

71. *Mr David Lamming (St Edmundsbury & Ipswich)* asked the Chair of the House of Bishops: In November 2019, in answer to a question (Q15) from Mrs Kat Alldread (Derby), the Bishop to the Armed Forces stated that the CDM Working Party was:

“...now well under way and at its next meeting in December it is hoped that we can map out a timetable both for some issues that may well be addressed relatively quickly and for the more significant potential changes which may well have to take longer given processes that will be needed.”

More recently, in their determination on 20 January 2020 in the case of *Lodge v Bulloch*, the Bishop’s Disciplinary Tribunal for the Diocese of Chelmsford, chaired by the Revd His Honour Judge Mark Bishop, concluded their 40-page judgment by expressing their “concerns about how a case of this kind is to be dealt with under the current CDM procedure” (para 113). They stated (para 115) that cases such as the one before them required “much more investigative work before being prosecuted.” The Tribunal concluded (para 119):

“We acknowledge that the issues raised in these concluding remarks go to the structure of CDM proceedings and no doubt also to the question of resources provided by the Church to investigate matters of this kind.” (See also the report in the Church Times, 24 January 2020, page 7.)

Taking into account the concerns expressed in the *Lodge v Bulloch* judgment, can Synod please be informed of the timetable mapped out by the working group for addressing the various issues identified by the working group or others as requiring reform, whether by way of amending legislation or otherwise?

*The Bishop to the Armed Forces (Rt Revd Timothy Thornton) replied on behalf of the Chair of the House of Bishops:* The Working Group chaired by the Bishop to Her Majesty's Armed Forces will take into account the comments made by the Revd HH Judge Mark Bishop, alongside concerns expressed by the Sheldon Community and other groups and individuals. The Working Group hopes to host a series of public consultations around England after Easter 2020, at which the Group's proposals will be presented. Following this, the Working Group will convene to finalise its proposals. Some of these proposals may involve implementing policy decisions over the summer to allow the current legislative framework to work more effectively as it currently stands. Some proposals will however require legislative change in the longer term. The Working Group thinks that the need for urgent reform needs to be balanced against the due time and consideration that must be given to such legislative change to ensure identification of a sustainable long-term solution.

72. *Mr David Kemp (Canterbury)* asked the Chair of the House of Bishops: Six thousand clergy have responded to the independent academic research survey into the lived experience of the CDM organised by the Sheldon Community in collaboration with Aston University. What steps will be taken to learn from the research findings, and what plans are in place for the replacement of the CDM with a process that is fit for ministry in the 21st century?

*The Bishop to the Armed Forces (Rt Revd Timothy Thornton) replied on behalf of the Chair of the House of Bishops:* A Review of the Clergy Discipline Measure is being chaired by the Bishop to Her Majesty's Forces. Although separate from the work being conducted by the Sheldon Community and Aston University, this Review has taken a

keen interest in Sheldon's work, and awaits its results with anticipation. It is hoped that the ongoing work of the Review will be informed by Sheldon's findings, incorporating practical responses to these findings into its proposals for reform, particularly in relation to clergy wellbeing. These proposals will be presented and honed in a series of public consultations held throughout England later in 2020. The Working Group have been considering setting regulation and discipline within the framework of professional standards. It is hoped that this approach will allow for underlying issues to be dealt with proportionately rather than imposing discipline in what is often felt to be an unresolved situation.

*Mr David Kemp:* The terms of Reference of the CDM Review Group require the Group to "identify amendments to be made to the CDM". In view of the growing demand that the present CDM should be replaced by a new process, can the Bishop confirm that the Review Group will seriously consider this option?

*The Bishop to the Armed Forces:* Yes.

73. *Miss Debbie Buggs (London)* asked the Chair of the House of Bishops: In July 2017, during the debate on Clergy Wellbeing, the Archbishop of Canterbury observed:

"I have to say that my own experience over the last few years in dealing with people who may have gone wrong on the CDM process has often contributed very badly indeed to their wellbeing. The process has been a punishment, not the outcome."

The Sheldon Hub briefing paper on Project CDM (14 January 2020) states that “completely replacing the Measure is essential” due to the negative effects on clergy wellbeing and parish ministry. What plans do the Archbishops’ Council and House of Bishops have in place for when the final results of the research being done by the Sheldon Hub are published?

*The Bishop to the Armed Forces (Rt Revd Timothy Thornton) replied on behalf of the Chair of the House of Bishops:* A Review of the Clergy Discipline Measure is being chaired by the Bishop to Her Majesty’s Forces in his capacity as Bishop at Lambeth. Although separate from the work being conducted by the Sheldon Community and Aston University, this Review has taken a keen interest in Sheldon’s work, and awaits its results with anticipation. It is hoped that the ongoing work of the Review will be informed by Sheldon’s findings, incorporating practical responses to these findings into its proposals for reform, particularly in relation to clergy wellbeing. These proposals will be presented and honed in a series of public consultations held throughout England later in 2020. Following public consultation, the Archbishops’ Council and the House of Bishops will have opportunity to consider and respond to the Review’s proposals.

*Dr Megan Warner (London):* Bishop, thank you for your answer. Can you give an account of the breadth of experience of members of the Working Group and, in particular, the proportion of members of the Working Group having significant expertise in fields other than safeguarding?

*The Bishop to the Armed Forces:* Off the top of my head I would be struggling to get every single person, but there are a large number of people on the Working Group who have expertise way beyond the safeguarding area. As well as the members of the Working Group, we are talking to a wide range of organisations and experts who cover a wider range than that, so there are bishops, legal people, pastoral experts, human resources people, as well as those who have experience specifically in safeguarding, but even those obviously have experience beyond as well.