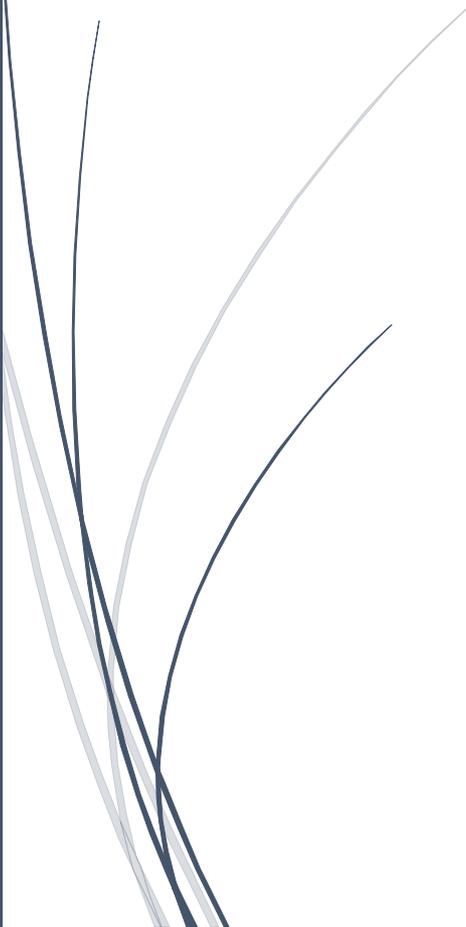


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Independent Learning Lessons Case Review – Graham Gregory



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BLUE LIGHT INVESTIGATIONS & TRAINING LTD

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1. Introduction

- 1.1. This Learning Lessons Case Review has been independently commissioned by the National Safeguarding Team of the Church of England.
- 1.2. It follows the two convictions of retired Church of England Priest, Graham Gregory, (GG) for multiple offences of indecency. All of the offences, for which he was twice convicted at separate trials, relate to the sexual abuse of children.
- 1.3. The primary objectives of the review relate to what lessons can be learnt from how allegations were dealt with and how Gregory was managed as a means of ensuring that such abusive behaviour is prevented, or promptly detected, in the future and a safe environment sustained.
- 1.4. In the course of identifying such lessons the review is also intended to provide an effective and independent platform for those people who were abused by Gregory, to share their experiences in a way that will allow the full context and detail of his offending to be understood.
- 1.5. The review has been conducted by a professional investigator, with extensive review and investigative experience, who is both professionally and personally independent of the Church of England.

2. Methodology

- 2.1. The review was undertaken in two phases, both of which were undertaken, or overseen, by the Independent Reviewer.
- 2.2. Phase One was undertaken at the diocesan level with the respective Diocesan Safeguarding Advisers (DSAs), or their nominated deputy, both chronologically detailing and reviewing the relevant events that occurred within their diocese.
- 2.3. Phase One also detailed the Church response, at the diocesan level, to the events in question, all of which involved, or related to, GG.
- 2.4. As some of the events that were the subject of review took place over 50 years ago, the ability of the diocesan reviewers to definitively establish what happened was, at times, limited due to the lack of witnesses and relevant records available to them.
- 2.5. Each of the diocesan reviews was overseen by the Independent Reviewer, who had regular access to the diocesan safeguarding teams and was able to provide support, guidance and direction, in addition to proposing lines of enquiry.
- 2.6. The lines of enquiry proposed by the Independent Reviewer were not influenced, in any way, by the clergy or senior managers within the respective diocese.

- 2.7. Phase One also included a review of the role of the National Safeguarding Team (NST) of the Church of England, with emphasis upon their role in the chairing and managing of the national core group, which was set up to coordinate all of the casework, and related activities, that was undertaken in the respective dioceses following GG's arrest.
- 2.8. Phase Two involved the bringing together of the diocesan reviews, to identify common themes and to highlight where the Church fell short in terms of its safeguarding responsibilities, with the key objective being to enable lessons to be learnt and relevant recommendations made to improve future practice.
- 2.9. Phase Two also involved the interviewing of those victims who had accepted an invitation, made by the Church, to contribute to the review. This was intended to ensure that their respective experiences of abuse, and how it was perpetrated without challenge, could help to inform the learning that was to be achieved.
- 2.10. Save for one exception, all of the victims were interviewed in person by the Independent Reviewer, at a variety of locations that were agreed with them.
- 2.11. All of the victims were supported by an Independent Sexual Violence Adviser or a Safeguarding Advocate.
- 2.12. The exception to personal interview was the mother of a victim from the Diocese of Sodor and Man. She was interviewed via the Zoom platform, due to the travel restrictions that were in place as a result of the Covid pandemic.
- 2.13. Other relevant witness interviews were also conducted via Zoom, due to the location of those witnesses and/or Covid related travel restrictions.
- 2.14. Such witnesses include those senior clergy, core group members, chaplains and former members of diocesan safeguarding teams, who had an evidentially useful and relevant knowledge of events and how they were managed.
- 2.15. All personal and Zoom interviews were audio recorded, with the consent of the interviewees. On occasion, direct quotes are used to support conclusions drawn and assessments made in the review. Reference is made, by page number, to the origin of the quotes.
- 2.16. When the Independent Reviewer spoke to other, contextual witnesses, or those with relevant knowledge on the telephone, written notes were made.
- 2.17. Both phases of the review were afforded access to all relevant diocesan records, in addition to access to all other, centrally held, records which were archived at Bishopthorpe Palace in York, due to the fact that GG had retired.

