

<p>1 Tuesday, 20 March 2018 2 (10.00 am) 3 THE CHAIR: Good morning, everyone. Good morning, 4 Ms Scolding. 5 MS SCOLDING: Good morning, chair and panel. This morning 6 we are due to hear from Ms Carmi and then AN-A11 and 7 then finish the evidence from Mr Tilby. 8 If I could pass directly to the evidence of 9 Ms Carmi. 10 MS EDINA CARMI (affirmed) 11 Examination by MS SCOLDING 12 MS SCOLDING: Ms Carmi, we have a 35-page witness statement 13 from you. URN number ACE025935. There is one exhibit, 14 exhibit 35, of your witness statement which needs to be 15 corrected. The correct URN number for exhibit 35 is 16 ACE025256. 17 Have you had an opportunity to read that witness 18 statement? 19 A. Yes, I have. 20 Q. Is it true, to the best of your knowledge and belief? 21 A. Yes. 22 Q. Some of it may have been redacted, so in those 23 circumstances, where the names are redacted, we would 24 ask you not to say the real person's name, but simply to 25 say "name redacted" or the cipher which is placed upon</p> <p style="text-align: center;">Page 1</p>	<p>1 the church from 2014 onwards use that methodology. 2 Perhaps you'd just like to explain? 3 A. Right. This is a methodology that's been developed 4 under the auspices of the Social Care Institute for 5 Excellence, or SCIE. Initially, it was Eileen Munro, 6 Sheila Fish and Sue Bairstow who developed a way of 7 doing -- it was primarily looking at how you learn from 8 practice, and, in particular, how you learn from serious 9 case reviews, given that there had been a history of 10 learning and repeating lessons and repeating 11 recommendations. So this was a far more collaborative 12 methodology, working very much with senior managers but 13 also the practitioners in actually learning -- "Learning 14 Together" how best to make improvements and actually 15 focusing more on systemic, underlying issues that are 16 actually obstacles to safe practice. 17 Q. That's very helpful. I want to ask you about three 18 areas, really, one of which is the past, which is the 19 report you wrote in 2004, which we have called during 20 the course of this hearing "The Carmi Report" into the 21 offending of Terence Banks, who was a volunteer within 22 Chichester Cathedral. 23 Secondly, you are called the lead auditor for the 24 programme of safeguarding audits of all dioceses, which 25 is about to expand, as we have heard, to palaces and</p> <p style="text-align: center;">Page 3</p>
<p>1 it. It is also not a test of memory, so if you can't 2 remember anything, please don't worry. Also, the panel 3 have read your witness statement and the exhibits, so 4 I'm not going to take you through it line by line? 5 A. Thank you. 6 Q. Just firstly to deal with your professional background 7 and expertise, you set this out at paragraph 1 of your 8 witness statement. You have been an independent 9 safeguarding consultant since 2000. You have experience 10 of working for a number of Local Children's Safeguarding 11 Boards, or Local Safeguarding Children's Boards -- I can 12 never, ever get that right. 13 A. Yes. 14 Q. You have been involved in writing or been involved in 15 over 70 serious case reviews, which, just for members of 16 the public, are reports which are commissioned when 17 things have gone wrong, largely when children have died 18 whilst under the auspices of social care, but also 19 involving all other aspects of child protection, 20 including child sexual exploitation. 21 You have also been involved with developing 22 something called the "Learning Together" methodology. 23 A. Yes. 24 Q. Could you just explain briefly what that is, because the 25 audits that you have been the lead auditor from about</p> <p style="text-align: center;">Page 2</p>	<p>1 cathedrals. 2 A. Yes. 3 Q. So I want to ask you a bit about that. And then I also 4 want to ask you, on the basis of both those experiences, 5 what you think and how you think the church could 6 improve its practices, processes and systems in respect 7 of safeguarding. So sort of the past, the present and 8 the future, almost. 9 Let's go firstly into the past, which is the report 10 you carried out in respect of Terence Banks and the 11 cathedral. I understand it you have in fact destroyed 12 your original documents in respect of the review, so 13 when you're giving evidence today, it's simply your 14 recollection of what happened rather than being able to 15 refresh your memory from your notes? 16 A. It's largely that. I had a few things left on 17 electronic means and your inquiry has actually provided 18 me with some paperwork that I have seen since doing my 19 statement. 20 Q. That's very helpful. So you were asked by the then 21 Bishop of Chichester to come in and undertake a review. 22 What was your understanding of the purpose of your 23 review? 24 A. My understanding at that time, John Hind had just been 25 appointed bishop, and I was commissioned by his wife,</p> <p style="text-align: center;">Page 4</p>

1 who was the outgoing DSA, and Tony Selwood, the new one,
 2 to initially help them decide what they should do in
 3 response to what had happened, and to chair a debrief
 4 meeting that they had already arranged with the police,
 5 and on the basis of that meeting, I suggested that they
 6 actually hold a case review and that it be modelled on
 7 what was at the time called chapter 8 of
 8 Working Together, but a serious case review.
 9 Q. That's why, at the time, I understand it, the way that
 10 serious case reviews worked was that there was a group
 11 of individuals. So it wasn't just you who was involved
 12 in the review. Although you wrote the report, there was
 13 a group, including -- I think there was a judge on the
 14 group and various other individuals from external bodies
 15 who contributed to the process. Is that right?
 16 A. Absolutely. I mean, this is still the way serious case
 17 reviews are done. You work with a panel, and we called
 18 it a steering group on this occasion. We had a QC who
 19 chaired it, we had the representative of another
 20 cathedral, the Dean of Wells, who was on the steering
 21 group, and we had members of all the statutory agencies,
 22 and I had been in discussion and receiving advice from
 23 the head of safeguarding at West Sussex County Council
 24 in how to set it up.
 25 Q. Can I identify, who did you talk to as part of

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1 the review?
 2 A. There's the aim and then the actual fact, okay. So the
 3 aim originally was to talk to, firstly, victims and
 4 their families, and also to open it wider and actually
 5 to try and understand the culture of where choristers,
 6 how they were being looked after and kept safe, and how
 7 children generally were being kept safe in the
 8 cathedral. So there was the aim to open it up to the
 9 wider cathedral community, all staff volunteers that
 10 could be involved in the cathedral, and the school and
 11 parents of choristers, as well as -- and we did discuss
 12 the outgoing -- the previous bishop, who I was advised
 13 would not -- health would not be in a state that one
 14 could speak to him. The dean who -- the previous
 15 dean --
 16 Q. During the start of your process, Dean Treadgold was the
 17 relevant dean.
 18 A. That's right.
 19 Q. He was then replaced by Dean Frayling. I can't exactly
 20 remember when, but it was at some point, because, in
 21 fact, the entire review process took about three years
 22 because it had to stop for long periods of time because
 23 of criminal trials; is that right?
 24 A. That's right. So the intention originally was to
 25 interview Dean Treadwell.

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1 Q. Treadgold?
 2 A. Is the right one, yes. But because -- by the time we
 3 were able to get to that point of the review, because
 4 the police investigation was restarted, or a new one was
 5 started and, by the time that concluded, that dean had
 6 actually retired. But it was still part of the plan to
 7 see him, as it would have been -- actually, we had hoped
 8 to interview Terence Banks as well, but a change --
 9 I don't know when you want me to talk about it --
 10 a change in where we got to and what the plan was
 11 happened in July 2003.
 12 Q. So you talk about -- that was the aim. What actually
 13 happened --
 14 A. Right.
 15 Q. -- and what problems did you encounter?
 16 A. Okay. Well, the police contacted the victims. They
 17 sent a letter from the bishop to the victims, and we had
 18 a small, very limited response, which is two victims,
 19 some parents, and that was the response.
 20 We then had an immense difficulty trying to persuade
 21 the school and the dean -- I should add, I also
 22 interviewed, and I forgot, the dean, the new dean, I did
 23 interview him, and I saw him quite a number of times,
 24 and the communar of the cathedral and the organist from
 25 the cathedral.

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1 Sorry, I forgot about them.
 2 And we aimed to do this over several months, from
 3 when the review restarted in sort of the tail end of
 4 2002 through until the summer of 2003, and initially
 5 there was going to be cooperation, and it never quite
 6 happened.
 7 Then, without quite understanding what was in the
 8 background, I had a meeting with the chair of
 9 the steering group and the DSA with the dean and other
 10 members of the chapter, and also one with head teacher
 11 and some school governors, and, basically, they had
 12 various concerns which they were expressing that it
 13 might lead to new allegations, there was an issue about
 14 the reputational risk involved, the fact that it was so
 15 long ago and you really -- you know, the feeling coming
 16 very strongly, from particularly the dean, was that
 17 there was concern that we would be distressing people by
 18 bringing back the past that was well over and, in his
 19 view, forgotten, and, therefore, he was very reluctant
 20 to do this, and, in actual fact, he did finally agree to
 21 do -- one of the things happened, which was a letter
 22 went out to members of the cathedral in the summer
 23 holidays. It did not mention Terence Banks. It did not
 24 give any assurance of confidentiality. It did not use
 25 the wording that we had suggested and didn't lead to any

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<p>1 response. It went out in some sort of cathedral notes.</p> <p>2 Q. I think it went out in the sort of cathedral newsletter</p> <p>3 or something like that. It was sent out as part of</p> <p>4 that.</p> <p>5 A. Yes. Nevertheless, actually, when I say -- it did</p> <p>6 actually lead to a few responses. I haven't got them</p> <p>7 anymore. They were in the form of letters that came via</p> <p>8 the palace at Chichester. And also someone that came</p> <p>9 directly to me, who was a member of the congregation, of</p> <p>10 the cathedral, and decided to sidestep the middleman</p> <p>11 because she knew where -- how to get hold of me.</p> <p>12 Q. What was your view about the approach that was taken by</p> <p>13 the dean and the chapter and the school to sort of say,</p> <p>14 well, look, just for members of the public, the</p> <p>15 offending of Terence Banks took place during the 1970s</p> <p>16 and 1980s, and obviously we are now talking about</p> <p>17 a period between 1991 and 1994. What was your view</p> <p>18 about their concerns, if you had any?</p> <p>19 A. I think on the positive side, there was a sort of</p> <p>20 paternalistic view that they knew best what would make</p> <p>21 people -- you know, protect people and that, somehow, to</p> <p>22 stir up the past would be traumatic for people. I think</p> <p>23 that -- they believed that that was the case. I mean,</p> <p>24 I don't agree with them, but that I think was their</p> <p>25 belief on the positive side.</p> <p style="text-align: center;">Page 9</p>	<p>1 happened in July 2003, and which I understand better,</p> <p>2 having now read what was going on in the background, but</p> <p>3 I did not know, which was that he was under great</p> <p>4 pressure and anger from the dean, possibly the chapter,</p> <p>5 I'm not quite certain, about the process of the review</p> <p>6 and the concerns that they had and, therefore, it was</p> <p>7 basically ended there with the decision that I should</p> <p>8 just write up where we'd got to. Hence we didn't go</p> <p>9 on -- we did interview the previous dean, but only later</p> <p>10 on, after I'd written the report, as an addendum.</p> <p>11 We didn't interview various other people we would</p> <p>12 have, because actually the report -- the review was</p> <p>13 ended because of what I now understand was the internal</p> <p>14 opposition, and that was a problem because the bishop</p> <p>15 didn't have the authority, basically, to do what he had</p> <p>16 asked me to do, is how I see it now, and certainly,</p> <p>17 again, from the documents I have seen -- is it okay to</p> <p>18 continue on this?</p> <p>19 Q. Yes.</p> <p>20 A. The documents I have seen here from -- were going on</p> <p>21 afterwards, that after the report was delivered, there</p> <p>22 seems to have been the most extraordinary turn of events</p> <p>23 that I was totally unaware of, which is that the</p> <p>24 cathedral expressed their dissatisfaction with the</p> <p>25 report. I'm not sure, I don't think they even saw it</p> <p style="text-align: center;">Page 11</p>
<p>1 I think on the less positive side was a concern that</p> <p>2 other people might come forward. There was</p> <p>3 a reputational risk and what this might mean, and there</p> <p>4 was mention of -- my recollection is there was mention,</p> <p>5 and I think that's supported by some of the material</p> <p>6 I have read from the inquiry, about financial</p> <p>7 implications there could be of this.</p> <p>8 Q. Given your experience of carrying out this review and</p> <p>9 the difficulties that you encountered, what</p> <p>10 recommendations would you make if you had to carry out</p> <p>11 another internal review like this for a voluntary</p> <p>12 organisation?</p> <p>13 A. Well, I think the main problem with this review, which</p> <p>14 I began to appreciate and have appreciated more and more</p> <p>15 over the years, is the organisational structure of</p> <p>16 the church and, therefore, a bishop -- and I should say</p> <p>17 that from my understanding of John Hind, he is probably</p> <p>18 as sympathetic a bishop as you could get to the concept</p> <p>19 of safeguarding. You know, he has a wife who worked in</p> <p>20 that field, and I do know that at the outset of this,</p> <p>21 although my direct contact with him was limited, he was</p> <p>22 really determined to mark a change in Chichester, but</p> <p>23 you had a bishop who had that aim, that wish, who</p> <p>24 actually was unable to implement it.</p> <p>25 So, having actually commissioned this review, what</p> <p style="text-align: center;">Page 10</p>	<p>1 for some considerable time. Nothing was published, no</p> <p>2 recommendations --</p> <p>3 Q. Was it always your intention that either the report</p> <p>4 itself or the recommendations would be published?</p> <p>5 A. Certainly, at a minimum, the recommendations. There was</p> <p>6 a discussion about an executive summary as well. But</p> <p>7 there were issues, but actually none of that, as far as</p> <p>8 I'm aware, got published. But even more so,</p> <p>9 I understand from what I have read in the past week is</p> <p>10 that all copies of my report were destroyed, so they</p> <p>11 were unavailable should anybody -- they were to be</p> <p>12 unavailable should anybody request them. That's my</p> <p>13 understanding of what I've read, and correct me if</p> <p>14 I have misunderstood.</p> <p>15 Q. Well, it is not entirely clear, is the answer to that.</p> <p>16 But what is clear is that your report certainly wasn't</p> <p>17 sent to, for example -- I don't think the chair of</p> <p>18 the school received a copy -- or in various ways it</p> <p>19 wasn't sent to people that maybe it should have been</p> <p>20 sent to. So, for example, Ofsted have told us that it</p> <p>21 was never sent by the school to them, for example, that</p> <p>22 kind of thing, for inspection and auditing purposes.</p> <p>23 Now, can I just ask you another thing, which is,</p> <p>24 your report covers about 30 years.</p> <p>25 A. Indeed, yes.</p> <p style="text-align: center;">Page 12</p>

<p>1 Q. So the '70s, the '80s and the '90s. You were asked 2 whether identifying whether or not the cathedral was 3 operating within the reasonable standards of the time, 4 so to speak. How did you perform that exercise? What 5 baseline analysis did you undertake?</p> <p>6 A. That was really quite a difficult baseline analysis 7 because there was not much written about it, partly 8 because I'm very old, I was doing it on my memory from 9 where I'd worked, at certainly the late '70s, not early 10 '70s, and what I could find written from other reports 11 at the time, from other child protection procedures or 12 lack of child protection procedures earlier outside of 13 the church as well as in the church, and actually 14 remembering the great changes that occurred in the '80s 15 with regard to child sexual abuse which changed things.</p> <p>16 So that, in the '70s, it felt -- from my knowledge 17 of the '70s, it felt that the actions that the school 18 took at the time were in line with probably what was 19 happening elsewhere. But then, over time, the gap 20 begins to increase.</p> <p>21 Q. Can I ask you a couple of questions which arise from 22 what other people have said about your report. Paul, 23 would you mind getting up ANG000136, which should be the 24 witness statement of Stephen Waine, the chair of 25 the Prebendal School. Can I take you to page 4 of his</p> <p style="text-align: center;">Page 13</p>	<p>1 between myself and -- I met the school -- the head of 2 the school initially right at the beginning of 2003 when 3 he was very willing to send out a letter, and there 4 followed some time -- and then chasing up where he was 5 waiting for the dean, as the chair of governors, to 6 agree this. Then, eventually, a meeting was held 7 between the dean, the head teacher and some other 8 governors, and myself and possibly other members of 9 the steering group -- I'm not sure -- where the 10 reluctance was -- continued to be expressed, but at the 11 end, the dean was going away to write his own letter 12 because he, I think, hadn't liked the draft, and to be 13 more carefully expressed, but they wanted -- he was very 14 concerned that there was going to be publicity about 15 another conviction that had occurred of another teacher 16 from the 1970s, and he was concerned that if this went 17 out at the same time, around the same time, it would 18 somehow frighten parents -- I'm not quite sure, but it 19 would be -- you know, it would be too much for parents.</p> <p>20 So then the next meeting was in May/June, with the 21 dean and chapter, and that was the one I mentioned 22 before, with the chair of the steering group, and also 23 the DSA, when, again, they agreed. I don't recall any 24 agreement that left it to be just -- what does it say 25 here, posted on the main noticeboard.</p> <p style="text-align: center;">Page 15</p>
<p>1 witness statement. He says at paragraph 8.4 -- this is 2 the concerns of the meeting. You said that there was 3 a meeting between various people:</p> <p>4 "Minutes of the governors' meeting ... indicate that 5 agreement had been reached between the headmaster and 6 Mrs Carmi that a letter would not be sent to parents 7 asking for any information relevant to her inquiry, but 8 that a request would be posted on the main noticeboard."</p> <p>9 This is part of what you were saying earlier, that 10 there was a meeting in late 2003 at which some disquiet 11 was expressed, shall we say, as a result of which 12 I think you had said, "Can I send a letter to all 13 parents, so that parents can come forward and discuss 14 any issues with me?". But that was the only thing which 15 happened. Now, this is from the school rather than the 16 cathedral.</p> <p>17 A. I'm actually quite puzzled by this. The minutes of this 18 meeting -- I presumably was not at this meeting.</p> <p>19 Q. No, you weren't at this meeting. This is the governors' 20 meeting.</p> <p>21 A. I was going to say -- this is a report, therefore, so 22 I want to make that clear.</p> <p>23 Q. Yes.</p> <p>24 A. It is certainly not consistent with my memory. Probably 25 some -- April/May 2003, there were meetings being held</p> <p style="text-align: center;">Page 14</p>	<p>1 Q. That was for old parents of the school rather than the 2 cathedral?</p> <p>3 A. Yes. I think we were actually planning to write what 4 the original agreement was, that we would be writing to 5 parents and writing to ex-parents and ex-pupils, was 6 what we were actually going for. We were certainly not 7 going for --</p> <p>8 Q. Something on the main noticeboard and nothing else?</p> <p>9 A. No.</p> <p>10 Q. So it's kind of somewhat, from your perspective, 11 subverted in what you were -- the work that you were 12 able to achieve, because you were only able to see 13 a small selection of people?</p> <p>14 A. Yes, and a misrepresentation that the headmaster and 15 myself had reached that agreement, because the 16 headmaster and myself, to my recollection, didn't have 17 another conversation after the meeting with the dean.</p> <p>18 Q. Thank you very much, Ms Carmi. I also want to ask some 19 questions which arise from the evidence of 20 Dean Peter Atkinson, or Dean Atkinson, as I will call 21 him. Paul, could you get up ACE025946. Chair and 22 panel, behind tab 10. No? Try ACE022520. No. It is 23 page 3, please. So this is a note that Mr Atkinson -- 24 that Dean Atkinson wrote after your review had been 25 completed, which obviously weren't ever sent to you, and</p> <p style="text-align: center;">Page 16</p>

<p>1 I think they were designed to be for internal eyes only.</p> <p>2 A. Yes.</p> <p>3 Q. He identifies a number of concerns with your report.</p> <p>4 I'd just like to take you through them, really, and for</p> <p>5 you to be able to comment upon them.</p> <p>6 He has firstly, I think he says that there wasn't</p> <p>7 enough information gathering and that identified</p> <p>8 stakeholders were not in fact -- in fact interviewed,</p> <p>9 et cetera, et cetera, and the fact that you decided not</p> <p>10 to interview the communar, the organist, any member of</p> <p>11 the chapter, including the then dean, is inexplicable,</p> <p>12 is what he says. So why didn't you interview the</p> <p>13 communar, the organist, any other member of the chapter</p> <p>14 and the then dean?</p> <p>15 A. I interviewed the communar and the organist, and</p> <p>16 eventually the then dean, but it was initially decided</p> <p>17 that the then dean should not be interviewed at the</p> <p>18 point when really the -- when we, as a group, were being</p> <p>19 told that we had to end, end the serious case review.</p> <p>20 But the then dean was certainly down in the terms of</p> <p>21 reference to be interviewed.</p> <p>22 Q. Why didn't you seek information or evidence from any</p> <p>23 other member of the chapter? I understand there would</p> <p>24 have been a number of individuals called residential</p> <p>25 canons who would have had various titles?</p> <p style="text-align: center;">Page 17</p>	<p>1 this from my side: I was not trying to do a top-down</p> <p>2 review where you go to the top and the senior managers</p> <p>3 and find out what they think and then sort of they point</p> <p>4 you to other people. We wanted to have something that</p> <p>5 was open, to understand the culture and to have people</p> <p>6 who wished to talk to us, not limited to the senior</p> <p>7 people, but not excluding them in any sense at all. If</p> <p>8 they felt they had something to contribute -- they had</p> <p>9 had a meeting with me and they knew full well how to</p> <p>10 contact me, and they should have known, if the dean was</p> <p>11 telling them, that I was asking to write to them all to</p> <p>12 involve them.</p> <p>13 Q. The next issue, really, is that you misunderstood</p> <p>14 Terence Banks' position. Now, he was, I don't know,</p> <p>15 head steward, steward, it was a voluntary -- he had</p> <p>16 a voluntary position. He did, at some point, occupy</p> <p>17 some accommodation, which was I think owned by the</p> <p>18 cathedral, but then he was moved from there to somewhere</p> <p>19 else, because I believe his parents had occupied that.</p> <p>20 But I think what Dean Atkinson is trying to say is</p> <p>21 that you thought he had a high standing within</p> <p>22 Chichester and was close to the dean and chapter, and</p> <p>23 that's not correct, that's not factually correct. He</p> <p>24 was a sort of volunteer, and that was it. He wasn't on</p> <p>25 the inside, so to speak. What's your response to that?</p> <p style="text-align: center;">Page 19</p>
<p>1 A. Right. Firstly, I had a meeting with the chapter,</p> <p>2 myself and the DSA, and discussed what it was we were</p> <p>3 doing, and, again, this is now very much from my</p> <p>4 memory --</p> <p>5 Q. Yes, of course.</p> <p>6 A. -- and it is a long time ago. But I recall trying to --</p> <p>7 everybody I was talking to in this connection was asking</p> <p>8 who should -- "Who should we see?", because there was</p> <p>9 a lack of records other than what the police were able</p> <p>10 to give us, who would know anything, and I think that's</p> <p>11 where it came out, the organist, the communar and the</p> <p>12 dean, and I think it's from -- with the chapter, that</p> <p>13 was discussed.</p> <p>14 Having said that, I certainly -- the intention was</p> <p>15 not to limit to just those three, because one of</p> <p>16 the letters -- and I think you'll see this in my report,</p> <p>17 was one of the things that we were planning to do was</p> <p>18 asking for letters to be sent out not just to members of</p> <p>19 the congregation, but also to staff and volunteers at</p> <p>20 the cathedral.</p> <p>21 No particular member of the chapter was putting</p> <p>22 themselves forward as saying, "We knew. We have</p> <p>23 something relevant to say", but we wanted to keep that</p> <p>24 invitation open to all.</p> <p>25 We were not trying to do a top -- well, I'll say</p> <p style="text-align: center;">Page 18</p>	<p>1 A. I find that really, really puzzling. I think it depends</p> <p>2 what perspective of a high standing you are and where</p> <p>3 you're looking at from the pyramid, and maybe from his</p> <p>4 position on the pyramid it wasn't all that high, but</p> <p>5 certainly from the victims' families, Terence Banks had</p> <p>6 a high status.</p> <p>7 He lived in Cathedral -- I think it is called</p> <p>8 Cathedral Close, in the treasury initially, because his</p> <p>9 father was head steward and they had this place and</p> <p>10 then -- I think they had the whole house, and then, when</p> <p>11 his father died, they had the flat. And on his mother's</p> <p>12 death, after his mother's death, he was moved to other</p> <p>13 property that was in the gift -- I understood it as</p> <p>14 being cathedral property. I have now since read that it</p> <p>15 belonged to another charity, but it is the chapter that</p> <p>16 could decide on who went there.</p> <p>17 Yes, so if you are playing with words, it is,</p> <p>18 strictly speaking, not the cathedral's, but it was in</p> <p>19 the cathedral's gift.</p> <p>20 Now, in terms of whether he was head steward or not,</p> <p>21 you know, this was -- really devilled the review.</p> <p>22 Constant discussions at that initial chapter meeting.</p> <p>23 "What was he? He was nothing to do with us. He wasn't</p> <p>24 even a volunteer. He was nothing", to the fact that</p> <p>25 when I interviewed -- and I have been able to find my</p> <p style="text-align: center;">Page 20</p>

<p>1 notes of the interview with the communar, which would 2 have been signed notes, because I did interviews that 3 everybody signed their notes on, and he described him as 4 the head steward. Everybody talked about him as the 5 head steward. In actual fact, in one of the documents 6 that I read in the last week written by the lawyer for 7 the cathedral they described -- to one of the claimants, 8 they described Terence Banks as the head steward of 9 the cathedral.</p> <p>10 Q. They also identify that you misunderstood the fact that 11 we understand that Banks had been banned by the school 12 at some point in the mid '70s from being able to go in 13 and out of school premises. It subsequently turned out 14 he was able to access some chair and seating facilities, 15 but he wasn't able to do anything else, and that you 16 misunderstood that because that wasn't information which 17 was widely known by the dean and chapter.</p> <p>18 Is that something which you interrogated the dean 19 and chapter about, how much they knew about the fact 20 that the head teacher had banned him because they felt 21 that he was not a good influence on the boys, shall 22 I put it that way?</p> <p>23 A. I cannot recall whether I -- I certainly didn't 24 interrogate the cathedral about it because I wouldn't 25 have known about it when I saw the cathedral. I cannot</p> <p style="text-align: center;">Page 21</p>	<p>1 could flourish and that there isn't the evidential basis 2 to say that. I think that's fundamentally what he 3 thinks; that you sort of overblew the situation and it 4 wasn't the case that there was a ring of people, they 5 are just two isolated examples of individuals who were 6 tangentially connected with the cathedral, not centrally 7 connected with them. Do you have any response to that?</p> <p>8 A. I'm not sure that I concluded it in quite that way. 9 What I was trying to show in the report was the evidence 10 of what was known, what was suspected, you know, what 11 was gossiped about, and in this case, you know, gossip 12 does mean something. It is not -- it doesn't mean it is 13 true, but it's something about the culture.</p> <p>14 So what I go through is what the police -- and this 15 is information that the police gave because the 16 cathedral and the diocese had no records, and, 17 therefore, what the police had been told by people, and 18 I recount that.</p> <p>19 We did wonder, and we were concerned that there 20 might be actual -- some linkage between the various 21 perpetrators that are mentioned in the report, or 22 alleged perpetrators. Some had been convicted, I think 23 three, and the others were alleged perpetrators.</p> <p>24 And we did look as far as we could for any links or 25 suggestions that they worked in concert with each other.</p> <p style="text-align: center;">Page 23</p>
<p>1 remember now whether or not I discussed it with the 2 dean.</p> <p>3 Our understanding was that there was no written 4 information. This was just something that people knew. 5 And in fact the headmaster knew that Terence Banks was 6 not meant to be on the premises, but he also could not 7 help as to the reasoning why.</p> <p>8 Q. Right.</p> <p>9 A. I think what I say in the report is not that they 10 necessarily knew, but it is likely that at the time -- 11 and it would have been the previous dean of 12 the cathedral would have known the reason because he was 13 chair of governors, and, therefore, I think what 14 I put -- how I put it in the report is that link is 15 likely to have been known the reasons for it, but that, 16 over time, I don't believe anybody knew the reasons for 17 it.</p> <p>18 Q. They knew he shouldn't be there but they didn't really 19 know why?</p> <p>20 A. Why, yes.</p> <p>21 Q. I think Mr Atkinson, also within this document, 22 identifies that he considers that in fact you may well 23 have got it wrong in terms of whether or not -- I think 24 his view is, really, that you seem to insinuate that 25 Chichester Cathedral is somewhere where child abusers</p> <p style="text-align: center;">Page 22</p>	<p>1 We did not find any. The police did not find any. So, 2 other than the fact that some -- on one or more 3 occasions, and I can't remember, certainly 4 Terence Banks, with one of the others, had taken boys 5 out for dinner.</p> <p>6 But I don't think one concludes, therefore, on that 7 basis, that there was -- that it was an unsafe -- the 8 conclusion about unsafe would have been to do with the 9 fact that -- how the responses seemed -- the cathedral 10 responses, which was primarily the dean, but also there 11 was, you know, other senior clergy involved at times, 12 what responses they made to concerns, comments and 13 actual allegations in the past, and that's the fact that 14 actually it seemed to be -- from the evidence that we 15 did have, which was limited, but it seemed to be the 16 fact that it was all dealt with in-house, by and large.</p> <p>17 Q. Another criticism he makes is that he says that you 18 don't have the evidence to identify the fact that the 19 families were ostracised. I think you say in your 20 report that the families felt that they were ostracised 21 by the cathedral once they had reported Terence Banks to 22 the authorities. I think what he says is, that isn't 23 the way that the cathedral reacted. They were terribly 24 sad and incredibly upset. Do you have any response you 25 want to make to that particular criticism?</p> <p style="text-align: center;">Page 24</p>

1 **A. Well, firstly, I make it quite clear in the report, and**
 2 **I did reread this bit as to how I put it, and it is --**
 3 **what it's reporting on is the perception of the victims,**
 4 **the perception of the parents about how they were --**
 5 **what the response in both the parish church and also the**
 6 **cathedral was, from clergy but also from friends who**
 7 **were part of the congregation.**
 8 **Therefore, that was their perception. However sorry**
 9 **the -- Peter Atkinson is now saying or was saying then**
 10 **that clergy were about it, that didn't convey to the**
 11 **victims that I spoke to.**
 12 **Q. He then also identifies, one of the conclusions you**
 13 **reached, which we are going to talk about in a moment,**
 14 **is about the fact that the cathedral was a closed**
 15 **community. Now, what he says is, well, it wasn't**
 16 **a closed community; what the problem was was that, in**
 17 **effect, that the cathedral organisation was very**
 18 **complex, it was a series of different organisations**
 19 **involving different groups of people but with much**
 20 **discontinuity, and I think he accepted that**
 21 **Dean Treadgold, the previous dean, ran things on a -- he**
 22 **pretty much ran it, didn't really work collaboratively.**
 23 **But I think he fundamentally disagrees with your view**
 24 **that it is a closed community. Do you have anything you**
 25 **would like to say about that?**

