

Bangor Cathedral Oversight Group

Meeting 16 June 2025, via video conference

Present: Professor Medwin Hughes (MH) (Chair)
Matthew Corbett-Jones (MC-J)
Henry Gilbert (HG)
Judi Hayward (JHa)
Jane Heard (JHe)
The Reverend Canon Professor Peter Neil (PN)
Bishop David Morris (+DM)
Professor Timothy Wheeler (TW)

In attendance: Simon Lloyd (SL)
Deborah Tugwell (DT)
John Davies (JD)
Archdeacon David Parry (DP)

**ACTION
BY:**

1 Introductions and opening prayers

All present introduced themselves giving brief overviews of their backgrounds and roles.

+DM then opened the meeting with prayer.

2 Terms of reference

The terms of reference of the Oversight Board had been agreed by the Archbishop of Wales and published: the terms of reference were discussed. The terms of reference included indicators of when the Oversight Board may wish to conclude its work, but it was felt to be important that the Board was assured all new policies and processes introduced at the Bangor Cathedral were embedded and were effective.

The Oversight Board would be briefed on the matters within both reports which showed where cultural and organisational change was required.

MH/ SL

JHe confirmed the Representative Body's Audit and Risk Committee, of which she was Chair, had been provided with a progress report by the Implementation Group, as required.

3 Strategic context

SL reflected on the effects the complex situation at Bangor Cathedral. The effects were being felt beyond the Church in Wales including in the public square.

It was felt that the various governance shortcomings and the culture that had become evident at the cathedral were the main strategic matters to be addressed.

MH confirmed he and SL, as well as the Chair of the Standing Committee, had met with the Bench of Bishops to discuss the situation; the Representative Body was also to discuss the situation at its forthcoming meeting on 24 June.

4 Initial consideration of reports

Thirtyone:Eight Safeguarding Review

DP set out the work the Implementation Group was undertaking to address the report's recommendations, and the Group was currently working through each. Culture was noted as being the most difficult aspect of change to effect. When appointed, it was important for the new Dean, supported by the Chapter, to provide clear leadership.

MH/ DP

The appointment of the new Dean was a crucial one with interviews due to take place on 4 July. The interview panel would consist of a range of lay and ordained people, including the Archbishop¹ and +DM, four members of the Chapter and a representative from the Church in Wales cathedral deans. The panel would be supported by a member of the provincial human resources department. It was suggested that the addition of someone from outside the province would provide an additional, external perspective and may complement the appointment process.

Bangor Cathedral Visitation summary report

It was agreed that the full, unredacted report would be shared, as set out in the terms of reference, with the Oversight Board to aid the Board's work.

The situation within Bangor Cathedral, and the wider diocese, was discussed.

Financial matters

Assurance was needed of the due process of financial interactions between the Chapter and the Bangor Diocesan Board of Finance with the possibility of a detailed financial review to explore those interactions discussed.

SL/ DT

MH noted that the Representative Body provided structural funding to all dioceses and cathedrals for specific purposes to support their operations: assurance that those charitable funds had been properly applied was recognised as being important. JHe indicated that proper appropriation of the Representative Body's funds was an important consideration for the Representative Body's external auditor. The Representative Body's legal duty of probity was noted.

¹ Secretariat note – after the meeting the arrangements for the panel changed and the Archbishop did not participate in the interviews for the new dean.

DP confirmed that the Chapter had instructed a second auditor to scrutinise its accounts. Governance and financial controls at the Diocesan Board of Finance were noted as improving, with new processes in place.

Cultural matters

MH reflected on the incidents of considerable concern which had been included within the reports, demonstrating a culture of improper behaviour along with the inappropriate consumption of alcohol.

An alcohol policy had been prepared to assist in changing that element of the culture.

It was noted that the Representative Body had recently appointed additional human resources officers, operating on a regional basis within the province: the north Wales officer was providing support in the diocese of Bangor as needed. The regional officers had a line management route back to senior provincial officers so, if they became aware of concerning matters, there was a route by which those concerns could be reported if necessary.

5 Engagements to-date between Chapter and the Implementation Group

DP confirmed the Chapter was meeting monthly, meetings were well organised with agendas and papers produced and minutes taken; Chapter sub-committees had also been formed.

The Implementation Group had met three times to-date. The early work of the Group was discussed.

A document tracking the progress of implementation of each of the recommendations within the Thirtyone:eight report had been provided to the Oversight Board, which was discussed.

The tracking document was commended as a top-level summary of the report's recommendations: some observations were made in order to help develop the document and make it as helpful and enlightening as possible:

DP

- Definitions of the red, amber and green colours used;
- Arranging the recommendations in an order of priority rather than via themed groups;
- The inclusion of timelines; and
- The inclusion of greater detail in terms of work undertaken.

7 Other business

It was agreed that after each meeting the Oversight Board would make a public statement by way of update. MH would draft a statement accordingly for review by the Board.

The Oversight Board's next meeting would take place in July with the date to be arranged by correspondence. It was agreed that DP would be invited to attend each meeting of the Oversight Board. **DT**