

THE REPRESENTATIVE BODY OF THE CHURCH IN WALES

A meeting of the Representative Body of the Church in Wales was held via video conference on 12 November 2020.

Present: Ex officio members
The Archbishop of Wales
The Most Reverend J D E Davies

Chair of the Standing Committee
Mrs E M Perkins

Chairs of the Diocesan Boards of Finance
Bangor: The Venerable M K R Stallard
St. Davids: Mr N C P Griffin
Llandaff: Mr M A Lawley
Monmouth: Mr P E Lea
Swansea & Brecon: Sir E P Silk

Elected members
St. Asaph: The Very Reverend N H Williams, Mrs H Wiseman
Bangor: The Very Reverend K L Jones, Dr H Parry-Smith
St. Davids: Mrs J A P Hayward, the Venerable P R Mackness
Llandaff: Mr G I Moses
Monmouth: Miss P R Brown, the Venerable J S Williams
Swansea & Brecon: The Venerable A N Jevons, Mr T J P Davenport

Nominated members
Mr J J Turner (Chair)
Mr R Davies

Apologies: Apologies were received from Mrs Helen Jones, Mr Tom Lloyd, Mr Peter Kennedy and Canon Christopher Smith.

In attendance: The following members of staff were present:
The Chief Executive, the Head of Finance, the Head of Legal Services, the Head of Property Services, the Governance Officer and the Executive Assistant.

Prayers: Opening prayers were led by the Venerable Paul Mackness.

Conflicts of interest: Due to his interest in the discussion about his co-option and re-appointment as Chair (item 20/81), Mr James Turner indicated he would leave the meeting for that item: the Archbishop would chair the meeting for that item.

All clergy present declared that they had an interest in the Review of the Clergy Pension Scheme as part of the General Fund (item 20/85) and the Clergy Remuneration Review (item 20/86).

Minutes of the meeting of 15 September 2020

20/77

The minutes of the previous meetings were agreed as a true record. The minutes would be signed by the Chair as soon as possible after COVID-19 movement restrictions were eased. Various matters arising from the minutes were noted.

Summary of committee activities

20/78

The Representative Body noted the updates provided by each of its committees.

Risk register 2020

20/79

The Governance Officer informed the Representative Body that the Audit and Risk Committee had undertaken its usual detailed annual review of the risk register. As in previous years, the Representative Body was presented with the section of the register containing the risks that had been deemed to be the most significant: the remaining risks were operational in nature and were managed by senior provincial staff.

Changes to the risk register format

The Governance Officer advised the Representative Body of a number of changes that had been made to the format of the risk register, in line with the advice of the external auditor Haysmacintyre. The changes included the methodology of risk designation, changes which enabled the effective creation of a heatmap, a visual representation of the risks in the risk register which the external auditor considered to be a helpful addition to the overall presentation of risk.

The following changes to the format of the risk register were outlined in detail:

- i. Format of designation of risks

Previously each risk (inherent and residual; impact and likelihood) was rated as either 'low', 'medium' or 'high' and colour-coded green, amber and red respectively. In order to provide more granularity, as suggested by Haysmacintyre, the system of risk designation was developed using the Charity Commission's suggested format as a guide (*Charities and Risk Management CC26, 2017*), a format which included five designations (numbered 1-5) for both impact and likelihood and were defined as follows:

Impact		Likelihood	
1	Insignificant – no impact on service; no impact on reputation; complaint unlikely; litigation risk remote.	1	Remote – may only occur in exceptional circumstances.
2	Minor – slight impact on service; slight impact on reputation; complaint possible; litigation possible.	2	Unlikely – expected to occur in a few circumstances.
3	Moderate – some service disruption; potential for adverse publicity, avoidable with careful handling; complaint probable; litigation probable.	3	Possible – expected to occur in some circumstances.