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1 **A. I suppose this all means, you know, from whose**
 2 **perspective is this a closed community? If you are in**
 3 **a closed community, you see all the different factions**
 4 **and groups that are within it.**
 5 **If you are outside of a closed community, you don't**
 6 **see that. What you see is a group of people who seem to**
 7 **put forward a unified front and through which it -- it**
 8 **is really difficult to break into.**
 9 **I recall there was a person -- one of the people**
 10 **that made contact was a member of the congregation. Her**
 11 **sons had been choristers and, fortunately, as far as she**
 12 **knew at the time -- I don't know if it's any**
 13 **different -- hadn't been abused. But what she was**
 14 **clearly describing was that how -- although she attended**
 15 **services every Sunday at the cathedral and had done for**
 16 **years, she was not part of -- there was this in group,**
 17 **of which Terence Banks was very much part of the in**
 18 **group, of the people that you would see with the senior**
 19 **clergy, with the dean, who would socialise together, and**
 20 **the parents whose children were befriended by the**
 21 **abuser, Terence Banks in this case, and therefore the**
 22 **parents themselves would get to be in this inner circle**
 23 **as well, and that, actually, if you tried to do anything**
 24 **from outside, if you tried to get a better seat in the**
 25 **cathedral, you know, you couldn't. You couldn't say**

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1 **anything.**
 2 **Then you also know from the parents their feelings**
 3 **of when they tried to say anything and how they felt**
 4 **shunned afterward. That seems close. This seems -- and**
 5 **what they would see is a group of people who are inside**
 6 **who would stick together and, from an outside**
 7 **perspective, that's what it was. I'm sure for**
 8 **Peter Atkinson it didn't feel like that.**
 9 **Q. The other criticism he makes is you say some very**
 10 **interesting things, quite nuanced things, about the**
 11 **church's approach to sexuality and sexual abuse and how**
 12 **that might have impacted upon the responses that the**
 13 **cathedral made.**
 14 **Now, he says, again, that's not well evidenced.**
 15 **Really, you're taking that simply from information which**
 16 **Dean Treadgold gave you and an unnamed contributor, and**
 17 **he says that's not fair, "We are not a community that**
 18 **was guilty of selective blindness", and he makes**
 19 **reference to the fact that he had discussed sexuality**
 20 **and homosexuality in a number of lectures which were**
 21 **then turned into a book and that, therefore, you**
 22 **basically confused the views of Dean Treadgold, which**
 23 **I think he accepts were, shall we say, old-fashioned in**
 24 **respect of homosexuality, ie, it was something of which**
 25 **he didn't approve but he didn't really want to talk**

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1 about it much, and the equation of child abuse and
 2 homosexuality, which, again, is, you know, muddle
 3 headed, but was not uncommon, shall we say, and that you
 4 confused that with the view of the dean and chapter. Do
 5 you have any response to that?
 6 **A. Yes. Firstly, one thing that does stick in any**
 7 **memory -- you know, certain things do, even over**
 8 **passages of time -- was my attendance at the chapter**
 9 **meeting and the explanation of why there was a review**
 10 **and why the bishop had called this review, and the**
 11 **response from chapter members, which was, "But we are**
 12 **talking about homosexuality here. You know, why are you**
 13 **talking about child abuse?", and then getting into**
 14 **the -- you know, and I think I put in the report, and**
 15 **Peter Atkinson criticises the fact that I say they were**
 16 **very keen to know the ages of the children, and this was**
 17 **that discussion about, "This is child abuse". I wasn't**
 18 **certain at the time, the information from the police**
 19 **wasn't there yet, but I knew that it was child abuse,**
 20 **I knew this wasn't adults, but what they regarded as 16,**
 21 **17, 15, maybe even 14, they didn't see that as**
 22 **child abuse, and they saw this as actually people**
 23 **exercising their own sexuality, and I was sort of -- in**
 24 **fact, just to make it absolutely clear, the abuse**
 25 **started at the age of 11 for some of the children.**

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<p>1 Q. I was going to say, for some of the children -- in fact, 2 the individual we are going to hear from later today, he 3 was significantly below the age of -- he was sort of 10 4 and 11 when the abuse took place?</p> <p>5 A. Again, just to come about the other -- what you 6 mentioned, an unnamed contributor. That was a really -- 7 you know, sometimes when you talk to somebody, you have 8 a kind of Eureka moment, and this felt like this. This 9 was a senior member of the cathedral that I was speaking 10 to, and he was very reflective. He felt bad. He felt 11 that actually he should have identified that what he was 12 seeing was child sexual abuse. And what he explained 13 was that because of his theological beliefs, he is 14 totally against homosexuality. At the same time, he 15 knows he lives in a society where homosexuality is fine. 16 So how do -- what do you do with those two completely 17 conflicting things? And what you do is you just go 18 blind. You don't want to be confronted by that tension, 19 so what you do is you don't observe homosexuality, you 20 don't think about it.</p> <p>21 So when he, in hindsight, was able to see what was 22 actually Terence Banks grooming and what he suspected, 23 what he could see now was the likely evidence that he 24 was abusing these children, he just put it in a box 25 where he didn't allow himself to think, because that was</p> <p style="text-align: center;">Page 29</p>	<p>1 the 1990s which you think caused you some concerns. 2 Firstly, that somebody admitted that Terence Banks had 3 watched pornography with a 12-year-old boy and nothing 4 was really done about that during the 1990s, and, 5 secondly, that somebody was allowed back into a choir 6 against the advice of the director of the Wolvercote 7 child sex offenders clinic, which is where they 8 currently were. Your view wasn't just that the 9 cathedral was wrong, but obviously that the guidance 10 wasn't comprehensive enough generally. So there 11 wasn't -- it was a sort of tsunami of problems?</p> <p>12 A. Yes. Actually, the advice wasn't, but in this case the 13 cathedral were going against the advice of not just 14 Donald Findlater, but actually the DSA herself at the 15 time, who had gone to great lengths, by getting in 16 Donald, to try and explain what the issues were to them.</p> <p>17 Q. You also found that by the millennium there were 18 policies in place, certainly within the local authority, 19 and that cathedral -- the cathedral didn't follow those 20 policies when it was dealing and managing with matters 21 from 2000 onwards; is that right?</p> <p>22 A. By 2000, there were -- in the diocese, there were 23 policies. In actual fact, in the local authority there 24 had been very clear policies from, you know, at least -- 25 Q. '93?</p> <p style="text-align: center;">Page 31</p>
<p>1 the homosexual box where you mustn't think about it, you 2 mustn't recognise it. That to me is -- it is the 3 explanation of why you can't distinguish between 4 homosexuality and child sexual abuse, it's what's going 5 on inside people's heads. That for me was really 6 profound.</p> <p>7 Q. I think the general conclusions of your reports is, in 8 the 1970s, the cathedral and the school probably acted 9 in line with the way that everybody behaved then, which 10 was nobody behaved terribly well, shall we put it that 11 way?</p> <p>12 A. Yes.</p> <p>13 Q. There weren't really any rules, there wasn't really any 14 guidance, nobody really even talked about it. But then 15 what you say is, towards the end of the '80s and into 16 the 1990s, you consider that the cathedral really fell 17 out of step with the way that the rest of society 18 moved --</p> <p>19 A. Yes.</p> <p>20 Q. -- and didn't necessarily have the practices and 21 procedures in place to manage a situation which would 22 have enabled identification of Terence Banks. That's 23 right, isn't it?</p> <p>24 A. That's absolutely right, yes.</p> <p>25 Q. In fact, you identify in particular two situations in</p> <p style="text-align: center;">Page 30</p>	<p>1 A. Yes.</p> <p>2 Q. '93 onwards.</p> <p>3 A. Yes. So, therefore, what -- you know, and that would 4 have made it absolutely plain that the first thing that 5 has to be done, if there is suspicion -- not evidence, 6 but suspicion, if you go by the law, it's suspicion, 7 that the child may be being harmed, you should be 8 reporting it.</p> <p>9 Q. In fact, you identified that the cathedral child 10 protection policy in place in 2003, you thought that it 11 wasn't adequate in respect of training; is that right?</p> <p>12 A. I think that's right. Yeah. I mean, passage of time, 13 but I think there were issues about it sort of very much 14 focused on allegations, but not actually that whole 15 softer area of concerns and how you respond to that and 16 what you look and learn from that.</p> <p>17 Q. You also felt that the church hadn't reacted well to 18 victims and survivors at that time; that's right as 19 well, isn't it?</p> <p>20 A. Yeah. I mean, that was a sort of very heart-breaking 21 description by the survivors about how they saw the 22 perpetrator of their abuse being supported by a member 23 of the clergy. Admittedly, it turned out not to be -- 24 they had organised a member of the clergy that wasn't, 25 I think, from Chichester.</p> <p style="text-align: center;">Page 32</p>

<p>1 Q. Yes.</p> <p>2 A. But that nothing had been offered to them.</p> <p>3 Q. You identified within your report, however, some</p> <p>4 cultural barriers to the improvement of safeguarding.</p> <p>5 Firstly, the nature of the church as an institution.</p> <p>6 Can we identify, what did you see as the barriers at</p> <p>7 that time? Then I am going to ask you whether things</p> <p>8 have changed later on. But ...</p> <p>9 A. I think the barriers at the time were clearly that we</p> <p>10 actually ended up not being able to do an investigation.</p> <p>11 We did not have the powers. The bishop didn't have the</p> <p>12 powers to actually be able to get the cathedral and the</p> <p>13 dean to cooperate. However many times they said they</p> <p>14 were very much supportive of it and cooperating, there</p> <p>15 was this gap between what we were asking of them and</p> <p>16 what they were prepared to do, and the bishop didn't</p> <p>17 have the power. There was no command and control</p> <p>18 management style and, you know, even more profoundly,</p> <p>19 the fact of what happened afterwards, which I didn't</p> <p>20 know about then, was the fact that actually the bishop</p> <p>21 was unable to even really deal with the recommendations</p> <p>22 fully, wasn't able to -- you know, was -- I read,</p> <p>23 I understood, the destroying the report, that it was</p> <p>24 considered a flawed report to be destroyed by the</p> <p>25 cathedral and, therefore, that seems to be what</p> <p style="text-align: center;">Page 33</p>	<p>1 the same, is that --</p> <p>2 Q. If it is -- we have heard a lot of evidence about this.</p> <p>3 If it is under the seal of the confessional, which is</p> <p>4 a specific thing, then it's subject to confidentiality.</p> <p>5 Otherwise, it isn't.</p> <p>6 A. Yes.</p> <p>7 Q. But there is some confusion about what constitutes the</p> <p>8 seal of the confessional amongst those who confess,</p> <p>9 shall I put it that way?</p> <p>10 A. And that you can also deny absolution -- is that the</p> <p>11 correct word?</p> <p>12 Q. Yes, you withhold absolution.</p> <p>13 A. You withhold absolution on the basis that they should --</p> <p>14 Q. Yeah, until they go to the police, you withhold</p> <p>15 absolution; ie, your sins stay with you, you are not</p> <p>16 cleansed of your sins?</p> <p>17 A. But they stay with you, and with you alone, and</p> <p>18 therefore there is no knowledge about them and therefore</p> <p>19 the person can still be a risk to others and nothing has</p> <p>20 been done about that.</p> <p>21 We had very heated debates in the review, and at one</p> <p>22 point there was a recommendation that I made about it,</p> <p>23 which was removed. It is actually one of my -- one of</p> <p>24 the things where I didn't fight enough to keep that in.</p> <p>25 You know, quite clearly, I'm sorry, because actually</p> <p style="text-align: center;">Page 35</p>
<p>1 happened. And that, actually, a bishop who had</p> <p>2 sympathy, had -- you know, had a background with some</p> <p>3 knowledge and understanding of child abuse, that</p> <p>4 actually he had no power to do anything and seems to</p> <p>5 have just sort of stepped back.</p> <p>6 Q. How about confidentiality? You identified that</p> <p>7 confidentiality was a concern within the context of your</p> <p>8 report. Just for everyone's reference, it is 8.48 to</p> <p>9 8.58 of your report. I don't think we need to turn it</p> <p>10 up. But what were the concerns that you had about</p> <p>11 confidentiality?</p> <p>12 A. I think this came out of a discussion about some of</p> <p>13 the alleged perpetrators -- it might have just been one</p> <p>14 of them, but where there was an issue of them seeking --</p> <p>15 going -- having -- confessing and not knowing whether or</p> <p>16 not what they might or might not have said in</p> <p>17 confession. I think my -- as an outsider, my surprise,</p> <p>18 really, because I had assumed that in this country the</p> <p>19 law of the land was that actually, you know, the welfare</p> <p>20 of the child is paramount and that, if there are</p> <p>21 concerns that somebody could be a risk, or has been,</p> <p>22 actually that would have to be disclosed, and I did not</p> <p>23 realise -- I was just gobsmacked, really, that,</p> <p>24 actually, in confession, this wouldn't happen, and all</p> <p>25 that would happen, which I believe is still pretty much</p> <p style="text-align: center;">Page 34</p>	<p>1 I felt it, as did some, but actually I think probably</p> <p>2 the majority of the steering group couldn't have lived</p> <p>3 with a recommendation that the seal of the confessional</p> <p>4 should not be binding.</p> <p>5 Q. You also found -- you were concerned about the church's</p> <p>6 approach to volunteers. I mean, obviously we should</p> <p>7 say, Terence Banks was a volunteer. He wasn't a paid</p> <p>8 member of the clergy, or in fact a paid anything within</p> <p>9 the church structures. What were your concerns about</p> <p>10 that?</p> <p>11 A. Well, there seemed to be, at that time, the view that,</p> <p>12 as a volunteer, that was nothing really -- there seemed</p> <p>13 to be -- you know, the discussion in the chapter that</p> <p>14 day and with the dean was that this somehow was nothing</p> <p>15 to do with the people who they -- you know, who was</p> <p>16 actually engaging the services of that volunteer, which</p> <p>17 is totally wrong. I think now it is one of</p> <p>18 the improvements that has happened, that that would be</p> <p>19 accepted.</p> <p>20 But in conversation sometimes, or people in the</p> <p>21 church, they still say that to me, informally.</p> <p>22 Q. If we can now move on, you have been, as we have already</p> <p>23 identified, the lead auditor since, I think, 2014 or</p> <p>24 2015 on behalf of SCIE. What does that mean you have</p> <p>25 done in respect of the audits of the diocese?</p> <p style="text-align: center;">Page 36</p>

<p>1 A. Right. Okay. I have worked with SCIE since -- as an 2 associate since 2009, in the development of "Learning 3 Together" and various other things, mainly to do with 4 the development of their serious case review programme 5 but also several other projects. SCIE were applying for 6 the tender for the piece of work on the audits and asked 7 me to be involved in it. So I was involved in the 8 tender application. I was part of the interview process 9 for the work.</p> <p>10 The lead person doing it needed -- it was the title 11 of lead auditor. The way that we organise it is that 12 I do not personally do the auditing. I think it was 13 always the intention that, if I had time, I would, and 14 I'm afraid I haven't had the time to actually ever get 15 involved. But from the outset, I was involved in trying 16 to interpret the commission into practice with -- at 17 that point, we had for the pilot two auditors who were 18 doing the four first pilots, and the focus, I should 19 here say, on the audit was very much about compliance, 20 compliance with policy, compliance with statutory -- 21 with practice guidance and guidelines -- you use these 22 words in the churches -- and therefore -- and we had 23 been already -- it was a very prescribed format, but it 24 was how we would actually do that, and I was involved in 25 that, and in the first four, using that prescribed</p> <p style="text-align: center;">Page 37</p>	<p>1 dioceses at the moment?</p> <p>2 A. Right. The brief from the commission was about 3 compliance, and I think that was to do with where the 4 church was in safeguarding, and I think there is 5 a stage -- we are calling it very much a safeguarding 6 journey, recognising that all dioceses are different, 7 and there are different places on safeguarding. Kind of 8 the fundamental base level has got to be about accepted 9 policies, I call procedures, best practice guidance is 10 how I would split the various things, and there has to 11 be some basic consistency and agreement in getting that 12 down. So I think compliance is very important at that 13 stage of the safeguarding journey. It becomes less 14 important later, when we are actually looking at 15 actually more cultural things, but as getting a base, 16 a minimum standard situation.</p> <p>17 I think with that, though, we have become 18 increasingly looking not just at compliance, but trying 19 to get to the reasons why there can be differences, what 20 this is telling us about the way people are actually 21 practising, and therefore we are broadening it out, but 22 knowing that what the church needed at that point of 23 time, when it was commissioned, and I think we started 24 in early 2015 in our discussions, was actually getting 25 a baseline across the country.</p> <p style="text-align: center;">Page 39</p>
<p>1 format and actually a template that came from that, 2 I actually wrote the report because I got given all the 3 documents and negotiated the final report with each 4 diocese.</p> <p>5 After that, we changed it. We changed the format to 6 one that made more sense. Having written them, I knew 7 it didn't quite make sense using that format, and we 8 changed it, and we actually -- although the focus is 9 very much on practice compliance, which is what we'd 10 been asked to do, as time has gone on, we have actually 11 tried to also consider more, and particularly in the 12 overview reports, which I do write myself, the systemic 13 issues.</p> <p>14 So my role after that was one step removed: the 15 auditors write the reports and they get shared and it 16 comes to me for quality assurance and also for 17 negotiating the final report, the final wording of areas 18 which are contested but also changing any wording that 19 I feel or challenging anything myself with the auditors, 20 and therefore, I do the final -- the final draft is 21 mine.</p> <p>22 Q. So as far as the methodology, you have said it is very 23 much focused on compliance. Do you think that you're 24 auditing the right thing, so to speak? Do you think you 25 are looking at the right things when you are going into</p> <p style="text-align: center;">Page 38</p>	<p>1 Q. Well, that's the way that the church described it. It's 2 not necessarily the same as an Ofsted inspection, it is 3 more like, "Let's open your homework and have a look and 4 see, you know, what out of 10 so we can start enforcing 5 and compliance".</p> <p>6 Do you think, if you identified that a diocese was 7 having significant problems -- I don't know whether you 8 have, during the course of your audits -- but if you 9 have and you went to the church, did they then do 10 something about that, as far as you're aware?</p> <p>11 A. Certainly where we have identified concerns, we have 12 been to the national safeguarding team, and I assume 13 they have done something about it, but we don't get the 14 feedback on that --</p> <p>15 Q. Right.</p> <p>16 A. -- in relation to particular cases. Can I also just add 17 a little bit extra about the -- while we're looking at 18 compliance, we are involving -- it is not just 19 a question of looking at cases. In our three days, we 20 also talk to people and talk about their views on where 21 safeguarding is at and what the problems are, so that 22 is, from the outset, a way that it has always been 23 a little bit broader about compliance.</p> <p>24 Q. Can I ask, there's a few criticisms that individuals 25 have raised. One is that you haven't engaged with</p> <p style="text-align: center;">Page 40</p>

1 victims and survivors when you are carrying out the
 2 auditing process. What do you say about that?
 3 **A. I think that we would agree, that actually -- we have**
 4 **debated long and hard, you know, about what is the**
 5 **position of -- do you work on something even though it**
 6 **isn't the ideal thing to work on? But actually, I think**
 7 **at the position where the church was, in 2014/2015,**
 8 **they -- we accepted they needed a quick, speedy way of**
 9 **actually getting some idea of where every diocese is at.**
 10 **In some respects, I think there is the fact that we**
 11 **didn't meet with victims and survivors. We actually did**
 12 **discuss it, and I think the national safeguarding team**
 13 **also agree with this, and we did discuss whether, after**
 14 **the pilot, when we were debating this, whether we add**
 15 **this into the three days and felt that to do so would be**
 16 **tokenistic, and, therefore, how -- actually, how do you**
 17 **do this? You know, to do that where it is maybe**
 18 **a case-based one, you wouldn't have the time to look**
 19 **into that case in-depth. But what came up with the**
 20 **church provided another brief for a separate piece of**
 21 **work.**
 22 Q. Which I understand is sort of in train -- well, it may
 23 have been completed your end. It hasn't yet been spat
 24 out of the other end of the system, so to speak?
 25 **A. No, it's not yet been completed, but it is in train,**

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1 yes.
 2 Q. The other point that's been raised is, it's very much
 3 a sort of a desktop audit. So you are not really able
 4 to -- because it is only three days, you are able to
 5 talk to some people, but you are not really able to get
 6 under the skin of an organisation. I mean, this is
 7 a fault which in fact is said about lots of inspection
 8 reports, that people just go in and out with a snapshot
 9 and don't have a, really, chance to do it. Do you agree
 10 with that criticism?
 11 **A. Do you know, I was very worried about that at the**
 12 **beginning. I was worried that the length of time of**
 13 **looking at cases was actually so short that how you**
 14 **triangulate that against the time talking to people,**
 15 **which would be saying different things. What I have**
 16 **been really quite surprised at is that, as the audits**
 17 **have continued, and I think the early audits were more**
 18 **difficult because of this, but as the audits have**
 19 **continued and the auditors have begun to know what it is**
 20 **they are looking for, where they're already sensing, you**
 21 **know, where the systemic issues arise, that I think they**
 22 **have got a lot better and a lot -- but even in the early**
 23 **days, they were pinpointing, given it was only three**
 24 **days -- you know, and I accept, that is a limitation,**
 25 **but, actually, it's better to do that than nothing and**

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1 **to get that done over the whole country in this space of**
 2 **time, I think has been an achievement for the national**
 3 **safeguarding team.**
 4 Q. The second overview report -- Paul, ACE025877. It is
 5 behind tab B6, chair and panel. There are 35
 6 recommendations you make. I don't think I'm going to go
 7 through all 35. What do you think -- firstly, what has
 8 the church got better at, even during the course of your
 9 time auditing; and, secondly, where does it still need
 10 to improve?
 11 **A. Okay. If I start on the first part, then, over the**
 12 **time, I think it has been absolutely clear to the**
 13 **auditors as they go around that there have been huge**
 14 **changes that they're seeing in the dioceses in terms**
 15 **of -- the resources to safeguarding is probably one of**
 16 **the biggest things that hits them because at the**
 17 **beginning we were seeing a single DSA isolated,**
 18 **sometimes it was split between two post holders but**
 19 **never more than one post and now you're beginning to see**
 20 **increasingly larger teams of safeguarding.**
 21 **You are seeing that the things we have asked the**
 22 **church to consider, they have done so.**
 23 **In terms of policy -- well, in terms of their**
 24 **practice guidance, and I suppose for me probably the**
 25 **biggest one has been the clarification of who makes the**

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1 **decision about accepting a referral, about making**
 2 **a referral, which I think plays a big part in that**
 3 **particular overview report. But that has been**
 4 **resulted -- we would have to see in practice what it**
 5 **means, but actually there has now been guidance to**
 6 **address that. I think what has happened is actually all**
 7 **the easy fixes, I think the NST have either addressed in**
 8 **terms of practice guidance or they have got in hand to**
 9 **be addressing this year or two, and things like**
 10 **inadequacies of recording is still a big issue --**
 11 Q. Yes, I mean, we understand practically every single one
 12 of your reports say poor record keeping. Can we just
 13 ask, is that poor record keeping now or is that looking
 14 through things from ten years ago the records were poor?
 15 **A. Right. It's particularly past records, but there is**
 16 **still a problem now. But it is -- what they're seeing**
 17 **is over time an improvement. But there is a lack of**
 18 **consistency between -- well, there is a lack of**
 19 **consistency in everything between dioceses, but that's**
 20 **one of the areas.**
 21 **But the NST has got -- I mean, you know, when**
 22 **I actually think, when we started in 2015 and what we**
 23 **were saying and where we are now, it is a huge**
 24 **difference, and I couldn't -- can't -- it is amazing,**
 25 **actually, because, actually, they have managed to do**

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1 things that at the beginning, when we had a discussion,
 2 they probably thought, because of the lack of command
 3 and control structure within the church, that would be
 4 impossible to achieve.

5 Q. Could you give me a couple of examples of things which
 6 nobody thought was possible which in fact have been
 7 achieved?

8 A. I think probably it was raised in that overview
 9 report -- I would say the biggest one for me was
 10 actually trying to challenge where safeguarding
 11 decisions are to be made and the need for some
 12 escalation process outside the diocese, that it wasn't
 13 all held in the diocese, and this wasn't a question that
 14 senior clergy could make those decisions; that the
 15 bishop ultimately was the person responsible for all
 16 decisions.

17 I would say that, to some extent, that has been
 18 challenged; I'm not sure to what extent. I would then
 19 now move to the problems that remain, and I think the
 20 problems that remain are the underlying problems that
 21 aren't so easy to change and fix by changing guidance
 22 and procedure and increasing safeguarding resources.

23 There is a structure here without any -- every
 24 diocese is its own kingdom. Every parish is its own
 25 fiefdom. That actually it is very difficult, therefore,

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1 to know -- we have had a lot of change in the last two
 2 or three years here in the church. What's caused that
 3 change? What's prompted that change? Is it because
 4 we're all sitting here today? Therefore, when this all
 5 ends, what happens then?

6 Now, is there -- has the basic structure of
 7 the church changed? And the answer is no. So,
 8 therefore, it is still then up to individual bishops.
 9 Now, the bishops have all agreed, you know, they have an
 10 archbishop that's -- you know, have agreed with the
 11 archbishop, they have agreed, they have supported the
 12 NST. Will that continue to be the case? We don't know,
 13 but it very much depends upon individual -- individual
 14 senior clergy.

15 So, one, we have the structure, like that. Then we
 16 also have a culture, a culture where it seems, it feels
 17 like it's all about power, a kind of mystical power,
 18 which is held by individual clergy, senior clergy, that
 19 seems to get a kind of respect that can be an
 20 unquestioning respect, and that cannot be -- you know,
 21 that has concerns to me -- it might just be me -- about
 22 how that can -- what that can mean for a safe culture
 23 for children and vulnerable people, for anyone, because,
 24 actually, if there is the feeling that there are some
 25 people who have a particular power that is given --

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1 Q. God given.

2 A. God given. I was trying to think of how to say that.

3 Q. It is quite literally in this case God given?

4 A. It is God given. How do you challenge that? Therefore,
 5 as a bishop -- you know, it is up to each individual
 6 senior member of clergy how they exercise that power and
 7 authority, and it is open to abuse like that. So that's
 8 the one side. And I don't know how -- but there has
 9 been a lot of talk and the little bits I have read of
 10 transcripts earlier about the need to change culture,
 11 and there is a need to change culture, but I don't know
 12 how you change it and I haven't heard anybody say how
 13 you change that.

14 Q. I mean, what would be your solution to change it? You
 15 have said everybody is a priest in their own parish or
 16 they are in their own diocese. Do you have any views
 17 about how the structure of the church could change in
 18 that respect, other than deconstructing it and
 19 reconstructing it?

20 A. Well, that, I think, is the real problem because we are
 21 fiddling around the edges with a structure that I'm not
 22 sure is basically sound, while people are thought to
 23 have -- or people experience and feel God-given powers
 24 and how that can be challenged. We have to be able to
 25 challenge that. There has to be some way that bishops

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1 are not --

2 Q. I mean, isn't that a case of -- isn't that the same in
 3 every institution, though? I mean, arguably, that's the
 4 fault of institutions. Institutions are hierarchical.
 5 Those at the top of the institution, whether it's the
 6 chief executive officer of a large institution, whether
 7 it's the head teacher of a school, whether it's, you
 8 know, a judge, they're all given respect for their
 9 office, if not for their personality, and with that
 10 respect comes deference and with that deference comes
 11 the possibilities of abuse.

12 So the church, in a way, is not that different to
 13 any other institution that we might be looking at, other
 14 than the fact that the power is -- comes from God rather
 15 than comes from mammal, so to speak?

16 A. I take your point. But I think that the power coming
 17 from God is quite significantly different. I also
 18 take -- say that, because in most organisations you do
 19 have a hierarchy, okay, but -- and you should have
 20 checks and balances built into that hierarchy. I'm not
 21 sure you have a hierarchy in the church.

