanted coming into custody then perhaps</p> <p>18 being let go when there was a warrant for them or</p> <p>19 something like that, and also we need to know their</p> <p>20 criminal history.</p> <p>21 The other point I should make is, actually, access</p> <p>22 to PNC in those times was quite restricted. An officer</p> <p>23 couldn't do a PNC by themselves. They'd always have to</p> <p>24 go through a PNC bureau to get a check done. So it</p> <p>25 wouldn't be unusual for an officer not to check someone</p> <p style="text-align: center;">Page 156</p>

<p>1 during the early stages of investigation.</p> <p>2 Q. I want to talk about the circumstances in which the</p> <p>3 investigation was concluded. The letter that Mr Johnson</p> <p>4 received at the end of his investigation said, amongst</p> <p>5 other things -- I'm going to have to read it to you</p> <p>6 because I know you don't have a copy of his statement:</p> <p>7 "The record of this investigation ..."</p> <p>8 A. I have seen that statement.</p> <p>9 Q. I'm grateful:</p> <p>10 "The record of this investigation and the statement</p> <p>11 made by you and your brother will be kept on file. This</p> <p>12 information will be invaluable to us should either of</p> <p>13 these men try to involve themselves with children in</p> <p>14 future."</p> <p>15 My first question is, is that standard wording for</p> <p>16 a no further action letter at the conclusion of an</p> <p>17 investigation?</p> <p>18 A. No. The standard letter was fairly short and to the</p> <p>19 point, and I can see from having read that letter</p> <p>20 recently that that's a letter clearly composed by the</p> <p>21 officer in the case.</p> <p>22 Q. Can you assist us, when it says that this will be kept</p> <p>23 on file and "will be invaluable to us in the future",</p> <p>24 other than the normal physical records, was there any</p> <p>25 way that a flag could be put on the system to make sure</p> <p style="text-align: center;">Page 157</p>	<p>1 Q. I'm asked to ask you some questions about incidents</p> <p>2 following this investigation. First of all, are you</p> <p>3 aware of whether Sussex Police received a copy of</p> <p>4 the PIE magazine article written by Philip Johnson in</p> <p>5 2000?</p> <p>6 A. I can't answer that question. I don't know.</p> <p>7 Q. Similarly, the inquiry has been told that a further</p> <p>8 victim of Roy Cotton approached the church in 2003. Are</p> <p>9 you able to assist us as to whether that would have</p> <p>10 triggered any new action by the police had the</p> <p>11 information been passed on?</p> <p>12 A. I would have expected that investigation to be restarted</p> <p>13 and that person to be seen.</p> <p>14 Q. But even in 2003, based on what you have told us, had</p> <p>15 the file into Philip Johnson been destroyed by that</p> <p>16 point?</p> <p>17 A. Yes -- well, it could have been, if it was after --</p> <p>18 I think that the actual date's in Lawrence Taylor's</p> <p>19 statement, isn't it? I can't remember when it was. But</p> <p>20 an interrogation of the criminal -- the interrogation of</p> <p>21 our crime information system would have indicated, as</p> <p>22 I said, his arrest and details of the victim.</p> <p>23 Q. So, in any event, the skeletal file, as you have</p> <p>24 described it, on the system would have been there?</p> <p>25 A. It would have been, so we could have gone back to see</p> <p style="text-align: center;">Page 159</p>
<p>1 that somebody kept an eye out for Roy Cotton or</p> <p>2 Colin Pritchard, for want of a better word?</p> <p>3 A. To put a flag on the system would be difficult because</p> <p>4 at that point they were unconvicted. As I said, the</p> <p>5 skeleton record did exist on our crime information</p> <p>6 system, so in fact, from that, you could see that he'd</p> <p>7 been arrested and there were details of the victim.</p> <p>8 I can offer a hypothesis as to why the officer in</p> <p>9 the case may have made that statement erroneously, but</p> <p>10 it would only be a hypothesis.</p> <p>11 Q. I think we need to be careful about delving into the</p> <p>12 realms of speculation. With the caveat that you have</p> <p>13 given us, why do you think it was given?</p> <p>14 A. Well, I have referred to those -- the Force policy on</p> <p>15 filing times. The routine PCs and detective constables</p> <p>16 would not have been aware of that policy. So I'm</p> <p>17 speculating that the officer in the case did not think</p> <p>18 that the file would be destroyed in that three- or</p> <p>19 five-year period, and the other factor, of course, is</p> <p>20 that, because we worked in child protection teams where</p> <p>21 files were kept forever, in his head he may have just</p> <p>22 made a mistake, thinking that this historical abuse</p> <p>23 allegation would be kept in the same manner, when in</p> <p>24 fact it wasn't. So there is a possibility for that --</p> <p>25 for those words he gave in his letter.</p> <p style="text-align: center;">Page 158</p>	<p>1 any other victims, yes.</p> <p>2 Q. I'm also asked by the team representing Mr Johnson to</p> <p>3 ask whether you were contacted by the subsequent</p> <p>4 Northamptonshire Police investigation into Roy Cotton or</p> <p>5 Colin Pritchard?</p> <p>6 A. No, I wasn't.</p> <p>7 Q. I'm asked to ask you a couple of questions around the</p> <p>8 officer in the case. First of all -- I'm not sure this</p> <p>9 is necessarily one that you can answer, but we will see</p> <p>10 what we can do. Mr Johnson was given information from</p> <p>11 an Officer Ling in 2009 that the officer in the case was</p> <p>12 no longer a detective and, for that reason, could not be</p> <p>13 questioned on welfare grounds, but that he had had</p> <p>14 personal problems during the 1996-99 period of which he</p> <p>15 shouldn't be reminded. Do you have any personal</p> <p>16 knowledge of the investigating officer's location or</p> <p>17 well-being in 2009?</p> <p>18 A. I knew where he was working at that time. I have also</p> <p>19 seen that extract relating to DCI Ling. I can't comment</p> <p>20 on what he says, of course. But I was in communication</p> <p>21 with the officer in the case at one point by email</p> <p>22 around the time of the publication of the Butler-Sloss</p> <p>23 Report.</p> <p>24 Q. So that's in 2011?</p> <p>25 A. And in that email exchange -- yes, but at that time, no,</p> <p style="text-align: center;">Page 160</p>