4	Major – service disrupted; adverse publicity not avoidable, local media; complaint probable; litigation probable.	4	Probable – expected to occur in many circumstances.
5	Extreme/catastrophic – service disrupted for significant time; major adverse publicity not avoidable, national media; major litigation expected; resignation of senior management and board, loss of beneficiary confidence.	5	Highly probable – expected to occur frequently and in most circumstances.

To convert the previous ‘low’, ‘medium’ and ‘high’ designation system to the new numerical system some assumptions were made. Those risks designated ‘high’ under the previous system were assigned numbers 4 or 5 with the number decided based on an assessment of whether their impact would be ‘major’ or ‘catastrophic’ and their likelihood ‘highly probable’ or ‘probable’; those designated ‘medium’ were assigned the number 3 (‘moderate’ and ‘possible’); and those designated ‘low’ were assigned either 1 or 2 depending on whether their impact was best described as ‘minor’ or ‘insignificant’ and likelihood ‘unlikely’ or ‘remote’.

ii. Calculation of a total risk score

The total assessment - that is the overall assessment of the risk’s impact and likelihood following the application of the controls – was calculated by using the formula suggested by the Charity Commission. The formula multiplied the residual impact (x) and likelihood (y) values by each other, and added the residual impact value (a formula of $xy+x$), which produced a figure that gave more weighting to the impact of a risk during the assessment process.

The revised allocation of each risk’s impact and likelihood and the calculation of the total meant that the margin between those risks that were reported to and discussed by the trustees, and those that were not, need to be reworked. The Audit and Risk Committee suggested that only those risks with a total risk score of 12 or higher would be presented to the Representative Body.

iii. Colour coding and Ordering of risks

Previously, the risks were colour coded depending on their designation – red, amber or green to correspond to ‘high’, ‘medium’ or ‘low’. Following discussion with the Audit and Risk Committee all colours were removed as they were felt not to relate so well to the more nuanced method of risk designation.

Instead, the risks would be arranged in order of total risk score. Those risks judged to present the most significant risk were therefore positioned higher up the register, meaning there was a logical gradation of risk severity.

New risks

The Governance Officer explained that a new risk had been added to the risk register, relating to the COVID-19 pandemic and the resulting suspension of public worship. The total residual assessment score of this new risk had been identified as 20.

Discussion

Discussion followed during which it was noted that some of the mitigation measures set out within the document were sometimes lacking in detail, that the measures described were not

always comprehensive and did not provide clear timings. It was suggested that the effectiveness of the mitigations within the risk register should be reviewed both to ensure they were suitable and to establish whether any additional measures were needed.

The Chief Executive noted that the risk register was the Representative Body's risk register and not a document for the entirety of the Church in Wales. The risk register therefore addressed the risks from the Representative Body's perspective, but management of some risks could not be dealt with effectively by the Representative Body alone and relied on contributions from the wider Church in Wales – including the Standing Committee, dioceses and local parishes/ministry areas.

Discussions about the structure of the Church in Wales and its suitability for strategic thinking and efficient governance, including risk management, were ongoing.

It was noted by several trustees that the changes to the risk register had resulted in the document becoming clearer and more nuanced, making it a much more valuable tool for use by the Representative Body. The Chair noted that as the trustees were accountable for the risks present on the register, it was important they should all feel comfortable with the document and its contents.

Risk appetite

Following a recommendation by Haysmacintyre the Audit and Risk Committee had begun work to consider the formulation of a statement expressing the Representative Body's appetite for risk, work that was in its early stage. It was noted that this work was detailed and complex and would be informed by other work such as the Investment Committee's ongoing work on intergenerational equity and the reserves policy.

Summary

Following discussion, the Representative Body:

- i. Reviewed and noted the risks presented to them from the risk register;
- ii. Endorsed the changes to the risk register's format;
- iii. Noted the creation of the heatmap;
- iv. Noted the initial work undertaken on risk appetite.