22 Q. No, well, it's a sort of disparate --

23 A. Yes.

24 Q. I mean, it is hierarchical, but it's not hierarchical in
 25 a command and control way?

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1 A. Yes, and that's the kind of risk therefore to effect
 2 change -- I can't give you a complete answer other than
 3 "deconstruct", because I, on my own, in my head, cannot
 4 come to that, but I do think there needs to be work done
 5 at kind of looking at how you can actually build in what
 6 changes need to be made to make it safe and how you can
 7 build in checks and balances to ensure that it is safe.
 8 I think that's the big thing. Then if I look at how
 9 safeguarding is done, okay, so we have got this
 10 structure, we have got each diocese, we have got each
 11 diocese basically in control of its own safeguarding and
 12 its own resources for safeguarding. So just on the
 13 resources side, there's great disparity between rich and
 14 poor dioceses, and should the safeguarding resource be
 15 related to the wealth or not of the diocese? And
 16 I don't know if it is, but I think in the future that is
 17 a risk in the way that we are currently -- you know,
 18 rather than based on need, safeguarding can be based
 19 on -- the safeguarding resources can be based on the
 20 wealth of the diocese and, therefore, there could be
 21 economies of scale about reorganising the way we do it.
 22 So that's the one side.
 23 The other side, I would talk about DSAs are
 24 appointed basically within the diocese, presumably with
 25 the bishop, and actually, how does that lead to -- where

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1 you have this power, God-given power, DSAs appointed by
 2 them, you have to be a very strong, experienced,
 3 confident individual to challenge that.
 4 Now, we have only seen evidence in two dioceses of
 5 there being real challenge to bishops. What I don't
 6 know is if that means that everywhere else the DSA has
 7 been allowed to function totally as they would wish to
 8 or whether the consensus comes out -- is a less
 9 comfortable, less safe, and meaning the DSA was perhaps
 10 less experienced and confident. I mean, I think it is
 11 very indicative that the two dioceses where you had
 12 conflict were both social work practitioners who had had
 13 management experience. You don't have to have
 14 management experience to be a DSA. Or have social work
 15 experience.
 16 But it is also, I think, something to do with the
 17 individual confidence and personality. So I think there
 18 is something wrong about that.
 19 I then think, when you look at how the DSA is
 20 supervised and managed, they are managed by people who
 21 could either be in the clergy or the diocesan secretary
 22 or HR manager. So the ultimate management of
 23 the safeguarding service is not by somebody who knows
 24 anything -- who is an expert in safeguarding. They may
 25 or may not have knowledge of it and knowledge got on the

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1 job. So that's on the one side.
 2 It's recognised that they won't have the
 3 professional knowledge, so, therefore, supervision,
 4 which in a social work environment supervising and
 5 managers are integrated in one person, supervision is up
 6 to the DSA themselves as individuals to go out and find
 7 their supervisor.
 8 Q. As I understand it, I think that might have changed
 9 very, very recently, that there's been some kind of
 10 introduction of consistency and/or it's been said that
 11 everybody should have professional support, rather than
 12 what used to happen, which was some people did, some
 13 people didn't, depending on their personal preferences?
 14 A. Okay. Well, the current status still is that some
 15 people do and some people don't, in terms of the latest
 16 things that we've got from the dioceses. It is up --
 17 everybody is certainly meant to do that. Whether they
 18 do it or not varies. I mean, I think you will find, you
 19 know, this is the Chichester review, I don't know if you
 20 asked the Chichester DSA whether --
 21 Q. We did.
 22 A. Right. Okay. So it is up to them to do so. Who they
 23 commission is up to them. Whether that person will be
 24 able to actually challenge -- they are not their
 25 manager, they are not linked into a management, and

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1 quite a few dioceses have gone for somebody that is
 2 perhaps of a more -- rather than sort of a social work
 3 background or management background, somebody who is
 4 a therapeutic one because they've understood that
 5 supervision was about helping somebody cope with the
 6 emotional difficulties of doing this work, which is
 7 a part of supervision, but it is not itself, and
 8 I suppose I've been trying to question, myself, is it
 9 possible to split supervision and management? Is that
 10 possible? Is it right? And does it need more expertise
 11 in both the management and the supervision role?
 12 And I know that, you know, there's the argument that
 13 one or more DSAs have made about the fact they haven't
 14 found, when they have tried it, supervision helpful
 15 because the person doesn't understand the safeguarding
 16 nature of the church. Therefore, I suppose it made me
 17 increasingly feeling it doesn't work.
 18 Q. So how -- what's your solution to that?
 19 A. My solution to that is that there has to be a more
 20 whole-church solution.
 21 Q. So is that kind of -- I mean, some people have
 22 suggested, therefore, that the national safeguarding
 23 team should employ people who then go and work in the
 24 dioceses. Do you think that causes too much of a degree
 25 of remoteness and kind of this is something which is

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<p>1 done to them?</p> <p>2 A. No. I mean, I think there are ways around that.</p> <p>3 I think you can actually have regional -- as it is, the</p> <p>4 NST has already got somebody in the south and somebody</p> <p>5 in the north. I think, no, you can make your structure</p> <p>6 and the NST don't all live in London. You know, people</p> <p>7 live and people operate from different places in the</p> <p>8 country. I think that is overcomable, and I think it</p> <p>9 would put a level of independence -- I'm not sure if it</p> <p>10 is enough independence, okay, but it would certainly put</p> <p>11 a level of independence in terms of getting proper</p> <p>12 management, getting proper supervision, but actually</p> <p>13 being able to challenge your diocese and powerful</p> <p>14 people, because you would be working as part of</p> <p>15 a bigger, much bigger, team that could actually give you</p> <p>16 the support, the structure, the advice, consultation,</p> <p>17 management, challenge, at both a local and a national</p> <p>18 level.</p> <p>19 MS SCOLDING: Chair, I note the time. I know as well,</p> <p>20 however, that Ms Carmi has some personal reasons, so</p> <p>21 I don't want to keep her any longer. I just have one</p> <p>22 more question for her, but then I don't know, if we</p> <p>23 could maybe take a late break, slightly later, would</p> <p>24 that be acceptable, just so we can finish with this</p> <p>25 witness, because we know she needs to get back for</p> <p style="text-align: center;">Page 53</p>	<p>1 national safeguarding team to do forward-looking work,</p> <p>2 to do present and future, but dealing with the past</p> <p>3 cases by a specialist team who have got particular</p> <p>4 expertise in managing the complexities that arise. Do</p> <p>5 you have any views about that?</p> <p>6 A. I don't have enough considered views, because I am sort</p> <p>7 of -- I would love to -- really interested to see what</p> <p>8 the detail of this is. I think in principle that sounds</p> <p>9 positive.</p> <p>10 I think there needs to be some way -- if I put the</p> <p>11 problem that I see: as well as the support, the problem</p> <p>12 I see in the way it currently operates is that, if you</p> <p>13 are a victim of non-recent abuse and you make -- you're</p> <p>14 making an allegation, if the police are investigating</p> <p>15 it, you do get some independence in it. However, if the</p> <p>16 police, for whatever reason -- and most commonly because</p> <p>17 the alleged perpetrator is deceased, then the police</p> <p>18 probably won't be investigating it, unless your alleged</p> <p>19 perpetrator is Jimmy Savile. Therefore, actually, how</p> <p>20 does that leave somebody feeling?</p> <p>21 Now, the church, to their credit in comparison with</p> <p>22 another institution that I'm involved with at the</p> <p>23 moment, actually do have a system of giving some -- of</p> <p>24 doing some kind of investigation and some kind of</p> <p>25 compensation in these cases, but how that is done and</p> <p style="text-align: center;">Page 55</p>
<p>1 personal reasons?</p> <p>2 THE CHAIR: Yes.</p> <p>3 MS SCOLDING: Can I ask, therefore -- so you would sort of</p> <p>4 be in favour of construction of, like, a national model</p> <p>5 of the team, which is paid for centrally but sort of</p> <p>6 operates locally, so to speak?</p> <p>7 A. Yes. I think that would be preferable, but I think</p> <p>8 there are also points where you need some independence</p> <p>9 in it.</p> <p>10 Q. Okay. Can I ask about dealing with non-recent cases and</p> <p>11 posthumous allegations. I mean, it is something which</p> <p>12 you will have come across, I suspect, in most of</p> <p>13 the dioceses, and it is something I know you're familiar</p> <p>14 with in the context of other sorts of work.</p> <p>15 A. Yes.</p> <p>16 Q. One of the ways forward has been to think about whether</p> <p>17 or not there should be a sort of part of the national</p> <p>18 safeguarding service, or even a separate service, should</p> <p>19 be a sort of arm's length body that deals with victims</p> <p>20 and survivors -- adults, largely -- and which can carry</p> <p>21 out sort of quasi-adjudicative type processes, to have</p> <p>22 something like the Criminal Injuries Compensation</p> <p>23 Authority or some sort of ombudsman scheme which can</p> <p>24 investigate non-recent cases, provide counselling,</p> <p>25 provide therapeutic support, thus freeing up the</p> <p style="text-align: center;">Page 54</p>	<p>1 how it's investigated is a bit of a mystery. It is sort</p> <p>2 of internal, it seems to be dealt with a lot by the</p> <p>3 solicitor for the insurers, I think, I may be wrong, but</p> <p>4 my understanding. Whereas, actually, that seems wrong.</p> <p>5 That seems to need something independent.</p> <p>6 I think also from the little bit of contact we have</p> <p>7 had in terms of survivors, it also feels that sometimes</p> <p>8 we're -- survivors or victims, however they would wish</p> <p>9 to regard themselves, or both, where they are still</p> <p>10 experiencing problems with the way their case has been</p> <p>11 dealt with and is being dealt with, there seems to be no</p> <p>12 independent -- it is all dealt with internally, whether</p> <p>13 that -- usually, you're put back to the diocese, not</p> <p>14 even that it's looked at by the national safeguarding</p> <p>15 team, but actually, there seems to be no independent --</p> <p>16 like an ombudsman, somewhere to go with that, and</p> <p>17 leaving people just feeling very dissatisfied that</p> <p>18 things haven't -- they haven't been able to get an</p> <p>19 ending of any sort that they are looking for over years.</p> <p>20 MS SCOLDING: I have no further questions. Chair and panel,</p> <p>21 I don't know whether you have any questions for this</p> <p>22 witness?</p> <p>23 THE CHAIR: No, we have no further questions. I'd like to</p> <p>24 thank you very much for coming here today, Ms Carmi.</p> <p>25 A. Thank you.</p> <p style="text-align: center;">Page 56</p>

1 MS SCOLDING: Thank you very much, Ms Carmi. Thank you.
 2 (The witness withdrew)
 3 MS SCOLDING: Chair and panel, if we may have a short break
 4 now?
 5 THE CHAIR: Yes.
 6 MS SCOLDING: Thank you. When we return, we will be in
 7 closed session.
 8 THE CHAIR: Yes, of course. We will return at 11.40 am.
 9 MS SCOLDING: Thank you very much, chair.
 10 (11.23 am)
 11 (A short break)
 12 (11.40 am)
 13 MS SCOLDING: We now pass to the evidence of the witness we
 14 are going to know as A11.
 15 WITNESS AN-A11 (affirmed)
 16 Examination by MS SCOLDING
 17 MS SCOLDING: Thank you very much. You are to be known for
 18 these purposes as Mr A11, so I apologise for the
 19 anonymity, but it is for your benefit.
 20 The purpose -- what we are trying to do today is to
 21 get some information and evidence from you about your
 22 very dreadful experiences of abuse. Can I just identify
 23 a few things. Other than Terence Banks, please do not
 24 refer to your alleged abusers by name, because they have
 25 been granted anonymity by the inquiry on the basis that

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1 they have not been convicted of their offences.
 2 **A. Understood.**
 3 Q. So in fact they are alleged abusers rather than abusers.
 4 Secondly, please don't hesitate to tell the inquiry
 5 if you can't remember various things. It is not a test
 6 of memory.
 7 And, thirdly, if you need any breaks, for whatever
 8 reason, please do let me know.
 9 **A. Thank you.**
 10 Q. If we could maybe move -- now, I understand you were
 11 born in 1968, and in fact you were adopted by your
 12 parents shortly before your first birthday. Is that
 13 right?
 14 **A. Correct.**
 15 Q. Your parents' household you describe as strict, very
 16 religious and very musical?
 17 **A. Yes. Correct.**
 18 Q. So you lived with your parents until you were around 10,
 19 when you gained a place at a choral school somewhere in
 20 the south of England; is that right?
 21 **A. Yes, that's correct, 9 or 10.**
 22 Q. During your time there, during your time at the school,
 23 you got to know someone called Terence Banks. How did
 24 you first meet Mr Banks?
 25 **A. Well, Terence Banks was a steward, as I understand it,**

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1 **of Chichester Cathedral. The cathedral's choirs**
 2 **would -- certain cathedral choirs would meet for**
 3 **a festival, and he was part of the Chichester area, and**
 4 **came over, I think, to the other cathedral to -- as part**
 5 **of the festival organisational team, I suppose. So**
 6 **that's when I first met him.**
 7 Q. And did you know him as a person of sort of influence
 8 and power, albeit someone who was a volunteer rather
 9 than a member of the dean and chapter?
 10 **A. Well, certainly at that age I would have no concept of**
 11 **who was a volunteer in that kind of environment. He was**
 12 **part of the religious establishment to me.**
 13 Q. Did your parents know Terence Banks?
 14 **A. Well, my parents were very, very proud of me. They**
 15 **attended these kinds of functions. Banks was incredibly**
 16 **sort of affable towards -- I suppose you'd call it**
 17 **grooming of parents and children. He was incredibly**
 18 **affable towards parents and the boys, yeah.**
 19 Q. I understand that there was a sort of festival arranged
 20 of various, sort of, choir schools and various other
 21 musical activities which happened on an annual basis
 22 that Terence Banks was heavily involved with voluntarily
 23 organising. When you went to the festivals at
 24 Chichester, you would usually stay, you said, in a local
 25 school, along with the other boys. However, towards the

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1 end of one of the festivals, following a discussion
 2 between Terence Banks and your parents, you were invited
 3 to stay with Mr Banks whilst the festival was going on;
 4 is that right?
 5 **A. Yes, that's correct. We stayed -- the choristers stayed**
 6 **at the Prebendal School and, in fact, at the end of our**
 7 **choral duties, as a choir, we would then, you know, have**
 8 **a closing sort of meeting. He was in that meeting.**
 9 **I remember it was at the -- in the front of**
 10 **the cathedral, Chichester Cathedral, and Banks was there**
 11 **talking to my parents and invited me to stay for the day**
 12 **after.**
 13 Q. Right. So he said, "Why don't you stay for the day
 14 after? There's lots of lovely music going on?"
 15 **A. Exactly.**
 16 Q. "It would be lovely".
 17 Can I just ask, did anyone from your school
 18 question -- or from the cathedral question the fact that
 19 this gentleman was inviting -- he was a 40-year-old man
 20 at that stage, that he was inviting -- how old were you
 21 then?
 22 **A. I think I was 12/13.**
 23 Q. Inviting a 12- or 13-year-old boy to stay in his house?
 24 **A. I can't answer that question. At that age and that time**
 25 **I was very compliant, naive and more focused on my duty**

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<p>1 as a chorister and that kind of thing.</p> <p>2 Q. As far as you're aware, nobody said --</p> <p>3 A. No.</p> <p>4 Q. -- like, nobody from the school came up to you and said,</p> <p>5 "Why are you staying with Terence"?</p> <p>6 A. No.</p> <p>7 Q. Obviously he'd sought your parents' permission and</p> <p>8 approval to do so?</p> <p>9 A. In front of me, yes.</p> <p>10 Q. I understand that after -- so then, after this event,</p> <p>11 you were staying over, shall we say, another night?</p> <p>12 A. Mmm-hmm.</p> <p>13 Q. You then, as I understood it, went to a social occasion.</p> <p>14 Who were you with at the social occasion?</p> <p>15 A. Well, I was on my own, albeit also with other choristers</p> <p>16 or ex-choristers, other older boys, there were older</p> <p>17 boys there.</p> <p>18 Q. You attended a function at the hotel, which you say was</p> <p>19 opposite the cathedral?</p> <p>20 A. Correct.</p> <p>21 Q. In fact, one of the older boys said to you, when</p> <p>22 Terence Banks walked in, something which was quite</p> <p>23 prescient. Can you remember and tell me?</p> <p>24 A. It wasn't specifically to me. It was something that was</p> <p>25 called out in a stairwell as we were going up, he said,</p> <p style="text-align: center;">Page 61</p>	<p>1 A. I don't believe that there were other choristers there</p> <p>2 at that time. I believe -- certainly there was nobody</p> <p>3 of my age there. They were all older.</p> <p>4 Q. Right. By "older", do you mean older teenagers or</p> <p>5 adults?</p> <p>6 A. I don't remember any older boys. I remember just</p> <p>7 adults.</p> <p>8 Q. Did any of the adults question the fact that</p> <p>9 a 12-year-old boy was being bought gin and tonics, which</p> <p>10 is a fairly sophisticated drink even for</p> <p>11 a 12-year-old --</p> <p>12 A. Yes.</p> <p>13 Q. -- and in fact illegal?</p> <p>14 A. I heard no mention of that at all and, as I say, I was</p> <p>15 actually very naive, particularly naive, coming from</p> <p>16 a very sort of religious and strict background, and</p> <p>17 I wasn't tuned into any of that kind of conversation, if</p> <p>18 it did take place.</p> <p>19 Q. I understand that the alcohol, not unnaturally, made you</p> <p>20 feel quite ill?</p> <p>21 A. Yes.</p> <p>22 Q. Therefore, you asked Terence Banks if you could return</p> <p>23 to the house; is that right?</p> <p>24 A. Yes, that's correct.</p> <p>25 Q. I'm now going to read out some passages from A11's</p> <p style="text-align: center;">Page 63</p>
<p>1 "Watch out, stick a bun up your arse, here comes</p> <p>2 Terence".</p> <p>3 Q. So it was obviously the case that, you know, it was well</p> <p>4 known that Terence was interested in choristers, shall</p> <p>5 we say?</p> <p>6 A. Yes, I was completely confused by the comment.</p> <p>7 Q. Well, as a 12-year-old boy, you might not really have</p> <p>8 known what was meant?</p> <p>9 A. No.</p> <p>10 Q. At the hotel, I understand it, Terence Banks bought you</p> <p>11 a couple of alcoholic drinks, a couple of gin and</p> <p>12 tonics, which you drank. He also took you out -- did he</p> <p>13 take you out for dinner on your own or with other</p> <p>14 people?</p> <p>15 A. Yes, I'm not sure at the hotel if there was alcohol, but</p> <p>16 certainly there was a meal after that, a Chinese,</p> <p>17 I believe, and alcoholic drinks were bought, and then,</p> <p>18 after that meal, there was then a following function,</p> <p>19 informal function. My memory is, it was within the</p> <p>20 cathedral grounds. There was a bar area, a snack sort</p> <p>21 of bar area, and that's when further drinks were offered</p> <p>22 to me.</p> <p>23 Q. Was it just yourself, Banks and other choristers who</p> <p>24 were children, or were there other adults around at the</p> <p>25 time?</p> <p style="text-align: center;">Page 62</p>	<p>1 witness statement, and ask him to say if they are true:</p> <p>2 "At some point, I remember feeling queasy, due to</p> <p>3 the alcohol, and I told Banks that I would return to the</p> <p>4 house. I can't remember if anyone was in the house when</p> <p>5 I returned, but I remember being sick before getting</p> <p>6 into bed. I remember the room had two single beds in</p> <p>7 which we would both be sleeping. I certainly found it</p> <p>8 odd that he was sharing a room with me. I remember</p> <p>9 waking up to find Banks sitting on my bed. He said</p> <p>10 something like, 'Can I touch you?' I said, 'I don't</p> <p>11 know' or shrugged. I wasn't properly clothed but may</p> <p>12 have had some lower clothing on. I can't remember if he</p> <p>13 was clothed or not. I remember him standing or kneeling</p> <p>14 and then pulling back the covers. He then took hold of</p> <p>15 my penis and began to masturbate me. I had an erection,</p> <p>16 but did not ejaculate. I remember that he was</p> <p>17 masturbating himself at the same time. I can't remember</p> <p>18 if he had an erection or if he ejaculated. I don't</p> <p>19 think he said anything. During the time it happened,</p> <p>20 I just froze and I didn't know what to do. When he had</p> <p>21 finished, he went to his own bed. In the morning,</p> <p>22 I remember seeing boys' belongings and I thought to</p> <p>23 myself that someone else would be staying there that</p> <p>24 night."</p> <p>25 Is that your memory of the events which took place?</p> <p style="text-align: center;">Page 64</p>

1 **A. Yes, certainly.**
 2 Q. You then saw Mr Banks again. How did that come about
 3 and how old were you then?
 4 **A. Well, Banks was in touch with my parents. He phoned my**
 5 **parents, and my parents came to me and said that there**
 6 **was an invitation by Banks to go up to the BBC, and that**
 7 **he was --**
 8 Q. I think he worked at the BBC, didn't he?
 9 **A. Exactly. So to have a sort of inside visit at the**
 10 **studios in the BBC.**
 11 Q. He said that you would have to come up and stay the
 12 night with him --
 13 **A. Yes.**
 14 Q. -- at a flat in London. And your parents, again, didn't
 15 query that?
 16 **A. No, they didn't query that. I -- they weren't aware of**
 17 **what had happened. I didn't tell my parents about that.**
 18 Q. Do you think the fact that he had something to do with
 19 the festival and he had something to do with the church
 20 had any influence on their kind of seeming naivety about
 21 what his intentions may have been?
 22 **A. Absolutely. Absolutely. You know, they -- you know,**
 23 **they hung on every word of anybody within that**
 24 **establishment. They were incredibly proud of me being**
 25 **part of it. And, you know, there's a lot of pomp and**

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1 **circumstance with -- you know, with that environment,**
 2 **and they absolutely bought into -- I say "bought into",**
 3 **that's probably the wrong term, but they very much**
 4 **looked up to that environment.**
 5 Q. I'm then going to read out some passages again:
 6 "I can't remember where in London it would have
 7 been, but it was a flat within a block, as I remember.
 8 It had a view. The purpose of the visit was for Banks
 9 to show me around the BBC studios. I remember him
 10 taking me around the set of 'Are you being served?' and
 11 I think I sat next to the actress who played
 12 Mrs Slocombe. After we had eaten, we returned to the
 13 flat. Once inside, he gave me a couple of alcoholic
 14 drinks and asked me if I wanted a bath before going to
 15 bed. I said no. However, he ran one for me and called
 16 me when it was ready. I went into the bathroom but he
 17 didn't leave. I felt uncomfortable. He told me to take
 18 my clothes off and get into the bath, which I did. He
 19 then left the bathroom and returned a short while later,
 20 naked. He then got into the bath with me. We stayed
 21 there for a little while at opposite ends. Although he
 22 didn't touch me, I felt very taken aback by his
 23 behaviour and got out and went to the bedroom and got
 24 into bed. A short while later, he came into the room.
 25 I can't remember if he was wearing anything at all.

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1 I think he asked if he could touch me. I think the beds
 2 were two singles pushed together and he was on his side.
 3 I can't remember if he was on top or under the sheets.
 4 He began touching my penis and took my hand and placed
 5 it on his penis. We both had erections. I don't think
 6 I masturbated him. I think I pulled away. However, he
 7 masturbated me. I believe I may have ejaculated
 8 slightly. I was at a young age ..."
 9 A11 was around 13 at the time:
 10 "... and I didn't really know if I had or not. We
 11 both remained in the bed until the morning. I can't
 12 remember how I returned home, but I went back home
 13 rather than to [irrelevant name]."
 14 Again, is that an accurate recollection of what
 15 happened when you saw Mr Banks the second time?
 16 **A. Yes, it is, yes.**
 17 Q. Now, I understand as well that, unfortunately, the abuse
 18 didn't just stop with Mr Banks. There are two other
 19 occasions during your teenage years, so to speak, when
 20 you were the subject of alleged abuse. Certainly on,
 21 shall we say, the first occasion that we are going to
 22 discuss, this was an individual who was an adult member
 23 of the choir at the school which you then attended --
 24 **A. Correct.**
 25 Q. -- as I understand it. I am going to read out now some

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1 more passages from your witness statement:
 2 "The circumstances of the abuse by [X] were that
 3 whilst attending ... I would attend ... cathedral on
 4 a regular basis for evensongs. This was when I first
 5 met him. He would, at that stage, have been aged
 6 between 25 and 35 years. He was not married and he
 7 lived near the cathedral ... I would see him on almost
 8 a daily basis and found him to be amusing compared with
 9 other men in the choir.
 10 "I don't remember the precise dates of the incidents
 11 involving [X].
 12 "However, the first one occurred while I was on
 13 holiday from the school and at home ... I had been
 14 invited by [X] to visit him in London. My parents were
 15 aware of the trip to London. I cannot remember the
 16 purpose of the visit, but I would have caught the train
 17 to London where I was met by him. I remember that we
 18 went ice-skating at a rink in Richmond. It was just the
 19 two of us. We then went to a flat somewhere in London.
 20 I don't think it was far from Richmond. I am unsure if
 21 it belonged to [X] or not.
 22 "The flat was on the ground floor in a converted
 23 house. It had a front room and in general terms was
 24 a small flat. When we were in the flat he asked me if
 25 I wanted to stay the night. I remember that I didn't

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<p>1 have any spare clothes with me. I think it was both of 2 us who telephoned my parents to see if it was okay for 3 me to stay the night. They said that would be okay. 4 "[X] asked me to sit next to him on the sofa with my 5 legs over his lap, which I found strange and 6 uncomfortable. At this point he began to tickle me and 7 said, 'I know what you get up to with [X]'. This was 8 a reference to a friend of mine who shared a dormitory 9 with me at school. However, I didn't know what he meant 10 by the remarks. Then after a while he said, 'Let's go 11 into the bedroom'. Although I went into the bedroom, 12 I was still very naive and felt uncomfortable about it. 13 I remember that it was still light. 14 "We sat on the bed and talked. He began touching my 15 shoulders, back and ribs. I think he unbuttoned my 16 trousers and his hand went lower. I froze and I can't 17 remember what he was saying to me. He then performed 18 oral sex on me. I don't know how long it lasted for. 19 My penis was erect, although I don't think I actually 20 ejaculated. He said, 'Is that the first time anyone has 21 done that to you?', and I responded 'Yes'. I cannot 22 remember what we did after that. 23 "Later that night we slept in a double bed. 24 I remember him referring to another boy and saying 25 something about this other boy being far more demanding.</p> <p style="text-align: center;">Page 69</p>	<p>1 [X] chatted with my parents. My mother came to my room 2 and asked me to go downstairs. I said that I wouldn't 3 and told my mother that [X] had been abusing me. 4 I can't remember the words that were used, but my mother 5 didn't believe me. 6 "Eventually I went downstairs. Whilst I was in bed 7 later that evening [X] knocked on my door but I didn't 8 say anything. 9 "[X] left the next day and there were no further 10 incidents." 11 After you had disclosed to your mother that time, 12 did you disclose the abuse again at a later date, or did 13 you just think, "Well, mum's not going to believe me, so 14 there's no point in trying to mention it to her again"? 15 A. I'm -- I can't recall. I can't remember if I -- you 16 know, we had subsequent conversations about it. 17 I certainly remember feeling confused about her 18 reaction, so, yeah, it was actually a friend's mother, 19 who was a warmer individual, shall we say, that I opened 20 up to a few years later about it. 21 Q. The last allegation of abuse I will now read out: 22 "The other abuse I experienced was much more minor 23 ... from a teacher at ... school ... I can't remember 24 precisely when the incident took place, but it would 25 have been when I attended the school. Along with other</p> <p style="text-align: center;">Page 71</p>
<p>1 That night he got on top of me. I was lying on my back 2 and we were both naked. I remember him ejaculating as 3 it was very messy. 4 "In the morning, I had a bath and returned ... home. 5 I didn't tell anyone about this incident. 6 "This incident occurred when I was aged between 13 7 and 16. I was probably 14 or 15 when it occurred. 8 I cannot exactly say how old I was but as explained 9 above I do recall that I was on holiday at the time." 10 Is that accurate? 11 A. Yes, it is. Yes. 12 Q. I am then going to read some more passages: 13 "Sometime later, I'm not sure exactly how much 14 later, [X] telephoned my parents and asked if it was 15 okay for him to stay the night with us ... as he would 16 be travelling through ... We were in an area by the wood 17 ... when he stopped ... and suggested we went for 18 a walk. We walked up the track in the road and sat down 19 on a log. He started touching my shoulder and my penis 20 over my clothing. I told him that I was uncomfortable 21 with the situation and he said, 'We can go and lie down 22 somewhere'. I remember he mentioned something about 23 duckboards to lie down on. 24 "We got up but I walked back towards ... and we 25 returned home. On my return I went to my bedroom whilst</p> <p style="text-align: center;">Page 70</p>	<p>1 boys, we had been taken on a trip to London to see 2 a display or a show by the Royal Artillery. It was 3 indoors and I think it was held at Earls Court, during 4 the evening. Whilst I sat next to [the teacher] he 5 placed his hand on my knee and went further to my 6 crotch. I believe he may have lightly touched my 7 genital area over my clothing." 8 Can you remember roughly how old you were at that 9 time? 10 A. Well, I was still at the prep school. 11 Q. So you would have been under 13? 12 A. Exactly. 13 Q. You reported all the abuse you described to the police 14 in April 2000 and gave a statement in June 2000, and you 15 were going to be a witness in the case of Terence Banks. 16 So you were involved in the police and prosecution on or 17 around 2000 to 2001. What was your view about the way 18 that the police and prosecution handled your case at the 19 time? 20 A. I thought they handled it very sensitively. I had 21 confidence in them. I thought the process from that 22 side was fine. 23 Q. I understand that you had to -- I understand that Banks 24 eventually pleaded guilty but you ended up having to go 25 to court. I think he may well have pleaded right at the</p> <p style="text-align: center;">Page 72</p>

1 last minute. How did you find the process of -- at that
 2 time, this was 2000/2001 -- preparing to give evidence
 3 in court and the way that you were treated when you went
 4 to court?
 5 **A. In the days of the court hearings, yeah, I mean, it's**
 6 **a strange state that you go into, or certainly I went**
 7 **into. It's a little bit surreal. You're obviously very**
 8 **emotionally charged with what you're going through, but**
 9 **as victims -- there were a number of victims there at**
 10 **the time and, as victims, we were, as I am now, very**
 11 **determined to do the right thing and see this person be**
 12 **brought to justice.**
 13 Q. You said that you felt very uncomfortable about the idea
 14 of seeing Banks and you had a lot of emotional turmoil
 15 about it. I understand -- what support, if any, did you
 16 receive during the court case from the police or
 17 prosecution or the church even?
 18 **A. The support from the police was very minimal, other than**
 19 **comforting words, but in terms of a programme, there was**
 20 **none.**
 21 **I was very fortunate, I still have counselling, so**
 22 **I have my own -- funded my own counsellor with help from**
 23 **my parents at the time.**
 24 **In terms of support from the church, that was**
 25 **negative, a very negative reaction, what was going on**

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1 **there. Every day -- as I think you've already heard**
 2 **from Ms Carmi, every day there was a member of**
 3 **the clergy sitting next to Terence Banks in the court,**
 4 **which we found a -- just astonishing, a slap in the**
 5 **face. There was no support offered to us whatsoever.**
 6 Q. When the court case was over, you received a letter from
 7 the dean and chapter of Chichester dated May 2001. It's
 8 tab A1, chair and panel. INQ000984_012, please, Paul.
 9 What were your views about the contents of this letter?:
 10 "I do apologise for not being able to address you
 11 personally but I am unaware of all but three of
 12 those ... have been a considerable strain. I am
 13 grateful to the police for kindly acting as 'postman'.
 14 As I understand it, this was delivered from the
 15 police:
 16 "The sentence meted out to Terence Banks is a strong
 17 indication as to the severity of his offences ... what
 18 he did was totally abhorrent and I feel deeply for all
 19 who have suffered, and indeed still suffer, as a result
 20 of his abuse. As a parent and grandparent, I sympathise
 21 with all those who have been through this long period of
 22 acute stress and strain.
 23 "Measures are now in place in the cathedral and the
 24 Prebendal School and being strictly adhered to in an
 25 endeavour to prevent anything similar happening again.

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1 "I repeat my sadness and that of other members of
 2 the chapter at what has happened and a concern for all
 3 involved. If any one of us can be of help, then we may
 4 be contacted through the cathedral office."
 5 What did you think about that?
 6 **A. Reading it now is probably, I think, differently to how**
 7 **I felt when I read it the first time. At the time,**
 8 **I was going through a period of heavy depression, and so**
 9 **my responses to these kinds of things were probably**
 10 **a little bit numb, to be honest.**
 11 **Reading it now, you know, I feel that perhaps these**
 12 **are words that -- they don't -- they don't penetrate**
 13 **with me in terms of a -- you know, I'm reading them and**
 14 **thinking that they're actually not really meant.**
 15 Q. You say in your witness statement:
 16 "Once the verdict had been given, it felt in some
 17 ways like a chapter of my life closing, but it also felt
 18 like just the beginning. Banks had been found guilty,
 19 the result I wanted, but my life was a mess and I had
 20 a long way to go to overcome the damage he and the
 21 second abuser had caused me. I felt as though a wound
 22 I had tried so hard to hide away and ignore was now
 23 re-opened and was very raw."
 24 I think I understand you had a very long period of
 25 very significant depression?

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1 **A. Mmm-hmm.**
 2 Q. Throughout this period; is that right?
 3 **A. That's correct, yes.**
 4 Q. In September 2001, you received a further letter from
 5 the Bishop of Chichester. Paul, could we get this up,
 6 please, INQ000984_014-015. Again, this was sent via the
 7 police, and identified that there would be a formal case
 8 review by Ms Carmi and set out what the purpose of
 9 the review was -- could we go to the next page, please,
 10 Paul -- and asked that individuals contributed to this.
 11 Now, I understand you chose to contribute to the
 12 review. Can you explain what contact and participation
 13 did you have in Ms Carmi's investigation?
 14 **A. Well, I was invited to -- yes, to contribute, as the**
 15 **other victims were, and I heard from Ms Carmi that in**
 16 **fact there were just two of us, and that's my**
 17 **recollection, came forward, and the participation**
 18 **involved a meeting in Chichester with Ms Carmi, and**
 19 **a discussion, and really going through our experiences.**
 20 Q. Was it just yourself or was it yourself and your
 21 parents?
 22 **A. It was just myself and another victim and his parents.**
 23 **Yeah.**
 24 Q. Were you ever sent a copy of the report or any extracts
 25 from it?

