

8 February 2022

Dear Cathedral community and friends,

### **Truro Cathedral External Review**

Bishop Philip has asked a team of us to undertake an external review of Truro Cathedral. This letter is to introduce us as the review team to you, to let you know about our remit, and to tell you how you can contact us.

The Review has been warmly welcomed by Dean Roger. We look forward to working with him and the rest of the Cathedral Chapter, as well as employees, volunteers, and friends of Truro Cathedral, in order to carry out our work.

Brief biographies of the reviewers are given below. We are all experienced in different ways in working with cathedrals and dioceses, particularly in relation to culture, governance, and safeguarding.

The Terms of Reference for the Review are as follows.

*To conduct a **review** and **make recommendations to the Bishop** concerning:*

1. *The leadership and management **culture** of the Cathedral and the extent to which this affects Cathedral operations including safeguarding;*
2. *Cathedral **governance** structures and the **efficacy** of the Executive and Chapter;*
3. *The adequacy of **leadership** within the Cathedral including whether the leadership is sufficiently robust to ensure members of the Cathedral community can live their lives free from abuse, harm and neglect thereby meeting the six overarching policy commitments of the Church of England's Promoting a Safer Church;*
4. *The adequacy of the Cathedral's **management of risk** including safeguarding;*
5. *The robustness of key **relationships** and **working practices** relating to the management of the Cathedral and including supervision of activities such as the choir;*
6. *The adequacy of the **resources and leadership of safeguarding**, including but not limited to the choir and the suitability of the arrangements for the **pastoral care** of choristers;*
7. *Cathedral decision making **processes** and, in particular, the process by which the Chapter manage critical issues.*

*Our methodology is as follows:*

1. *The review should engage with all relevant stakeholders, including: the cathedral's clerical leaders; the Executive and Chapter; members and leaders of the choir; volunteers; especially in the context of the choir.*

2. *The review should be conducted expeditiously, producing its draft report by 10 April 2022.*
3. *The Bishop will establish a Review Oversight Group with which the review team will meet as required during the course of their work.*
4. *The final report is to be confidential to the bishop although the review team should also prepare an Executive Summary for publication.*

If there are things that you would like to draw to our attention in order to help us with our task, we would be pleased to hear from you. We can be contacted at [truroreview@london.anglican.org](mailto:truroreview@london.anglican.org). 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 may also be shared with the rest of the review team and may be included, in anonymized form, in our review report.

Although it is possible that we may ask to speak to some people who contact us, we are unlikely to be able to correspond 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 our work by Andy Earl, who is both the Assistant Diocesan Safeguarding Advisor and the Cathedral Safeguarding Adviser.

I hope that our work will be of use to Truro Cathedral and to Bishop Philip as they seek to support and strengthen ministry in this place.

Please be assured of our prayers for the Diocese and Cathedral.

Yours in Christ,

A handwritten signature in black ink that reads "+ Joanne Grenfell". The signature is written in a cursive style with a cross at the beginning.

The Rt Revd Dr Joanne Grenfell  
Bishop of Stepney

## Review team 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.

**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. Patti acts for a range of ecclesiastical clients including religious charities, bishops and individual members of clergy, parochial church councils, diocesan boards of finance, cathedral chapters and church schools. She is the Deputy Diocesan Registrar for the Diocese of Canterbury. Previously, she spent over five years as the Deputy Diocesan Registrar for the Dioceses of Winchester and Salisbury. Patti advises on ecclesiastical and related issues ranging from governance and constitutional matters, safeguarding investigations, data privacy, clergy discipline and HR policy and procedure. She has recently acted as an independent member of a review panel for a review commissioned by the Bench of Bishops and Representative Body of the Church in Wales.

**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.