It was noted that the engagement of the Standing Committee with the more strategic aspects of the risk register would be welcome and discussions would be planned to take place at a future meeting.

Prevent – annual review of policy and procedures

20/80

The Director of Operations at St. Padarn's Institute was welcomed to the meeting. The Representative Body was reminded that as St. Padarn's Institute was a provider of higher education, it was required to comply with the Prevent duty under the Counter-terrorism and Security Act 2015 to protect students from extremism.

Each year the Representative Body was required to submit to the Higher Education Funding Council for Wales (HEFCW) its Prevent risk assessment and action plan. In addition, an annual accountability return and an annual monitoring data return were required to be submitted to

confirm that the Representative Body had exercised its statutory duty under the Prevent legislation, detailing the action taken.

The Director of Operations explained that the Prevent Policy had been reviewed with minor amendments made to reflect changes to staff roles and to ensure the Policy was in line with other policies.

Members were reminded that online training specifically tailored for trustees was available, details of which would be provided.

The Representative Body:

- i. Approved the Prevent risk assessment and action plan;
- ii. Approved the revised Prevent Policy;
- iii. Authorised the annual accountability return be signed on its behalf for submission to HEFCW;
- iv. Reviewed the Prevent duty monitoring data return prior to its submission to HEFCW as part of the annual return.

The Director of Operations left the meeting.

Representative Body membership

20/81

The Representative Body Chair left the meeting for this item: the Chair was taken by the Archbishop.

Representative Body committee membership

The current triennial period of membership of the Representative Body and its committees would end on 31 December 2020 and it was noted that the Representative Body would review the membership and structure of its committee at its meeting on 4 March 2021.

As had been the practice adopted at the end of previous triennia, it was proposed the existing committee membership be permitted to continue beyond the end of the triennium until the Representative Body's meeting in early March 2021 to allow the committees to continue their operation during the intervening period.

Governing Body Private Members' Motion (November 2020)

The Governance Officer reminded the Representative Body that at its meeting in September 2020 (minute 20/69) it had noted a Private Members' Motion was to be presented to the Governing Body at its meeting on 3-4 November 2020 with a proposal to allow the current Representative Body Chair, Mr James Turner, to continue to be eligible as a member beyond his 75th birthday in December 2020. (Lay members of the Representative Body were required to retire when they reached the age of 75.)

It was confirmed the Governing Body had approved this motion. Mr Turner was therefore permitted to be a member of the Representative Body until his 76th birthday in December 2021.

Representative Body co-opted membership

The Constitution of the Church in Wales permitted the Representative Body to co-opt up to two members: currently, both places within this category of membership were vacant.

Following the Governing Body's approval of the Private Members' Motion, it was proposed the Representative Body co-opted Mr James Turner to be a member of the Representative Body from 1 January 2021. (Mr Turner would remain a member within the nominated category until then.)

It was also proposed the Representative Body co-opted Mrs Jane Heard to the second co-opted position from 1 January 2021. Mrs Heard was formerly the elected lay member of the Representative Body from the diocese of St. Davids until stepping down in May 2018. Mrs Heard was a chartered accountant with a significant interest in and experience of audit-related work and was, until her departure in 2018, a member of the Audit and Risk Committee.

Representative Body Chair

It was proposed the Representative Body also affirmed the decision it had made in principle at its meeting in September (minute 20/69) and re-appoint Mr James Turner as its Chair from 1 January 2021.

Discussion

Discussion followed, during which one member expressed dissatisfaction at the fact that a successor as Chair had not been identified in readiness for Mr Turner's ordinary retirement age as this was a fact that was known well in advance. Improved succession planning for such a key role in the future was preferred.

Summary

Following discussion the Representative Body:

- i. Co-opted Mr James Turner as a member of the Representative Body from 1 January 2021;
- ii. Re-appointed Mr James Turner as its Chair with effect from 1 January 2021;
- iii. Co-opted Mrs Jane Heard as a member of the Representative Body from 1 January 2021;
- iv. Noted the membership of its committees would be held over to March 2021, following the end of the current triennium at which meeting the committee structure and membership would be reviewed.