- 2.18. Support with regard to procedural guidance was provided to the Independent Reviewer by the Provincial Safeguarding Adviser (North).
- 2.19. As GG's ministry and relevant events extend back to the mid 1960's the access to, and availability of, records and witnesses that could add value to the review was, frequently, very limited.
- 2.20. That limitation was exacerbated by the absence of diocesan records that should, by any reasonable expectation, have been made at the time and then retained, with due diligence, since.
- 2.21. The reason for the absence of such critical records invites a variety of potential explanations, none of which reflect positively upon the Church and its sustained management of records.
- 2.22. The regular absence of such records means that, on occasion, the rationale and context which informed certain safeguarding related decisions cannot accurately be established.
- 2.23. In such circumstances that point is made within the review, and conclusions drawn on the civil burden of proof, that being the balance of probabilities.
- 2.24. The review document is anonymised which, whilst detracting from the narrative flow of the document, was necessary to protect the identity of the respective victims. Church witnesses are referred to via their role at the relevant time.
- 2.25. All relevant Covid regulations and guidelines were adhered to during the course of the review.

3. Terms of Reference

- 3.1. The Terms of Reference for the review identified its key objectives to be as follows.
- 3.2. The Review will allow those individuals, who have indicated that they have sustained harm at the hands of Graham Gregory, the opportunity to describe their experiences and to feel confident that they are heard.
- 3.3. 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.
- 3.4. The Review will consider both good practice and failings in the Church of England's safeguarding practices in respect of Graham Gregory, and the appropriateness of responses by Church of England bodies to allegations and concerns raised across each diocese in which he held a post.

4. Structure of the Review Document

- 4.1. For ease of reference and understanding the review document is set out in the chronological order that details the, three decades long, ministry of GG, firstly as a Curate and then as a Vicar in a total of five separate dioceses.
- 4.2. His time spent in the diocese of York was following his retirement. During that time he had formal 'Permission to Officiate' which was granted, and renewed, by the then Archbishops of York. His ministry was limited during that period to his occasional contribution to local church services.
- 4.3. In addition to enabling the narrative to flow naturally the chronological structure of the document affords the reader the opportunity to understand the recurring features of GG's offending and, also, to recognise the various occasions when his offending was known to the Church.
- 4.4. GG's role within each of the respective dioceses in which he served is detailed, although such is the paucity of the records which relate to his ministry that the detail provided is primarily limited to his role, the area in which he served and any additional, part-time, roles that he fulfilled.
- 4.5. At the conclusion of each diocesan section, an evidential assessment is undertaken which critically analyses how the various safeguarding related responsibilities of the diocese in question were fulfilled, according to the available evidence.
- 4.6. Relevant recommendations, that dovetail with the lessons learnt, are also detailed at the end of each diocesan section.
- 4.7. Those recommendations that relate to the National Church are made at the end of the report, preceded by the conclusions that are drawn from the evidence gathered during the review.
- 4.8. Due recognition is given to the safeguarding related policies and procedures that existed at the time, if any.
- 4.9. The unfair or subjective application of retrospective hindsight is sought to be avoided when assessing considerations and action taken, or not taken.
- 4.10. This is to ensure that the relative societal and organisational context is applied when considering any oversight, mistake or, alternatively, good practice, that was able to be highlighted as a means of informing future practice and contributing to a safer safeguarding environment.

