

11 July 2022

Dear Cathedral community and friends,

Truro Cathedral Visitation

In January 2022, Bishop Philip asked a team of us to undertake an external review of Truro Cathedral. We were in touch earlier in the year to introduce ourselves and to explain our remit.

Since then, Bishop Philip has decided to institute a Cathedral Visitation. This is a formal, legal process which lies within his power as the Bishop of Truro (under the Cathedrals Measure 1999). A Visitation allows a diocesan bishop, as Visitor of the cathedral, to inquire into certain matters relating to the way in which the cathedral is being governed. It also gives him the ability to make formal determinations and give directions to resolve any issues arising through the Visitation. It has the advantage of being very clear in its process and gives all those involved a full right of reply in terms of its findings.

The Visitation was announced in the Cathedral on Sunday 3 July. You can find Bishop Philip's announcement on the Cathedral website here: <https://www.trurocathedral.org.uk/news/external-review-of-truro-cathedral-bishop-s-statement>

Bishop Philip has asked us to continue our work and to act as his Commissaries for this Visitation.

You may have met or corresponded with the review team members earlier this year. We have included our biographies again at the end of this letter as a reminder of who we are. For the Visitation, we are joined by Lucinda Herklots, former Diocesan Secretary from the Diocese of Salisbury and currently Lay Chapter member of Salisbury Cathedral, who has also been involved in several previous reviews of Cathedrals and dioceses. We are all experienced in different ways in working with cathedrals and dioceses, particularly in relation to culture, governance, finance, and safeguarding.

The Terms of Reference for the Visitation are as follows:

Leadership and management culture

Article 1 - The extent to which the cathedral church is recognised as a foundation for community life and the part played by the cathedral clergy in prayer, worship, teaching, hospitality and other activities taking place at the cathedral church.

Article 2 - The vision and values of the cathedral church and the strategic and operational plans in place.

Article 3 - The nature and extent of senior roles within the cathedral church and the line management structure.

Article 4 - The approaches adopted by Chapter for the resolution of any conflict or dispute arising at the cathedral church.

Article 5 - The system for appraisals, objective setting and continuous professional development.

Governance: structures and the efficacy of the Executive and Chapter

Article 6 - The role, relationships and general efficacy of Chapter.

Article 7 - The skills and expertise represented on Chapter and the process for identifying any skills gaps.

Article 8 - The recruitment process for new members of Chapter.

Article 9 - The induction programme and induction training undertaken by Chapter and others at the cathedral church.

Article 10 - Compliance with the Cathedrals Governance Code (or appropriate alternative).

Article 11 - The conduct of members of Chapter, officers and others engaged with the cathedral church and whether this meets expected standards of ethics, probity and behaviour.

Article 12 - The identification, declaration and management of conflicts of interest/duty.

Article 13 - Delegation arrangements including the terms of delegation to individuals and committees.

Safeguarding

Article 14 - The extent to which the six policy commitments detailed in Promoting a Safer Church are embedded in the life and operations of the cathedral church.

Article 15 - Compliance with national safeguarding guidance.

Article 16 - The robustness of the safeguarding framework in place at the cathedral church, including the roles and responsibilities of those individuals with a specific role in relation to safeguarding.

Article 17 - Arrangements for the external scrutiny and oversight of safeguarding at the cathedral church.

Article 18 - The processes in place to ensure safer recruitment (in line with the Church of England's national safer recruitment policy).

Management of risk

Article 19 - Chapter's oversight and scrutiny of the approach to health and safety at the cathedral church.

Article 20 - The extent to which issues raised in reports and reviews carried out by external bodies, including the response to SCIE 2019, PCR2 2021, the 2019 Quinquennial Review and the 2019 health and safety inspection, are being or have been addressed by Chapter.

Article 21 - The relationship with Truro Cathedral School and the oversight of safeguarding, pastoral, governance and financial arrangements to the extent that they relate to the cathedral church.

