

Bangor Cathedral Oversight Board

Meeting 9 September 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)

Apologies: Bishop David Morris (+DM)
Professor Timothy Wheeler (TW)

In attendance: Simon Lloyd (SL)
Deborah Tugwell (DT)
John Davies (JD)
Archdeacon David Parry (DP)
The Reverend Canon Dr Manon James (MJ)
Ant Griffiths (AG)
Wendy Lemon (WL)

**ACTION
BY:**

1 Opening prayers

DP opened the meeting with prayer.

MJ was welcomed to her first meeting of the Oversight Board and congratulated on her appointment as Dean of Bangor. All present introduced themselves.

2 Minutes of the meeting held on 17 July 2025

The minutes of the previous meeting were reviewed and approved for publication, as was the public statement.

DT

3 Matters arising

Various matters arising from the minutes were discussed.

- It was noted that the independent financial audit, referred to within the second key recommendation of the Representative Body's statement (published on 1 July 2025), would form part of the governance review commissioned by the Bangor Diocesan Board of Finance.
- The need to listen to and bring together the various narratives of life at the cathedral was noted in order to work towards a position of resolution and a sense of moving on.
- Morale amongst diocesan staff was mixed: the appointment of a new diocesan secretary was needed
- The appointment of an Operations Manager for the cathedral was discussed: it was noted this role would be funded via the Partnership Funding (which included funding for an additional

post in cathedrals) provided by the Representative Body, not from the cathedral's own funds.

4 Area of focus – safeguarding

During discussion it was noted that there was now regular contact between the cathedral and the provincial safeguarding team with few ongoing issues of concern. Many cases had needed to be investigated in the period immediately following the Sub-dean's departure - not all cases had met the threshold for safeguarding intervention; many had been concerns about standards of behaviour. Some cases had been referred to local social services as necessary.

Survivor support training was discussed, something that was not currently provided by the Church in Wales: budgetary implications for the provision of such training would be considered by staff. **SL/ AG**

WL confirmed she and MJ had met for a detailed briefing meeting on safeguarding-related matters at the cathedral. AG and WL had been invited to attend a meeting of the North Wales Safeguarding Board to provide an update on the situation at the cathedral: contact from Members of the Senedd in relation to the safeguarding matters at the cathedral continued.

The situation with the cathedral choir was discussed particularly: the activities of the choir had been suspended for an initial period of a month. The choir handbook, prepared to be a source of important information to members of the choir and choir parents, had not been distributed as agreed.

An absence of communications-related capacity amongst the cathedral staff was noted and it was agreed that SL and MJ would discuss the provision of provincial support accordingly. **SL/ MJ**

5 Action plan and update of actions by Chapter and the Implementation Group

The Oversight board discussed and noted the tracking document summarising the recent work of the Implementation Group. It was noted that two areas identified within the tracking document had 'unclear' responsibility allocations, which would be addressed to ensure areas of responsibilities were clearly articulated. **DP**

Consideration of policies

The Drug and Alcohol Policy and Sexual Misconduct Policy prepared by the Dean and Chapter were both reviewed by the Oversight Board.

Governance

The governance arrangements of the cathedral Chapter were discussed. Risk management training for relevant provincial staff had been arranged to take place in January 2026: members of the cathedral Chapter were welcome to join.

Health and safety training was an area on which the Chapter may need support: making use of training providers used by other cathedrals was suggested as a possible source of support to explore.

DP

6 Areas of focus for the next meeting

It was agreed that discussion of culture would be deferred to the Oversight Board meeting due to take place on 6 October, by which time MJ would have been in post for a month.

DT

Date of next meeting

MH confirmed the Oversight Board would next meet on Monday 6 October at 18.00, via video conference.

MJ would be installed as Dean of Bangor on Saturday 11 October. DT would communicate the details: members of the Oversight Board were welcome to attend should they wish.

DT

Closing prayers

PN closed the meeting in prayer.