5. Societal and Organisational Context

- 5.1. It is important to note that the scope of this review extends back in excess of five decades, with GG starting his ministry in the mid 1960's.
- 5.2. It is within that context that due recognition has been given to the fact that societal attitudes were very much different then, particularly with regard to listening to children and embracing what they might have to say.
- 5.3. Similarly, the organisational structures and procedures in the Church, with regard to those matters that would now fall under the remit of what is now commonly referred to as 'Safeguarding' were, for a significant proportion of the period to which this review relates, different to those that are in place today.
- 5.4. The first formal Church of England policy, which related primarily to what was referred to as Child Protection, was published in 1995, just prior to when GG retired from full time ministry.
- 5.5. Since that first policy was introduced, Church policy, attitudes and structures relating to Safeguarding have developed positively and significantly.
- 5.6. This societal and organisational context is not highlighted to, in any way at all, excuse the dreadful abuse for which GG was responsible, it has been done to ensure that a fully informed and relevantly contextualised understanding of the personal and organisational responses to that behaviour can be achieved.
- 5.7. The recommendations that emanate from the review are limited by the fact that some of the learning, relating to such matters as the recruitment and selection of clergy, has previously been identified and embraced by the Church and is already reflected in its current policies and practices.

6. Confidentiality and Anonymity

- 6.1. Individuals are not personally identified in the review document. Those who are referred to in their professional capacity, or a voluntary capacity that is relevant to the objectives of the review, are referred to by their respective role titles.
- 6.2. Those who were the subject of abuse by GG are referred to as 'Victim', followed by a letter, such as 'Victim A'. Whilst it is recognised that such a system inhibits the flow of the narrative, there was no reasonable alternative that was still able to retain the anonymity of those involved.
- 6.3. The term Victim is used, as opposed to Survivor, as the emphasis of the review is to consider the response of the Church when the children in question were being abused, more than the period when they evolved into survivors.

- 6.4. Following personal consultation, the term Victim was found to be the preference of the contributors to the review that had been the subject of abuse.
- 6.5. All victims were consulted with regard to the potential for what is termed 'Jigsaw Identification', and each of them gave their consent in terms of how they are respectively described, as individuals, and the context of how they came into contact with GG.
- 6.6. The abusive experiences of those victims that engaged with the review are each addressed in the review. Whilst the forensic detail of the abuse is not included, the review does contain sufficient detail for a true appreciation of the gravity of GG's offending to be achieved.
- 6.7. The inclusion of that detail was considered to be necessary to enable a fully informed and contextualised appreciation of the action, or inaction, of some Church members to be achieved.
- 6.8. It was considered that the relative ambiguity of the word 'abuse', and the variety of understanding applied to the term, may otherwise have inhibited an informed understanding of events from being secured.
- 6.9. The detail has been included with the knowledge and consent of the victims to whom that detail relates with each victim having read the section of the report that relates to their own experience with GG and confirmed both its accuracy and their consent for it to be used.

7. Graham Gregory's Ministry

- 7.1. The ministry of Graham Gregory will now be set out in the chronological order in which it occurred.
- 7.2. He commenced his ministry as a curate in the diocese Southwark before, over the course of the next thirty years, moving to the dioceses of Chichester, Sodor and Man and, his last diocese as a full time priest was that Nottingham and Southwell before he retired to live in the diocese of York.
- 7.3. It was following his retirement that he asked for, and was eventually granted, Permission to Officiate in the diocese of York.

8. The Diocese of Southwark

- 8.1. GG began his ministry in the diocese of Southwark in September 1966, when he was 30 years old, in a parish in South London.
- 8.2. He was married and had three young sons. His curacy there lasted a total of 5 years, ending in 1971.
- 8.3. No church records exist, either locally or in his personal ('blue') file, that provide any detail with regard to his time in the Southwark Diocese, albeit it is relevant to note that his ministry there ended some 50 years ago.
- 8.4. That significant time period contributed to the fact that no surviving witnesses were identified that either served with GG or who held information that may have added value to the review.
- 8.5. However, what is known for sure is that, during his curacy in Southwark, GG regularly engaged in abusive behaviour towards children
- 8.6. Having initially lived in a house in Wimbledon Park Road he subsequently moved to a larger house, which was located next to the church.
- 8.7. **Victim A**
- 8.8. It was at the curate's house, where he was living with his family, that GG began to perpetrate his known abuse of children.
- 8.9. His first identified victim was the seven year old daughter of the Vicar of the parish in which he was serving his curacy, the person that was responsible for GG's management and his training. She will be referred to as Victim A.
- 8.10. In addition to the curate's house, the abuse of Victim A also took place in the vicarage, nearby, where she lived with her parents.