Article 22 - The extent to which appropriate financial regulations have been adopted and are being implemented.

Governance: decision-making processes and Chapter's management of critical issues

Article 23 - Decision-making processes of Chapter and the extent to which external advice and guidance is considered and discussed, particularly in relation to safeguarding.

If there are matters which you would like to draw to our attention in order to help us with our task, we would be pleased to hear from you. If you would like to set up a phone call or a Zoom or Teams call, we can arrange that. We plan to make a visit to Truro during August/September and could meet face to face if that would be preferable.

If you have already been in touch with us and/or we have already interviewed you, we will be writing to you separately to ask if we may use what you said to us during the Review, for the new purposes of this

Visitation. We will also ask if there is anything that you would like to add to what you said previously, and, if there is, we will give you the opportunity to speak to different members of the review team.

There are formal data sharing agreements in place between all parties and more information can be provided about this on request by contacting Bishop Philip's Senior Executive Assistant and Office manager Rachael Varney (rachael.varney@truro.anglican.org).

We do need to be clear that contributors should be aware that even if consent were withheld, we may need to use some of the information provided in any event, if it would be substantially in the public interest to do so, for example where necessary to protect against any failures in connection with the Cathedral's activities, improper conduct or for safeguarding purposes. (Further information can be found in our privacy notice relating to this exemption under Data Protection Act 2018).

We can be contacted at visitation@truro.anglican.org ***Please send us any correspondence or make a request before the 15th August to meet us at some point after that.***

This email address comes directly to me, and can also be read by my PA, Anne Stunt. Anything that is sent to this email address will be shared with the rest of the review team. As before, anything that is shared with the Visitation team will be treated confidentially and will only be included in anonymized form in our Visitation report.

As before, although it is possible that we may ask to speak to some people who contact us, we may not be able to correspond in detail with everyone who gets in touch with us, beyond sending an acknowledgement that we have received your letter. If we were to receive a submission that we felt we needed to refer on to an appropriate professional, for example to a member of the Truro diocesan safeguarding team, we would let you know that we were intending to do this and would ensure that you were signposted to appropriate pastoral support. We are supported in this regard by Revd Andy Earl, who is both the Assistant Diocesan Safeguarding Advisor and the Cathedral Safeguarding Adviser.

With best wishes,



The Rt Revd Dr Joanne Grenfell
Bishop of Stepney

Commissaries' biographies

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. Joanne's interests include mission and strategic development, education, particularly school governance, public life, and poetry. She is co-vice chair of the Mission and Public Affairs Council of the Church of England. Her London diocesan responsibilities involve being lead bishop for safeguarding and overseeing the Diocese's social engagement ministry and racial justice priority work.

Lucinda Herklots has been a lay member of 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. Until recently she was on the Executive Committee of the Salisbury Cathedral Friends, was a member of the review panel for a review commissioned by the Bench of Bishops and Representative Body of the Church in Wales and of the review panel for another English Cathedral. 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 the Church governance, she spent 24 years in the electronics industry.

Dave Pate joins the review team with 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. As a senior officer he had responsibility for several high-profile operations including the policing of the Archbishop's Enthronement in Canterbury in 2013. 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 at the law firm Winckworth Sherwood. She is the Deputy Diocesan Registrar for the Dioceses of Canterbury and Rochester. Previously, she spent a number of years as the Deputy Diocesan Registrar for the Dioceses of Winchester and Salisbury. Patti advises on a range of ecclesiastical and related legal issues but 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. As an honorary fellow of the Institute of Criminal Justice Studies at the University of Portsmouth and Member of the Institute of Leadership and Management, he regularly lectures on safeguarding, ethics and integrity and critical incident management. He currently chairs the Westminster Abbey Safeguarding Reference Group, the St Paul's Cathedral Safeguarding Advisory Group and sits on the Missing People Charity Safeguarding Board.