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<p>1 A. No. I mean, this is something that I find absolutely 2 astonishing. We -- you know, I participated in this 3 report, helped in this report, I was a victim as well, 4 and yet I found out about the publishing of this report 5 some ten years later, when I looked at a BBC web page 6 regarding Peter Ball and from the Chichester Diocese, 7 and there was a side link to a page discussing in very 8 brief overview the outcome of this published report, and 9 that's when I thought about the consequences of that and 10 of what was contained in the report. Yeah. 11 Q. So nobody wrote to you before it was eventually 12 published to say -- 13 A. No. 14 Q. I mean, would they have been able to find you? 15 A. Well, I hadn't moved. I had the same contact details. 16 So, yes, there's no -- absolutely no reason why they 17 shouldn't have sent that through to me, no reason at 18 all. 19 Q. Did you have any further contact from -- or have you had 20 any contact with anyone from the Diocese of Chichester 21 after you met with Ms Carmi in 2003/2004? 22 A. So I then -- as I say, I've been funding my own 23 counsellor, and at that time I was having weekly 24 sessions. These are not cheap. I had already gone 25 through a process of the national health system, mental</p> <p style="text-align: center;">Page 77</p>	<p>1 what is obviously a difficult time, we are clearly 2 unable to accept any legal liability in connection with 3 the behaviour and activities of any of the gentlemen you 4 refer to and consequently I regret to advise that we are 5 unable to make any payments to you in respect of 6 the monies you seek for your lost earnings and the cost 7 of counselling. 8 "... May I suggest ... with them the monies you now 9 seek, as they - and in particular your solicitor - will 10 be able to fully advise you about this aspect of your 11 difficulties." 12 Could we go on to the next page, please. Then it 13 refers you to a helpline service available from the 14 Roman Catholic Church in Ireland and to arrange 15 one-to-one counselling. I suspect that one-to-one 16 counselling didn't extend to one-to-one counselling for 17 people who weren't Roman Catholics and who lived in 18 England and Wales? 19 A. Yes, it is actually the other way around. In my letter 20 to the dean, I made reference to this organisation as an 21 example -- 22 Q. I'm not going to try and say it, because it's in Gaelic, 23 so I will undoubtedly get the pronunciation wrong. 24 A. But I gave this as an example to them of a counselling 25 service that was provided by the Roman Catholic Church</p> <p style="text-align: center;">Page 79</p>
<p>1 health system, which was a horrific experience. I was 2 pumped with Lithium and found it very, very traumatic, 3 actually, my start of the journey, and so we then -- my 4 parents and -- my father helped fund private counselling 5 and we went down that route, and I have been seeing that 6 counsellor now since and, you know, this is reasonably 7 expensive and I thought, after the conviction of Banks, 8 that it was reasonable to ask the Chichester Diocese, 9 ask the dean, for a contribution towards these 10 counselling costs, at the least -- 11 Q. And so you wrote a letter, which we will get up on 12 screen now, INQ000 -- well, it is not the letter you 13 wrote to them, it is the letter they then wrote back to 14 you, INQ000984_017-018, please, Paul. There we are. So 15 you wrote: 16 "Thank you very much for your letter ... I am very 17 sorry to hear of [your] problems ..." 18 This is what the third paragraph says: 19 "I think it is important that you are aware that 20 Mr Banks was not at any time an employee of the dean and 21 chapter. He was, on occasions, a volunteer steward ... 22 He also provided some stage management services ... 23 Neither [X] nor [X] whom you mention in your letter had 24 any connection whatsoever with the dean and chapter. 25 "Whilst the dean and chapter sympathise with you at</p> <p style="text-align: center;">Page 78</p>	<p>1 for victims and the fact that, obviously, in my 2 circumstance, this wasn't available to me. 3 Q. How did the contents of this letter affect your 4 relationship -- I understand you had serious mental 5 health problems at that time? 6 A. Yes. Yes, absolutely. 7 Q. How did it affect your mental health and your 8 relationship with the church? 9 A. Well, it -- to understand the impact of abuse on me 10 is -- you know, it is a very difficult thing to discuss 11 and talk about, but there are the abusers and then there 12 is, you know, the responsibility of the institution that 13 harbours those abusers and their reaction. I felt very 14 strongly, and have done increasingly as the timeline has 15 gone on, that the response of the institution, being the 16 church, has been -- to my mind, has weighed very, very 17 heavily, negatively, very, very heavily, and can be 18 construed as further abuse, in fact. 19 So as a child, I grew up in this very religious 20 background, very religious family, and very musical, my 21 parents were so proud of me going to the [redacted] ... 22 Q. Can we cut the feed, please? 23 A. And -- 24 Q. No, I'm so sorry, once the feed has been cut, we have to 25 stop. Then Lee will come back in and give us the</p> <p style="text-align: center;">Page 80</p>

<p>1 thumbs-up and we can start again.</p> <p>2 A. I'm sorry.</p> <p>3 Q. No problem. You've done brilliantly.</p> <p>4 A. Well, I tried.</p> <p>5 MS SCOLDING: Chair, can I ask you to make a restriction</p> <p>6 order which covers that particular geographic location?</p> <p>7 THE CHAIR: Yes, I will.</p> <p>8 MS SCOLDING: Thank you very much. Right. We can start</p> <p>9 again. Start from where you stopped, which was, when</p> <p>10 you were at the school ...</p> <p>11 A. Yes. So as a child, gaining entrance into this choir</p> <p>12 prep school, my parents were incredibly proud of me, and</p> <p>13 my whole life was in the faith -- I was very religious</p> <p>14 at that time -- and the music and the job that I had to</p> <p>15 do as a chorister.</p> <p>16 And I placed -- you know, as a boarder, I placed my</p> <p>17 trust, complete trust, in the church, in the institution</p> <p>18 of the church, perhaps more so for me as an adopted</p> <p>19 individual -- I'm not sure, I can't really answer that,</p> <p>20 but certainly --</p> <p>21 Q. You were very heavily invested?</p> <p>22 A. I was incredibly heavily invested as a boarder,</p> <p>23 full-time boarder, in this choir school, in the</p> <p>24 institution. This institution to me was Godly, you</p> <p>25 know, greater than man, and, yeah, this has been a --</p> <p style="text-align: center;">Page 81</p>	<p>1 down. I had a period of ten years of dreadful</p> <p>2 depression.</p> <p>3 Q. I think you were hospitalised at various points; is that</p> <p>4 right?</p> <p>5 A. Yes. Yes, correct. So, you know, I've used alcohol to</p> <p>6 try and run away and suppress, and, yeah, just found the</p> <p>7 whole process very, very -- very, very damaging, but up</p> <p>8 until that point, I'd worked incredibly hard to run away</p> <p>9 from the bad feelings that I had about the abuse and</p> <p>10 what had happened and that -- that -- what should have</p> <p>11 been a fantastic chapter of my life, my childhood,</p> <p>12 being -- you know, having such bad memories attached to</p> <p>13 that.</p> <p>14 I got expelled. I wasn't able to do my A levels.</p> <p>15 I had plans to do university -- to go to university.</p> <p>16 That was cut short. But, nevertheless, I trod the</p> <p>17 career path and gradually built up to earning nearly</p> <p>18 a three-figure salary by the time I was 30, had a very</p> <p>19 nice car, company car. I bought with my partner</p> <p>20 a lovely house and had achieved everything that I wanted</p> <p>21 to, I felt was important, society feels -- you know,</p> <p>22 society shows you is important, but I knew that this</p> <p>23 was, you know, terribly -- something was terribly wrong</p> <p>24 and I was pedalling, pedalling, pedalling, trying to run</p> <p>25 away from this, and when I found my, I guess, comfort</p> <p style="text-align: center;">Page 83</p>
<p>1 this whole experience for me, the abuse and the reaction</p> <p>2 of the institution after the abuse throughout the years,</p> <p>3 has been a source of immense turmoil in my life. The</p> <p>4 conflict of being brought up in my formative years as --</p> <p>5 with very heavy faith, with lauding this institution as</p> <p>6 God, in my eyes, and then having that shattered by these</p> <p>7 men and then further impacted -- it's the wrong word,</p> <p>8 but I will use it -- by the response of the institution</p> <p>9 in the following years to -- to me -- it is very, very</p> <p>10 difficult. I don't play music, I have lost my</p> <p>11 relationship with music, I was expelled from my second</p> <p>12 school, my second boarding school, I began to go off the</p> <p>13 rails. I've lost my faith. I don't know where that is</p> <p>14 now, how I feel about -- very heavily tainted by a real</p> <p>15 mix of emotions, the honour and the duty I felt in</p> <p>16 performing my job in this cathedral choir with then the</p> <p>17 knowledge of the men within it and the rottenness of</p> <p>18 some of them and the complete -- from my perspective,</p> <p>19 from my experience, the complete absence of an adequate</p> <p>20 response to these kinds of circumstances.</p> <p>21 Q. I understand in 2015 you issued a compensation claim.</p> <p>22 What were your views about the way that that claim was</p> <p>23 handled?</p> <p>24 A. To give context to that, I had a period of ten years</p> <p>25 when I first took Banks -- helped the police take Banks</p> <p style="text-align: center;">Page 82</p>	<p>1 zone, after I stopped working so hard, in a different</p> <p>2 direction, I crashed down with a wallop.</p> <p>3 So I was off work for quite a period. I think about</p> <p>4 a year afterwards is when I contacted the police, after</p> <p>5 a little bit of counselling, and made my statements</p> <p>6 about the two individuals.</p> <p>7 Q. Okay.</p> <p>8 A. So that period for me was incredibly destructive to my</p> <p>9 life, to my relationship, and financially, if I'm</p> <p>10 honest. I --</p> <p>11 Q. You were unable to work?</p> <p>12 A. I was unable to work. Cumulatively, we're talking about</p> <p>13 over a million in loss of earnings. So it was very,</p> <p>14 very -- very, very impactful.</p> <p>15 I felt I'd done the right thing in taking Banks to</p> <p>16 court, and I -- I still felt very unhappy about the</p> <p>17 reaction and my relationship with the church in my mind</p> <p>18 and their response to me. And so, when I saw the</p> <p>19 Carmi Report, the brief overview of the Carmi Report,</p> <p>20 its findings that, in fact, despite the letter that was</p> <p>21 sent to me by the dean -- he was construed to be an</p> <p>22 important member of the cathedral establishment -- you</p> <p>23 know, I then thought, well, actually, it's there in</p> <p>24 black and white now, I can now see, having heard</p> <p>25 Mrs Carmi's -- earlier her statement, you know, and the</p> <p style="text-align: center;">Page 84</p>

<p>1 hurdles that were put in front of her, because, you 2 know, the truth is that he was -- everybody knew it who 3 was in that environment, he was a very important part of 4 that establishment, that cathedral establishment, there 5 is no denying it, despite the fact they tried to. 6 So at that point, you know, I had to make 7 a decision. I'd felt very -- so after that ten years of 8 depression, I then retrained and I managed to -- we have 9 two beautiful children and still with the same 10 long-suffering partner, and, you know, I managed to 11 build up a tiny little business, which is again, you 12 know, doing -- in a different area, different career, 13 which is doing reasonably well. 14 And in 2015, I read this -- these words in black and 15 white, and I thought, actually, I feel strong enough now 16 again to do something about this, or see if I can do 17 something about this, and really -- you know, I have 18 a duty to myself, to my family, and actually, you know, 19 I have a duty to fellow victims to make these people 20 accountable for what's happened here. 21 So, yes, I contacted an expert in the field and we 22 had a conversation and started a civil case. 23 Q. What was the -- what's your view about the way that the 24 litigation was managed and handled? 25 A. From my side, very well.</p> <p style="text-align: center;">Page 85</p>	<p>1 a consultant psychiatrist acting on behalf of 2 the church, and in fact they determined that they were 3 going to reduce the offer of damages given to you as 4 a result of that report. I understand your partner had 5 to tell you that whilst you were receiving inpatient 6 treatment for your psychiatric condition. Is that 7 right? 8 A. That is right. In fact, I had a conversation with my 9 lawyer a few days before and I believe that he was fed 10 by the church's side that they were close to coming 11 through with an arrangement, they'd made an offer, 12 a settlement offer, and let's be clear that this does 13 not at all represent -- the offer that was made does not 14 represent fully -- at all, the loss of earnings or the 15 disruption to my life. This really is a -- was a token. 16 But I was told through my lawyer that we were very close 17 and they were offering to help with the very expensive 18 fees of this place, and then, after the weekend, my 19 other half told me that in fact as a result of this 20 report -- 21 Q. Which was from an individual who had never actually met 22 you? 23 A. Am I allowed to say the name? 24 Q. Well, he isn't anonymised, so you can if you wish. 25 A. Okay. Well, so they had a report constructed and, as</p> <p style="text-align: center;">Page 87</p>
<p>1 Q. Well, no -- 2 A. From their side -- well, I've discussed it, you know, 3 I've again, unfortunately, because of this, had 4 a horrendous time over the last two years, just 5 absolutely horrendous. The memories of it all have come 6 flooding back and the conflict that I have in my brain 7 of taking a Godly entity to task over something that 8 I know as a person -- you know, as a very forthright 9 person, is the right thing to do, but nevertheless 10 there's this conflict of, "Well, this is supposed to be 11 a Godly institution". They are supposed to be -- 12 conduct themselves in a -- you know, completely 13 blemish-free way. 14 So I hung on every response and worked myself up 15 into a state about it again. I, again, various -- 16 Q. I understand you became mentally very unwell? 17 A. Yes. 18 Q. And had to be detained for a period of time? 19 A. A very short period of time. 20 Q. Yes. 21 A. But then I also went and did a self -- I went into 22 a clinic. 23 Q. I understand that it was whilst you were in a clinic as 24 an informal admission, so to speak, that a desktop 25 report, so to speak, had been carried out by</p> <p style="text-align: center;">Page 86</p>	<p>1 a result of this report, reduced their offer to me at 2 a time when -- you know, I was trying to keep my family 3 together, my business together and everything that I had 4 achieved, but everything was crashing down around me 5 because of my mental -- the mental turmoil, the mental 6 state that I was in. They reduced this offer and -- on 7 the basis of this individual's report, who's never met 8 me, and I've tried here to describe the -- you term -- 9 call it "heavy investment" that I had in the church 10 community and the institution of the church and the -- 11 at the time of these formative years of mine, when my 12 brain is being set into the processes that will last 13 a lifetime, it was 100 per cent to me, to my life, this 14 institution was 100 per cent my life, and I looked up to 15 it, I looked up to God. 16 But this report, this individual said in this report 17 that the abuse of Terence Banks, it was his view that it 18 constituted 5 per cent of my troubles, my mental health 19 troubles. 20 Q. I also understand that you were concerned because in 21 respect of, shall we say, the second individual against 22 whom you had, as I understand it, both complained to the 23 church in the mid 2000s but then again during the course 24 of your civil claim, they identified that they didn't 25 regard the church as having any legal responsibility for</p> <p style="text-align: center;">Page 88</p>

<p>1 the individual at the time he committed the abuse, and 2 in fact you found out that, although he had been subject 3 to a police investigation as a result of the allegations 4 you made against him, the church took no action at that 5 stage in respect of safeguarding, so that would have 6 been in 2000, and did not in fact commence any 7 safeguarding investigation until 2016 into the 8 activities of that individual, and that the individual 9 currently still remains in his role at the cathedral? 10 A. Mmm. 11 Q. You had in fact gone to see the cathedral not because 12 you wanted to -- I understand sort of a decade 13 previously to that, not because you wanted any money 14 from them or anything like that, but just because you 15 wanted to know that he wasn't in a position where he 16 could abuse his trust in respect of other people. Is 17 that right? 18 A. That's absolutely right. We'd sent Banks down and at 19 the time I -- the CPS wanted to go ahead with both 20 individuals, the cases, and I really -- nobody else came 21 forward about the second individual, and I didn't feel 22 in the right place, really, to progress with that on my 23 own, and so I made the decision to put that on hold, 24 effectively, indefinitely until somebody else comes 25 forward, in which case I will stand with them.</p> <p style="text-align: center;">Page 89</p>	<p>1 and panel, do you have any questions? 2 Questions by THE PANEL 3 MR FRANK: Just one question, if I may. I just want to be 4 clear about one thing. We understand that the 5 conviction of Banks was in roughly 2000/2001. The 6 reduced offer that was made to you was something like 7 16 years later; is that correct? So you waited 16 years 8 to get a reduced offer on the settlement that you were 9 expecting? 10 A. The process of the civil case was initiated in 2015. 11 MR FRANK: Yes. 12 A. Yes, effectively, that was the time period. 13 MR FRANK: Thank you. That's all I ask. 14 THE CHAIR: Thank you very much, indeed. We are very 15 grateful to you for coming here today. 16 A. Thank you. 17 (The witness withdrew) 18 MS SCOLDING: Chair, we will just need a couple of moments 19 to reorganise ourselves before we go back into open 20 session. 21 MR GRAHAM TILBY (continued) 22 Examination by MS SCOLDING (continued) 23 MS SCOLDING: Mr Tilby, thank you very much. There's been 24 obviously a break in your evidence, where we were 25 dealing with things for reasons which were beyond</p> <p style="text-align: center;">Page 91</p>
<p>1 I felt it important, really, actually -- and looking 2 back, I'm not sure if this is the wrong notion, but 3 I felt it important that the institution, the cathedral 4 institution, should hear my voice and my experience, and 5 I went with my father, we arranged to have a meeting, 6 and we were sent into a room, there were really quite 7 a number of people in that room, it wasn't just myself 8 and the dean, a lawyer was there as well, much to my 9 surprise, but, you know, I said my piece, which was 10 basically, "Look, this is what I allege happened. 11 I will -- the CPS wanted to go ahead with what I said. 12 I have decided not to go ahead. I'm telling you this 13 for the first time. If somebody else comes forward, 14 I will stand with them, but, actually, over to you. 15 This is the information. I now leave it in your capable 16 hands". 17 Q. Did they offer any apology at that meeting? 18 A. No. They talked about -- I don't recall an apology. It 19 is a little while ago. They talked about the mental 20 health of the accused and that they were glad, and then 21 that was that. 22 Q. And you didn't receive any further contact from the 23 church after the meeting; is that right? 24 A. Correct. 25 MS SCOLDING: I have no further questions, Mr A11. Chair</p> <p style="text-align: center;">Page 90</p>	<p>1 anybody's control, so to speak, so thank you for your 2 patience. 3 We were in the middle of dealing with non-recent 4 allegations. Can I sort of say, one of the things 5 that's come out, as you will have heard, during the 6 course of this inquiry is whether or not there should be 7 a specific team which deals with non-recent abuse which 8 would most likely to be a national team rather than 9 a local team -- 10 A. Mmm. 11 Q. -- and which could offer maybe a sort of one-stop-shop 12 type independent service, so you could go and get 13 counselling, victim support, and some kind of 14 quasi-adjudicative ombudsman type service. 15 A. Yes. 16 Q. What's your view about that? 17 A. Well, I'm aware of the challenge, I think, both for the 18 diocese and the national safeguarding team in assessing, 19 responding and managing to allegations of non-recent 20 abuse. And in fact, you will see in my business plan 21 there is a diagram that actually almost tries to draw 22 the past, present and future, three concentric circles. 23 What we have to do, I think, we are -- I think we have 24 to make sure that we are responding well, and emphasis 25 has been already in our approach to actually treating</p> <p style="text-align: center;">Page 92</p>

<p>1 non-recent abuse in the same way as current abuse, and 2 that's been important in our policy and in our guidance. 3 Of course, for some non-recent abuse there are current 4 risks, and it's important that we respond to those 5 current risks as well. 6 Q. Of course. But, I mean, you could respond to the 7 current risks in the current team but then have a sort 8 of process of investigation of what happened, and I'm 9 particularly thinking in respect of either posthumous 10 allegations or allegations where no statutory 11 investigation is, in reality, going to take place, 12 because the individual either isn't working with 13 children or, if they are working with children, that 14 risk has been managed appropriately by yourself? 15 A. Yes. I mean, you will see in my second witness 16 statement that I am actually bidding for additional 17 resources within the national safeguarding team to set 18 up some sort of improved capacity around non-recent 19 abuse. I don't want to call it a non-recent abuse team 20 at this stage, but I think certainly recognising that we 21 actually need to deal better with some of those 22 responses, and I think separate them out, ability to 23 build a sort of -- promote a safer church for the 24 future. It's what bishop Paul, the previous lead 25 safeguarding bishop, said to me at one point: you almost</p> <p style="text-align: center;">Page 93</p>	<p>1 it is about making sure we do it well with current cases 2 and make sure we work closely with insurers to provide 3 a good response in terms of settlement and redress. 4 I've been, you know, mindful of the developments in 5 Australia, particularly the Australian Royal Commission, 6 and note the Anglican Church in Australia were setting 7 up a national redress scheme and now there's the 8 Commonwealth Government are setting up a scheme. So it 9 is one of those areas where I think -- I think we've got 10 to get the right balance here about making sure that 11 when we identify improvements, and I think listening to 12 all the evidence in the last couple of weeks, there are 13 things we should do fairly quickly to make improvements. 14 This is one I suspect the inquiry will form a bigger 15 view on more nationally around redress schemes. But 16 I certainly remain open-minded that that could be 17 a possibility for the future. 18 Q. Can I ask, as we are dealing with past cases, with your 19 response to Lord Carlile's report. You set this out in 20 some detail in your second witness statement. 21 A. Yes. 22 Q. Do you accept the criticism that -- we heard -- it is 23 quite some detail, when I took Colin Perkins through it, 24 what the nature of the critique is and was. 25 A. Yes.</p> <p style="text-align: center;">Page 95</p>
<p>1 need a team to deal with the past and a team to deal 2 with the present and the future. So I think we are 3 recognising that we need to strengthen our approach. 4 I think particularly around posthumous allegations 5 there may be some need to, as we develop some further 6 guidance in response to the Carlile Review, I think 7 there may be a place where we can separate some of those 8 functions out more clearly where there's no current risk 9 issues. 10 Q. Do you think that that should be accompanied by a sort 11 of almost like a kind of redress type scheme, as opposed 12 to what happens at the moment, which is, either 13 individuals have to go through the Criminal Injuries 14 Compensation Authority scheme or they have to sue the 15 church using -- 16 A. Yes. 17 Q. -- the insurance policy. We have heard, obviously, very 18 recently just now some very powerful testimony about the 19 impact that that can have on people's lives. 20 Would there be a place, do you think, for the church 21 to at least consider setting up a redress scheme in the 22 way that I know has been done in other jurisdictions and 23 territories? 24 A. Yes. I mean, I remain open-minded about the possibility 25 of a national redress scheme. Obviously, at the moment,</p> <p style="text-align: center;">Page 94</p>	<p>1 Q. One of it was that the core group process and the 2 process that you used was inadequate. Do you accept 3 that? 4 A. I accept some of the criticisms. I think what we have 5 to do is look at the context here. The time where the 6 core group was meeting was kind of the infancy of 7 the development of the core group. In fact just at the 8 point I arrived, I think within about three or four 9 weeks I chaired one of those core group meetings. 10 Clearly, I think that was underdeveloped. It wasn't in 11 the House of Bishops guidance, there was some draft 12 guidance I think available from July 2014. So the core 13 group itself was forming as a concept, I think, within 14 the church in terms of our approach to responding to 15 managing the allegations. 16 The other part of the context is that this was an 17 uninsured claim. It was a civil claim. In fact, 18 really, the two things got conflated. I think the core 19 group became the body that was trying to deal with the 20 civil claim. We are very clear, and I have made this 21 clear in my statement, but also in our guidance, that 22 the core group is a safeguarding process. It is about 23 an extension of other processes that we would work with 24 with statutory partners, and in this case, the core 25 group became the body that was really dealing with the</p> <p style="text-align: center;">Page 96</p>

<p>1 civil claim.</p> <p>2 So I accept some of the criticisms of the</p> <p>3 inconsistency, and some of the issues in terms of</p> <p>4 chairing and the membership that Lord Carlile raises,</p> <p>5 but of course, what we have done in our response is to</p> <p>6 clearly say that, actually, the recommendations, the</p> <p>7 majority of the recommendations, that Lord Carlile has</p> <p>8 made actually apply to the group that will be making</p> <p>9 decisions about civil claims, not to the core group.</p> <p>10 The core group is now very well defined in our guidance,</p> <p>11 particularly published in October 2017. It is</p> <p>12 a safeguarding core group process not a process for</p> <p>13 managing civil claims.</p> <p>14 Q. I also understand you don't agree with Lord Carlile's</p> <p>15 conclusion about confidentiality clauses? He said that</p> <p>16 it should have been confidential, the settlement in this</p> <p>17 case?</p> <p>18 A. No, I think, having heard evidence and read many</p> <p>19 statements, I think the church has been beset with</p> <p>20 situations of denial and not wanting to be open about</p> <p>21 the abuse that's happened, and I've come at this -- into</p> <p>22 this role, you know, with a sense of determination that</p> <p>23 there is an openness in our culture and a transparency</p> <p>24 and this is an area that I think we must be absolutely</p> <p>25 open and transparent about in terms of, if we make that</p> <p style="text-align: center;">Page 97</p>	<p>1 and weighed those things up, but it came to a view to</p> <p>2 make those judgments.</p> <p>3 Q. One of the things that Lord Carlile says is nobody took</p> <p>4 account of the fact that his reputation was untarnished</p> <p>5 and that he was a man of impeccable reputation?</p> <p>6 A. Yes.</p> <p>7 Q. Within the context of the church, significant stature</p> <p>8 because of the work he'd done during World War II.</p> <p>9 A. Yes.</p> <p>10 Q. We have obviously heard Colin Perkins' evidence about</p> <p>11 why he doesn't necessarily agree that that's the right</p> <p>12 approach. Do you have any views about that?</p> <p>13 A. Yes. I mean, I think -- I think there's a bigger issue,</p> <p>14 not just for the church, I think there's a bigger issue</p> <p>15 for this inquiry and society about the need to have</p> <p>16 a more mature debate about sexual offending.</p> <p>17 I preface what I say, I'm making no judgment about</p> <p>18 George Bell, but in my experience as a LADO, having</p> <p>19 worked with many different situations, particularly with</p> <p>20 teachers in schools, often those teachers were the most</p> <p>21 popular, were the good teachers, and I would go</p> <p>22 sometimes into assemblies and talk to staff and see</p> <p>23 people coming to terms with how they reconcile who</p> <p>24 they'd describe as a good teacher with someone who then</p> <p>25 maybe was downloading indecent images or sexually</p> <p style="text-align: center;">Page 99</p>
<p>1 balance of probabilities decision, as we did, and I did</p> <p>2 as the chair of the core group, professional judgment to</p> <p>3 give -- substantiate, in effect, what Carol was saying,</p> <p>4 then I think we must be open and transparent about that</p> <p>5 decision.</p> <p>6 Q. Do you agree with the conclusion that Lord Carlile</p> <p>7 reached that you put the reputation of the church as</p> <p>8 a whole above the untarnished reputation of Bishop Bell?</p> <p>9 A. I don't agree with that. I think this was always about</p> <p>10 trying to come to a process with objectivity. When</p> <p>11 I arrived, I didn't actually know who George Bell was,</p> <p>12 and that's actually important on one level because that</p> <p>13 brings an objectivity to the process, but also it is</p> <p>14 about gathering evidence and making -- and forming</p> <p>15 a judgment based on a balance of probabilities.</p> <p>16 Clearly, you know, as has been said publicly, that</p> <p>17 doesn't mean we came to a view about guilt. We can't do</p> <p>18 that. And the core group cannot make findings of fact.</p> <p>19 But it was about forming a view, and on the balance of</p> <p>20 probabilities, we -- we made a judgment, both to settle</p> <p>21 that claim and obviously make a public statement about</p> <p>22 it. I think that was about being open and transparent</p> <p>23 in terms of the process rather than talking about</p> <p>24 reputations, and I do think the core group did seriously</p> <p>25 look at issues about reputation in terms of George Bell</p> <p style="text-align: center;">Page 98</p>	<p>1 abusing children. Those conversations would be about,</p> <p>2 "It's okay to say he was a good teacher", but somehow</p> <p>3 reconcile -- this isn't a monster, and I think, you</p> <p>4 know, when I talk about a mature debate, I think the</p> <p>5 media has to play some part in this. I think we have to</p> <p>6 have a mature debate in society about what it means</p> <p>7 potentially to be a sexual offender but also to have</p> <p>8 characteristics that are good. As I say, I make no</p> <p>9 judgment about George Bell, but I think that is a bigger</p> <p>10 issue for us, as a society, and indeed for this inquiry.</p> <p>11 Q. Can I ask you about risk management now. There are two</p> <p>12 things which you have introduced. Firstly, some risk</p> <p>13 assessment regulations. As I understand it, that is</p> <p>14 outside experts will come in and manage risk, and</p> <p>15 bishops now have the power to say to clergy and the</p> <p>16 archbishop has the power to say to bishops, "You have to</p> <p>17 undertake a risk assessment. Otherwise, you can't carry</p> <p>18 on doing the job". Is that right?</p> <p>19 A. Well, just to be clear, in terms of the majority of risk</p> <p>20 assessments within the church will be done by diocesan</p> <p>21 safeguarding advisers, those are on non-clergy, often</p> <p>22 members of church communities that have come in, maybe</p> <p>23 known offenders or those who may pose a risk. That's</p> <p>24 the majority of risk assessments done by DSAs.</p> <p>25 Q. Can I identify, is there consistent national guidance</p> <p style="text-align: center;">Page 100</p>

<p>1 and policies about how you manage sex offenders within 2 the context of being members of the congregation? 3 A. Well, our responding guidance deals in quite detail with 4 the assessment and management of risk, including risk 5 assessments, so those are called standard risk 6 assessments, and the guidance was in -- you will be 7 aware there was initially in May 2015 two sets of 8 guidance, one about responding and one about risk 9 assessment. We have deliberately put those together 10 because actually risk assessment and management is 11 a dynamic process rather than an event. 12 So there's clear guidance in relation to those risk 13 assessments. In respect of clergy, we introduced the 14 independent risk assessment, which is where the 15 regulations fit, acknowledging that for those people we 16 are dealing with the -- well, potentially their career, 17 and it's important that we have an independent 18 perspective, and the regulations define in quite some 19 detail about the appointment of independent risk 20 assessor and the processes that assessor would follow. 21 An attempt to bring a level of fairness to the 22 process for both the respondent and for the alleged 23 victim or survivor, but some clear kind of timescales in 24 terms of clarity to ensure that there is a clear process 25 to follow.</p> <p style="text-align: center;">Page 101</p>	<p>1 still", but yet he was allowed to go back into a choir. 2 A. Yes. 3 Q. That would be the sort of situation where I would 4 imagine the national team would want to get engaged? 5 A. Yes, absolutely. What we have done -- we have obviously 6 stepped into this space more in the sense we now have 7 a preferred supplier list of risk assessors. So there's 8 already an engagement at the start of the process with 9 the national safeguarding team. At the end of 10 the process, the guidance now says that we should be -- 11 have a copy of the independent risk assessment and of 12 course there's an element where we want to do some 13 quality assurance of that in terms of preferred supplier 14 list. 15 If there were situations where clearly there was 16 a dispute about the outcome of the risk assessment, 17 I would absolutely expect the diocese to report back to 18 the national safeguarding team. 19 Q. Do they have to report it to you? They have to send you 20 a copy of the risk assessment, that's right? 21 A. Yes. 22 Q. But do they then have to send you something saying "This 23 is what we have done about it"? Because it seems to me 24 that having the risk assessment is only half the 25 picture. You then need to know what's being done about</p> <p style="text-align: center;">Page 103</p>
<p>1 Q. Once the risk assessment has been undertaken, is 2 a bishop obliged to follow the recommendations of 3 the risk assessment? 4 A. Well, we are back to that issue about accountability. 5 The bishop has the decision-making power, but, clearly, 6 the bishop must take advice from both the safeguarding 7 adviser and registrar. They are not obliged to, but, 8 again, we are back into -- you know, there is a judgment 9 and decision to make based on both the risk assessment, 10 and of course one would hope a good risk assessment will 11 make some clear recommendations about managing future 12 risk, but also the advice of the diocesan safeguarding 13 adviser and the registrar. So not obliged, but very 14 difficult to not follow those risk assessment 15 recommendations. 16 Q. Would you know if those risk assessments haven't been 17 followed? Is there a mandatory chain of reporting to, 18 for example, the national safeguarding team? 19 A. Yes. 20 Q. Because that might be a circumstance where you would 21 want to get involved? 22 A. Absolutely. 23 Q. If a bishop said, "I don't care" -- we are thinking 24 about the Carmi Report, one of the evidence was that 25 Donald Findlater had said, "This person is a clear risk</p> <p style="text-align: center;">Page 102</p>	<p>1 it. 2 A. We're not currently monitoring or -- in terms of 3 the outcomes of risk assessments, but if there was an 4 issue of dispute, I would expect that to be a matter for 5 escalation. Again, as I mentioned yesterday in response 6 to the chair's question, you would try and deal with 7 that within the diocese and the independent chair would 8 have a role, but absolutely, if there was a matter of 9 dispute about the outcome, it -- they should report. 10 Q. Do dioceses send to you their sort of managing sexual 11 offender agreements? You are going to have lots of 12 people in every diocese who are going to be the subject 13 of those agreements. I think -- 14 A. I -- 15 Q. -- Colin Perkins said there were about 49 in Chichester? 16 A. Yes, I think in my statement there's something like 867 17 safeguarding agreements in 2016. I don't know the 2017 18 figure at the moment. We don't expect those 19 safeguarding agreements to be sent to us, no. They 20 are -- the guidance is very clear that the DSA has 21 a role in monitoring and making sure those safeguarding 22 agreements are reviewed and implemented. So there is 23 a clear role for the DSA. But we wouldn't expect those 24 agreements to be sent to us. 25 Q. But during the audit process, are they one of the things</p> <p style="text-align: center;">Page 104</p>