- 8.11. The initial abuse of the child often took place in the back gardens of the two properties and usually took the form of genital fondling, both over and beneath clothing.
- 8.12. It was often perpetrated by GG under the guise of what were apparently innocent interactions, such as when he was lifting the child to reach for fruit, up in a tree, or when comforting her after a fall from a bike.
- 8.13. The abuse included a period of several days, when GG stayed over in the vicarage, as the Vicar and his wife, the parents of Victim A, were away from their home at a church event in Canterbury.
- 8.14. Victim A described how her father had told her, just before he died, that it was GG that had actually suggested that he should stay over at the vicarage during their absence, to look after her and her brother, who was two years her elder.
- 8.15. She described that period of several days, at which point she was 9 or 10 years of age,
- 8.16. *“He just plagued me, trying to fondle, trying to touch me. I kept trousers on the whole time because I was aware, by then, of his game, so I just made sure I had trousers on every single day.”(P3)*
- 8.17. Victim A described how GG, in what she perceived as an attempt to get her to change out of her trousers, deliberately spilt a drink over her, but she changed into another pair of trousers as, by this time, she had begun to understand his malevolent intentions.
- 8.18. However, this did not prevent GG from sustaining his attempts to abuse her, cultivating opportunities for himself to do so.
- 8.19. She remembers one occasion, when she was on her own with him upstairs in the vicarage, when she has screamed out, hoping that his wife, who was also staying over, would hear her.
- 8.20. Her scream prompted an aggressive response from GG who held his hand over her mouth and told her not to dare scream again, and to be quiet.
- 8.21. She described the incident as follows,
- 8.22. *“Because he was trying to touch me I screamed, because I’d had enough, and then he was quite threatening and clapped his hand over my mouth. Of course, then I didn’t dare scream after that, but I don’t think he had many more opportunities that week.”(P4)*

- 8.23. Asked why, if she had started to understand the fact of his abusive behaviour, she had not disclosed what was happening to her parents, Victim A explained,
- 8.24. *"My mum and dad were quite remote and I think I felt that I couldn't...looking back it just didn't occur to me that I could."(P4)*
- 8.25. However, despite her initial reticence, Victim A eventually did go on to disclose to her father, the parish Vicar, that she was being abused by GG. She was 10 or 11 years of age at the time.
- 8.26. The disclosure occurred on a day when her father had been visiting her school, in his capacity as a governor, and had just left the assembly hall. She described her disclosure to him, as follows,
- 8.27. *"I remember walking across the playground and for some reason, at that moment, why, I don't know, I plucked up the courage to try and broach the subject with him. So, I said, Dad I just need to tell you about Mr Gregory, he touches me." (P5)*
- 8.28. Unfortunately, that disclosure by Victim A was not embraced positively by her father. He acted as if he had not heard what his daughter had said to him about being touched, although she has no reason to believe that he did not do so.
- 8.29. Undeterred, Victim A repeated her disclosure when they reached home and, on that second occasion, she was also supported by her brother, who had witnessed some of GG's abusive behaviour.
- 8.30. Despite this, her father angrily rebuked her for daring to say such things about his curate, which served to inhibit her from telling anybody again, prior to GG leaving the diocese to move away to Hastings.
- 8.31. When asked to reflect and rationalise her father's response to her disclosure to him, she explained that,
- 8.32. *"I just think he couldn't believe it of him (GG). I also think that he maybe couldn't handle how things would go if he actually uncovered it, how awful it might be, how embarrassing it might be." (P6)*
- 8.33. Whatever his reasons, the relationship between Victim A's father and his curate remained a positive one as, despite moving to Hastings, GG and his family still made regular visits back to South London.
- 8.34. Reciprocal visits were made to Hastings too, due in part to the fact that Victim A's father was a close friend of the Vicar with whom GG was now working.

- 8.35. Whenever GG visited South London, Victim A sought to make it clear to him, and also to her father, that she was angry with him and that he would have no further opportunity to get close to her during his visit.
- 8.36. Despite her disclosure to him, at no time did Victim A's father seek to protect her when GG was about, and this included when they were visiting Hastings, where GG would often endeavour to engineer opportunities to abuse her, sometimes successfully.
- 8.37. Asked why she thought that her parents sustained a friendship with GG and his family, even after her disclosure to her father, Victim A rationalised the situation as follows,
- 8.38. *"My dad, obviously, just didn't believe me. He really, obviously, didn't because he was not an abusive man himself. That was something he would never have done, sexual abuse. So, he just didn't believe it, completely thought that I was making it up so, therefore, thought there was no danger. (P13)*
- 8.39. It was in 1974, whilst staying in GG's house in Hastings when he and his family were away on holiday, that Victim A met another young girl, who lived locally, and who would call at GG's house each day to feed the family dog.
- 8.40. It subsequently became evident that the girl in question was also being abused by GG, a fact which will be addressed in the section of the report which relates to the diocese of Chichester. She will be referred to as Victim C.
- 8.41. As the two young girls became friends, and shared their respective experiences, Victim C told Victim A that GG '*does stuff*' (P9) to her and that he often took her upstairs in his house.
- 8.42. It appears that both teenagers, at that time, believed GG's behaviour with them to be wrong and inappropriate but not in the formal, criminal sense. The context of their conversations was one in which they both referred to GG as '*a perv*' (P9) with Victim C also referring to how he touched her and looked up her skirt.
- 8.43. It is an indication of GG's ability to groom his victims that, at the time, Victim C did not consider much of her physical interaction with him to be abusive. However, as she grew older, and properly understood the true context of their relationship she went on to recognise its absolutely abusive nature. Further detail is addressed later in the review.
- 8.44. Despite being on his family holiday, GG returned to Hastings for some church business whilst Victim A was staying at his house with her family. He stayed over and, during the course of the afternoon, Victim A saw him pop his head around the door of the room in which they were gathered.

