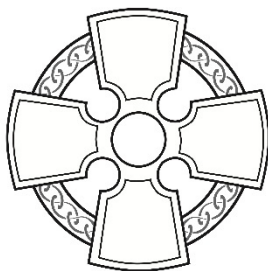


Y R E G L W Y S  
Y N G N G H Y M R U



THE CHURCH  
IN WALES

## Terms of Reference

### Independent Case Review – Anthony Pierce

***Summary: These terms of reference commission an external review into the Church in Wales' handling of an allegation of abuse against the Right Reverend Anthony Pierce, first reported in 1993. It seeks to establish (as far as possible) who within the Church received relevant information, and what they did with it. The Review will also review the Church's current processes for appointing Archdeacons and Bishops and how safeguarding allegations are considered within that process.***

These instructions set out the basis on which the Representative Body of the Church in Wales, on behalf of the Church in Wales Safeguarding Committee, commissions Gabrielle Higgins ('the Reviewer') to undertake a review ('the Review') into the handling of an allegation of improper (and possible criminal) conduct made against the (then-styled) Reverend Anthony Pierce, who subsequently became Bishop of Swansea & Brecon. The allegation relates to conduct in or around 1990 and appears to have been first reported to senior figures in the Church in Wales in 1993. The victim is now deceased, and in these terms of reference is referred to as 'XY'.

The Reviewer is not asked to review matters concerning an allegation against Mr Pierce reported to the Church in Wales Safeguarding Team and South Wales Police in 2023, which has resulted in proceedings in the criminal courts. If the Reviewer as part of her Review identifies matters beyond the scope of these terms of reference which may merit a further internal or independent investigation or review she is asked to raise the matter with the Provincial Secretary or the Representative Body's Head of Legal Services so an extension to these terms of reference or a further review can be considered.

#### 1. Objective and Scope

- 1.1. The Review will consider the response and actions of the Church in Wales, its clergy, officers and members in the period from 1993-2016. The Review will also comment on any vulnerabilities identified within current systems which might risk a repetition of mistakes made and make recommendations for improvement to these systems and processes.
- 1.2. The Review will identify both good practice and failings in the Church's handling of the allegation.

- 1.3. The Review will focus on three questions: (1) what did officers and institutions in the Church in Wales know about alleged abuse perpetrated by Anthony Pierce? (2) what was the response of the Church and its officers to those allegations? (3) Are the current procedures in place for appointing Archdeacons and Bishops in the Church in Wales sufficient to ensure as far as practicable that events such as this could not be repeated?
- 1.4. In connection with the first question, the Review will consider: (a) What information was available to Church in Wales bodies or officers relating to Anthony Pierce's alleged abuse of XY; and (b) Who had this information and what did they do with it (and when).
- 1.5. In connection with the second question, the Review will consider: (a) Whether, when the abuse was reported, relevant Church of Wales bodies and officers responded in a timely and appropriate manner, and (b) what additional lessons can be learnt which are relevant and which might improve safeguarding practice in the Church.
- 1.6. In connection with the third question, the Reviewer will consider the current provisions for identification, referencing, safeguarding checks and other due diligence for candidates considered for Episcopal office, both prior to their election and between their election and the confirmation of election. The Reviewer will also consider the equivalent provisions for candidates selected as Archdeacons.

## **2. Content**

- 2.1. The Reviewer shall deliver a written report ('the Report') in a form suitable for publication pursuant to section 5 below.
- 2.2. Based on the evidence available, the Reviewer will answer the three questions set out in paragraph 1.3 above.
- 2.3. Where there are disputes or there is a lack of clarity on facts, the Review is asked to give a view, informed by her professional judgment, as to what version of events is the most likely on the balance of probabilities.
- 2.4. The Reviewer is asked in particular to give her views on decisions taken at the following points in time:
  - 2.4.1. 1993 (original disclosure)
  - 2.4.2. 1995 (appointment as Archdeacon)
  - 2.4.3. 1999 (election, confirmation of election as Bishop)
  - 2.4.4. 2009-2010 (historic cases review, referral to statutory authorities, removal of Permission to Officiate)
  - 2.4.5. 2011 (restoral of Permission to Officiate)
  - 2.4.6. 2016 (removal of Permission to Officiate)

## **3. Relevant written material**

The Legal and Safeguarding departments of the Representative Body will provide the Reviewer with all relevant material in their possession. These departments will also provide

all reasonable assistance to the Reviewer in obtaining further relevant information from any third parties (and the Reviewer may also make requests to third parties directly for any information that they hold).

#### **4. Relevant interviewees**

- 4.1. Whom to interview or meet is the sole decision of the Reviewer.
- 4.2. By way of suggestion and assistance only, the Legal department of the Representative Body will provide the Reviewer with a list of persons who might have useful input to make into the review. The Reviewer is not obliged to seek to interview or meet any of those persons, and may seek to interview others.
- 4.3. The Legal and Safeguarding departments of the Representative Body will provide all reasonable assistance to the reviewer in setting up meetings (whether online or in person).

#### **5. Publication**

- 5.1. These terms of reference shall be published on the Church in Wales website.
- 5.2. In addition to the published Report, the Reviewer may write to the Provincial Secretary, copied to the Chair of the Church in Wales Safeguarding Committee and the Archbishop, with any advice that the Reviewer wishes to offer the Church in Wales but which cannot reasonably form part of the published report. If the Reviewer decides to do this, a brief summary (suitably anonymised if necessary) of the topics and issues raised in such correspondence must be noted in the Report.
- 5.3. Where a living individual is subject to criticism in the Report (in the opinion of either the Reviewer or the Head of Legal Services) that individual shall be offered an opportunity to comment on or respond to the criticisms made prior to publication and the Reviewer shall take into account such representations when finalising the Report for publication.
- 5.4. The final version of the Report shall be sent to the Provincial Secretary and the Chair of the Church in Wales Safeguarding Committee.
- 5.5. The Provincial Secretary shall cause the Report to be published on the Church in Wales website within one month of receipt.
- 5.6. The Reviewer shall use her best endeavours to provide a Report which can lawfully be published in full. The Head of Legal Services may, in consultation with the Representative Body's Data Protection Manager and Director of Safeguarding apply redactions to the published version of the Report only to preserve the anonymity of a participant in the Review where appropriate, to comply with a legal obligation, or to mitigate a significant litigation risk. The reason for any redaction shall be annotated on the published Report.

## **6. Timeline**

- 6.1. The Review shall commence immediately upon the substantive conclusion of the current criminal proceedings against Anthony Pierce.
- 6.2. If possible, the Review shall be concluded within three months of commencement. The Reviewer shall give brief progress updates to the Provincial Secretary on a monthly basis.

**Canon Simon Lloyd**  
Provincial Secretary, Church in Wales  
Chief Executive, Representative Body of the Church in Wales  
6 February 2025