<p>1 looked at --</p> <p>2 A. Yes.</p> <p>3 Q. -- to make sure they are effectively?</p> <p>4 A. Absolutely, yes.</p> <p>5 Q. Can I ask you now about developing a culture of</p> <p>6 safeguarding.</p> <p>7 A. Mmm.</p> <p>8 Q. Everybody has told us that a culture of safeguarding</p> <p>9 needs to be developed within the church --</p> <p>10 A. Yes.</p> <p>11 Q. -- the church is on a journey.</p> <p>12 A. Yes.</p> <p>13 Q. We have heard lots of different things.</p> <p>14 A. Mmm.</p> <p>15 Q. You're obviously the social care professional?</p> <p>16 A. Mmm.</p> <p>17 Q. What do you do to make it better? What practical steps</p> <p>18 do you think the church needs to take and you need to</p> <p>19 take to try and improve this?</p> <p>20 A. I think culture, you know, it is a difficult thing to</p> <p>21 get hold of, isn't it? I think Sir Roger Singleton</p> <p>22 talked about the way we think, feel and act and I think</p> <p>23 that's a -- it's a simplistic -- it's a way of</p> <p>24 articulating what culture is.</p> <p>25 I think we have to deal with this on a number of</p> <p style="text-align: center;">Page 105</p>	<p>1 engaging with safeguarding in a theological context and</p> <p>2 using it as sermons and discussions and Bible groups and</p> <p>3 all those sorts of things?</p> <p>4 A. As I mentioned yesterday in my evidence, when I have</p> <p>5 been to the Parish Safeguarding Officers' Conference</p> <p>6 I will say to them, "Don't just go to your PCC meeting</p> <p>7 and talk about DBS checks. Get the PCC to bring their</p> <p>8 bibles and actually say you are going to talk about</p> <p>9 safeguarding in a biblical context". That's about</p> <p>10 encouraging people to talk about it as part of</p> <p>11 the mission and the life of the church.</p> <p>12 So that for me is a kind of key part of getting</p> <p>13 people more onto the front foot, what I would say, of</p> <p>14 safeguarding, rather than being reactive and keep</p> <p>15 thinking it's about things we must do to people.</p> <p>16 For me, those are, you know, talking about it -- and</p> <p>17 I think there's a link here to children and young</p> <p>18 people. This is an inquiry about children,</p> <p>19 fundamentally. And, you know, part of culture is about</p> <p>20 being open, having an open culture. We have heard some</p> <p>21 evidence, I think, you know, from different people about</p> <p>22 potentially what may be more perceived as closed</p> <p>23 cultures within some parts of the church and I think</p> <p>24 there may be some parts of the church that --</p> <p>25 Q. Well, some people would say the church in and of itself</p> <p style="text-align: center;">Page 107</p>
<p>1 levels. There are clearly things we have to get in</p> <p>2 place that are about prevention. So, you know, safer</p> <p>3 recruitment, training, that are about, you know, making</p> <p>4 sure that the right people are actually in the church</p> <p>5 and suitable, particularly if they are in church officer</p> <p>6 roles, and then we skill -- give people a confidence to</p> <p>7 know how to recognise abuse, what it is, and</p> <p>8 particularly how to go about reporting it. Those are</p> <p>9 fundamental things for me about building a culture.</p> <p>10 But I think it's more than that, and I think one of</p> <p>11 the things that I've certainly been trying to do, and</p> <p>12 some of the work around the theology of safeguarding, is</p> <p>13 to get people talking about safeguarding, talk about</p> <p>14 abuse. We know that abuses thrives on secrecy,</p> <p>15 particularly child sexual abuse, so we need to engage</p> <p>16 people in a conversation about it, and if you don't talk</p> <p>17 about the theology of safeguarding, you are not going to</p> <p>18 engage half the church, particularly those who are</p> <p>19 ordained. So the resources we have developed, what are</p> <p>20 lovingly known as the orange book and the purple book,</p> <p>21 is about trying to --</p> <p>22 Q. They are both documents issued by the Faith and Order</p> <p>23 Commission --</p> <p>24 A. They are indeed.</p> <p>25 Q. -- which is specifically about, you know, really</p> <p style="text-align: center;">Page 106</p>	<p>1 is a closed institution; quite a diffuse institution but</p> <p>2 a closed institution?</p> <p>3 A. Yes, I think that's an interesting debate in itself.</p> <p>4 I think, if you think about the church and every parish</p> <p>5 and being part of its community, there are certainly</p> <p>6 elements where it's a very open culture. Everybody has</p> <p>7 a right to worship. But I think there are parts of</p> <p>8 the church that are more prone to be closed.</p> <p>9 Q. Surely there is a distinction there. The church in and</p> <p>10 of itself is open --</p> <p>11 A. Yes.</p> <p>12 Q. -- in that all may walk through its doors. But the</p> <p>13 hierarchy who run and manage the church are exclusive.</p> <p>14 By their very nature, you have to be ordained in order</p> <p>15 to be part of that hierarchy. That, therefore, means</p> <p>16 you are part of a club which has rules and those rules</p> <p>17 are not necessarily the same rules as the rules which</p> <p>18 govern the rest of society. To a certain extent, some</p> <p>19 of the rules of the clergy are stricter, shall we say;</p> <p>20 things like what people might call sexual morality,</p> <p>21 there could be quite distinct differences?</p> <p>22 A. Yes.</p> <p>23 Q. Would you not agree that whilst the church, going to</p> <p>24 church, is not a -- being part of a closed society, the</p> <p>25 church is a closed institution?</p> <p style="text-align: center;">Page 108</p>

<p>1 A. I don't -- I mean, you know -- 2 Q. We could have a sociological debate. It is just your 3 view? 4 A. I think we have to try to define what we mean by closed 5 and open institutions. I think there are elements where 6 there can be a risk of it being closed and I think there 7 are elements where I think it is a very open institution 8 in terms of who it can attract and, obviously, the 9 uniqueness that it has. 10 I think one of the things we have got to deal with, 11 and certainly the House of Bishops have mandated for 12 a kind of focus group on this, a working group, to look 13 at what are the cultural barriers. We have heard quite 14 a lot in the inquiry about the culture of deference. 15 I don't think we should be surprised by that. 16 I think, as a social worker, as I was sort of, you 17 know, newly into the profession, we talked a lot about 18 the culture of deference to consultant paediatricians 19 who had that status and you wouldn't want to question 20 them. I don't think we should be surprised that there 21 is a culture of deference, but we have to deal with 22 that, we have to deal with what people perceive as the 23 status that particularly members of the clergy have. We 24 have to identify other cultural barriers. 25 I like what Sir Roger Singleton says about starting</p> <p style="text-align: center;">Page 109</p>	<p>1 has got to be an openness about conversation, and 2 obviously with a degree of sensitivity about the nature 3 and obviously depending on the age of the child and 4 developmentally, but I think -- 5 Q. Obviously there are ways and means, but there are 6 a number of programmes which are out there -- 7 A. Yes, there are. 8 Q. -- which are deliberately designed to try and manage 9 children's responses? 10 A. Yes. It seems to me I think, you know, the church has 11 to play a much greater part. I think you asked the 12 question of a previous witness, you know, is it the 13 parents' or the school's responsibility? Actually, it's 14 the church's responsibilities as well to create the 15 right environment for children and young people to have 16 the life skills and to be able to talk about some of 17 these issues. I talk about it in my statement, and you 18 know, "This is where I want the church to be", is 19 actually on the front foot of actually saying, "How is 20 the church, with all those children and young people 21 that we have contact with, educating them about online 22 safety, about sexual identity, about the risk of sexual 23 exploitation?". That's where the church should be. We 24 need to deal with the important issues that we are 25 dealing with in this inquiry.</p> <p style="text-align: center;">Page 111</p>
<p>1 with the practical, starting at the kind of grass roots 2 really, and actually saying to parish churches and 3 others, "What are the things that get in the way of 4 actually embedding safeguarding in the culture of 5 the church?" Those are the kind of conversations I want 6 to be having, to start at the grass roots rather than 7 sort of in Church House and say, "What does it mean for 8 safeguarding to be part of the culture, part of 9 the mission of the church?" 10 Q. But isn't one of those things being much more open about 11 sex than the church has been? Because one of the things 12 you have to learn, if you are going to do safeguarding 13 effectively, is you have to be able to say the words 14 "penis" and "vagina" out loud several times without 15 anybody laughing, really? 16 A. Yes. 17 Q. And that has to be said not just to adults, but also to 18 children. One of the things the NSPCC campaign 19 I understand does is to ask children to be able to speak 20 openly and honestly and use, you know, the correct 21 terminology for their genitals. Now, I would imagine 22 that it might be quite a shock to a number of parish 23 churches to hear the word "penis" said at Sunday 24 service. I mean, how do you sort of manage that? 25 A. Well, I think, you know, I think we have got to -- there</p> <p style="text-align: center;">Page 110</p>	<p>1 But actually, the church has a much more moral 2 responsibility and an opportunity, with the contact it 3 has with children and young people, to actually be part 4 of that educative process. 5 MS SCOLDING: That's a very interesting point upon which -- 6 I don't know, chair and panel, it is 1.00 pm, upon which 7 we leave. I just have two or three more questions for 8 Mr Tilby. Would now be an appropriate moment for lunch? 9 THE CHAIR: How much longer will you be? 10 MS SCOLDING: Probably ten minutes. I don't want to, you 11 know, intrude into your lunchtime. 12 THE CHAIR: We could take these questions now, if this would 13 complete this witness. 14 MS SCOLDING: I think it would. 15 THE CHAIR: And we will take the full hour after that. 16 MS SCOLDING: Thank you very much. Thank you, chair. 17 Mr Tilby, you have talked about that and the fact 18 that, you know, the church should be part of the 19 discussion about sexting, about online safety -- 20 A. Absolutely. 21 Q. -- and things like that, but how can it do that if it is 22 still so reticent about talking about sex? Some people 23 would say the church has done nothing but talk about sex 24 for the past 20 years, depending on your perspective, 25 and can we just get back to bell ringing and flower</p> <p style="text-align: center;">Page 112</p>

<p>1 arranging and all this nonsense about other things, but 2 other people would say, whilst there's been a lot of 3 discussion about sex, there hasn't been a lot of 4 openness about it? 5 A. No, and, you know, there are various critiques of that 6 out there and, depending on the perspective, obviously 7 I'm not going to come at it from a theological 8 perspective. All I can say is we have to enable the 9 church to have those conversations and obviously that's 10 not something I can do in isolation as the national 11 safeguarding adviser. But certainly promote, you know, 12 an openness within those conversations about how do we 13 enable children and young people to explore their 14 sexuality and, you know, I'm very minded about what 15 Dame Moira Gibb says in her review, that there were 16 clearly some particular issues about -- you know, it's 17 hard enough to talk about sexual abuse, but if there's 18 an added layer of homosexuality on top of that that 19 stops people being able to -- open to actually disclose 20 their abuse. Those are clear barriers we must address 21 and deal with. You know, we will as -- from 22 a safeguarding point of view, want to promote a culture 23 where children and young people can explore those 24 things. 25 Q. How far is that going to play into -- we know, as of</p> <p style="text-align: center;">Page 113</p>	<p>1 a safeguarding perspective into that discussion. 2 Q. Obviously one way that you could make sure that the 3 accountability takes place is to have mandatory 4 reporting. 5 A. Mmm-hmm. 6 Q. Do you think that mandatory reporting would lead to -- 7 some of the Australian studies identify that in fact 8 there is significant amounts of underreporting and that 9 when mandatory reporting is brought in, it then goes up. 10 I mean, there is different research which says different 11 things as far as that's concerned. 12 A. Yes. 13 Q. I'm asked this question on -- I'm asked to ask it -- 14 I mean, I was going to ask you about mandatory reporting 15 anyway, but I'm going to ask the question in this 16 particular way on behalf of Switalskis: how can the 17 church ensure that reports of abuse go up unless there 18 is mandatory reporting? And if you don't agree that 19 there should be mandatory reporting, what evidence do 20 you have to support that answer? 21 A. Well, firstly, in terms of how do we make sure that 22 allegations of reporting go up, I think fundamentally 23 it's some of the responses I have already given in my 24 evidence, but particularly around equipping people with 25 the skills and confidence to recognise and report abuse.</p> <p style="text-align: center;">Page 115</p>
<p>1 next year, sex education will be compulsory in all state 2 schools. I'm not entirely clear what the position is in 3 respect of independent schools. We have heard in my 4 opening about how many schools still have an Anglican 5 ethos. What role are you, as the safeguarding team, and 6 the national church going to play to make sure that 7 schools which fall under your umbrella have that open 8 and honest conversation about sex in the context of 9 the sex education they are going to be expected to 10 deliver? 11 A. Yes. I mean, clearly there is a separate part of 12 the church that has a much greater leadership around the 13 school agenda, but -- 14 Q. I'm not asking you to speak for them. But from the 15 safeguarding perspective, it is important. Sex and 16 relationship education is vital, isn't it, to 17 safeguarding? 18 A. We are setting up some meetings with our education 19 colleagues to try and look at areas where there needs to 20 be much greater, sort of, interface between safeguarding 21 and education. I think there are some issues obviously 22 around choir schools and making sure we have clear 23 policies in place where there is that interface, but 24 also this is an area where we will be talking to 25 education colleagues about to make sure we bring</p> <p style="text-align: center;">Page 114</p>	<p>1 So fundamentally, training has to be key to that, and 2 obviously supported by a number of other things. 3 In terms of mandatory reporting, I think the 4 principle of mandatory reporting is absolutely correct. 5 There should be a "must report". When you have 6 identified abuse, when there is clearly a concern or 7 a safeguarding concern, it must be reported. Obviously 8 there is a process to do that which we describe in our 9 policy. I think the principle is fine. I think the 10 recent government publication I think outlines some 11 issues about the application of it, and I think some of 12 the difficulty -- and I can only think of my experience 13 when the police lowered their threshold for domestic 14 violence and reported every domestic incident to 15 social services, we were absolutely inundated and 16 actually there was a very real risk of actually missing 17 the proper risk because you couldn't see the wood for 18 the trees. 19 I think we have got to address two key issues, 20 I think, in order to make mandatory reporting 21 successful. One is that we have a blame culture, and 22 I think that -- and leads people to maybe report things 23 maybe for the wrong reasons, so we need to address 24 actually why you are reporting, is the paramouncy of 25 the child, and secondly I think we have to have the</p> <p style="text-align: center;">Page 116</p>

<p>1 resources available to respond to that increase in</p> <p>2 reporting appropriately.</p> <p>3 Q. How --</p> <p>4 A. I'm talking about bigger -- obviously beyond the church,</p> <p>5 but also in terms of --</p> <p>6 Q. Yes, but from the church's perspective, how many more</p> <p>7 resources would have to be put in place? Obviously it</p> <p>8 is difficult to know because you don't know how many</p> <p>9 more reports there are going to be and how many more</p> <p>10 people you might need, so I know I'm asking you to</p> <p>11 speculate, but please do?</p> <p>12 A. I think that is very difficult to speculate. I made the</p> <p>13 point yesterday in my evidence that I can already see</p> <p>14 the impact of training on additional reporting.</p> <p>15 I haven't got the data to substantiate that, but there's</p> <p>16 certainly evidence coming from the diocesan safeguarding</p> <p>17 advisers is that we can already see that good quality</p> <p>18 training leads to more reporting. We, again, shouldn't</p> <p>19 be surprised by that, but that is about equipping people</p> <p>20 with the confidence to actually recognise and report</p> <p>21 abuse.</p> <p>22 I don't know what the unknown bit is, really, in the</p> <p>23 sense of, there is likely -- every time there is</p> <p>24 a media -- you know, sort of a portrayal of an</p> <p>25 independent review, every time we have published an</p> <p style="text-align: center;">Page 117</p>	<p>1 number of complex cases, is that they are often</p> <p>2 survivors who have had probably the worst experience.</p> <p>3 Not necessarily just in terms of their abuse, but in</p> <p>4 terms of the legacy of poor response from the church.</p> <p>5 So they're probably most mistrustful of the church,</p> <p>6 angry with the church. Of course, I think then we have</p> <p>7 to manage expectations. We don't have a pool of</p> <p>8 counselling services sitting in Church House, so we have</p> <p>9 to manage those expectations by saying, actually, the</p> <p>10 local provision for that support still has to come</p> <p>11 through the diocese, unless in exceptional</p> <p>12 circumstances. So I think, you know, we are trying to</p> <p>13 get a professional response mixed with that pastoral</p> <p>14 response at a distance. I think the reality of some of</p> <p>15 the survivors that are dealing with the national</p> <p>16 safeguarding team is they will actually be disappointed</p> <p>17 if they're thinking that we can achieve that kind of</p> <p>18 more pastoral response. We have got to find ways of</p> <p>19 better delivering that through the diocese or indeed</p> <p>20 with things like Safe Spaces in the future.</p> <p>21 So I accept some of the criticisms. I don't agree</p> <p>22 with them all. I don't think we are cold and I think,</p> <p>23 you know, we are professional people who have absolutely</p> <p>24 dedicated our lives to protecting children and young</p> <p>25 people.</p> <p style="text-align: center;">Page 119</p>
<p>1 independent review, Lord Carlile or indeed Moira Gibb's</p> <p>2 review, there has been further reporting. So we know</p> <p>3 there are people there that are still yet to disclose</p> <p>4 abuse for the reasons that we know about and this</p> <p>5 inquiry is well familiar with.</p> <p>6 So I would expect there to be more, and, as we equip</p> <p>7 people with the skills and knowledge to recognise it,</p> <p>8 one would assume there will be more reporting.</p> <p>9 Q. I'm just going to put some criticisms. Some victims and</p> <p>10 survivors are quite critical of the national</p> <p>11 safeguarding team. I think they view you as brusque,</p> <p>12 cold, isolated, unhappy with the level of counselling</p> <p>13 you can offer, unhappy with your responses. I mean,</p> <p>14 there are a variety of critiques that are raised.</p> <p>15 A. Yes.</p> <p>16 Q. Do you have any response to those?</p> <p>17 A. Yes, and I -- you know, I think it's, on one level,</p> <p>18 disappointing. You know, if I look at the experience</p> <p>19 within the safeguarding team collectively, we are</p> <p>20 probably over 200 years of experience of working closely</p> <p>21 to protect children, young people and vulnerable adults.</p> <p>22 And the commitment and the dedication and the</p> <p>23 professionalism to do that and the passion to do that.</p> <p>24 I think the reality for the very small number of</p> <p>25 cases that we deal with, and we are talking a very small</p> <p style="text-align: center;">Page 118</p>	<p>1 Q. But, I mean, that could be one of the reasons why it</p> <p>2 would be sensible to have a national service, albeit run</p> <p>3 at a local level, so that you would then have the</p> <p>4 resources sitting in Church House so you wouldn't have</p> <p>5 to say to somebody, "Actually, I can't do this for</p> <p>6 you" --</p> <p>7 A. Mmm, mmm --</p> <p>8 Q. -- "you need to go back and speak to the people" --</p> <p>9 A. Yes.</p> <p>10 Q. -- "who you are probably quite unhappy with", because</p> <p>11 I suspect they only reach the national team if there is</p> <p>12 unhappiness at the diocesan response? Or that may well</p> <p>13 be one of the reasons.</p> <p>14 A. That may well be the case, yes, yes. Yes, you know,</p> <p>15 reflecting on the evidence given earlier, I think, you</p> <p>16 know, we have got to make sure that our response is both</p> <p>17 national and local, and I think that's the dilemma,</p> <p>18 isn't it, in terms of how we structure and -- I was</p> <p>19 particularly, you know, listening to Edi Carmi talking</p> <p>20 about deconstructing the church. I think my task as the</p> <p>21 national safeguarding adviser with probably about 300 or</p> <p>22 400 years' history of the church is not to deconstruct</p> <p>23 the church, it is to make sure the structure of</p> <p>24 safeguarding best fits the structure of the church.</p> <p>25 I think there may be some developments that we can do</p> <p style="text-align: center;">Page 120</p>

<p>1 more regionally and possibly even, you know, a national</p> <p>2 service with diocesan safeguarding advisers. I have</p> <p>3 said I remain open to those solutions, but fundamentally</p> <p>4 we have got to right the right safeguarding structure</p> <p>5 that fits the Church of England.</p> <p>6 Q. I suppose the last question I would say is, but if that</p> <p>7 structure doesn't suit the needs of children and young</p> <p>8 people, shouldn't the structure change rather than</p> <p>9 children and young people change?</p> <p>10 A. There's a bigger debate about the structure of</p> <p>11 the church there, but we have got to make sure that our</p> <p>12 responses on safeguarding are absolutely child centred</p> <p>13 and also survivor centred.</p> <p>14 MS SCOLDING: Thank you very much. I have no further</p> <p>15 questions for Mr Tilby. Chair and panel, I know</p> <p>16 Mr Frank had a question from yesterday.</p> <p>17 THE CHAIR: Yes. In fact, we have three questions. We will</p> <p>18 start with Ms Sharpling.</p> <p>19 Questions by THE PANEL</p> <p>20 MS SHARPLING: Thank you, Mr Tilby. Just one question. You</p> <p>21 placed a lot of store in your evidence about the</p> <p>22 development of the safeguarding hub.</p> <p>23 A. Yes.</p> <p>24 MS SHARPLING: Can you tell me, is there a business design</p> <p>25 plan for the hub or is it a good idea that's yet to be</p> <p style="text-align: center;">Page 121</p>	<p>1 clarity, can you just outline briefly, reporting</p> <p>2 precisely what and to precisely whom, because it wasn't</p> <p>3 entirely clear, I think, from your answers.</p> <p>4 A. Right. Well, I think the reporting of safeguarding</p> <p>5 concerns or allegations, and that's a spectrum in</p> <p>6 itself, must be reported, you know, primarily to the</p> <p>7 statutory authorities. Now, obviously, you know, in any</p> <p>8 safeguarding procedure, you have a process for doing</p> <p>9 that, and, you know, whether it's the parish</p> <p>10 safeguarding officer reporting it to the diocesan</p> <p>11 safeguarding adviser, whatever the process, there can't</p> <p>12 be delay. So I think, you know, when I talk about</p> <p>13 safeguarding is everyone's responsibility, and we have</p> <p>14 seen this in other institutions, you can't make the</p> <p>15 excuse that somebody else -- it's somebody else's job to</p> <p>16 do, and, frankly, we have heard some evidence in the</p> <p>17 last two weeks that would suggest that some people have</p> <p>18 taken that view.</p> <p>19 You have to take the view, if you have</p> <p>20 a safeguarding concern, regardless of somebody else,</p> <p>21 "I have a duty to report that because safeguarding is my</p> <p>22 responsibility". To be very clear about that.</p> <p>23 Obviously there is a process to follow with possible.</p> <p>24 But it is absolutely about safeguarding concerns or</p> <p>25 allegations, suspicions being reported to the statutory</p> <p style="text-align: center;">Page 123</p>
<p>1 reduced into a plan and a progress?</p> <p>2 A. Well, the hub is, in a sense, a number of different</p> <p>3 phases, so part of the hub is the online training</p> <p>4 resources, which is much more advanced, as I have</p> <p>5 mentioned. We have got work happening around the "Ease</p> <p>6 Safeguarding" manual of procedures, and that's now in</p> <p>7 a slightly more advanced state with an associate, and</p> <p>8 then there's the work on the case management system. So</p> <p>9 there will be a number of phases of development.</p> <p>10 MS SHARPLING: I'm particularly interested in the case</p> <p>11 management system. When is that likely to be up and</p> <p>12 running?</p> <p>13 A. We have said we would like to get a system in by the end</p> <p>14 of this year. I think that's still quite ambitious, as</p> <p>15 I said yesterday, in terms of what that would involve.</p> <p>16 We have the system that is the preferred system now, so</p> <p>17 we have now got an associate coming in to take that</p> <p>18 forward, but for the reasons I said yesterday, in terms</p> <p>19 of some of the complexities of that, I still think</p> <p>20 that's ambitious, but that's our target.</p> <p>21 MS SHARPLING: Thank you.</p> <p>22 THE CHAIR: Sir Malcolm?</p> <p>23 PROF SIR MALCOLM EVANS: Thank you. We have heard quite</p> <p>24 a lot about mandatory reporting. You said that you</p> <p>25 thought it was right in principle, but for the sake of</p> <p style="text-align: center;">Page 122</p>	<p>1 authorities.</p> <p>2 PROF SIR MALCOLM EVANS: Thank you.</p> <p>3 THE CHAIR: Mr Frank?</p> <p>4 MR FRANK: Thank you. On a similar theme, one of the things</p> <p>5 that may not be clear from your evidence is that you</p> <p>6 have a sense of the urgency with which it is necessary</p> <p>7 to get on with this because so many children have</p> <p>8 suffered for decades over inactivity. I just want to</p> <p>9 ask you about, when you have just said in reply to</p> <p>10 Sir Malcolm's question that it is important that</p> <p>11 concerns must be reported, you have used the word</p> <p>12 "must", and that's important, because what I want to ask</p> <p>13 you is, if you understand that they must be reported,</p> <p>14 why is it in your statutory guidance -- and I'm looking</p> <p>15 now at page ACE025254_004 -- there is much more flaccid</p> <p>16 language used in the guidance for your DSAs, and I will</p> <p>17 just quote it to you, just for your assistance -- it</p> <p>18 will probably come up on the screen in a moment:</p> <p>19 "The guidance introduces a notification process to</p> <p>20 the national safeguarding team. It expects that the DSA</p> <p>21 will notify the NST."</p> <p>22 Do you see? It doesn't say the DSA "must" notify</p> <p>23 the NST. The reason why it may make a difference is</p> <p>24 because your DSAs may be wondering, what on earth are</p> <p>25 you suggesting to them if you don't use the word "must",</p> <p style="text-align: center;">Page 124</p>

<p>1 particularly when, if you look at the diagram that you 2 put to elucidate the reporting structure -- and, again, 3 that you can find -- you will probably be more than 4 familiar with it -- in your guidance, and I'd like this 5 to come up on the screen for your assistance, 6 ACE025256_024. This is in relation to the safeguarding 7 concerns or allegations relating to church officers. So 8 anyone looking at that would expect that to tell them 9 what their -- and give them a very clear indication of 10 what their obligation is. 11 If you insist that they must do it, why don't you 12 say so in your guidance to them? Why do you use this 13 rather circumlocutious and flaccid language, "it is 14 expected that you will". Do you understand? 15 A. Yes, I do. I think there is a distinction there about 16 the reporting to statutory authorities -- 17 MR FRANK: Yes. 18 A. -- from the diocesan safeguarding adviser, because the 19 vast majority of those cases -- they will be managed by 20 the diocese. So there is a distinction about reporting 21 to the statutory authorities and the expectation to 22 inform the national safeguarding team, which I think is 23 advising us that they are dealing with a church officer 24 allegation. It may be something that we can strengthen 25 in terms of that "must report to the national</p> <p style="text-align: center;">Page 125</p>	<p>1 but we won't be managing the vast majority of those 2 cases. They will be with the diocese. 3 MR FRANK: I think you understand the thrust of my question. 4 A. Sure, I do. 5 MR FRANK: And it remains that you have made a number of 6 suggestions about what may be happening in the future, 7 particularly your liaison with the Catholic Church and 8 their proposal for the future. Do you understand the 9 importance of getting on with it? 10 A. Absolutely. You know, Dame Moira Gibb talks about the 11 pace of change, and for some in the church, actually, 12 the pace of change has been quite overwhelming for them, 13 if I'm honest. 14 From a safeguarding point of view, absolutely, I see 15 the urgency. Obviously we can only -- we can deliver 16 that within the resources that we have, and I will 17 constantly be arguing and debating for more resources to 18 make sure that the pace of change is quicker, and of 19 course the associate network is assisting us with that 20 but I absolutely understand the urgency. 21 MR FRANK: Thank you. 22 MS SCOLDING: Can I identify that Herbert Smith Freehills 23 have asked me to identify that in fact the passage, 24 Mr Frank, that you relied upon was from the introduction 25 rather than the main body of the guidance. They just</p> <p style="text-align: center;">Page 127</p>
<p>1 safeguarding team" but the important thing is they have 2 reported it to the statutory authorities. That's where 3 the "must" must really lie. 4 MR FRANK: So you think there should be less of an 5 obligation in relation to the reporting to the national 6 safeguarding team than there should be to the statutory 7 authorities? 8 A. Well, the management of that safeguarding concern in 9 respect of a church officer will be with the diocese and 10 those statutory partners, through a LADO strategy 11 meeting. That's where the management of 12 the safeguarding concern will be. 13 We are -- we need to know about it and, clearly, if 14 it is a high -- if it is highly complex or 15 a high-profile case we must know about it because we 16 would be managing that. But the vast majority of those 17 cases will be managed within the diocese, so the "must 18 reporting" must be to the LADO or the police to make 19 sure that there is a partnership arrangement, 20 a collaborative arrangement, between the diocese and the 21 safeguarding authorities to manage that safeguarding 22 concern. So that's where I think the "must" must be. 23 But, you know, in hearing the question, we can -- 24 there is nothing to stop us strengthening the language 25 about "must report to the national safeguarding team"</p> <p style="text-align: center;">Page 126</p>	<p>1 asked me to clarify that. 2 MR FRANK: Thank you. 3 THE CHAIR: Thank you very much, Mr Tilby. We are grateful 4 for your time. 5 A. Thank you very much. 6 (The witness withdrew) 7 THE CHAIR: We will now take a lunchbreak and return at 8 2.15. 9 (1.20 pm) 10 (The short adjournment) 11 (2.15 pm) 12 MS McNEILL: Chair, our first witness this afternoon is 13 Dean Peter Atkinson. Can the witness be sworn, please? 14 DEAN PETER ATKINSON (sworn) 15 Examination by MS McNEILL 16 MS McNEILL: Dean Atkinson, thank you. You have in front of 17 you, I hope, a bundle, at the front of which you have 18 a witness statement prepared by you dated 19 17 January 2018. Can I please confirm, did you have the 20 opportunity to consider this witness statement and 21 confirm whether it is true, to the best of your 22 knowledge and belief? 23 A. It is true. Perhaps I should say that quite a lot of 24 documents have been disclosed since I wrote that 25 statement, which have in some respects amplified my</p> <p style="text-align: center;">Page 128</p>