- 8.45. He called Victim C upstairs, as she had suggested to Victim A that he would, and they both went into the bathroom, the door of which was then locked.
- 8.46. Victim A clearly remembers that, when GG had announced that he intended to stay over, there was a conversation between him and her mother as to which bedroom he should sleep in, with her mother apparently ensuring that he was to remain alone, away from Victim A and her brother.
- 8.47. Notwithstanding that insistence from her mother, when Victim A woke the next morning she found that GG was in the other single bed that was located in the same bedroom in which she had spent the night.
- 8.48. She rushed and told her parents and, whilst she is not aware that GG was, in any way, challenged by either of them, all contact seemed to be dropped with him by her parents from that point on.
- 8.49. Her perception that GG was not challenged by her parents is supported by the fact that, prior to him leaving, his abusive behaviour toward her continued when he made an attempt to feel her breast, which she blocked with her hand, and him remarking salaciously on her physical development in response.
- 8.50. In terms of her friendship with her friend, Victim A went on to exchange letters with her for about a year and, in those letters, Victim C would disclose what she was getting up to with GG. This, so she claimed in her letters, went on to involve full sexual intercourse.
- 8.51. The letters suddenly stopped in 1975, when Victim C wrote and told her that the relationship between her and GG had been found out and that awful things were going on. She said that GG was denying the relationship and that both her mother and the church had taken against her.
- 8.52. Victim C also made it clear in her last letter to Victim A that they could not sustain their correspondence, that it could not continue.
- 8.53. It was later that same year that GG rang Victim A's father, completely out of the blue, to tell him about the fact of allegations being made against him in Hastings. He also claimed that one of the girls making the allegations, Victim C, had been writing to his (the Vicar's) daughter, Victim A, about it.
- 8.54. Victim A explained that her father told her that GG claimed in his phone call that *'the letters were full of lies'*, which prompted her father to instruct her to destroy any such letters that she may have.
- 8.55. Despite that instruction from her father Victim A did not destroy the letters from her friend, she just hid them away more effectively.

- 8.56. Indeed, she retained the letters for many years, although she has since destroyed them after being encouraged to do so by her husband who felt that they were not having a positive impact upon her, in terms of her mental health.
- 8.57. It is not known why his conversation with GG did not subsequently prompt Victim A's father to revisit the disclosures that she, his own daughter, had made to him about her own abusive experiences with GG.
- 8.58. When reflecting on that point herself, Victim A still finds the fact that he did not do so to be difficult to understand.
- 8.59. Victim C was not the only fellow teenager with whom Victim A discussed her abusive experiences with GG. She also did so with a friend that attended the same school as she did. That girl will be referred to as Victim B.
- 8.60. Their initial discussions occurred when both girls were at junior school, and were prompted by Victim B, who told her friend that GG was, in the words of Victim A, *"doing stuff to her in his car"* (P11).
- 8.61. These conversations between school friends took place a couple of years before Victim A met Victim C in Hastings, as detailed above, and she learnt of Victim C's experiences with GG too.
- 8.62. The fact of their meeting and conversation was something that Victim A shared with her friend, Victim B, when she returned home to South London and she also discussed with Victim B the contents of some of her correspondence with her new friend from Hastings.
- 8.63. However, their conversations on the matter tailed off over time when GG moved away and their respective abusive experiences did not continue.
- 8.64. Victim A remembers trying to address the issue of her abuse with her parents on several occasions, up to the age of 15 or 16, but she would be robustly shut down and not listened to, as she explained,
- 8.65. *"I kept on trying to bring it up with them and, every single time, it was, oh shut up, we're fed up of hearing about it, turn the record over, just drop it. It was really quite aggressive. I was just so angry with them really."* (P14)
- 8.66. About 15 years later, when she was 31 years of age, and by now the mother of young twins, Victim A decided to contact GG, when she heard from her father that he had recently returned to the UK from the Isle of Man.
- 8.67. She got his contact details from her father's copy of Crockford's and when her parents, with whom she was staying at the time as her husband was working away, were out, she called GG with a view to challenging him, expecting that he may be contrite .

