

Learning Lessons Case Review – William Scott Farrell

Terms of Reference for the Overview Report

The National Safeguarding Team (“NST”) of the Archbishops’ Council intends to undertake a review into the handling of safeguarding concerns and safe recruitment in relation to William Scott Farrell who was Director of Music at Rochester Cathedral at the time of his arrest.

1. Brief Relevant Context

The review is structured in two stages: (1) A review has been conducted in each relevant Cathedral (“Cathedral Reviews”), and (2) a review by an Independent Reviewer informed by the work product of the Cathedral Reviews (“Independent Review”) which will lead to a written overview report. The Terms of Reference in relation to the Cathedral Diocesan reviews are attached (Appendix 1).

In May 2019 William Scott Farrell pleaded guilty to charges of voyeurism and making indecent images of children from the time was working in Rochester. He also pleaded guilty to contact offences against a child dating back some twenty years to when he was working as Asst. Director of Music in Ely. When William Scott Farrell left Ely, he worked in the Diocese of Newcastle before moving to Rochester. There are no known allegations of offences linked to William Scott Farrell’s time in the Newcastle Diocese.

2. Objective of the Review

1. The objective of the Review is to allow the Church of England to take steps to enhance and improve its response to allegations of abuse and, thereby, to ensure a safer environment for all.
2. The Review will consider both good practice and failings in the Church of England’s safe recruitment practices in respect of William Scott Farrell, and the appropriateness of responses by Church of England bodies to allegations and anonymous concerns raised across each diocese in which he held any post.

Cathedral Reviews

1. Each Cathedral has undertaken an internal review in accordance with the Terms of Reference provided (Appendix 1) .
2. Each Cathedral Reviewer has prepared a written report for consideration by the overview report writer. This includes a chronology of all significant information relating to William Scott Farrell in that Cathedral , along with a commentary.
3. Currently the detail of survivors is not known to the Church but are known to Cambridgeshire Police. When Police are asked to contribute to this review, they

will also be asked to share a letter and the Terms of Reference with Survivors offering them the opportunity to contribute to the review.

Each Cathedral Reviewer should prepare a chronology with a commentary which addresses the following questions (so far as they relate to the relevant cathedral) considering the policies and practice guidance at the time:

- Was William Scott Farrell safely recruited? Were relevant policies followed?
- Was information shared appropriately as he moved between dioceses?
- Was information accurately recorded, retained and shared?
- Were all concerns followed up in accordance with procedures?
- Was appropriate weight given to the concerns raised anonymously?
- What was the impact of decisions taken, e.g. could any abuse have been prevented?
- Was the working relationship between choir schools and cathedrals effective in safeguarding?
- Did Cathedrals work effectively with statutory agencies?

Whenever the Cathedral Review criticises practice, they should outline what a good response would have looked like, [taking account of the relevant standards in place at the relevant time].

As part of the Cathedral Review the Cathedral Reviewer will approach as relevant to their review following agencies for their contributions:

- Any relevant Cathedral body and any relevant Diocesan body
- NST to deal
- NST to deal
- Kings School Ely
- Kings School Rochester
- NST to deal
- Any local organisations identified where it is known William Scott Farrell held a position of responsibility in respect of children or vulnerable adults.

The independent overview

1. Once all Cathedral reports have been completed, the Independent Reviewer will review those reports and produce an Independent Overview Report which summarises the key facts and lessons to be learnt, it will not be necessary for them to review any of the records held by the Cathedrals but they may do so if they consider it to be necessary. They may also seek clarification on any questions which arise by approach to the Diocesan Safeguarding Adviser, Independent Reviewer, or the relevant agency.

2. The Independent Overview Report will be written for publication, with appropriate steps taken to anonymise any individuals and redacted to prevent identification. The overview writer of the report to draft it considering the requirement to avoid the identification of any survivor by any direct references of jigsaw identification.
3. The Independent Overview Report will be submitted to the Director of Safeguarding within three months of the commencement of this part of the review.

3. Presentation and Publication

Following the completion of Stage Two, the Director of Safeguarding will publish the Independent Report by making it available on the Church of England website in executive summary or in full, and by making hard copies available to any Survivor who has requested that. It is not intended to publish the Stage One reports.

The National Director of Safeguarding may make any redactions prior to publication which they consider are properly required on safeguarding grounds.

In advance of publication, the Director of Safeguarding will take reasonable steps to give advance warning to any organisation or individual they consider has been subject to criticism in the Review, and will provide a reasonable opportunity for that organisation or individual to respond.

4. Time frame

The Review will commence on 1st July 2021 and be concluded three months from commencement.

The review will cover the period from July 1990 when William Scott Farrell was first appointed to a role in a Cathedral up until his imprisonment in August 2019.