<p>1 recollection of events, but the witness statement is 2 true. 3 Q. We will explore some documents this afternoon to try and 4 cover that. Chair, the reference is WWS000140, and 5 I ask that that be uploaded to the website, please. 6 Dean Atkinson, just by way of background, we know 7 from your witness statement that you were ordained as 8 a deacon in 1979 and as a priest in 1980. You moved to 9 the Diocese of Chichester to be the principal of 10 Chichester Theological College from 1991 to 1994. You 11 were a residentiary canon and chancellor of 12 the Chichester Cathedral from 1997 to 2007. And so you 13 have experience of the cathedral and the leadership 14 under both Dean John Treadgold and his successor 15 Dean Nicholas Frayling? 16 A. Yes. 17 Q. You, yourself, have been the Dean of Worcester Cathedral 18 since 2007? 19 A. Yes. 20 Q. You're the first witness from whom we are going to hear 21 much detail about the cathedral. We have heard from 22 others, perhaps inelegantly, that it sits alongside, but 23 not subsumed within, the diocesan structures. Is that 24 a fair, albeit brief, summary of the situation? 25 A. That's a fair, brief summary of a centuries' old, many</p> <p style="text-align: center;">Page 129</p>	<p>1 unitary organisation, a single community. They are 2 composed of many groups of people who associate 3 themselves with the life of the cathedral for a whole 4 variety of reasons: as staff, as regular worshippers, as 5 friends, as local residents of the Cathedral Close, and 6 as volunteers, and that will be in a whole range of 7 different voluntary capacities. So a cathedral looks 8 more like an archipelago of groups of people rather than 9 a single organisation. Dean and chapter are still 10 responsible for managing all of that, but it's quite 11 a complex picture. 12 Q. In terms of safeguarding within the cathedral 13 environment, I want to talk, first of all, about 14 pre 2000, particularly through the arrest of 15 Terence Banks. 16 We know that that was House of Bishops guidance 17 since 1995 and that Mrs Hind, who was then the child 18 protection officer of Chichester, introduced Chichester 19 Diocesan safeguarding guidelines in 1997. What was the 20 arrangement within the cathedral for safeguarding, or 21 child protection as it was then called, following the 22 introduction of those guidelines in 1997, and up to the 23 arrest of Terence Banks? 24 A. I think we were very slow in making progress about that, 25 and I don't make any excuses about that, but I think it</p> <p style="text-align: center;">Page 131</p>
<p>1 centuries' old, relationship of cathedrals to dioceses. 2 It is quite complex, and it's been subject to a good 3 deal of development and change in recent years and we 4 are in another of those periods of change at the moment. 5 But it's absolutely correct to say that a cathedral is 6 distinct from the rest of the diocese, in that the dean 7 and chapter are the governing body and the bishop is 8 not, on a day-to-day basis, involved in the government 9 of a cathedral. 10 Q. And he has the right to a visitation of the cathedral -- 11 A. He has the right -- 12 Q. -- in certain circumstances? 13 A. -- to a visitation, yes. 14 Q. What you have said is that the dean and chapter are the 15 governing body of the cathedral and their 16 responsibilities include the upkeep of the cathedral 17 buildings, but also the cathedral staff and cathedral 18 volunteers, and is it right they are just one body of 19 a number of organisations within the cathedral? 20 A. I'm sorry, the question is ...? 21 Q. What you say in your witness statement is that the 22 cathedral itself is made up of large and disparate 23 structures? 24 A. Yes. That's right. I think it's an important thing to 25 understand about cathedrals that they are not a single</p> <p style="text-align: center;">Page 130</p>	<p>1 was not a time at which cathedrals automatically, 2 spontaneously assumed that what bishops were putting out 3 to apply to parishes was to be implemented in cathedrals 4 in exactly the same way. I don't think we were alone in 5 being slow like that. It was in March 2000 that the 6 Association of English Cathedrals issued some guidance 7 clarifying the fact that cathedrals were subject to the 8 House of Bishops guidelines, which I think indicates 9 that there was uncertainty about that in more than one 10 cathedral. 11 So we were slow in getting off the mark. I, myself, 12 underwent safeguarding training in 1997. 13 Q. Was that as part of your parish role? 14 A. When I wrote the witness statement, I assumed it was, 15 because that was the year in which I moved from the 16 parish to the cathedral. I see in Mrs Hind's witness 17 statement that it was after I joined the cathedral staff 18 that I underwent that training. 19 Anyway, I did. Clearly, I responded to that 20 requirement, and I would have assumed that other 21 cathedral clergy were doing the same. But as a chapter, 22 we weren't putting -- we weren't articulating the House 23 of Bishops' guidelines as chapter policy. I think 24 I would say that that was implicit. But we weren't 25 making it explicit.</p> <p style="text-align: center;">Page 132</p>

<p>1 Q. Actually, what you say at paragraph 17 of your witness 2 statement, which, chair, is on page 4, is that there is 3 a possibility that Dean Treadgold, who you described as 4 traditional, may not have recognised that the cathedral, 5 as a body, would need to implement that guidance. 6 What you have said today is that wasn't necessarily 7 down to his traditional views, but actually nationally 8 within cathedrals that was the case, or do you think it 9 did have something to do with his own particular views? 10 A. I think Dean Treadgold would not have been the first to 11 respond to a bit of diocesan policy and say, "We have 12 got to implement this in the cathedral". What I have 13 just quoted about the Association of English Cathedrals 14 is something that I learnt in one of the witness 15 statements since I wrote the report, so that suggests 16 that we weren't the only cathedral that was being rather 17 slow. 18 Q. What you said in 2002 was that child protection was not 19 high on the agenda of the chapter prior to the arrest of 20 Terence Banks? 21 A. Yes. I meant that precisely. It's not that any of us 22 would say that child protection was unimportant, but it 23 wasn't on the agenda of the chapter. We weren't 24 implementing or articulating explicitly a child 25 protection policy.</p> <p style="text-align: center;">Page 133</p>	<p>1 applied to return to sing within the cathedral choir; is 2 that right? 3 A. Yes, but only to go onto a list of those who might 4 deputise for a member of the choir if they were absent. 5 There was never a question of him being re-employed as 6 what in Chichester is called a lay vicar, one of the men 7 of the choir. But there was a discussion about whether 8 he should be allowed on those infrequent occasions to 9 deputise. 10 Q. Is it right, I am just going to say for background, that 11 even at that time, following his release from prison, 12 the families involved in the abuse perpetrated by him 13 felt quite strongly about his possible return to the 14 cathedral? 15 A. That may well be so, but I don't have any memory of 16 that. 17 Q. In which case, it is right, isn't it, that the chapter 18 actually refused his request initially? 19 A. It was, as I recall, discussed several times, and we 20 thought it was a very bad idea on at least two 21 occasions, and then came to a different conclusion, 22 which I have to say was a complete mistake. We 23 shouldn't have done that. But it was something that was 24 talked about, and there were those in the chapter who 25 were resolutely against that ever happening.</p> <p style="text-align: center;">Page 135</p>
<p>1 Q. To be fair, we know that Terence Banks was arrested 2 in April 2000 and, by May 2000, Mrs Hind had come into 3 the cathedral and was helping to work with you to 4 implement your own diocesan guidelines, and I think they 5 were put in place by October, with training very soon 6 afterwards? 7 A. The arrest of Terence Banks was the watershed. It was 8 the wake-up. It was a profoundly shocking event that 9 jolted the chapter into attending to all these things. 10 So, yes, things began to move very quickly at that 11 point. 12 Q. Appreciating what you say about Terence Banks being the 13 watershed, can we talk a little bit about the case of 14 Michael Walsh? Michael Walsh was a teacher, we have 15 heard, at a state-run Anglican secondary school, and in 16 1990 -- for members of the public, not necessarily 17 yourself, I'm sure you are aware -- he was convicted of 18 offences of unlawful sexual intercourse involving 19 teenage girls who were pupils at the school at which he 20 worked and he was imprisoned for five years. So he was 21 somebody who was known in part of the cathedral 22 community from his musical roles; is that correct? 23 A. Yes. 24 Q. So prior to the arrest of Terence Banks, this was a case 25 in which he was subsequently released from prison and</p> <p style="text-align: center;">Page 134</p>	<p>1 I think what I would say is that, as I recall, the 2 discussion was really on the ground of, has somebody who 3 has been convicted and served their prison sentence for 4 an offence, are they entitled to a fresh start? I think 5 that was the kind of discussion, rather than 6 a discussion related to the likelihood of an abuser 7 abusing again and the risk that that posed. 8 Q. It is right that there was no formal agreement or any 9 sort of procedures put in place to protect against the 10 risk once the agreement had been provided? 11 A. I think not, no. 12 Q. I'm just going to refer you to clarify something to 13 page 7 of your witness statement, right at the very 14 bottom, where you deal with this part of your evidence, 15 and specifically you quote from a witness statement you 16 gave to the police in the year 2002: 17 "This was resisted by the chapter on more than one 18 occasion out of consideration for the continuing 19 feelings of the families involved in the case." 20 So there was some consideration at the time about 21 the effect that this might have on the abused 22 individuals or their families? 23 A. Yes, evidently. 24 Q. Can you help us understand, then, why ultimately, 25 despite the fact that that concern for those families</p> <p style="text-align: center;">Page 136</p>

<p>1 and those abused individuals initially made you say no, 2 what was it that eventually allowed the chapter to say 3 yes, that he could return? 4 A. I'm afraid I can't remember the texture of that 5 decision, that meeting at which a different decision was 6 made, so I can't really help you with that. 7 As I say, there was a difference of view within the 8 chapter, and I think -- well, evidently, the balance 9 changed from the one to the other. I don't think I can 10 remember more about that meeting, I'm sorry. 11 Q. No, that's fine. Can we turn to the case of 12 Terence Banks, which is picked up at the bottom of 13 page 8 of your witness statement. What you say there is 14 that you first became aware of the allegations against 15 Terence Banks when you were called to an urgent chapter 16 meeting on 10 April 2010, which was the day he was 17 arrested -- sorry, 2000, I can't read my own writing, 18 10 April 2000, which is the date he was arrested; is 19 that right? 20 A. Yes. 21 Q. I should pause here to say that the inquiry 22 inadvertently said in its opening statement that you 23 were aware of allegations made by victims of 24 Terence Banks a couple of days before that, but hadn't 25 told the police about them. It is right, actually, that</p> <p style="text-align: center;">Page 137</p>	<p>1 done and that he should have responded immediately, and 2 it was a bad mistake. 3 Q. Was that view shared by the chapter or was that just 4 something you particularly felt? 5 A. I think we would all have thought that. 6 Q. Because policies aside, was there a view held in the 7 chapter that somebody might have a moral duty to report 8 something to the police on becoming aware of serious 9 allegations of that nature? 10 A. Well, I would say that, and -- well, I can't speak for 11 other members of the chapter, but it certainly 12 immediately struck me in that way. 13 Q. What action was taken at that chapter meeting? What was 14 the purpose of the meeting? 15 A. It wasn't a formal meeting of the chapter. 16 John Treadgold had just invited us all to meet him in 17 his home to tell us the news, and it was such profoundly 18 shocking news that I don't think much was probably said. 19 We did then have a scheduled chapter meeting the next 20 day, but I don't remember anything more about that 21 initial gathering in the deanery. 22 Q. What was discussed on the following day, on 11 April? 23 A. There's -- I think by then he had visited Mr and 24 Mrs Banks at home, and he talked a bit about that. 25 I don't think there is much more that I remember of that</p> <p style="text-align: center;">Page 139</p>
<p>1 that was Dean Treadgold who had been aware for a couple 2 of days, and not yourself. We corrected the record, but 3 once again, if I can make that plain. Dean Treadgold 4 had been aware of the allegations for a couple of days, 5 but not yourself? 6 A. Yes. 7 Q. When Dean Treadgold became aware of the allegations, 8 I understand the two victims visited him directly; is 9 that right? 10 A. So I understand, yes. 11 Q. To your knowledge, what did he do when that was reported 12 to him? 13 A. All I think I know is what he told us when we met that 14 day, the members of the chapter, that they had 15 approached him, they had told him something of their 16 story, and he was about to go to Germany, and that he 17 said in some way or other that he would respond to this 18 when he came back. I think that's all that he shared 19 with us when he told us the news at that meeting. 20 Q. What was your reaction to discovering that he had been 21 aware for a number of days of allegations of sexual 22 abuse by children and hadn't immediately informed the 23 police? 24 A. Well, I had done enough of Mrs Hinds' safeguarding 25 training to know that that's not what should have been</p> <p style="text-align: center;">Page 138</p>	<p>1 meeting, and there is very little in the chapter minute, 2 which I have seen, that expands it. I think we were all 3 still in a state of shock, and -- because it was -- it 4 was a huge shock, and I'm not sure that we had much more 5 to say at that point. 6 Q. What you did -- you have told us what you did know was 7 that pastoral support has been provided to Mr Banks and 8 his wife by Dean Treadgold directly and was being 9 arranged going forward. Was any discussion had or 10 thought given to offering pastoral support to the 11 victims who had reported to Dean Treadgold? 12 A. It was discussed. I'm not sure if it was at that 13 meeting or the subsequent one. But there is a chapter 14 minute in the documentation that shows that we did, when 15 we'd collected our thoughts, talk about that, and here 16 I want to say again, we just got this wrong. It's not 17 that we brushed the whole matter off or even -- didn't 18 even discuss it; we did talk about it, but I think we 19 were far too readily swayed by the dean's advice that 20 the police -- 21 Q. What was -- sorry, you were about to answer my question. 22 What was the dean's advice? 23 A. That while the police were investigating it, it was 24 difficult or impossible for the chapter to reach out in 25 a pastoral way to the victims. That was what seemed</p> <p style="text-align: center;">Page 140</p>

<p>1 important at that moment, and I am very sorry that we 2 didn't do better than that. I think that what has come 3 out through the witnesses' statements that I have read 4 is a profound sense of rejection from the cathedral, and 5 I can understand that. I think the initial response to 6 those two when they came to John Treadgold was very 7 unfortunate, to put it mildly, and then the idea that 8 there was no way in which we could reach out in any 9 pastoral way towards them while the police investigation 10 was going on was a mistake, and had we had a good, open 11 relationship with Janet Hind, I'm sure that she would 12 have helped us to see things differently, but that was 13 not a very open channel, and we just got that wrong. 14 By the time the trial had come and gone and 15 Dean Treadgold then wrote his letter -- which I am sure, 16 at the time, was heartfelt from him, but I can exactly 17 see from the point of view of the victims that that was 18 far too little and far too late. 19 Q. In particular, that letter didn't include an apology for 20 the abuse suffered, did it? 21 A. So I see. I think I've only seen the letter since these 22 documents have been disclosed. 23 Q. That's the question: was it discussed within the chapter 24 or was that something Dean Treadgold did on his own? 25 A. No, I think he would have, I'm sure, done that with</p> <p style="text-align: center;">Page 141</p>	<p>1 personally that I didn't push harder. 2 Q. The last point in relation to this is sort of after the 3 trial. We have dealt with the apology letter, and you 4 have said that the reason that no pastoral support was 5 offered during the trial was because of a mistaken 6 understanding about whether or not the victims could be 7 contacted by the church at that time. What about after 8 the trial? Was any actual discussion held about 9 offering pastoral support to victims after the trial? 10 Because obviously you knew the identity, or 11 Dean Treadgold knew the identity, of at least two of 12 them? 13 A. Yes. Well, I think we thought that his letter at that 14 point reaching out to them was to open a -- open up 15 a door or channel of communication with the victims. 16 I don't think it led to anything very much, but I think 17 that's what we thought was happening at that point. 18 Q. Was there an appreciation within the chapter of how 19 serious this allegation was and how serious the 20 behaviour of which he was convicted actually was? 21 A. Yes. We may not have been right at the outset because 22 I can't remember how much John Treadgold shared with us 23 or how much we knew at the beginning, but certainly, as 24 the charges became known, we realised that this was 25 hugely serious and deeply upsetting and dreadful, yes.</p> <p style="text-align: center;">Page 143</p>
<p>1 advice from the chapter clerk and the communar, but 2 I don't recall that as being a text approved in the 3 chapter or seen by the chapter. 4 Q. Another thing that was complained about by a number of 5 the victims and survivors was that during the trial of 6 Terence Banks, is it right that somebody from the church 7 came and sat in court every day to support Terence Banks 8 and his wife, presumably, but that it was perceived by 9 them that the church was very much siding with the 10 perpetrator? 11 A. And I can exactly understand that, and that must have 12 just added a great deal of insult to a great deal of 13 injury. This was an initiative of Bishop Kemp, to ask 14 a priest to support Mr and Mrs Banks pastorally. 15 I don't know why he did that in that way, but it wasn't 16 discussed with the chapter. But the upshot of that, 17 however well intentioned it may have been, was of course 18 to look exactly as though the church was standing with 19 Terence Banks and not with the victims. 20 I don't think that I was aware of this pastoral 21 support until the trial, but I do remember reading the 22 account in the local newspaper and picturing only too 23 clearly how -- well, "one sided" is putting it rather 24 mildly, that would have appeared. I am very sad about 25 all of this. We just didn't respond well, and I'm sorry</p> <p style="text-align: center;">Page 142</p>	<p>1 Q. Can we take a look at a document, please. It is behind 2 tab 6 of your bundle, chair. Paul, it is ACE022573. If 3 we start with page 127 of that document, we are going to 4 come on to talk about Ms Carmi's report, and everybody 5 who heard her evidence this morning will have already 6 heard her describe it. This is her April update report 7 as she was conducting it. I would like to look at her 8 note at page 3, so internal page 129, under heading 8. 9 Ms Carmi said that she sat in on a chapter meeting 10 on an occasion, and what she noted at the time was: 11 "The major issue that has arisen is the shock of 12 dean and chapter to the knowledge that children may have 13 been abused whilst choristers. There was a firmly held 14 conviction that the abuse was restricted to 15 post-pubescent Crudgemen." 16 I just wonder, looking at the fact that initially it 17 had been believed it was post pubescent as opposed to 18 choristers, whether there was an understanding of how 19 serious the abuse could be, notwithstanding that they 20 were slightly older? 21 A. Yes. I think initially, and I don't know whether it was 22 just a misunderstanding or misinformation, we were told 23 that these young men had not been abused during the time 24 that they were choristers, and the abuse was subsequent, 25 and if questions were asked about that, I think that was</p> <p style="text-align: center;">Page 144</p>

<p>1 simply trying to understand as much as we could about</p> <p>2 what had been going on, not that particular conclusions</p> <p>3 should be drawn from whether one was more important than</p> <p>4 the other.</p> <p>5 Q. Because what Ms Carmi writes here is:</p> <p>6 "This perception appears to have effectively</p> <p>7 minimised the harm committed by Banks."</p> <p>8 A. I don't believe that -- I don't accept that that's --</p> <p>9 that's not certainly the way I felt about it and I don't</p> <p>10 believe that's the way we were thinking or talking about</p> <p>11 that in the chapter. I don't think there was any</p> <p>12 minimising of the harm that he had done. But I accept</p> <p>13 that Mrs Carmi had that impression.</p> <p>14 Q. Can we turn to another document, behind tab 4 of</p> <p>15 the bundle. Paul, it's at ACE021374_025. Chair, it is</p> <p>16 a large document, behind tab 4, but it is page 25 we are</p> <p>17 looking at in hard copy. The section I'd like to look</p> <p>18 at is starting:</p> <p>19 "But to what extent, if any, would a different</p> <p>20 cathedral regime/protocol, which would have only had</p> <p>21 effect in the cathedral and close on a limited numbers</p> <p>22 of days in the year when the Crudgemen organisation was</p> <p>23 in being, have had on the undesirable relationship which</p> <p>24 formed between Banks and [one of the victims]? How does</p> <p>25 any cathedral responsibility compare with parental</p> <p style="text-align: center;">Page 145</p>	<p>1 Q. Please.</p> <p>2 A. That there was, under John Treadgold's leadership,</p> <p>3 a tendency for matters to be very much in the hands of</p> <p>4 the dean and the communar, and in many ways to the</p> <p>5 exclusion of other members of the chapter. It was</p> <p>6 a certain way of being a dean, but in this particular</p> <p>7 case, it wasn't helpful. So there will have been</p> <p>8 a great deal of conversation and discussion going on</p> <p>9 between the dean and the communar which was simply not</p> <p>10 part of chapter meetings or indeed shared with other</p> <p>11 members of the chapter on a day-to-day basis.</p> <p>12 Q. Indeed, you said he wasn't collaborative in his</p> <p>13 approach?</p> <p>14 A. Mmm.</p> <p>15 Q. You also said he held what you described as very</p> <p>16 traditional views. Can you explain to us what you mean</p> <p>17 and why his views might have affected the way in which</p> <p>18 the Terence Banks case was handled?</p> <p>19 A. John Treadgold, who'd had a very distinguished career in</p> <p>20 the church and was close to retirement, was formed in</p> <p>21 a particular style of Anglican priesthood, which you</p> <p>22 could describe as being a rugged individualist. It was</p> <p>23 a way of being a parish priest and in the past it had</p> <p>24 not been without its strengths, but it was characterised</p> <p>25 by finding relations with bishops and dioceses quite</p> <p style="text-align: center;">Page 147</p>
<p>1 responsibility insofar as the [victim] is concerned?</p> <p>2 Presumably [the victim] bears no responsibility because</p> <p>3 he was a minor, but he could have run a mile, or told</p> <p>4 his parents or the police or whatever."</p> <p>5 From what we can see, this is a transcript of</p> <p>6 a letter to the communar from Captain Michael Shallow.</p> <p>7 Who was Captain Michael Shallow?</p> <p>8 A. He was David Nolan's predecessor as communar. So</p> <p>9 Michael Shallow was communar at the time of</p> <p>10 Terence Banks' arrest.</p> <p>11 Q. And writing to the communar at the time of --</p> <p>12 A. And writing to his successor --</p> <p>13 Q. This is during the civil claim --</p> <p>14 A. -- in 2004.</p> <p>15 Q. No, sorry, this is following the conviction at the very</p> <p>16 least. Does this represent the views of the chapter</p> <p>17 that perhaps the parents of the children bore some</p> <p>18 responsibility or even potentially the children</p> <p>19 themselves "could have run a mile or could have told</p> <p>20 their parents or the police"?</p> <p>21 A. Well, it doesn't reflect the views that I hold or held</p> <p>22 then, and I don't remember any discussion like that</p> <p>23 within the chapter. That was evidently</p> <p>24 Michael Shallow's view. Could I just highlight</p> <p>25 something I think I said in my witness statement?</p> <p style="text-align: center;">Page 146</p>	<p>1 difficult, relations with clergy colleagues quite</p> <p>2 difficult, and relations with any external agencies,</p> <p>3 particularly secular ones, quite difficult. It was a --</p> <p>4 quite a deep formation in the Anglican parish priest as</p> <p>5 omni-competent and managing things as they saw best.</p> <p>6 As I say, on occasions, that's not been without its</p> <p>7 strengths, but in this context, where the dean needed to</p> <p>8 relate well to bishop and diocese, to clergy colleagues</p> <p>9 and to external agencies, like social services or the</p> <p>10 police, it was going to be very difficult for somebody</p> <p>11 of John Treadgold's formation, lifelong formation, to</p> <p>12 adapt to all that that situation was requiring.</p> <p>13 Q. Even over and above that, what you say at paragraph 24</p> <p>14 of your statement -- I don't ask you to turn it up,</p> <p>15 because it will take us slightly out of sync on your</p> <p>16 statement, but you said that he had a real</p> <p>17 conflictedness over homosexuality and a tendency to</p> <p>18 abuse, by which you go on to say:</p> <p>19 "By this, I mean he regarded homosexual men as not</p> <p>20 safe in relation to men and boys."</p> <p>21 You also say that his instinct was to handle</p> <p>22 safeguarding matters as a pastoral concern. Do you</p> <p>23 think this has a significant effect on the way that the</p> <p>24 Terence Banks response was handled?</p> <p>25 A. Certainly I think in his immediate response to the</p> <p style="text-align: center;">Page 148</p>

1 victims, to Janet Hind, I think to Mrs Carmi, and
 2 I think to the police, all of which I think got off to
 3 a bad start, and I don't think he ever really got back
 4 on top of that.
 5 The conflict -- what I described as a conflictedness
 6 over homosexuality and abuse is that, I think, like many
 7 men of his background and his generation, there was an
 8 unease about the whole idea of homosexuality and a sort
 9 of presumption that homosexual men were unsafe in
 10 relation to other men, particularly younger men or boys.
 11 I wouldn't say that this was a pronounced part of
 12 his character, but was just aware of it from time to
 13 time in things that were said. Therefore, I think he
 14 was in an area in which he was personally very
 15 uncomfortable. Combined with what I have just tried to
 16 describe as a kind of particular old-fashioned way of
 17 being an Anglican priest, part of that was an assumption
 18 that difficult matters could be handled privately,
 19 quietly, as would have been said, pastorally, without
 20 seeking help from other sources. So that's why I think
 21 he found it difficult to relate to Janet Hind, difficult
 22 to respond to Mrs Carmi, he had difficulties with the
 23 police, in talking to them --
 24 Q. The police described him to Ms Carmi as sort of
 25 defensive and quite uncooperative. Would you think that

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1 fair?
 2 A. I'm afraid I can picture that only too well. Yes,
 3 I think he would have been deeply uneasy and unsure of
 4 himself in the situation.
 5 Q. Did he represent the views of the chapter or the
 6 cathedral community at that time?
 7 A. Not generally, no. In what I've said about his lack of
 8 collaborativeness, I think we all sort of chafed under
 9 that a bit and would have loved to have had more of
 10 a team spirit. That wasn't really there.
 11 In terms of what I have said about his feelings
 12 about homosexuality, I don't think any other member of
 13 the chapter at that time would have held those views.
 14 Q. Before we move on, we should deal briefly with one other
 15 matter touching on Dean Treadgold. Is it right that at
 16 the time of his retirement, or thereabouts, there came
 17 a time when he burnt a number of files held within the
 18 cathedral?
 19 A. Yes. He had retired in the autumn of 2001 and moved
 20 a short distance away. What I remember of the episode
 21 is that he returned to the deanery, which then was
 22 empty, this was long before Dean Frayling arrived,
 23 removed a number of files from the deanery basement and
 24 had a fire in the garden.
 25 I don't know what the files were. I think there is

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1 some indication that they might have been old chapter
 2 files, but they may well have been his own. It's a bit
 3 odd that he'd moved away and then came back to do this,
 4 and it was sufficiently troubling for us to mention this
 5 to the police, which happened.
 6 Q. And the police subsequently investigated it, including
 7 interviewing, I understand, Dean Treadgold under
 8 caution?
 9 A. They took it very seriously, yes.
 10 Q. But no further action was ultimately taken?
 11 A. Ultimately, no further action was taken.
 12 Q. Did anybody within the cathedral or the chapter think to
 13 get him back in, have a word with him and say, "What
 14 were you burning and why were you burning it?", because,
 15 in theory, there's a potential hole in your record
 16 keeping now?
 17 A. I don't remember that happening. I think the person who
 18 spoke to the police, as far as I can remember, was
 19 Canon John Ford, who by then was the acting dean between
 20 the two deans, and I can't remember that we took further
 21 action ourselves, knowing that the police were involved.
 22 I think we took the view that that was police business.
 23 Q. Once they'd taken no further action, why not then? Why
 24 not then say, "Hang on a minute, somebody who has moved
 25 away from the cathedral, who has retired, has come back,

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1 potentially taken chapter files and burnt them. We need
 2 to find out why and what they have burnt, if for no
 3 other reason than to find out where we have now got
 4 record gaps, or even take disciplinary action"?
 5 A. I'm not sure what disciplinary action might have been
 6 taken against a retired dean. The answer to your
 7 question is that I don't remember that kind of internal
 8 investigation happening.
 9 Q. If we can move forward to the Carmi Report, we have
 10 heard from others how the report came to be commissioned
 11 and how Ms Carmi came to be selected. I am going to try
 12 not to repeat all of her evidence this morning, the
 13 factual chronology of it, but it is right, isn't it,
 14 that one of your main concerns in relation to the way in
 15 which Ms Carmi carried out this report was that you
 16 don't think she interviewed the dean or the chapter
 17 sufficiently or took into account their views; is that
 18 right?
 19 A. Yes. I think that when we read -- or when I read what
 20 she'd written, I felt that she hadn't got under the skin
 21 of the sort of organisation that a cathedral is, and
 22 that significantly coloured her report, and that if
 23 there had been a point at which she had kind of checked
 24 out with us or talked to us, you know, "Is this the kind
 25 of organisation" -- you know, "What does this feel

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<p>1 like?", we could have had some discussion about that, 2 and that might have been a constructive contribution to 3 the report. 4 Q. But she did attend a chapter meeting and she did 5 interview the dean, she did interview the communar, and 6 she interviewed the organist, and she said that the 7 selection of those names actually came from a discussion 8 with others about who might be best placed to help her. 9 A. Yes. I think she only interviewed Dean Treadgold after 10 she'd written the report, and then his views were added 11 as an appendix, which I think is a bit surprising. 12 Indeed – well, the upshot was, I think, that her report 13 didn't get under the skin of the sort of organisation 14 the cathedral was, and I regretted that the report had 15 been written in that way, and in some contrast to the 16 police investigation of 2002 in which some very 17 searching questions were asked about the kind of culture 18 in the cathedral that elicited, I think, some important 19 points. So I didn't feel that it had been, in that 20 sense, as thorough as it should have been. 21 Q. One of her main concerns this morning was that she 22 thought there was a disconnect between the level of 23 support that was expressed by those within the cathedral 24 for cooperating with her report and the level of support 25 she actually experienced.</p> <p style="text-align: center;">Page 153</p>	<p>1 Chichester, at that time John Hind -- 2 A. Yes. 3 Q. -- 30 June 2003. The first line, I'm going to take you 4 through some sections and then I am going to ask you to 5 talk to me about it at the end: 6 "We have spoken recently about the Banks case review 7 and I shared some of the chapter's misgivings with you, 8 particularly that the passage of time had altered the 9 climate in which the review was being conducted." 10 We know that the review had to stop and then resume 11 as a result of police investigations. But over the 12 page, the top paragraph, please, Paul: 13 "... instead of being a forward-looking review, it 14 takes the form of a fresh inquiry into past events. 15 This is borne out by the way in which Edi is seeking to 16 gain evidence from school parents and former pupils and 17 the cathedral community." 18 And talks about a specific person she spoke to. The 19 next unredacted paragraph: 20 "The concern I have already expressed to you is the 21 wisdom of raising the public profile of the Banks case 22 again so long after the event." 23 It talks about a local newspaper: 24 "If Edi were to confine herself to conducting 25 a review, focusing on the child protection procedures</p> <p style="text-align: center;">Page 155</p>
<p>1 She was talking about that, really, in the context 2 of whether or not letters should be sent out to members 3 of the community, former students, former choristers, 4 which she said she was very keen to do in order to 5 really understand, are there any other victims out 6 there, is there anybody else who is a potential witness, 7 but that it was very much resisted by the cathedral. Is 8 that your recollection? 9 A. It isn't my recollection. I think this would have been 10 in discussion with Dean Frayling and maybe the communar 11 at that time. She only came to meet the chapter as 12 a whole once right at the outset. I wasn't aware that 13 there were these sorts of difficulties or that she was 14 feeling that there were difficulties. 15 My recollection is that Nicholas Frayling was 16 wanting to help as much as he could, but evidently 17 that's not the impression that she received, but 18 I wasn't aware; certainly not aware of a kind of 19 opposition within the chapter to what she was proposing 20 to do. 21 Q. Can we look, please, at a document behind tab 5 of your 22 bundle. Paul, can we please look at ACE023433_011. 23 I only need this front page so we know what we are 24 looking at. This is a letter from Dean 25 Nicholas Frayling to Right Reverend Bishop of</p> <p style="text-align: center;">Page 154</p>	<p>1 already introduced into the school and the cathedral and 2 how they have lessened the likelihood of such events 3 being repeated, there would be no need to trawl for new 4 information and the pew notes in the cathedral, letters 5 to Prebendal parents, former pupils and choristers would 6 no longer be necessary. 7 "When you initiated the review, you could not have 8 foreseen that the police would spend over a year 9 gathering further evidence ... it is difficult to 10 believe that, following such an exhaustive police 11 enquiry, anything more is necessary and if her approach 12 were to deal with the evidence to hand, supplemented by 13 interviewing people in key appointments ...", et cetera, 14 and we see there the organist, headmaster, priest, 15 vicar, festivities director, communar, chapter and so 16 forth: 17 "... then the process would be speeded up and the 18 misgivings surrounding the passage of time would be 19 allayed." 20 It goes on, over the page, to talk about that she 21 needs to speak to the chapter, which is something you 22 have already expressed, but the penultimate paragraph: 23 "We pledged our support and full cooperation for the 24 review when you first announced it and have recently 25 agreed to publish a pew note advertising the continuing</p> <p style="text-align: center;">Page 156</p>