- 8.68. GG answered the phone and, after Victim A had introduced herself, he asked if he could ring her back as his wife was with him, which he subsequently did, from a public telephone box.
- 8.69. Rather than the apology that she had expected, GG denied being responsible for any abusive behaviour, relating to Victim A, and claimed to have been the victim of abuse himself, as a young boy.
- 8.70. However, having made the claims of his own abuse, GG then suggested that he would, once again, like to meet up with Victim A, which was something that she found to be very disturbing so she immediately terminated the call.
- 8.71. She told her father of the call and she was surprised by her father's response, in that, *"He kind of looked almost excited by that."* (P23)
- 8.72. Her father talked of receiving a number of calls, apparently from public telephone kiosks, in the weeks that followed, which always resulted in the caller hanging up when he answered. Despite such calls, Victim A had no further contact with GG.
- 8.73. It was many years later, following the Jimmy Savile related publicity in 2012, that Victim A was encouraged by a friend, to whom she had disclosed her experiences about 10 years earlier, to formally report the matters relating to GG.
- 8.74. Victim A consulted with a Diocesan Safeguarding Adviser (DSA), who worked for the diocese of Canterbury. She described how the DSA was supportive to her and encouraged her to report her experiences to the police.
- 8.75. So, having resolved to do so, she decided to contact Victim B to advise her of her intentions, only to find that Victim B had already reported her own experiences to the police.
- 8.76. After then contacting the police, herself, Victim A again contacted the DSA and advised her that she had done so, to which the DSA advised her that she would then need to take a step back to allow the police investigation to progress.
- 8.77. Following her report to her local police force, Victim A was referred to a team from the Metropolitan Police, as the original abuse had taken place in London.
- 8.78. The respective reports to the police made by Victims A and B, the latter details of which will be addressed in the next section of the report, resulted in multiple charges being brought against GG and a criminal prosecution being pursued.

- 8.79. No contact was made with Victim A by the Church prior to the trial. The first contact came when an Assistant DSA, from the Southwark diocese, approached Victim A's husband at the first trial and provided him with contact details for the Diocesan Safeguarding Team.
- 8.80. However, the fact that the Assistant DSA had made the point to her husband that, at that time, the Church were supporting both the perpetrator and the victims made her feel as if the Church support for her was less than complete. As a result she did not then seek to make contact with them.
- 8.81. That decision was also influenced by the trial outcome and the fact that GG was not convicted with regard to the allegations that Victim A had made. This made her feel that she should put the whole experience behind her and move on.
- 8.82. During this period the Southwark Diocesan Safeguarding Adviser was in contact, and corresponding with, Victim B and, as a means of extending her support, the DSA also reached out to Victim A, a fact that Victim A recalls warmly and very much in a positive context.
- 8.83. As a result, if somewhat belatedly, the diocese was then in direct contact with the two victims whose allegations had been the subject of GG's crown court trials.
- 8.84. However, more than the tardiness of the Church support being put in place, it was the lack of support from her father, especially as he was the Vicar and the person who directly managed GG, that hurt Victim A most deeply.
- 8.85. That hurt was consolidated when he went on to give evidence at GG's trial, that his daughter had contacted GG when she was 13 years of age as she had wanted, in his view, to sustain their contact as friends. That evidence was at odds with the evidence of his daughter, Victim A herself.
- 8.86. Victim A had made no such contact with GG, not until she was 31 years of age, as detailed above, when she had contacted him expecting some contrition from him. She feels that the evidence provided by her father served to confuse the jury with regard to her relationship with GG, thus contributing to his acquittal.
- 8.87. She felt that her father was torn between his loyalty to his own daughter and the loyalty he had to his curate,
- 8.88. *"I think half of him believed me but half was still trying to stand by the clergyman. But, he did say, lots of times after that, how could I have been so deceived, how could I have been so deceived." (P23)*
- 8.89. A further significant point of note is the fact that the curate that succeeded GG at the very same parish was also an identified and, subsequently, a convicted abuser of children.