1 **I can't comment on it.**
 2 Q. 2009 you can't. But 2011?
 3 **A. In 2011, all I know -- I can say is that, during the**
 4 **time he was on the team, he did have some periods of**
 5 **sickness and was away, but I can't really comment any**
 6 **further on the cause of that.**
 7 Q. What Mr Johnson has said is that in 2011 you told
 8 Baroness Butler-Sloss that the officer in the case was
 9 no longer with Sussex Police, but Mr Johnson's own
 10 enquiries show that he was at Hastings Police Station
 11 acting as a spokesperson for the police. Can you help
 12 us to resolve that apparent inconsistency?
 13 **A. I think this is a case of Chinese whispers. I don't**
 14 **recall having that conversation with the Baroness, but**
 15 **I only had one meeting with her. All the time I was**
 16 **accompanied by two detective superintendents. I can**
 17 **only imagine I might have said to her, "He is no longer**
 18 **working in child protection", which is actually**
 19 **factually correct.**
 20 Q. So in 2011, he was still with Sussex Police?
 21 **A. He subsequently worked on our Scenes of Crime Branch and**
 22 **then had a job in our press relations, I think, at**
 23 **Hastings, yes.**
 24 Q. Whilst we are discussing Baroness Butler-Sloss, I'm also
 25 asked to ask another question: you provided a list of

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1 factual corrections to her. At paragraph 6 of your
 2 witness statement, you set out just two of those. Can
 3 you tell us, are they the only two factual corrections,
 4 or were there more?
 5 **A. Sorry, which paragraph relating to my statement?**
 6 Q. Paragraph 6, which is at page 4.
 7 **A. From memory, I recall a number of factual**
 8 **inconsistencies which I sent back in an email. There**
 9 **was no response to that email, and through reading**
 10 **subsequent versions of the report, clearly they were not**
 11 **actioned.**
 12 Q. Are you able to tell us the main factual inaccuracies
 13 you raised?
 14 **A. Well, I couldn't find the email. Obviously I have had**
 15 **limited access to my files in preparing this statement,**
 16 **so I have done that from memory. I can't remember what**
 17 **they are now, but they were listed on an email I sent.**
 18 Q. For the record, we don't have that email, chair, which
 19 is why I think the question has been asked.
 20 That completes my questions about the investigation.
 21 I would like to conclude by asking you some questions
 22 around your role within the Diocese of Chichester.
 23 What you have said is that there was a real sea
 24 change within Chichester in approaching child
 25 protection?