Mr Turner returned to the meeting and resumed the Chair.

Budget 2021

20/82

The Head of Finance introduced the proposed budget for 2021, a detailed budget commentary, the five-year forecasts and the total return assumptions. The Head of Finance also advised the Representative Body of the budget review process that had been undertaken which included a series of meetings with the Chairs of the Representative Body's committees. The budget included an income and expenditure deficit of £4million.

The Head of Finance also drew the attention of the trustees to the major variances between the 2020 and the 2021 budgets including:

- A decrease of £189,000 in the St. Padarn's Institute budget, primarily due to the transfer of the safeguarding training staff to the wider safeguarding budget and reductions in cost due to the COVID-19 pandemic.
- An increase of £114,000 in the safeguarding budget due to the transfer of the training team to this budget heading and additional new posts being created within the safeguarding staff team.
- An increase in of £126,000 in the mission and ministry budget (which replaced bishops' portfolio support) due to the creation of new posts and the inclusion of the costs of the Provincial Discernment Board within this cost centre.
- An increase in the budget was seen due to the implementation costs of the Clergy Remuneration Review to provide a staff post to oversee the project and meet the recommendations of the review.

The attention of the trustees was drawn to the fact that whilst the 2021 budget as drafted conformed to the 3.5% distribution rate agreed by the Representative Body in 2019, there were a number of items of expenditure that were not included in it but on which decisions were likely to be made in the coming months. Matters including the possibility of the provision of further financial assistance to dioceses to support them during the COVID-19 pandemic; the possibility of extra costs arising from revised funding structures for cathedrals, and additional costs associated with the recommendations of the Clergy Remuneration Review. Also, the extra funding of up to £6million that had been made available for the issuing of grants via the Evangelism Fund was not included in the draft budget. It was noted that should any of these items be converted into expenditure in the 2021 budget period, expenditure would exceed the distribution rate target. It was highlighted to the trustees that exceeding the 3.5% distribution rate would result in the Representative Body's underlying asset base being eroded, compromising the potential for the generation of future investment income.

Mr Geoff Moses, Chair of the Audit and Risk Committee, indicated that the Committee had reviewed the budget in detail, noting that a large portion of the budget consisted of expenditure commitments already made by the Representative Body.

The Representative Body reviewed the budget and the five-year forecast.

Following detailed discussion it was agreed that the proposed budget be recommended to the Standing Committee for approval. The probable additional expenditure not currently included in the budget would be discussed with the Standing Committee, and its support for its inclusion sought.

The Chief Executive noted that the annual discussions on the budget start too late in the year and it was suggested that the Representative Body begin budget-related discussions at its meeting in March each year to allow for a thorough scrutiny of expenditure by the trustees. It was felt this would help the trustees ensure that additional expenditure was properly considered and scrutinised.

Summary

The Representative Body endorsed the 2021 budget for submission to the Standing Committee and noted the financial position as articulated in the five-year forecasts and total return assumptions.

Staff Retirement Benefit Scheme

20/83

The Head of Finance informed the Representative Body that the triennial actuarial valuation of the Staff Retirement benefit Scheme was due to take place on 31 March 2021 and it was anticipated the Scheme deficit would have increased since the previous valuation in 2018. In conjunction with the Representative Body, the Scheme's Trustees had intended to eliminate the deficit by June 2023 but, due to the current instability in the stock market, it was now unlikely this would be achieved.

Review of investment strategy

In light of the probable increase in the pension scheme deficit, the Staff Pension Trustees have actively sought to take steps to mitigate the financial implications of the next actuarial review and have recently undertaken an independent investment strategy review – both on the grounds of good governance and also to determine whether the current investment vehicle (Edentree's High Income Fund), which has been in operation since 2007, is the most appropriate for the Scheme.