- 8.90. Graham Humphries was the curate in the parish from 1971 to 1974 and, in 2015, he was the subject of allegations that concerned the sexual abuse of a girl aged 14 years, in 1972.
- 8.91. The police investigation that ensued led to his charge, and conviction, in July 2016, for which he received a custodial sentence of 8 months, suspended for 2 years. He was also placed on the Sex Offenders Register for 5 years.
- 8.92. It is a matter of some concern that it does not appear, from the available records on the matter, that the role of Victim A's father, as the Vicar responsible for the training and management of both men, was ever the subject of any significant scrutiny or review.
- 8.93. The question as to how two separate curates could thrive, as abusers of children, both within the same parish, managed by the same Vicar, over such a prolonged period of time never seems to have been addressed.
- 8.94. **Victim B**
- 8.95. The second identified victim of GG at the same parish was, as stated above, a young girl who attended the same school as Victim A. She will be referred to as Victim B.
- 8.96. Her parents, both of whom were partially sighted, were friends of GG and his wife, being part of their social circle.
- 8.97. Her first recollection of him extends back to when she was between 8 and 10 years of age, at the end of the 1960's into the early 1970's.
- 8.98. Victim B remembers him living in the house next to the church and that he had three sons, with one of whom she would go to the likes of Sunday School and choir practice. The school that she attended was just across the road from where GG lived, and he would sometimes teach Religious Education there.
- 8.99. It was within that school environment that Victim B's first recollection of GG's abusive behaviour is placed, as she remembers that he would put his hand up the skirts of the girls, including herself, that went up to his desk and stood beside him to have their books marked.
- 8.100. However, it was when she was alone with him, aged about 9 or 10 years of age, in his house in her Sunday best, in a room that overlooked the main road, that his abuse of her worsened.
- 8.101. She remembers him abusing her when he placed his hand up her pants and, when she responded by kicking him and trying to call out, he held his hand firmly over her mouth, preventing her from calling out.

- 8.102. Whilst not being able to remember, specifically, why she was alone with him on that occasion, Victim B talks of her and Victim A, who was her friend, always being terrified of what he might do when they attended tea parties, and the like, in the garden of her house,
- 8.103. *"It's a generality of unpleasantness with him...we were always ill at ease in his company... He was a malign presence, I'd say."* (P6)
- 8.104. A further occasion of abuse occurred when GG, having given Victim B a lift back from choir practice, parked up in his car with her, in the street where she lived. The car doors were locked and he insisted upon her kissing him on the lips before she was allowed to leave the vehicle.
- 8.105. Whilst she has no clear recollection of telling either of her parents about the abuse on that occasion, or any of the other abuse that she was experiencing at the time, she does remember a conversation with Victim A, which took place in Victim A's bedroom, when she told her what was happening.
- 8.106. Both girls were both still primary school pupils at the time and she remembers Victim A telling her about the girl that she had met whilst in Hastings (Victim C), and with whom she was corresponding.
- 8.107. Whilst recognising at the time that GG's behaviour was inappropriate, it is many years later, in 2006, before Victim B makes her first attempt to formally report his abusive behaviour.
- 8.108. The catalyst for her attempt to report the matter was her response to the content of a Safeguarding event that she had attended, and the related course handbook, which was entitled, *'Facing the Unthinkable – Safeguarding Children'*.
- 8.109. The content of the course caused a profound physical reaction in her, the likes of which she had never experienced before,
- 8.110. *"It was the most awful thing, I've never had such a physical reaction...I don't know how long it lasted but I shook for the whole time. I could hardly keep the papers still. I was sitting on my hands and everything about my whole body was shaking."* (P12)
- 8.111. Her reaction convinced Victim B that she should do something about reporting her experiences with GG and, as a means of facilitating such intentions, useful contact numbers were included in the course handbook.

- 8.112. They included a number for the Church of England and it was after ringing that number that she was provided with contact details for the Southwark diocese.
- 8.113. Indeed, Victim B had retained, and shared with the Review Author, the course handbook, and her handwritten notes of the numbers and the people that she spoke to when she got through.
- 8.114. She explained that, when she had originally called the Southwark diocese, she had expected to receive a positive response to her request for help, to be asked the broad details of what she wished to report and, then, to be subsequently contacted or visited. That is not what occurred.
- 8.115. Despite trying to tell the Diocesan Safeguarding Team what had happened to her, she was not asked for the detail of what she wished to report,
- 8.116. *"I said, I've got this number because I've just been to this conference and I explained the context. I said I'm ringing you because I don't think I can go any further with my responsibilities at my church until I've actually laid to rest the ghosts of this past abuse that I've suffered."*(P14)
- 8.117. *"I said my greatest fear is if this man is still...the very fact that silence allows a perpetrator to carry on perpetrating. I had got this sense of guilt that I hadn't spoken up, because whatever this man was still doing."*(P14)
- 8.118. However, rather than embrace the disclosure directly, the person that Victim B spoke to advised her that she needed to direct her complaint to where GG had moved on to. She was further advised that he no longer worked within the Southwark diocese and that he was now a Youth Worker in the diocese of York.
- 8.119. What surprised Victim B the most was the extent of the information that she was provided with, over the telephone, about GG,
- 8.120. *"What also shocked me...this is what really got me...I suddenly realised about the safeguarding of GG, had I been a liar or had I been somebody who was just trying to stir up trouble, they gave me far too much information about him."* (P15)
- 8.121. *"I know that that isn't really the point and he was the perpetrator but, actually, had he been an innocent party and I'd just been just trying to stir up trouble for somebody, I don't know if they almost gave me his address. It was ridiculous what I could find out."*(P15)
- 8.122. After being provided with that information about GG, Victim B was then given the address of the Archbishop of York, his name, a contact number for the diocese of York and advised that it was to him that she should address any matter that she wished to raise.