<p>1 of the review and giving details for anyone who wishes 2 to contact Edi. We do not wish to be seen to be 3 dragging our feet, but chapter felt it inappropriate to 4 circulate this pew note around Eastertide and then in 5 the lead-up to the royal visit. Now for the reasons 6 I have expressed in this letter, chapter questions the 7 wisdom of encouraging procedures which emphasise inquiry 8 rather than review. In effect, we are seeking to be 9 released from our obligation to publish a pew note." 10 Over the page, please, Paul: 11 "I hope I do not need to reassure you that chapter 12 remains committed to supporting the purpose of 13 the review and to full cooperation with the review ... 14 chapter no longer believes, however, that publicising 15 the review to sections of the public is necessary for 16 the achievement of that purpose; indeed, with the 17 passage of time after the review's inception, it 18 believes that pursuing that course would be more likely 19 to damage our efforts to restore the cathedral's 20 reputation just as these efforts are bearing fruit." 21 My question is, bearing in mind that Dean Frayling 22 purports in his letter to speak on behalf of 23 the chapter, do you think this letter is consistent with 24 the concern that Ms Carmi raised, which is that the 25 reluctance, as she described it, to assist her to reach</p> <p style="text-align: center;">Page 157</p>	<p>1 held in the chapter as a whole. 2 Q. On reflection, do you think that perhaps there is some 3 force in the argument that was being made by Ms Carmi 4 that, if we are going to do a review into Terence Banks, 5 we need to do it properly and we need to reach out to 6 make sure we are engaging with all the right people? 7 A. Yes, I think there is some force in that, although 8 I think there's also an important point here about what 9 is a review and what is an inquiry, and perhaps that had 10 never been teased out at the beginning. I mean, I think 11 this is -- these are the terms in which Dean Frayling is 12 expressing this, "This feels more like an inquiry than 13 a review", and I guess that had never been really 14 clarified or understood as an issue right from the 15 beginning. But I think this letter does give support to 16 what Mrs Carmi was saying this morning. 17 Q. Did that arise from, as far as you can help us, do you 18 think, the risk to the reputation of the cathedral or 19 the fear of the risk to the reputation of the cathedral 20 if she were to do it in this way? That is one 21 interpretation of that final paragraph. 22 A. Yes. I'm not -- 23 Q. "... pursuing that course would be more likely to damage 24 our efforts to restore the cathedral's reputation just 25 as these efforts are bearing fruit"?</p> <p style="text-align: center;">Page 159</p>
<p>1 out for new evidence created a disconnect between the 2 avowed support for the review and the practical support 3 for the review? 4 A. Yes. I think it does. When I wrote my witness 5 statement, as you will see, I had -- I said I had no 6 recollection, or virtually no recollection, of disquiet 7 within the chapter about the progress of the review. 8 I wrote that without this letter in front of me and 9 other documents about discussion at the Prebendal 10 School. So this was simply not something that had 11 remained in my mind, but -- 12 Q. We do appreciate that it was 18 years ago, or about 14, 13 we really do. My question is, would he have sent this 14 letter purporting to speak for the chapter if that did 15 not represent the views of the chapter at the time? 16 A. That's a difficult question to answer. 17 Q. You don't have any independent recollection, I recognise 18 that -- 19 A. I don't have any independent recollection. 20 Q. You have this letter. You do know Dean Frayling. Do 21 you think he would have sent it if it didn't reflect the 22 views of chapter at the time? 23 A. No. I think he must have written that letter genuinely 24 thinking that there had been -- that those -- the 25 disquiet that he was expressing was something that was</p> <p style="text-align: center;">Page 158</p>	<p>1 A. It depends a bit what you put on the word "reputation". 2 I read that as Nicholas Frayling saying, "We are 3 rebuilding a positive spirit in the cathedral. We are 4 addressing concerns about safeguarding. We are doing 5 all that we can to operate in a much more open and 6 inclusive way and we want the encouragement to do that". 7 I don't think he's saying, "Our primary concern is 8 the cathedral's good name". I think that's a sentence 9 about rebuilding a positive spirit in the cathedral. 10 That is what I think he's saying there. But I can see 11 it's open to a different reading. 12 Q. We know that the recommendations of the Carmi Review 13 were with the chapter by March 2004, and I think we 14 should emphasise that at page 7, behind tab 5, chair, 15 it's the same tab and it's the same document, please, 16 Paul, ACE023433_007, a response by Canon John Ford, who 17 we know was a sort of interim dean, at least for 18 a while, but he was the presenter at that time. He sets 19 out the response by the cathedral to the 20 recommendations -- Paul, can we bring up both page 7 and 21 page 8 at the same time. In short, what they show us is 22 that by the time the recommendations were received in 23 March 2004, all of the recommendations were either in 24 train or had already been dealt with. I understand 25 there was some concern about the publication of</p> <p style="text-align: center;">Page 160</p>

<p>1 recommendation 10.13, which is the first one on the 2 left-hand page, which was a recommendation that there 3 should be apologies to the victims and that there should 4 be some remorse effectively expressed. What it asks is, 5 given that had already been dealt with, she wasn't aware 6 that an apology letter had by that time been provided. 7 You asked, or they asked, that that recommendation not 8 be published. Is that your recollection? 9 A. Yes, and that was the sole point, that something that 10 appeared to have been fulfilled already shouldn't appear 11 as a recommendation. 12 Q. Of course, as we know, that letter never contained an 13 apology, did it? 14 A. No. 15 Q. For some reason that hasn't become necessarily clear, 16 the narrative part of the Carmi Report wasn't provided 17 to the chapter until June 2005. We have from you 18 a response to Ms Carmi's report; is that right? 19 A. Yes. 20 Q. We are not going to go through all of her findings, but 21 amongst two of the key findings she drew out today and 22 you deal with in her report were she concluded that the 23 cathedral was a closed community, by which she meant 24 members may be predisposed to think well of each other; 25 those of high status within the community are most</p> <p style="text-align: center;">Page 161</p>	<p>1 it, I put them down on paper. That was how my critique 2 began. 3 Having done that, it seemed worth sharing with the 4 dean and eventually circulating to other members of 5 the chapter, but it was never intended to be more than 6 some observations on what I thought of the report. 7 The covering note that I sent with it, I very much 8 regret some of the words I used in that. 9 Q. You do say that the report is riddled with inaccuracies, 10 that the inaccuracies, rumours, innuendos and 11 unsubstantiated statements are made the basis of an 12 argument that points the finger of blame at the chapter. 13 You do say, "We would wish to reiterate our sorrow 14 at what has happened and our determination to do all we 15 could to prevent it happening again, our willingness to 16 learn lessons. But the report also needs to be rebutted 17 where it is inaccurate or ill judged and that is what 18 I have tried to provide a draft for." 19 When you say you have "provided a draft for", did 20 you at that time foresee that somebody would produce 21 a draft written response rebutting what you considered 22 to be inaccuracies, rumours and innuendos? 23 A. No. We weren't expecting the report to be published 24 because John Hind had been quite clear about that. But 25 there was always the likelihood, I suppose, that in some</p> <p style="text-align: center;">Page 163</p>
<p>1 likely to be regarded as trustworthy; people may be less 2 likely to be critical of members' behaviour. Those were 3 the risks in what she called a closed community. She 4 found that attitudes to volunteers in the church may be 5 problematic with a perception that this may minimise the 6 church's responsibility. 7 The second one that you deal with particularly would 8 be the attitudes to sexuality and the confusion between 9 homosexuality and sexual abuse, and I understand that 10 you better understand her position, having heard her 11 this morning. The final one she raised was 12 confidentiality and the possible effect of the seal of 13 the confessional. I don't need to bother you with that 14 because that has been aired quite fully elsewhere. 15 Can I ask you to turn to tab 8, please, and it is 16 the cover letter to your written response to the 17 Carmi Report. Paul, it's WWS000053. What was your 18 initial reaction to reading the Carmi Report in full? 19 A. Well, I was concerned about much of what I read and 20 quite exasperated, I think, that a lot of time and 21 trouble had been spent on something that I thought in 22 some significant ways missed the point. 23 So I wrote initially some notes to clear my own 24 head. It's what I do if I'm faced with a fairly dense 25 document and I want to try and get my ideas clear about</p> <p style="text-align: center;">Page 162</p>	<p>1 way all other copies would get out to a wider public and 2 the chapter might be put on the spot on a whole range of 3 detailed points that Mrs Carmi made. So I thought it 4 was -- having written these notes for my own benefit, to 5 try and help me get my mind around it, it was no bad 6 thing that those notes should be, as it were, on file if 7 the chapter ever needed to respond. But there was no 8 prospect of our responding because the report was not 9 going to be -- there was no intention of publishing the 10 report. 11 Q. In fairness, and you touched on it -- you said in your 12 statement that you reflected and the tone of this is 13 indignant and you regret the tone? 14 A. Yes, and I think I would go further than that. I don't 15 think I should have used some of those words. I think 16 there's some evidence that I was sending this in the 17 early hours of the morning, when nobody should be 18 sending emails until they have thought about them, and 19 indeed I think I would like to apologise to Mrs Carmi 20 for some of those words that I used, which were quite 21 unnecessary and can only detract from what I think are 22 the serious points I was trying to make, and would still 23 wish to make, about her report. 24 Q. The question that flows from the tone of this and the 25 tone of some of the memo also is whether or not the</p> <p style="text-align: center;">Page 164</p>

<p>1 indignation, as you have called it, got in the way of 2 your ability to learn lessons from what are quite 3 probing conclusions she reaches? 4 A. In terms of Mrs Carmi's recommendations, I don't think 5 there's any issue about that because they had already 6 been accepted and acted upon by the chapter, so her 7 recommendations I think were good and the cathedral got 8 on with them. 9 Q. What about broader lessons learned? It is not 10 necessarily always about recommendations but reflecting 11 back on what went wrong. Do you think you were able to 12 reflect back on what went wrong or was that overshadowed 13 by indignation? 14 A. No, I think what I was reflecting on -- and this is 15 where I began my evidence this afternoon -- was on the 16 nature of a cathedral community and the particular 17 challenges to safeguarding in that community, and I felt 18 that Mrs Carmi's picture of the cathedral as 19 a close-knit, monolithic organisation, very difficult to 20 penetrate from the outside, but once you're on the 21 inside, then everybody would know everything that was 22 going on because it's a close-knit society, is just not 23 the way it is with cathedrals, and, as I was saying 24 before, they are much more this kind of archipelago of 25 small groups, of people who are there for a whole</p> <p style="text-align: center;">Page 165</p>	<p>1 for the reasons you have set out. But what it doesn't 2 do, or what one might find it doesn't do, is address the 3 risks of such a community that Ms Carmi raised, which 4 was that people may find it more difficult to report, 5 there may be individuals who are pillars of 6 the community, there may be some level of ostracisation 7 once someone does report. 8 I wonder, do you think there's a possibility that, 9 having been preoccupied by whether or not the cathedral 10 was a closed community, you didn't look at the 11 particular features which had arisen in the 12 Terence Banks case, where we know that they did find it 13 more difficult to report and there was some level of 14 individuals shunning those who had reported? 15 A. There's nothing that I have read in any of the witness 16 statements that I would wish to deny or disagree with. 17 I fully understand that they experienced the cathedral 18 as they have described it. 19 If there was ostracisation or shunning, I am deeply 20 sad to hear that. It's not something that I felt within 21 myself, and I wasn't aware of that among my colleagues 22 or within the cathedral community as a whole, insofar as 23 I could be aware of that. I think deferring to people 24 in authority is a danger in absolutely every 25 organisation that has senior figures, and no less in</p> <p style="text-align: center;">Page 167</p>
<p>1 variety of different reasons and within those small 2 groups, volunteer groups, different aims can be 3 established, they can have a different ethos, they can 4 become almost little subcultures. That's very easy to 5 develop in a cathedral context. 6 So the challenge to safeguarding is very much 7 greater in that context. You have to learn to be 8 vigilant within all those groups. The chapter has to be 9 able to establish a shared ethos and common aims and 10 a common sense of discipline within all these groups 11 that are in one way or another under the umbrella of 12 the cathedral organisation, but which, as I say, may 13 develop very much a mood and an ethos of their own. 14 So the task is actually, I think, more challenging, 15 and if there is one thing that I want to hold on to in 16 my criticism of Mrs Carmi's report, it is that, that if 17 you underestimate the degree to which cathedral 18 communities can become fragmented and diffuse, then 19 you're not understanding the real safeguarding dangers 20 in a cathedral context. 21 Q. Your response -- I don't think we need to go through it 22 in detail -- within that memo, for want of a better 23 word, is at page 9 about the closed community. As you 24 have said today, your response is very much focusing on 25 the fact that you don't accept it is a closed community</p> <p style="text-align: center;">Page 166</p>	<p>1 a cathedral or in any other part of the church than in 2 any other organisation, and that's something that has to 3 be constantly guarded against in any organisation, so 4 I wouldn't disagree with that as a general point. 5 Q. But you didn't necessarily at the time accept that 6 Terence Banks was in a position of responsibility. If 7 we can look at what you say at, Paul, ACE022520_005, 8 and, chair, this is within your bundle at tab number 7. 9 Paul, can we zoom in on paragraph 5.8. This is part of 10 the point I'm trying to make about whether or not the 11 detail of the report and concern about those details got 12 in the way of the bigger picture. You say: 13 "A great deal is made throughout the report of TB as 14 head steward. It is repeated throughout. It is 15 entirely incorrect, and it is astonishing that a point 16 so fundamental to the report's argument was never 17 checked. Yet it is one of the main planks of 18 the report's argument that TB occupied this 19 distinguished and illustrious post. 'This role was 20 perceived to be a powerful position ... able to control 21 the provision of privileged seating'. Even as 22 a description of the role of head steward, this is 23 ludicrously overstated." 24 And it goes on to talk about whether or not he had 25 chairs that were in his control. You do accept, three</p> <p style="text-align: center;">Page 168</p>

<p>1 paragraphs earlier, that Terence Banks was indispensable 2 in the cathedral and that he was considered to be, in 3 your words, a son of the cathedral community. Again, 4 I just wonder whether you got -- in being so concerned 5 about the fact that he wasn't actually head steward, as 6 that title there was some dispute around, got in the way 7 of acknowledging that he was somebody who was perceived 8 as important and powerful and that aided his grooming 9 and his offending? 10 A. I don't care for the tone that I'm adopting here, 11 re-reading this many years later. I wish I hadn't 12 adopted that tone. But as to the substance of it, 13 whether he was head steward or not -- I don't believe he 14 was the head steward, but I know there is a dispute 15 about that within the documentation. The main point, 16 I think, is that he was not this immensely important 17 figure, this personage of high importance. I'm quite 18 convinced about that. What I think that tells me is 19 how, within a fragmented community that I've tried to 20 describe, an individual can promote themselves plausibly 21 as somebody much grander than they actually were. 22 Q. So you would accept that the victims perceived him as 23 a person of great importance -- 24 A. I absolutely accept -- 25 Q. -- but not that he was one?</p> <p style="text-align: center;">Page 169</p>	<p>1 expressed that way in your memo. Would you accept that 2 part of the difficulty with the tone of your memo was 3 that that began to be the accepted response within the 4 chapter to the Carmi Report? It was inconsistent, it 5 had inaccuracies, rumours, innuendos, and perhaps the 6 nuance was lost? 7 A. I don't think that -- I don't remember there being 8 much -- there was no formal chapter discussion after 9 we'd seen the whole report. 10 Q. Should there have been, given how important her 11 conclusions could have been? 12 A. Well, probably, yes. I mean, we'd formally accepted -- 13 discussed and accepted and implemented the 14 recommendations at an earlier point, and, I mean, 15 I don't recall my memo then being the subject -- we 16 didn't have a chapter discussion about my memo, and, as 17 I say, it wasn't put forward in that way. The report 18 was not going to be published. There was no requirement 19 for the chapter to respond publicly to it. I think my 20 colleagues probably agreed with what I was saying, but 21 I don't think we -- there was no action to be taken on 22 that. I think we saw the recommendations as the action 23 that needed to be taken. 24 MS McNEILL: Chair, I haven't necessarily lost track of all 25 time. I have two very discrete questions for this</p> <p style="text-align: center;">Page 171</p>
<p>1 A. I absolutely accept that that was how he came across to 2 them and that they were beguiled by that. But he was 3 not that person. 4 The capacity of individuals within these sort of 5 small groups that circulate around a cathedral to 6 aggrandise themselves is very considerable, and I think 7 this is an important lesson. If every other cathedral 8 in England goes away from this evidence saying, 9 "Terence Banks was a person of immense importance in the 10 life of Chichester Cathedral, a really important 11 personage, and so, not surprisingly, people were taken 12 in by him", then they will say, "We must make sure that 13 our important people are not behaving like that". If 14 they go away saying, "It is possible for somebody who 15 held a not very important or exalted role in a voluntary 16 capacity to promote themselves credibly and plausibly as 17 a person of great importance", then that is much more 18 difficult to manage from a safeguarding point of view. 19 That calls for a great deal more vigilance, a great deal 20 more awareness of what is going on in all the groups 21 that make up a cathedral organisation. It's a call to 22 a far more stringent kind of vigilance, and that I think 23 is a point that I really want to make. 24 Q. In what is a much more nuanced point you've expressed 25 today, you have, I think, implicitly accepted wasn't</p> <p style="text-align: center;">Page 170</p>	<p>1 witness left. Would you like to take perhaps a break 2 now or would you like to finish the witness and take 3 a slightly later break? 4 THE CHAIR: How long are your questions going to take? 5 MS McNEILL: That's a very good question, chair. I think 6 about five minutes, maximum. 7 THE CHAIR: Proceed, then. 8 MS McNEILL: Thank you, chair. 9 The last topic on the Carmi Report is the comments 10 that she made around the confusion between homosexuality 11 and sexual abuse. We touched on Dean Treadgold's views 12 earlier in your evidence. If I can summarise, your 13 concern in your memo, or your response, was that she had 14 tried to generalise views which you largely accepted 15 Dean Treadgold had to the rest of the chapter and there 16 was one other unknown person that she spoke with, but 17 she told us this morning it was a member of the chapter. 18 I think you accepted this morning, but correct me if you 19 didn't, that at the time Dean Treadgold was in charge 20 and held these views, he sort of was the face of 21 the cathedral without much consultation of the chapter. 22 So there might well have been an explanation there for 23 the conflict between the two of you. But I understand, 24 having heard Ms Carmi's evidence this morning, it's 25 actually again a slightly more nuanced point than you'd</p> <p style="text-align: center;">Page 172</p>

1 appreciated at the time. Is that fair to say?
 2 **A. Yes. I mean, the first thing is, I didn't hear**
 3 **Mrs Carmi say this morning that there was an unnamed**
 4 **member of the chapter who spoke to her. I thought she**
 5 **said "a person of some importance in the cathedral**
 6 **community". I may have misheard.**
 7 Q. We can check the transcript. My note may be wrong.
 8 Don't worry.
 9 **A. Now I have lost track of your question, sorry.**
 10 Q. When you heard her evidence this morning about her
 11 concerns about the confusion of sexuality, homosexuality
 12 and sexual abuse, that you actually appreciated what she
 13 was saying was much more nuanced than it had been on the
 14 face of her report alone?
 15 **A. I think I heard her say a different point from what**
 16 **I thought was the point she'd made in her report.**
 17 **I thought the point she was making this morning is that**
 18 **we, or the dean, or the cathedral thought that**
 19 **child abuse was dreadful but if the abuse -- but --**
 20 **abusive behaviour at an older age was all right because**
 21 **that was legitimate homosexual behaviour. I'm not sure**
 22 **if that was the point she was making. I didn't quite**
 23 **understand. It just sounded different from what -- the**
 24 **point that I think she was making in her report.**
 25 Q. The easy way of saying it might be, do you think within

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1 the cathedral at the time there was, beyond just
 2 Dean Treadgold, some confusion perhaps around sexuality,
 3 homosexuality and child abuse?
 4 **A. Well, the cathedral community, as I've described it, was**
 5 **several hundred people, from all walks of life involved**
 6 **in the cathedral in a whole variety of different ways.**
 7 **There will have been as much variety of opinion among**
 8 **those people as you would get in almost any other**
 9 **cross-section of the population.**
 10 **The positive point that I made was, when I was**
 11 **giving some lectures and some seminars on the bishop's**
 12 **statement "Issues in human sexuality" which came out in**
 13 **the 1990s, I encountered inside the cathedral and across**
 14 **the diocese a very ready willingness to engage in all**
 15 **that kind of discussion without difficulty, without**
 16 **embarrassment, and with a great deal of liberality and**
 17 **tolerance, and I don't think you'd guess that from the**
 18 **way Mrs Carmi described it.**
 19 **So undoubtedly, she had conversations with**
 20 **John Treadgold and evidently with some other members of**
 21 **the cathedral community, but to my mind that doesn't**
 22 **characterise Chichester Cathedral as a whole at that**
 23 **time.**
 24 Q. Last question -- it is one question, chair, which
 25 counsel don't often say -- you have said in your witness

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1 statement that the disparate nature of the setup within
 2 a cathedral is the greatest potential difficulty for
 3 good safeguarding practice within a cathedral
 4 environment. We have heard that there are two potential
 5 approaches to safeguarding within a cathedral and in
 6 fact there is not a great deal of consistency nationally
 7 as to how safeguarding is managed in cathedrals, and the
 8 two sort of options seem to be boiled down to,
 9 Mrs Janet Hind's approach, which was, "Well, I just
 10 thought the cathedral was just another parish in the
 11 diocese and they were under my auspices and I was going
 12 to go in and help them regardless"; or there is the more
 13 specialist, "We need our unique cathedral-specific
 14 safeguarding setup".
 15 In your experience within Chichester and now as
 16 a long-term Dean of Worcester Cathedral, what are your
 17 thoughts about how safeguarding can best be managed
 18 within the cathedral environment?
 19 **A. I would totally agree with Janet Hind, and that's**
 20 **absolutely been my policy from the moment I arrived in**
 21 **Worcester, not least because there had been so much to**
 22 **learn from the Terence Banks case.**
 23 **The only unique thing in this respect, the only**
 24 **unique thing about cathedrals, is what I have tried to**
 25 **describe as this highly diffuse texture to the**

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1 **community. So that requires a particular understanding**
 2 **of the nature of the community and how one is really**
 3 **going to be vigilant within all those groups. To my**
 4 **mind, that's the only particular -- the only challenge**
 5 **that's particular to cathedrals. In all other ways,**
 6 **managing safeguarding arrangements, I believe, should be**
 7 **wholly integrated with the diocese, which is what we**
 8 **have pursued for the last 50 years in Worcester.**
 9 MS McNEILL: Thank you, Dean Atkinson. Chair, that
 10 concludes all my questions. Do you or your colleagues
 11 have any questions?
 12 THE CHAIR: Yes, Ms Sharpling.
 13 Questions by THE PANEL
 14 MS SHARPLING: Thank you, Dean. I just want to return to
 15 the email you wrote in the early hours of the morning of
 16 7 June 2005. I am going to read the paragraph to you.
 17 There is no need to bring it up, unless you feel it is
 18 necessary:
 19 "I have found myself mentally addressing Bishop John
 20 not only as the commissioner and receiver of this report
 21 but also as the person whose seat I took on the
 22 administrative chapter in 1991. He, of course, bears as
 23 much responsibility as the rest of us for the management
 24 of the cathedral during the years of Terence Banks'
 25 offences."

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1 I was wondering why you wrote that?
 2 **A. I rather wish that I hadn't, but since I did, I was**
 3 **remembering -- reminding myself that John Hind was**
 4 **a member of the administrative chapter during his time**
 5 **as principal of the theological college, which**
 6 **I succeeded him in that role, and that I rather hoped**
 7 **that he would recognise the picture of the cathedral**
 8 **that was I painting rather than the one that Mrs Carmi**
 9 **was painting. In that sense, it was an appeal to his**
 10 **memory, but I don't think he and I ever talked about my**
 11 **critique.**
 12 MS SHARPLING: Will you agree, Dean, it looks as if you may
 13 be trying to share responsibility for the Terence Banks
 14 period with others?
 15 **A. Well, only in the sense that of course throughout -- the**
 16 **Terence Banks offences were from the 1970s to the 1990s,**
 17 **so there were many deans and many members of the chapter**
 18 **during that period, one of whom happened to be**
 19 **John Hind.**
 20 MS SHARPLING: I see. Thank you.
 21 THE CHAIR: Thank you very much, Dean. We will take our
 22 break now and return at 3.50 pm.
 23 MS McNEILL: Thank you, chair, for sitting longer.
 24 (3.35 pm)
 25 (A short break)

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1 (3.52 pm)
 2 MS SCOLDING: Chairman, we are now going to hear the oral
 3 evidence of Ms Elizabeth Hall. Can I just indicate
 4 before we start, to the side is Ms Le Fevre, who is
 5 counsel representing Ms Hall. Next to Ms Le Fevre is
 6 Ms Roberts, who is a friend of Ms Hall, who she has
 7 asked to accompany her, and in the row behind is
 8 Mr Adam Fletcher, who is Ms Hall's solicitor, just so
 9 you are aware.
 10 MS ELIZABETH HALL (sworn)
 11 Examination by MS SCOLDING
 12 MS SCOLDING: Thank you very much, Ms Hall, and maybe
 13 I should firstly start by apologising, firstly with our
 14 relatively late start with you today, and secondly
 15 because in fact we had to move you from the first week
 16 to this week, so we are most grateful for the
 17 accommodation you have shown us.
 18 Just to identify, there is a witness statement from
 19 you, URN number ANG000216. Have you had a chance to
 20 look at that witness statement recently?
 21 **A. Yes.**
 22 Q. Is it true, to the best of your knowledge and belief?
 23 **A. Yes.**
 24 Q. Just a few things. Firstly, I know, Ms Hall, that as
 25 a result of an illness, you have some memory problems.

