

Bangor Cathedral Oversight Board

Scope:

The purpose of the Bangor Cathedral Oversight Board is to be a place of accountability, oversight and support for the Bangor Cathedral Chapter and, when appointed, the Dean of Bangor, as a healthy spiritual and operational culture is rebuilt. The Board is empowered to ask probing questions, to drill down into detail and to have zero tolerance of bad behaviour, obfuscation and lack of candour. It will be given access to the electronic and the physical documents and records necessary to its work.

The Chair of the Board has been provided with unredacted copies of the full versions of the thirtyone:eight and Potter/Komor reports. The full version of the thirtyone:eight report will not be shared with the group (contractual arrangements with thirtyone:eight do not permit this) but the full version of the Potter-Komor report may be shared with the whole group at the discretion of the Chair of the Board.

The Archbishop will write a letter to the Board setting out the matters from the full versions of both reports which show where cultural and organisational change is required. The Board is empowered to make recommendations, to the Archbishop and the Dean (when appointed) about staff configuration, training and development.

The work of the Board will be complete when:

- (a) the Director of Safeguarding is content that all necessary DBS checks and all safeguarding training is up to date for all relevant Cathedral staff and congregation members and that the processes, procedures and culture which the Provincial Safeguarding Team would expect to observe in a well-run Cathedral are in place.
- (b) a new Dean has been in place for at least twelve months and the Chair of the group is confident that the Board's oversight is no longer required.
- (c) a member of staff with the responsibilities of a Chief Operating Officer has been appointed.
- (d) a member of staff with the responsibilities of a Chief Financial Officer (possibly shared with the DBF) has been appointed.
- (e) The Board is content that the Chapter has become a functional, properly trained trustee body which operates with appropriate boundaries around confidentiality, embraces its fiduciary duties, and can demonstrate good governance.

The group will report on progress monthly to the Bangor Bishops' Council and send a detailed report to the RB's Audit and Risk Committee meeting on 3rd June 2025 and each of its subsequent meetings until its work is complete.

The members of the Board will be:

Prof Medwin Hughes (Chair)
Canon Professor Tim Wheeler
Rev Canon Professor Peter Neil
Henry Gilbert
Matthew Corbett Jones
Rt Revd David Morris

Judith Hayward
Jane Heard

Consultants to the group:

Canon Simon Lloyd
Anthony Griffiths

The Board will initially meet monthly but may change the frequency of its meeting at the discretion of the Chair.

14th May 2025