



18<sup>th</sup> July 2022

**To:** Members of the Cathedral Community  
**From:** Bishop Philip

Dear friends,

### Cathedral Visitation

I promised in my last communication to give you further details of the Visitation - hence this letter. In it I will deal with three issues: timescale; the composition of the Visitation Team (who are known as my 'Commissaries') - and I will also address why the Visitation team is substantially the same as (though not identical to) the Review team.

In terms of timescale I hope that much of the 'legwork' of the Visitation will be undertaken in August and September, with the Visitation reporting to me in October, or perhaps November. As ever with these things it is impossible to be certain, but I am obviously keen for things to be both thorough and swift.

In terms of the team, it consists of the following:

**Bishop Joanne Grenfell** has been Bishop of Stepney since July 2019. Previously, she was Archdeacon of Portsdown in the Diocese of Portsmouth, Director of Ordinands and Residentiary Canon in Sheffield, and a parish priest. Her London diocesan responsibilities involve being lead bishop for safeguarding.

**Dave Pate** has thirty years' experience in Kent Police with a focus on protecting vulnerable people. As West Kent Police Commander and Community Safety Partnership Chair, he delivered several initiatives, including the development of a Public Health Summit on Substance Misuse and tackling gang crime and culture. In 2018 he took up a new role at St Paul's Cathedral as their Safeguarding Coordinator where he helped deliver cultural change in approaches to safeguarding, re-drafted the Cathedral Safeguarding Policy, and set up recording practices for incidents of concern.

**Patti Russell** is a senior church lawyer and is the Deputy Diocesan Registrar for the Dioceses of Canterbury and Rochester. Patti specialises in governance and constitutional matters, safeguarding, data privacy, clergy discipline and HR policy and procedure. She has recently acted as an independent member of a review panel for a safeguarding review commissioned by the Bench of Bishops and Representative Body of the Church in Wales. She is currently assisting a number of cathedrals with their transition to charitable status in accordance with the Cathedrals Measure 2021.

**Peter Spindler** is a former chief officer from the Metropolitan Police and Assistant Inspector of Constabulary. Since retiring from policing in 2015 he has worked as a senior advisor on safeguarding and policing matters and supports several public and private sector organisations as well as working with the Home Office and DoDCMS. He regularly lectures on safeguarding, ethics and integrity and critical incident management and

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currently chairs the Westminster Abbey Safeguarding Reference Group, the St Paul's Cathedral Safeguarding Advisory Group.

These four constitute the Review team and for the purposes of the Visitation they will be joined by **Lucinda Herklots**. Lucinda has been a lay member of the Chapter of Salisbury Cathedral since March 2019. She was a member of the Cathedral's due diligence group carrying out the preparatory work for Salisbury Cathedral registration with the Charity Commission. She chairs the Cathedral's HR and Remunerations Committee and its Nominations Committee and volunteers as a Cathedral steward. Whilst diocesan secretary for the Diocese of Salisbury from 2004 to 2018 she was also a member of the Archbishop's Council Finance Committee, its Investment Committee and the Dioceses Commission. Prior to involvement in Church governance, she spent 24 years in the electronics industry.

I am sure you will agree with me that we have a vastly experienced team in place in whom we can all have confidence.

I know that there has been some concern around the same team being involved in the Visitation and the Review. However I am fully confident that the process will be fair and conducted impartially. The team were independently recommended to me and are wholly independent of the Cathedral and Diocese. They came to the process with no prior knowledge of either and were open-minded as to what they might find. As you can see, they are also highly experienced in issues such as safeguarding and the life of Cathedrals.

Involving substantially the same group of people will provide for efficiency in the Visitation process: the Review has already allowed me to focus on specific areas of Cathedral life and governance which should mean that the Visitation process is not unnecessarily prolonged.

It's important too to say that the team themselves have been concerned to avoid any perception of 'confirmation bias' in their work. That is why Lucinda has been appointed so as to provide a further independent and impartial perspective. Moreover, those interviewed in the course of the Visitation will not meet the same person they met during the work of the Review, different questions (aligned with the Articles of Inquiry) will be posed and the interviewer will not have access to meeting notes from previous interviews conducted. The Visitation team is also considering whether anyone else involved in Cathedral life should be interviewed.

Once all interviews have been concluded, the team's findings will be reported to me. I am able to challenge the information provided by them, and will do so as I consider is reasonably required in the circumstances. I will approach the information gathered by the Visitation team impartially in order to prepare my determination.

In the light of the above I am confident that the work of the Visitation can benefit profitably from the work of the Review without simply carrying its conclusions forward.

Above all else, of course, the point of all this is to help chart a positive future for the Cathedral, so please do join with me in praying towards that end.

With my best wishes, in Christ,

A handwritten signature in blue ink, which appears to read "Philip Law". The signature is fluid and cursive, with a large initial 'P' and 'L'.