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1 Please do tell me if you need a break because of those
 2 memory problems, and obviously we will take -- make all
 3 appropriate adjustments in respect of the evidence you
 4 give, because I understand you find remembering people's
 5 names can be quite difficult.
 6 **A. Yes.**
 7 Q. So please don't worry about what you call either myself
 8 or anybody else within this room.
 9 I am also identifying the fact that after 55 minutes
 10 you need to take a break for health reasons. I suspect
 11 we won't be sitting that long today, but just to let you
 12 know.
 13 Secondly, this isn't a test of your memory. Please
 14 feel free to refer to your notes and to your witness
 15 statement.
 16 **A. Thank you.**
 17 Q. Lastly, the panel do have your witness statement in
 18 front of them, and also all the exhibits. So we don't
 19 need to go through every single word of it. But what
 20 I would like to do, really, is to deal with your time as
 21 national safeguarding adviser, which was a joint role
 22 you undertook between the Church of England and also the
 23 Methodist Church, as I understand it.
 24 So we may start, Ms Hall, with your qualifications,
 25 training, relevant personal experience and relevant work

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1 experience. You set this out at paragraphs 7 to 21 of
 2 your witness statement. If I may, just to summarise it,
 3 you have extensive background and experience as a social
 4 worker, a probation officer, you have been a foster
 5 carer for children who have been sexually abused, you
 6 worked throughout the 1980s for a women's charity which
 7 supported women who had been the subject of sexual
 8 abuse, and in particular, during that time, you say
 9 within your witness statement that you learned to work
 10 on the interrelationship between power and sexual
 11 offending. Is that right?
 12 **A. Yes.**
 13 Q. Perhaps you would like to elaborate slightly upon that
 14 because it will become relevant to some of
 15 the information and evidence I am going to ask you to
 16 give later?
 17 **A. In the 1980s, we were just learning about sexual abuse.**
 18 **It feels like another country now. But we were just**
 19 **learning about the prevalence of this. As a probation**
 20 **officer, I had people on my caseload who'd committed**
 21 **sexual offending within the family and outside, and also**
 22 **people who were beginning to feel able to tell me that**
 23 **they had themselves been abused. I was a volunteer at**
 24 **Taboo, which was the support group for people who had**
 25 **been sexually abused, and we did a lot of studying of**

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<p>1 the initial texts that were coming through from people 2 like David Finkelhor. So we did a lot of thinking about 3 the link between power, authority, abuse, patterns of 4 abuse, crossover, the impossibility of keeping physical 5 abuse in one box, sexual abuse in another and, you know, 6 you just can't do it, and the fact that you can't ever 7 say, as has been said to me in various roles since, "Oh, 8 well, he was only interested in little girls". It just 9 doesn't work like that. There can be crossover, 10 et cetera. 11 Q. You then became what used to be known as a family court 12 welfare officer and then a guardian ad litem working in 13 the care and family sphere? 14 A. Yes. 15 Q. You then became the manager of the north-east section of 16 Cafcass, I understand it, when Cafcass was formed -- for 17 members of the public that's the child and family 18 [something] advisory -- 19 A. Court advisory support services. 20 Q. Which in effect took over the role of the guardian 21 ad litem who became children's guardians. In 2006, you 22 became the safeguarding lead for Cafcass and you 23 identify at paragraph 21 what that involved. But just 24 to precis that, that involved developing Cafcass's child 25 protection procedures and their safeguarding procedures</p> <p style="text-align: center;">Page 181</p>	<p>1 call you because I don't know what the correct 2 nomenclature is. Would you describe yourself as an 3 Anglican or -- 4 A. I would say neither. I go to church. 5 Q. Okay. 6 A. At the moment, I go to both of those at different times. 7 Q. That's fine. Whilst you were working as the national 8 safeguarding adviser, was your husband also in ministry? 9 A. No. No, he'd retired by then. 10 Q. So although you therefore had some understanding from 11 your husband's work about -- and from your own 12 participation as a lay member of the congregation, so to 13 speak, about the Anglican Church and the 14 Methodist Church, can I just identify, when you saw the 15 role and when you saw the job description, was there any 16 particular reason for you applying at that time, or did 17 you just think it looked like an interesting thing to 18 do? 19 A. It was at a time of my life where I either took on 20 another big job or stayed with Cafcass. I thought it 21 looked very interesting. I thought, because I had some 22 insight into the church, that could be useful in the 23 transferability of skills around child protection and 24 adult protection into this different context. I thought 25 it would be a challenge.</p> <p style="text-align: center;">Page 183</p>
<p>1 in particular ensuring compliance with the 2 Working Together national guidance; secondly, leading 3 the Cafcass response to serious case reviews, for 4 example, the Baby Peter Connelly review, as part of the 5 review panel from Haringey LCSB; also identifying and 6 leading Cafcass's domestic violence and abuse work and 7 sitting on a number of committees, including ACPO, the 8 Association of Chief Police Officers, the National 9 Domestic Violence Committee, and getting to know various 10 individuals such as Jim Gamble who then set up the Child 11 Exploitation and Online Protection Committee. 12 A. Mmm. 13 Q. I also understand that, as part of your time as Cafcass, 14 you were involved in working with the legal team, for 15 example, who brought the case to court -- well -- 16 A. Yes. 17 Q. -- it eventually wended its way to the Supreme Court, 18 Re B, which clarified the standard of proof in respect 19 of sexual abuse cases within the family courts; that's 20 right, isn't it? 21 A. Yes, mmm. 22 Q. I also understand that you are -- I don't know whether 23 I should call you an Anglican or a Methodist or what 24 I should call you, but I understand your husband was 25 a Methodist minister until 2010. I don't know what to</p> <p style="text-align: center;">Page 182</p>	<p>1 Q. After you had been appointed, did you have any formal 2 process of induction or shadowing that you were able to 3 undertake? 4 A. The Methodist Church undertook for me to shadow my 5 predecessor actually from the May until the August, 6 although she was on holiday for August, so effectively 7 three months. The Church of England didn't want to 8 participate in that. Obviously it costs quite a lot of 9 money to run us both. So I started with the 10 Church of England in September. However, I didn't want 11 it to look as though the Church of England half of my 12 job was an afterthought, so in fact I started on both 13 from the May but had Pearl to shadow until the end 14 of July. 15 Q. I understand Pearl who you refer to there is 16 Ms Pearl Luxon -- 17 A. Yes. 18 Q. -- who was your predecessor, so to speak, within the 19 context of the job? 20 A. Yes. 21 Q. Your job was a joint job for both the Methodist Church 22 and the Church of England; that's right, isn't it? 23 A. Yes. 24 Q. So although it was a full-time post, the idea, 25 I suppose, was meant to be that you split your time</p> <p style="text-align: center;">Page 184</p>

1 equally between one or the other -- between one and the
 2 other?
 3 **A. My understanding, and certainly this is what Pearl Luxon**
 4 **briefed me on and had briefed the churches on, was that**
 5 **about a third was shared -- policy work or response to**
 6 **government or whatever -- and then a third each would be**
 7 **sort of church specific.**
 8 Q. You were in fact physically based in Methodist HQ --
 9 **A. Yes.**
 10 Q. -- which is in Marylebone, on Marylebone Road.
 11 Therefore, you didn't spend the majority of your time in
 12 Church House; is that right?
 13 **A. That's right. I tried to go there at least one day**
 14 **a week, just to be seen, because I'm a great believer in**
 15 **actually being seen if you're doing a job. It wasn't as**
 16 **easy because it was a big office and there wasn't easy**
 17 **access to confidential phone line, et cetera, but I did**
 18 **try and go there, and it really helped in terms of**
 19 **getting to meet individuals and working together.**
 20 Q. Were there any different expectations between what the
 21 Church of England expected you to do and what the
 22 Methodist Church expected you to do, at all?
 23 **A. The Methodist Church is smaller. My understanding is**
 24 **that the Church of England is about four times bigger**
 25 **than the Methodist Church. So the Methodist Church**

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1 **doesn't have the resources or the need to put as much in**
 2 **at district -- a Methodist district equates to an**
 3 **Anglican diocese.**
 4 Q. Diocese, yes.
 5 **A. So some of the work, for example, the risk assessment**
 6 **work, the criminal record checking, was done centrally,**
 7 **so that I had more of a hands-on role in the**
 8 **Methodist Church than in the Church of England. So both**
 9 **churches expected strategic oversight, support of**
 10 **the advisers at district or diocesan level, but then**
 11 **I had this extra hands-on role with the**
 12 **Methodist Church.**
 13 Q. You had an administrative assistant, as I understand it,
 14 who was attached to you in respect of the Church
 15 of England. Was this enough to help you do the job when
 16 you first started?
 17 **A. The administrative assistant, who was part time, was**
 18 **herself part time Church of England and Methodist. It**
 19 **was nowhere near enough. But also she actually had to**
 20 **go on long-term sick, I think the end of September 2010,**
 21 **just after I started. So effectively, that wasn't**
 22 **there.**
 23 Q. How did you expand your team over the years? I think
 24 you then describe expanding it to a full-time
 25 coordinator role plus two administrative assistants; is

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1 that right?
 2 **A. Plus in the Methodist Church I had Dr Hilary Walker as**
 3 **a social worker, and then, eventually, in the**
 4 **Church of England I also had two workers as well doing**
 5 **some part-time work. That was at the end of my time.**
 6 **It was incremental and crisis driven. I didn't have my**
 7 **own budget. It was just as we could get the resources**
 8 **together.**
 9 Q. So when you wanted -- you said you weren't in charge of
 10 your own budget. I'm assuming you said that because
 11 that was a difficulty that you encountered. The fact
 12 that you weren't seen as some "Right, okay, this is the
 13 budget, this is what you have got, this is how it's
 14 going to be managed". You didn't have that choice as to
 15 how you managed it?
 16 **A. No, but in some ways I tried to make that an opportunity**
 17 **because it just meant I had no limit. I just felt**
 18 **I didn't have to answer for any overspend at the end of**
 19 **the year. You know, provided I'd made the argument**
 20 **during the year, it would go ahead.**
 21 Q. Supervision. Was there any -- I mean, obviously you
 22 come from a social work/probation officer background
 23 where professional supervision is sort of built into the
 24 system, so to speak. Was there any sort of -- not
 25 saying there needed to be any supervision of your work,

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1 but was there any -- who was sort of in charge of you,
 2 so to speak, from the Anglicans and the Methodists?
 3 **A. That was very unclear, and I tended to be in touch with**
 4 **the head of personnel in the Methodist Church,**
 5 **Carmila Legarda, plus the former president of**
 6 **conference, David Gamble, who had done a lot of**
 7 **safeguarding work. He was a Methodist minister but he'd**
 8 **done a lot of safeguarding work.**
 9 Q. We have heard his name of a lot of witnesses --
 10 **A. Right, so in the Methodist Church that was, if you like,**
 11 **my reporting line, but it was very much up to me what**
 12 **I told each of them. And then the same in**
 13 **Church of England, I would report it to the head of**
 14 **central secretariat, to David Williams, but also to the**
 15 **Bishop of Hereford, Anthony Priddis.**
 16 Q. Were you managed in any way by the Bishop of Hereford,
 17 Anthony Priddis, at that time?
 18 **A. I don't think he would recognise that description, no.**
 19 **I mean, genuinely, he was there to brief me and advise**
 20 **me and to be briefed by me. But he would never have**
 21 **asked me how I was managing my hours or what was**
 22 **happening, anything like that. And some of**
 23 **the pragmatic details would go through David Williams.**
 24 Q. Right. Okay. I mean, how often would you meet the then
 25 bishop in charge of safeguarding, Anthony Priddis?

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1 Would it be a weekly thing, a monthly thing, every
 2 couple of months?
 3 **A. I find that quite hard. Possibly about every month.**
 4 Q. But were you in contact more frequently by email or
 5 telephone?
 6 **A. Yes, yes. When I say every month, that would be at**
 7 **a meeting. It wouldn't be sitting down with him on**
 8 **a one-to-one.**
 9 Q. So you didn't really have any sort of one-to-one time
 10 between you and the bishop?
 11 **A. We had some one-to-one sitdowns. He briefed me, I can**
 12 **remember, and I can remember us meeting -- we had a few**
 13 **one-to-ones but they weren't regular or scripted.**
 14 Q. How about when -- I think -- because Bishop Paul Butler
 15 became the lead for safeguarding through your time at
 16 Church House?
 17 **A. Yes.**
 18 Q. Would you meet him more frequently? Was there any
 19 change in terms of the relationship between you and the
 20 lead bishop?
 21 **A. As the work, if you like, hotted up, then I was in touch**
 22 **with Bishop Paul much more frequently.**
 23 Q. As I understand it, how many hours, roughly, did you
 24 work? I think you were contracted to work sort of
 25 35 hours a week. How many hours would you usually work

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1 in a week?
 2 **A. It would usually average about 60, but I found that was**
 3 **quite reassuring, because neither church felt they were**
 4 **getting, ever, short changed.**
 5 Q. I think the answer to this question is probably obvious
 6 from the fact you were working 60 hours a week when you
 7 were only meant to be working 35. Do you consider that
 8 the resources and support available to you were
 9 sufficient at the time?
 10 **A. With the benefit of hindsight, no, not at all. When**
 11 **I started in the job, I thought it was going to be. The**
 12 **job seemed to grow under me and so we had to meet it.**
 13 Q. Can I ask about resources and support available to
 14 dioceses at that time. Obviously you had no direct
 15 management responsibility for any diocesan safeguarding
 16 advisers. How often would you meet them? Was there
 17 sort of a monthly meeting of all of you to talk through
 18 or anything like that?
 19 **A. No. We had an annual conference where I met them all.**
 20 **We had -- I tried to do another meeting in the year for**
 21 **everybody at six months.**
 22 **The pattern was so varied. Some of them were**
 23 **consultants who couldn't get funding to come to those**
 24 **meetings, some of them were full time, some were part**
 25 **time, some were safeguarding professionals, one or two**

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1 **were clerical -- were clergy who just had taken it on as**
 2 **part of their role. So it's very difficult to say.**
 3 **Some were very, very keen to be in touch with me all the**
 4 **time about everything, and some I never heard from.**
 5 Q. But there wasn't any consistent management --
 6 **A. No.**
 7 Q. -- or guidance --
 8 **A. No.**
 9 Q. -- or support?
 10 **A. I didn't inherit any guidance as to how that**
 11 **relationship should be managed. One of the things**
 12 **I tried to do, bringing in from Cafcass, I did**
 13 **a newsletter out to everybody, and it was about every**
 14 **couple of months, so that was a way of trying to keep**
 15 **consistent contact with everybody. But beyond that, it**
 16 **was very much as matters arose.**
 17 Q. So do you consider that the resources and support
 18 available to the dioceses at the time that you were in
 19 post were sufficient?
 20 **A. No. No.**
 21 Q. How were they deficient? I think you have described --
 22 there seems to be a great variety in consistency between
 23 who it was, how much they worked, what it was they
 24 thought they were going to do?
 25 **A. Some, it was just obviously deficient, in that it was**

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1 **a consultant who somebody within the diocese had to**
 2 **justify getting in touch with. So those people weren't**
 3 **doing the day-to-day job of making sure the training was**
 4 **happening, the police checks, they were only called in**
 5 **if somebody had reported child abuse.**
 6 **So -- but then, when you looked at a very**
 7 **well-resourced diocese, those safeguarding advisers**
 8 **reported being massively under-resourced, because the**
 9 **more the churches were able to come to them, the more**
 10 **they did. So the role grew.**
 11 Q. I understand as well you also played a role in broader
 12 Christian or ecumenical boards of partnerships about
 13 safeguarding, as I understand it.
 14 **A. Yes.**
 15 Q. You were involved in the Christian forum for
 16 safeguarding and the Safe Church Network of
 17 the worldwide Anglican Communion. We haven't heard much
 18 about those two organisations. Perhaps you'd just like
 19 to explain briefly what they both did and what your role
 20 upon them was?
 21 **A. The Christian Forum for Safeguarding was something that**
 22 **was running before I joined, but it was the people who**
 23 **were doing the safeguarding role but across a wide**
 24 **number of churches. So the Catholics, the**
 25 **Salvation Army, the Quaker, the United Reform Church.**

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<p>1 These were all people who came along to those meetings, 2 and so we were able to share dilemmas, we were able to 3 get to know each other. It was a very useful support 4 group, but also a developmental policy group, and it 5 also meant that we were able to share information 6 confidentially sometimes about individual situations, 7 because some offenders are very ecumenical and, 8 therefore, the ecumenical response was needed. 9 Q. By which I think you mean offenders would say, if, for 10 example, the Anglican Church said, "We need to put 11 a safeguarding agreement in place because we found out 12 you're a sex offender", they would then go next door to 13 the local Catholic Church to start to worship within 14 that? 15 A. Yes. 16 Q. So you were able to disseminate information to another 17 Christian denomination? 18 A. And sometimes we would go to the police for confirmation 19 of what we were allowed to say. 20 Q. The Safe Church Network. What's that? 21 A. The Church of England is part of the worldwide 22 Anglican Church, and of course many parts of 23 the Anglican Church worldwide are looking at 24 safeguarding, child protection, call it what you will, 25 and so there's a Safe Church Network to try and support</p> <p style="text-align: center;">Page 193</p>	<p>1 ANG00216_001, page 11 of Ms Hall's witness statement, 2 this is about the integration of safeguarding. 3 A. Yes. 4 Q. You identify concerns about how safeguarding was 5 integrated with the rest of the church? 6 A. Yes. 7 Q. I believe we have had a number of people sort of say to 8 us one of the concerns that they had, or they would 9 have, is that safeguarding was like, "Okay, there's 10 somebody doing that job, so we don't really have to 11 worry about it", a bit like equal opportunities, 12 "There's somebody who is an equal opportunities officer, 13 we don't have to do anything else". Was that your 14 experience of what was happening in dioceses, or within 15 the church centrally? 16 A. I was just going to say, yes, I think that's true for 17 both, really. The more -- I came in from the outside as 18 a safeguarding professional. The safeguarding 19 professionals in the dioceses had the same experience. 20 They were not from within the family, so they had to 21 work very hard to build those links, but that was only 22 one level of it. The other level was decision making, 23 consultation around documents, dissemination of 24 information. I found that safeguarding wasn't 25 necessarily within the loop -- or maybe sometimes I was</p> <p style="text-align: center;">Page 195</p>
<p>1 each other, and Australia, Canada, the English-speaking 2 churches, we met once for a conference, we met once at 3 a -- the difficulty, of course, was international and 4 travelling, but we had bi-monthly teleconferences with 5 each other. 6 Q. So you could learn -- because I think the Australian 7 Royal Commission would have just have started, 8 I think -- 9 A. Yes. 10 Q. -- towards the end of your time in office? 11 A. Mmm. 12 Q. And Canada has also had similar things? 13 A. Yes. 14 Q. So you were learning from their experience as they were 15 going along? 16 A. Yes. 17 Q. Do you think from your ecumenical experience that there 18 could be broader cross-church and cross-denominational 19 development of policies and practices, given the shared 20 problems that I suspect exist which are common to all 21 faith-based organisations? 22 A. It's hard for me to say having been off now for four 23 years. There certainly appeared to be when I was in 24 work. 25 Q. You say -- if I could ask you to turn to paragraph 51,</p> <p style="text-align: center;">Page 194</p>	<p>1 imagining things that there was a loop. Maybe other 2 people felt -- you know, maybe there wasn't one core set 3 of information being shared. 4 Q. So you were saying things like, you know, there might be 5 the development of a particular piece of work which 6 might have a safeguarding element and it may well have 7 been that the legal team or the media team wouldn't have 8 thought to have spoken to you, for example, about it? 9 A. That's right, or the education team, or whoever it may 10 be. 11 Q. You give an example of something that happened in the 12 context of a diocese at paragraph 53 of your witness 13 statement? 14 A. Yes. 15 Q. Perhaps you'd like to tell us about that? 16 A. I cannot remember the cathedral that this was at, but 17 the dean had retired before my time, as I remember, and 18 the diocese came to me, they had a problem because the 19 dean had had a very active ministry in prison and had 20 engaged with a whole range of offenders, particularly 21 sex offenders, had assured them that repentance and 22 forgiveness was theirs, they could attend the cathedral, 23 but he then took that a step further, that he was so 24 sure that under his ministry these men were all 25 completely safe that he left no written records of who</p> <p style="text-align: center;">Page 196</p>

<p>1 these men were. So the diocese was struggling with 2 a problem at the cathedral. 3 This all came out much clearer when the people -- 4 the Management of Offenders people -- 5 Q. MAPPA? 6 A. -- found that one of these men had been able to get 7 himself a job on the cathedral newsletter as 8 a photographer, it was his skill, was photography. He'd 9 then had cards printed up that he had that role and had 10 gone along to the choir school to offer to do 11 photographic sessions for the children and the families, 12 and it was at that point that MAPPA, the people 13 supervising it -- because that had been one of 14 the reasons he'd been in prison before. 15 Q. Because he'd been involved in taking indecent 16 photographs of children? 17 A. Yes. So that was a real example of a whole number of 18 learning points for us in terms of safeguarding. 19 Q. And paragraph 54, you say -- you identify another 20 example, which is a sort of a clergyman was sort of 21 responsible for social justice, and safeguarding was 22 sort of added to that portfolio? 23 A. This was arising from the same example. The man who was 24 struggling to deal with this was a member of the clergy 25 rather than a safeguarding professional. You can</p> <p style="text-align: center;">Page 197</p>	<p>1 Discipline Measure complaint because of what he'd done. 2 And I couldn't insist on them appointing a professional 3 safeguarding adviser, so I felt that, whilst all the 4 concerns and anxieties were being passed to me, there 5 was very little I could pass back to try and insist on 6 the work being done better. 7 Q. Can we pass over to the role of the diocesan 8 safeguarding advisers. In fact, I think we have 9 probably dealt with this. 10 Can we pass over to the relationship between senior 11 clergy and the diocesan safeguarding advisers in the 12 Church of England. You set this out at paragraph 65 13 over to 66. 14 You say that the relationship between senior clergy 15 and lay safeguarding advisers varied between dioceses. 16 A. Yes. 17 Q. I think what you said is, it was uncertain as to how 18 much genuine authority was shared with the safeguarding 19 adviser -- 20 A. Yes. 21 Q. -- and how far the adviser was able or willing to take 22 a lead on difficult manner -- matters. You identify an 23 example at paragraph 66. Perhaps you'd like to tell us 24 a little about that. This is about something which 25 happened during -- I think you call it the historic</p> <p style="text-align: center;">Page 199</p>
<p>1 imagine that this was a rather difficult situation to be 2 dealing with and I think he felt completely out of his 3 depth, really. 4 Q. At paragraph 56 you say: 5 "I have included the above example to demonstrate 6 both the complexity and the limitations of my role." 7 Perhaps you'd like to elaborate a little further 8 about that? You said -- 9 A. If I could just read from this, that would be helpful, 10 thank you. First of all, I couldn't engage with the 11 practicalities of the interagency discussions because 12 I was in London and it wasn't my role, but nevertheless 13 the man who was doing it wasn't feeling confident. 14 I couldn't supervise him. I had 75 districts and 15 dioceses, so I couldn't offer him that sort of very 16 careful supervision. I had no authority to insist that 17 the cathedral did what I thought was necessary, which 18 was try their very hardest to identify who these men 19 were, and to do some sort of audit -- 20 Q. To carry out risk assessments? 21 A. If they knew who they were, they would then be able to 22 do that, but at the moment they were operating in 23 a vacuum. But I couldn't insist on that. I couldn't 24 insist on any complaint being made about the former 25 dean. I thought he should be subject to a Clergy</p> <p style="text-align: center;">Page 198</p>	<p>1 cases review. I think we have called it the past cases 2 review. 3 A. Okay, thank you. 4 Q. It was the thing which took place between 2008 and 2010. 5 A. Yes. 6 Q. That's what you are referring to, isn't it? 7 A. Yes, yes. I found during my years, 2010 to 2013, as 8 situations arose and we would say, "Well, why wasn't 9 that picked up by the review?", we would then discover 10 a weakness in the review in that diocese. It seemed 11 that every diocese was able to make various amendments 12 to how they undertook it. So, for example, I knew of 13 a few dioceses where the bishop said, "I am not having 14 an external expert coming in to review my clergy files. 15 My safeguarding adviser can do it, but that's all". So 16 it was done internally. Or in some places it was 17 decided, in order to cut the expense, I think, of 18 the whole matter, maybe, to not review retired clergy 19 files or clergy who were deceased. 20 Q. That's something we have come across within the context 21 of the past couple of weeks' evidence. 22 A. Absolutely. In terms of the relationship with the 23 safeguarding adviser, my concern was that those 24 weaknesses hadn't been picked up by the safeguarding 25 advisers, who knew very well how it was supposed to be</p> <p style="text-align: center;">Page 200</p>

<p>1 being run. So the loyalty was to the diocese rather 2 than nationally to report any shortfall, and that gave 3 me a sort of hesitation then about how effective the 4 diocesan role was able to be. 5 Q. So from the experiences that you have told us, what's 6 your personal view about the way that safeguarding 7 advisers should be run? Should it be something whereby 8 they are employed by the dioceses or should they be 9 employed, for example, by you and managed possibly by 10 a team headed by a similar role to the role you 11 occupied? 12 A. I gave a lot of thought to this at the time and I have 13 thought about it since because I know that the 14 Catholic Church came up with a model of employing people 15 centrally but locating them in the dioceses. 16 The difficulty is that if people are seen as 17 outsiders, then they can't always have the same 18 influence, but, on the other hand, I felt they needed 19 much more support. So it wasn't as much who actually 20 paid the wage, I thought they should be supervised 21 external to the diocese and supervised fairly closely by 22 a national team so that then they would have the ability 23 to manage that difficult set of relationships locally. 24 Q. So they should have a supervision system like a sort of 25 social work/probation supervision system, which involves</p> <p style="text-align: center;">Page 201</p>	<p>1 evidence from Mr Nunn, Mr Smith and Ms Wood, who all may 2 well be making appearances at other hearings we are 3 having as well. 4 A. I have the highest regard for both Mr Nunn and Ms Wood 5 in terms of the work that they did. Chris Smith's job 6 was much more of an overview, as the chief of staff. 7 Q. He was chief of staff. 8 A. But, anyway, I thought that they were managing -- and 9 I saw quite a few of Andrew Nunn's responses to 10 survivors and he had a very respectful response to 11 people, even when Lambeth couldn't help, they had to go 12 to the diocese, he did that and I saw thank you letters 13 coming back to him from people saying, "Although you had 14 to move us on, it didn't feel you were dumping us". 15 Q. There is some correspondence which I think it would be 16 fair to say is less helpful, that Mr Nunn wrote, between 17 himself and the statutory authorities that I don't need 18 to take you to, but -- 19 A. Right. Well, I didn't see -- 20 Q. -- suffice it to say, that's your experience? 21 A. Yes. 22 Q. What you say at paragraph 70 is that what you felt is 23 that there was a bit of a piecemeal approach as to what 24 is it you should be doing, what is it that Lambeth 25 should be doing, what is it that should be being done</p> <p style="text-align: center;">Page 203</p>
<p>1 both therapeutic work for them, but also reflection upon 2 case work and monitoring of case work? 3 A. I'm aware that there are different models of 4 supervision. It could be that people could go for their 5 personal support -- 6 Q. Yes? 7 A. -- to somebody else, or whatever, but, yes, some model 8 of supervision outwith the diocese, but very firmly 9 located within the diocese, seemed to me to be a way 10 forward. 11 Q. Now, can I ask about your relationship between 12 Lambeth Palace, Bishopthorpe Palace and yourself. What 13 was your view as to how expert Lambeth Palace were, at 14 your time in office, to manage safeguarding? You set 15 this out at paragraphs 67 through to 70. 16 A. I found when I started that there seemed to be a gap, 17 that they -- Lambeth did need its own safeguarding 18 professional to give them advice. I couldn't fill that 19 role and it was very clear that they needed it because 20 of various experiences. But they filled that through 21 the use of Kate Wood, as consultant, and Kate was in 22 there on a regular basis, and I felt did that work very 23 well. They also had Andrew Nunn there, who was the 24 archbishop's -- 25 Q. We have got -- just to indicate, we have written</p> <p style="text-align: center;">Page 202</p>	<p>1 nationally, what is it that should be being done locally 2 and how that all fitted together within the somewhat 3 disparate structure of the church? 4 A. Yes. We tried to put something together, but very 5 difficult, really, to describe if something comes 6 through that you feel is going to have national 7 implications or not or does it cover a number of 8 dioceses or you can't be quite sure that it does, or 9 I think in one part of my witness statement I refer to 10 one matter and because it actually all arose at the end 11 of July/beginning of August, the sheer practicalities of 12 people on holiday meant that I had to pick it up. 13 So, you know, you have to write these things down 14 and then try and work with them, but we'd only got as 15 far as drafting something when I was there. 16 Q. We have mainly in this hearing dealt with Lambeth Palace 17 rather than Bishopthorpe, but we shouldn't really forget 18 about Bishopthorpe, which is the seat of the Archbishop 19 of York. At paragraphs 71 and 72 you identify your 20 relationship with them. How would you describe their 21 ability to manage safeguarding during the time you were 22 in office? 23 A. Bishopthorpe was much smaller. It covers far fewer 24 dioceses so it has less experience, and in particular it 25 didn't have the experience coming through from</p> <p style="text-align: center;">Page 204</p>

<p>1 Chichester, which was, as you can imagine, a very 2 fast-learning point for many people. 3 Bishopthorpe was removed from that, and didn't have 4 the same number of resources, and certainly hadn't 5 allocated those resources to safeguarding. So it wasn't 6 done in a way that I felt entirely comfortable with. 7 Q. What dealings did you have with the Archbishop of 8 Canterbury? I mean, I'm assuming you weren't involved 9 on a day-to-day basis with him. You were obviously 10 involved during the office of both Lord Williams and now 11 the current holder of that role the Most Reverend 12 Justin Welby. How often would you meet them or have 13 discussions with them? 14 A. Not very often, on a face-to-face, planned basis, 15 although we would meet at various things and often 16 exchange a word. But I always knew that I could. So on 17 one occasion, I needed to speak with Reverend 18 Rowan Williams. I needed to speak to him today. I rang 19 up and he was in the middle of packing his bags to move, 20 and he found time for me that day. I had an hour with 21 him. And I was very grateful for that and I thought 22 that showed both the trust in me and the importance he 23 placed on the whole safeguarding issues, and in the same 24 way, when the new archbishop came in, I was one of 25 the people he asked to meet before he took up the role.</p> <p style="text-align: center;">Page 205</p>	<p>1 individual survivors as much time as I would have liked. 2 But I did meet with many survivors and also worked with 3 MACSAS. 4 Q. I think you say at paragraph 77 that you received about 5 one new contact for a survivor or a person closely 6 connected with them per week and therefore -- 7 A. That wasn't necessarily a survivor. I do identify the 8 language here. That wasn't necessarily a survivor of 9 church-related abuse. It might have been somebody who 10 was coming to the church for support. 11 Q. Okay. And what work did you do with the dioceses to try 12 to ensure that they dealt with survivors appropriately? 13 A. I would try and follow up any referral on to a diocese 14 that I made so that I would find out what had happened, 15 and if somebody was coming to me to say that this had 16 happened a while ago, I would always get in touch with 17 the diocese, rather than just saying they had to go back 18 to the diocese. I would get in touch with the diocese 19 to find out what had happened so that we tried to be as 20 clear as possible. 21 Q. Okay. 22 A. I also did things like invite Alana Lawrence to speak to 23 the National Safeguarding Conference and Phil Johnson 24 came to speak to the Safeguarding Board and, you know, 25 trying to do this. And also, of course, to promote "The</p> <p style="text-align: center;">Page 207</p>
<p>1 Q. So you said that "both men were open to working with me" 2 and you found dealing with them to be a constructive 3 experience. 4 A. Yes. 5 Q. You say: 6 "Both men were aware of the need for improved 7 safeguarding measures throughout the church. They had 8 met with survivors." 9 You then say, for example, it was Archbishop Justin 10 who said that no bishop could be ordained without having 11 completed specific safeguarding training? 12 A. Yes. 13 Q. So you felt that they were both committed to the concept 14 of safeguarding -- 15 A. Absolutely. 16 Q. -- but obviously they were somewhat removed from its 17 management? 18 A. Absolutely, but they were wise enough to know that and 19 to respect my role. I felt it was important. 20 Q. What work did you do with survivors? Were you 21 responsible for any direct work with survivors or not? 22 A. I was, although, in 2013, I had begun to say that 23 I thought that should be a separate element of work, 24 given the overwhelming amount of work that there was. 25 I felt I wasn't offering the survivor groups or</p> <p style="text-align: center;">Page 206</p>	<p>1 Stones Cry Out", the report that MACSAS did. 2 Q. Yes. But you say, however, that there was a wide 3 variety of practice across dioceses and you give some 4 examples at paragraph 81. Perhaps you'd like to tell us 5 about those? 6 A. These were examples that I had where I wanted to work 7 for improvement. One diocese I knew had -- in the past 8 there had been some concerns about the way they 9 responded to survivors, and I was very pleased when the 10 diocese, of its own volition, came to me and said they 11 were wanting to commission work with a third party 12 group, would it be Barnardo's or NSPCC or somebody of 13 that nature, to lead on their safeguarding work, and 14 would I help with the commission, the interviewing, the 15 contract, and I was very glad to give the time to that, 16 because I felt, after that, I no longer had to do that 17 work of sort of monitoring what happened. I was able to 18 pass survivors on to that diocese. 19 Q. Right. You then identify as well that you were able to 20 manage to have the NSPCC run a helpline. Was that 21 during Operations Perry and Dunhill? 22 A. Yes, that was a different contact with the NSPCC. That 23 was before the arrest of Peter Ball. 24 Q. Yes. 25 A. And it was felt that this would be such major media news</p> <p style="text-align: center;">Page 208</p>

<p>1 that maybe a lot of survivors would want to come forward 2 and not necessarily anybody who had anything to say 3 about Chichester or Peter Ball, but wanted to ring up 4 and say, "This happened to me", and so, eventually, 5 I went to the NSPCC and asked if they would set up 6 a helpline and they did that and the police were very 7 helpful in allowing us to give them quite a lot of 8 information so that the people who were on the helpline 9 were briefed about the context of church abuse because 10 it wasn't necessarily what those people were experienced 11 at dealing with. So that was a different piece of work 12 with the NSPCC. 13 MS SCOLDING: That's very helpful. Ms Hall, I note the 14 time, chair and panel. I don't know whether this would 15 be an appropriate moment. I don't think I'm going to be 16 able to finish Ms Hall's evidence within a reasonable 17 time. I have already canvassed with Ms Hall that she 18 will have to return first thing tomorrow morning, which 19 obviously we are starting at -- are we starting at 20 10.00 am tomorrow, chair? 21 If I can just remind you, Ms Hall, you are on oath, 22 so you can talk about whatever you want, but you can't 23 talk to anyone other than your evidence. Thank you very 24 much. 25 THE CHAIR: Thank you. We will reconvene tomorrow at</p> <p style="text-align: center;">Page 209</p>	<p>1 2 Examination by MS McNEILL128 3 4 Questions by THE PANEL176 5 6 MS ELIZABETH HALL (sworn)178 7 8 Examination by MS SCOLDING178 9 10 11 12 13 14 15 16 17 18 19 20 21 22 23 24 25</p> <p style="text-align: center;">Page 211</p>
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