This independent investment strategy review has proposed to move the Scheme assets from the Edentree Higher Income Fund to Edentree's Amity Global Fund, a change of strategy which would increase the current returns and reduce risk: it would also be more closely aligned to the Church in Wales's Ethical Investment Policy.

Summary

The Representative Body noted the measures taken by the Scheme Trustees to review the Staff Retirement Benefit Scheme's investment strategy.

Independent Inquiry into Child Sexual Abuse (IICSA)

20/84

The Head of Legal Services informed the Representative Body that in October 2020 the IICSA had published its report into the Anglican Church, the Church of England and the Church in Wales. A comprehensive response to the report would be prepared in collaboration with the Standing Committee, Bench of Bishops and, via the People Committee, the Representative Body.

The report included a number of recommendations which affected the Church in Wales, which are set out in annex 1 (listed using the numbering included within the IICSA report). It was noted that these recommendations were largely expected and reflected the general tone and questioning of witnesses during the Inquiry's hearings in July 2019: the recommendations were felt to be generally fair and helpful.

The Head of Legal Services explained that some points raised within the report were surprising: criticism had been made of the Church in Wales's 'non-existent' safeguarding records, something that was at odds with previous comments that such records were over-voluminous and lacked coherent organisation, such observations being justified and had prompted significant improvements to be made to record-keeping and record organisation. Also, it was disappointing that the report did not acknowledge the many improvements made by the Church in Wales during the 15 months since the hearings.

Safeguarding provision

The current provision of provincial safeguarding staff was recognised as being insufficient (one full-time Safeguarding Manager and two part-time Provincial Safeguarding Officers) and provision for additional staff resource had been included within the proposed budget for 2021. It was intended that an additional, full-time Provincial Safeguarding Officer would be recruited as would a Director of Safeguarding to undertake strategic tasks including liaising with statutory organisations and other Churches. Such additional resource would allow the current Safeguarding Manager to focus attention on development of policy and procedure and the oversight of case work.

Additionally, it was proposed that the provision of safeguarding training, currently provided via staff based at St. Padarn's Institute, was integrated within the wider provincial team of safeguarding staff. During the following discussion support for this integration was expressed and the importance of the provision of high-quality safeguarding training emphasised. In response to a question from one member it was confirmed that safeguarding training was embedded in ministerial courses at St. Padarn's.

Interaction with victims and survivors of abuse

Care provision for victims and survivors of abuse was discussed. It was noted that the Church in Wales's engagement with victims and survivors was via external organisations including Safe Spaces and New Pathways. It was felt these independent organisations were best placed to provide the support. In response to a question to one member, no financial contribution to the provision of these organisations' services had, to-date, been requested: the trustees noted however that discussions continued and requests for funding may well be made.

Safeguarding training for trustees

Online safeguarding-related training designed specifically for trustees of faith-based charities was available via the Social Care Institute for Excellence, aiming to equip trustees with an understanding of their responsibilities in the governance of safeguarding. All members were encouraged to undertake this training.

Conclusion

The Representative Body noted the IICSA report and would be kept updated with ongoing developments.

Separation of the Clergy Pension Scheme

20/85

The Representative Body was reminded that the Clergy Pension Scheme was not a separate entity and was held as part of its overall General Fund. This arrangement was reviewed by the Representative Body every three years: to-date, the Representative Body had decided not to separate the Scheme. As stipulated by the actuarial valuation that had taken place on 31 December 2019, 27.3% of the General Fund was currently allocated to represent the Scheme's total liabilities.

[Redacted from public minutes – confidential business]

Clergy Remuneration Review

20/86

[Redacted from public minutes – confidential business]

Evangelism Fund

20/87

The Chief Executive informed the Representative Body that no further applications to the Evangelism Fund had been received. The Evangelism Fund Committee had met in mid-October and received updates from each of the four dioceses that had received grants from the Evangelism Fund. The Committee had been updated on progress with the projects and any impact of the COVID-19 pandemic.

