

Review of the Clergy Discipline Measure 2003

The Right Reverend Tim Thornton, Bishop at Lambeth, has been asked by the Archbishops of Canterbury and York to Chair a Review of the Clergy Discipline Measure 2003.

The Review, comprised of laypeople, ecclesiastical lawyers and clergy met for the first time on Friday 04 October 2019. A full membership list is attached at Appendix I. During this meeting, terms of the Review were agreed. They are attached at Appendix II. The group also engaged in preliminary conversations about the various streams of work required to comply with these terms.

Before reporting back to the Review's next meeting in December, three subgroups will meet to further investigate three distinct areas of work which will help to comply with the overriding terms of the Review. The first area involves consideration of whether adaptations which don't require legislative change can be made to make the Measure more workable in the short term. The second stream involves investigating the need to triage complaints at their outset to ensure complaints are dealt with in a proportionate manner. The third area involves investigating the intersection between clergy discipline and safeguarding of children and vulnerable adults.

Please keep the Review process in your prayers over the coming months.

If you have any queries or comments relating to the Review, please contact Mr Adam Hobson in the Bishop at Lambeth's office in the first instance on 020 78981013 or adam.hobson@lambethpalace.org.uk.

15 October 2019

Appendix I

Membership of the Working Group

The Rt Revd Timothy Thornton	Bishop at Lambeth (Chair)
Thomas Foot	Safeguarding Administrative Assistant, Lambeth Palace (NST)
Melissa Caslake	National Director of Safeguarding, NST
Anthony Clarke	Provincial Safeguarding Adviser, Lambeth Palace (member of the NST)
Abbey Clephane-Wilson	Diocesan Safeguarding Advisor, Diocese of Manchester
Louise Connacher	Partner, Ecclesiastical and Employment, LF LLP
Emily Denne	Advisor for Survivor Engagement, NST
The Revd Canon Dr Daphne Green	Chaplain and Researcher to the Archbishop of York
Adam Hobson	Executive Assistant (Metropolitan), Lambeth Palace
The Rt Revd Nicholas Holtam	Bishop of Salisbury
Adrian Iles	Designated Officer, Legal Office
The Rt Revd John Inge	Bishop of Worcester
Stuart Jones	Diocesan Registrar, Diocese of Norwich
Jo Kind	MACSAS
The Revd Canon Judith Knight	Director of Resources and Safeguarding, Diocese of Gloucester
Suzie Long	Director of Human Resources and Safeguarding, Diocese of London
The Revd Alexander McGregor	Head of the Legal Office
Colin Perkins	Diocesan Safeguarding Adviser, Diocese of Chichester (seconded to NST)
The Venerable Mark Steadman	Archdeacon of Stow and Lindsey

Appendix II

Terms of Reference for CDM Working Group

Background

1. Since 2017, there have been three recent consultations in respect of the Clergy Discipline Measure, with varying degrees of focus on its effectiveness with regards to safeguarding-related cases:
 - a. The Bishops of Salisbury and Lincoln (the latter of whom is a member of the Clergy Discipline Commission) have consulted on an individual basis with all other diocesan bishops on the working of the CDM, which included questions about how it works in relation to safeguarding cases.
 - b. The National Safeguarding Team conducted a consultation specifically designed to consider the efficacy of the CDM process in regard to safeguarding cases. Responses to the consultation were received from people in many different roles, including, archdeacons, bishops, cathedral deans, DSAs, registrars, a survivor organisation and the President of Tribunals.
 - c. A Consultation on behalf of the Clergy Discipline Commission was carried out with diocesan registrars on the issue of delays in disciplinary proceedings.

Purpose and Role of the Working Group

2. In the light of the above consultations, a Working Group is being established to consider:
 - To identify amendments that should be made to the Clergy Discipline Measure 2003 or to the Rules and Code of Practice made under it, either generally or in relation to safeguarding;
 - whether any other legislative change would be desirable in order to (i) strengthen the Church's ability to respond effectively to safeguarding concerns and (ii) enhance the manner in which they are dealt with by Church Officers and Church Bodies; *and*
 - whether safeguarding matters relating to discipline should be dealt with outside of the existing CDM processes.

and to present its initial findings and recommendations to the Clergy Discipline Commission (CDC) and the National Safeguarding Steering Group (NSSG) accordingly.

3. To assist in the above, members of the group will facilitate one or two workshops to be held for Diocesan Registrars, Archdeacons and Diocesan Safeguarding Advisers to provide an opportunity to consider practice experience.
4. Depending upon the findings, the Group may be asked to undertake further work to assist the CDC and NSSG with more detailed work relating to the above bullet points.

Practical Arrangements

5. The Working Group will meet for the first time in early October 2019 to consider how best to progress the work outlined under paragraph 2 above. The group will be administratively supported Tom Foot, Administrative Assistant at Lambeth Palace (member of the NST).