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1 **A. Yes, that was after some time, quite recently,**
 2 **I suppose, in the last two or three years. Prior to**
 3 **that, the situation had been somewhat different.**
 4 Q. When do you think the real change began?
 5 **A. I think when the number of allegations and arrests and**
 6 **subsequent convictions made it quite clear to anyone**
 7 **that there must be a problem within the church. I think**
 8 **that realisation finally sank in and that was the point**
 9 **at which the understanding by the diocese of what had**
 10 **gone on seemed to change. When, subsequently, my**
 11 **colleagues started operations, police operations, into**
 12 **those arrests, there was absolutely faultless**
 13 **cooperation in providing information between the police**
 14 **and the church.**
 15 Q. So we are talking very much in more recent years?
 16 **A. Yes. Early on, I think there was a reluctance and**
 17 **I suppose a lack of understanding of the issues, and**
 18 **I can recall going to an early meeting -- and I can't**
 19 **remember whether Tony Selwood was there or whether it**
 20 **was Shirley, but this was a meeting in the**
 21 **Bishop's Palace, which was like something out of an**
 22 **Agatha Christie novel, the great and the good of**
 23 **West Sussex were there, it was chaired by Bishop John.**
 24 **We discussed some cases. Bishop John cooked us dinner**
 25 **afterwards. It was all very nice. But I remember**

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1 **particularly one of the cases that was being discussed**
 2 **was a youth worker. I think there had been some event**
 3 **for young people, a camp somewhere, and this youth**
 4 **worker, who was in his early 20s, somehow ended up in**
 5 **a tent in the middle of the night with a group of 14- or**
 6 **15-year-old girls. So, clearly, on my gauge of things,**
 7 **that's highly suspicious and inappropriate.**
 8 **He had obviously been interviewed by the church as**
 9 **part of this. There were no allegations of a criminal**
 10 **offence, I need to make that quite clear, but clearly**
 11 **that was inappropriate.**
 12 **There had been, as I say, an investigation by the**
 13 **church. This man had come out with some excuse, and**
 14 **I was quite clearly expecting the decision of**
 15 **the meeting that he should be dispensed with and not**
 16 **allowed to be involved anymore and, to my horror, there**
 17 **was a suggestion that his explanation was quite**
 18 **plausible and that he should be allowed to continue**
 19 **being the youth worker.**
 20 **I think Bishop John saw the look of horror on my**
 21 **face and said, "Oh, obviously, Eddie, you don't agree**
 22 **with that", and I said, "Well, no, I don't. This man is**
 23 **clearly a danger to children. How can you allow him to**
 24 **continue?"**
 25 **For me, that was a bit of an eye opener, because it**

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1 just seemed so obvious that this person should not be
 2 allowed to continue with children and yet they were
 3 prepared to accept some cock and bull story about what
 4 he had been up to and clearly it was inappropriate.
 5 Q. Obviously you are telling us about just one example, but
 6 you were involved with the diocese over some years. Are
 7 there also other examples where they did respond
 8 correctly to cases discussed in the Diocesan
 9 Safeguarding Advisory Group?
 10 A. Well, the group was always in transformation, so
 11 following Tony's awful death, when Shirley came into
 12 post as a full-time worker, things seemed to develop and
 13 I had an excellent working relationship with Shirley.
 14 She would quite often come to me with bits of
 15 information that weren't allegations of an offence
 16 necessarily, but were suspicious and needed
 17 investigating, and we had a good working relationship.
 18 I was quite prepared to share information as I felt was
 19 relevant in order to clarify those bits of information
 20 that she was passing to me.
 21 Q. One of the things you raised, and I'm asking if it is in
 22 relation to Shirley, is at paragraph 1.5 of your witness
 23 statement you raised some concerns about the approach of
 24 the Church of England to women working within the
 25 church?

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1 A. Yes. I had known Shirley from a previous job and I was
 2 also involved in a very similar role with the
 3 Catholic Church and had spoken to their child protection
 4 adviser, who was also a female social worker, and just
 5 during conversations with both of these women over
 6 a period of months, I just got a picture that there was
 7 kind of covert sexism within the church, and they would
 8 tell me that, because they were women, they felt they
 9 weren't always taken seriously, that they were
 10 overlooked, and almost, you know, were second-class
 11 citizens, really. This wasn't an overt sexism thing but
 12 something that seemed to be part of some institutional
 13 attitude towards women.
 14 Q. So that we are clear, what you are saying is based on
 15 your discussions with Shirley Hosgood specifically?
 16 A. Shirley Hosgood and another woman who was the
 17 Catholic Church's child protection adviser.
 18 Q. Of course --
 19 A. It was interesting that that attitude appeared -- sorry,
 20 go on.
 21 Q. I only interrupt because, of course, this inquiry is at
 22 the moment hearing evidence in relation to the
 23 Church of England so we don't want to stray too far
 24 away.
 25 A. Yes, I appreciate -- no, but it was an interesting