The Chief Executive explained that first-round applications from the dioceses of Monmouth and Swansea & Brecon were likely to be forthcoming during 2021.

At its meeting in June 2020 (minute 20/46) the Representative Body had affirmed its earlier indication that £6million could be made available if the Evangelism Fund Committee needed to access further funding in order to award first-time grants to dioceses, in line with the principles of the Fund. Due to the two-stage application process to the Fund it would not be necessary to access any additional funding until the latter part of 2021 at the earliest.

Funding of cathedrals

20/88

The Archbishop updated the Representative Body on the work being undertaken by a small group of trustees and provincial staff to assess in detail the funding arrangements for the cathedrals. The group had met with the cathedral deans and discussed the recommendations around which the group was forming its final report.

The Archbishop set out the broad conclusions of the group's work, including the provision of core funding for lay and ordained cathedral staff (funding outside the Block Grant provision), contextual developmental funding for cathedrals and an alternate system to address funding issues related to the fabric of cathedral buildings, that do not put them in direct competition with other church buildings. It was noted that all of the cathedrals were making good progress towards standardising their governance structures, but there is still more work to be done.

Final proposals for the Representative Body's consideration would be provided at its next meeting. The Representative Body noted the situation.

Sales of consecrated property

20/89

In accordance with Chapter III, section 23(2) of the Constitution, the Representative Body authorised the sale of the following consecrated property:

- B.230 The former St. Mary's church, Bodewryd
- B.230 The former St. Rhuddlad's church, Llanrhuddlad
- D.422 The former St. David's church, Pontrhydfendigaid
- D.429 The former St. Patrick's church, Pennar

DEEMED BUSINESS

The following items were noted without discussion.

Investment Committee

20/90

The Representative Body noted the following items arising from the Investment Committee's meetings held on 23 July and 5 November 2020.

Inter-generational Equity

The Committee supported the development of an inter-generational equity policy (work undertaken in conjunction with the review of the Representative Body's Reserves Policy) to assist the trustees in navigating the complex task of balancing the financial needs of today with the requirement to ensure that funds are retained to generate income and capital for future generations.

Audit and Risk Committee

20/91

There were no items for the Representative Body to note following on from the Audit and Risk Committee's meetings held on 29 September and the 1 October 2020.

People Committee

20/92

The Representative Body noted the following items arising from the People Committee's meetings held on 8 June and 27 October 2020.

Memorial service fees

The Committee noted that the Representative Body had approved the principle of no further Ministry Fee was charged for a memorial service if a small, limited-numbers funeral had taken place due to COVID-19 restrictions. The Committee approved amendments made to the Church in Wales fees tables regarding memorial services.

Staff Retirement Benefits Scheme

The People Committee had been updated on the review of the investment strategy of the Staff Retirement Benefit Scheme by the Scheme Trustees.

Property Committee

20/93

The Representative Body noted the following items arising from the Property Committee's meetings held on 11 June 2020 and on the 16 September 2020.

Climate Change

The Committee supported moves to develop the Church in Wales's response to climate change, work which had been discussed with the Bench and Standing Committee.

Mobile phone masts – proposal from NetCS

The Committee had agreed to work with NetCS Mobile Coverage Solutions (which works extensively with the Church of England) to better protect the Representative Body's position when negotiating terms to approve mobile phone mast installations on its property.

Representative Body Fabric Repair Grant Scheme 2020-2021

The Committee had supported a greater allocation to the scheme that provided grants for fabric repairs to church buildings to help address fabric-related issues arising from the extended closure of church buildings.

Closed churches: procedure and proceeds

The Committee had finalised proposals and was seeking further views from dioceses before finalising a recommendation to the Representative Body.

Insurance of vacant properties

Insurance requirements for the management of empty property had been reviewed.