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1 comparison to make at the time.
 2 Q. You also were part of the group who brought the Clergy
 3 Discipline Measure against Bishop Wallace Benn. I am
 4 asked --
 5 A. Yes.
 6 Q. -- by those representing individuals represented by
 7 David Greenwood to ask you whether or not you thought
 8 that part of the reason the Child Abuse Advisory Group
 9 was disbanded was "due to making too much of a nuisance
 10 of ourselves by pursuing the PTO against Wallace Benn".
 11 I should clarify, of course, by then it was the
 12 Diocesan Safeguarding Advisory Group. I think the
 13 question they are asking is, did you think the diocese
 14 viewed the group as a nuisance during the conduct of
 15 that complaint?
 16 A. Well, of course, policemen are awfully cynical and
 17 I tend to take that stance with lots of things,
 18 unfortunately. I couldn't see why, when we had been
 19 quite successful in pursuing a number of investigations,
 20 that we should be disbanded. I subsequently saw the
 21 letter that explained it. But both Keith -- the chair,
 22 Keith Akerman, who was also a retired police officer,
 23 and I joked about it, that we'd been sacked, basically.
 24 Q. But of course, there was a new group --
 25 A. But that's an opinion.

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1 Q. A new group was put into place, but I don't think you
 2 were on that one?
 3 A. I was on it eventually. My detective superintendent at
 4 the time wanted me to attend. There was an exchange
 5 between him and the chair of the group, that they wanted
 6 someone more senior than me to go. My boss said, "Well,
 7 you can go, and I'm coming with you", so we both went.
 8 The advantage there was that obviously I had all the
 9 experience of the previous groups and all the actions
 10 that had been taking place over the years in terms of
 11 child safeguarding and liaison within the church.
 12 MS McNEILL: Mr Hick, that concludes all the questions
 13 I have for you. Is there anything that we haven't
 14 touched upon which you think would assist the panel in
 15 their consideration of this investigation?
 16 A. I think I'd probably say -- again, this is opinion --
 17 I felt at times that actually, like many organisations,
 18 the church actually resented the involvement of
 19 statutory agencies in their work. I think I was
 20 probably considered to be an irritant at times because
 21 I was quite confrontational at times with them because
 22 I felt that was necessary to drag them into what was
 23 then -- well, the 21st century, yes. But that attitude
 24 did change, and I have got to give credit now for the
 25 way things have changed over the years and how

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<p>1 relationships have improved. But even I felt it was 2 hard work at times to actually try and make an impact 3 and make them fully understand and accept the dangers 4 that were lurking within the church and how to respond 5 to it effectively. 6 MS McNEILL: Thank you, Mr Hick. Chair, do you have any 7 questions? 8 THE CHAIR: Just one question, from Ms Sharpling. 9 Questions by THE PANEL 10 MS SHARPLING: Mr Hick, can you hear me all right? 11 A. Yes, thank you. 12 MS SHARPLING: Just one question, if I may. PNC checks, 13 when they were conducted at the time we have been 14 speaking about, would it be normal to see a brief 15 description of the offence on the PNC at the time if it 16 was interrogated properly? 17 A. Yeah, there would be just very limited details on the 18 PNC. If you wanted further details of the offence, you 19 would have to apply to New Scotland Yard, as it was 20 then, to get a photocopy of a -- a photo -- the police 21 record of the person. 22 MS SHARPLING: Was there anything to prevent the officer in 23 the case doing that? 24 A. No, nothing at all. 25 MS SHARPLING: Thank you.</p> <p style="text-align: center;">Page 169</p>	<p>1 Examination by MS SCOLDING1 2 3 Questions by THE PANEL38 4 5 MRS JANET HIND (sworn)43 6 7 Examination by MS MCNEILL43 8 9 Questions by THE PANEL132 10 11 MR EDMUND HICK (affirmed)134 12 13 Examination by MS MCNEILL134 14 15 Questions by THE PANEL169 16 17 18 19 20 21 22 23 24 25</p> <p style="text-align: center;">Page 171</p>
<p>1 A. That could be done on the telephone, and it would take 2 several days to come back. 3 MS SHARPLING: Thank you very much, Mr Hick. 4 THE CHAIR: Thank you, Mr Hick. 5 MS McNEILL: Chair, if you are content, I think that link 6 can now be cut. Thank you, Mr Hick. 7 A. Thank you. 8 (The witness withdrew) 9 MS McNEILL: Chair, it is now 3.50 pm. We could continue to 10 read Ms Wood's statement but I'm told we wouldn't 11 conclude it before 4.00 pm and then we would be at risk 12 of getting it in three chunks as opposed to two. Would 13 you prefer to rise at this stage or battle on for a bit? 14 THE CHAIR: No. We will rise at this stage and return at 15 10.00 am on Monday. 16 MS McNEILL: Thank you, chair. 17 (3.48 pm) 18 (The hearing was adjourned until 19 Monday, 12 March 2018 at 10.00 am) 20 21 22 I N D E X 23 24 MS ANGELA SIBSON (sworn)1 25</p> <p style="text-align: center;">Page 170</p>	

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