Pilgrim churches (and other future uses of closed churches)

The Committee had discussed the pilgrim church concept which was an evolving approach to retaining certain churches which have an ongoing, low-key mission life. This involved dioceses and the Representative Body managing the properties with local help but with occasional worship and community activity taking place within them. Further development of the concept and its sustainability was ongoing.

The Committee recommended an increase in the grant to the Friends of Friendless Churches for the Redundant Churches Mechanism which had been agreed as part of the budget process. Changes to the allocation of the net sale proceeds of redundant churches were not proposed.

Cathedrals and Churches Commission

20/94

The Commission had not met since the last Representative Body meeting.

Training Formation and Ministerial Development Committee

20/95

The Representative Body noted the following items from the Training, Formation and Ministerial Development Committee's meeting on 23 September 2020.

Operational Matters – candidate grants

Following a review completed by a working group also including National Office staff, the Committee had agreed a new proposed process for candidate grants. St. Padarn's would make the information available via its website as well as contacting and informing all bishops and other relevant diocesan staff confirming the new process.

University Validation – Common Awards application

Discussions with Common Awards for the validation of St Padarn's postgraduate courses were progressing. The Committee supported St. Padarn's application to join Common Awards: the contract would be reviewed in the new year.

Use of the Representative Body Seal

20/96

It was reported that the Representative Body Seal had been used from numbers 36622 to 36665 inclusive. As a result of the COVID-19 pandemic and the meeting taking place by video conference, it was not possible for members to inspect the Seal Register in the usual way. Photographs of the relevant pages of the Seal Register were available on request.

Thanks to outgoing Representative Body members

As this was the final meeting of the current triennium the Chair thanked all members for their commitment to the Representative Body during the triennium. The Chair paid particular thanks to those who would not be returning in 2021 for their dedication and service: Mrs Lis Perkins, Canon Christopher Smith and Mr Tim Davenport.

Next meeting

The Chair confirmed the Representative Body's next ordinary meeting was scheduled to take place on Thursday 4 March 2021. Before that, an additional meeting would be arranged to take place to allow the opportunity for some pressing matters to be discussed.

Closing prayers

The Archbishop closed the meeting with prayer.

Recommendations within the IICSA report as relating to the Church in Wales

Recommendation 3

The Church of Wales should make clear that the operational advice of provincial safeguarding officers must be followed by all members of the clergy and other Church officers. It should be enshrined in policy that those who are volunteers and who do not follow the directions of provincial safeguarding officers should be removed from working with children.

Recommendation 4

The Church in Wales should introduce record-keeping policies relating to safeguarding, complaints and whistleblowing. These should be implemented consistently across dioceses. The Church should develop policies and training on the information that must be recorded in files. The Church should provide its provincial safeguarding officers with the right to see personnel files of clergy, office holders, employees or others if concerns and complaints are raised about child protection or safeguarding.

Recommendation 5

The Church of England and the Church in Wales should agree and implement a formal information-sharing protocol. This should include the sharing of information about clergy who move between the two Churches.

Recommendation 6

The Church of England, the Church in Wales and statutory partners should ensure that information-sharing protocols are in place at a local level between dioceses and statutory partners.

Recommendation 7

The Church of England and the Church in Wales should each introduce a Church-wide policy on the funding and provision of support to victims and survivors of child sexual abuse concerning clergy, Church officers or those with some connection to the Church. The policy should clearly set out the circumstances in which different types of support, including counselling, should be offered. It should make clear that support should always be offered as quickly as possible, taking into account the needs of the victim over time. The policy should take account of the views of victims and survivors. It should be mandatory for the policy to be implemented across all dioceses.

Recommendation 8

The Church in Wales should introduce independent external auditing of its safeguarding policies and procedures, as well as the effectiveness of safeguarding practice in dioceses, cathedrals and other Church organisations. Audits should be conducted regularly and reports should be published.