- 8.123. In addition to her retaining the handwritten notes, made during the telephone conversation, Victim B also remembered feeling intimidated about the proposal that she should call the Archbishop herself, which is the perception that she had in terms of what she was being advised to do,
- 8.124. *"I thought, no, I can't ring this man who I hear on Thought for the Day and see on Songs of Praise...I made that call, he told me to ring Sentamu, I said to (husband), I can't ring him. I did um and ah for about a week and I thought, no, I can't do it." (P15)*
- 8.125. The result was that Victim B did not go on to contact the diocese of York and her abuse was not disclosed at that time.
- 8.126. But, she explained that, as the years went on, and other safeguarding related cases were the subject of national attention and media coverage, this had often prompted her to reflect that she, herself, had also been a victim of abuse.
- 8.127. The prompt for her to, once again, act upon her need to report her experiences came in 2012, when she read a newspaper article about the Jimmy Savile case and, at the bottom of the page, a telephone helpline number for the NSPCC had been printed.
- 8.128. She called the number and the response to her report was, what she describes as, *"frighteningly fast"*(P16) as the NSPCC and the Police both worked together to act upon the disclosure that she had made.
- 8.129. The practical outcome was that the police investigation kicked into action very promptly, in fact more quickly than Victim B had anticipated, and, within a short period of time, she had been formally interviewed.
- 8.130. This led, in turn, to a criminal prosecution against GG being pursued.
- 8.131. Victim B recalls being extremely well supported by the Police during the period that extended from her initial report, all the way to the trial at Kingston Crown Court.
- 8.132. The trial led to GG's conviction for offences of Gross Indecency against Victim B, during his time as a curate, when she was 9 and 10 years of age.
- 8.133. When asked about the support given to her, even though she had, in her own words, *"sort of lost trust in Southwark"*(P20), Victim B spoke very positively of the support that she went on to receive from the Southwark Diocesan Safeguarding Adviser,
- 8.134. *"She was lovely. She was a very very good person and very very gentle and very very solicitous, and always answered my emails." (P20)*

- 8.135. However, she was much less positive about the fact that a male, 'Pastoral Support Listener', was sent to the trial to provide support to her and, also, to Victim A.
- 8.136. She spoke of not particularly wanting the support of a person that was, what she perceived as, in her own words, *"completely impartial"*(P20),
- 8.137. *"I know it sounds silly but, once you've had the courage to do all that, you want somebody who actually kind of believes you, and the only thing I thought, because he worked for the Church of England, GG was still one of their own."* (P20)
- 8.138. *"The impartiality of the police, or the NSPCC, was never in doubt, but how far, at that stage, has the Church of England still got one eye out for GG."* (P20)
- 8.139. Whilst Victim B recognised that the whole court process must be objective and impartial, in terms of its processes and consideration of evidence, she was clear about how she perceived the support that the diocese sought to put in place.
- 8.140. She spoke of not wanting impartiality, at that time, she wanted the Church to be demonstrating contrition,
- 8.141. *"I know that sounds silly...but I didn't want anyone impartial. I wanted somebody who was already saying sorry. This is the one thing that I felt with the Church of England, nobody ever said sorry, until I wrote, a year after the man was convicted, to the Archbishop and said, I'm really sorry, I've waited a year for you to reply to me."* (P21)
- 8.142. Victim B was profoundly disappointed that she had had to pursue an apology from the Church, as opposed to one being offered proactively. She explained her view on the matter as,
- 8.143. *"It wasn't traumatising or anything. I don't want to overplay it, it just seems a bit rude. Why not just say sorry."* (P27)
- 8.144. A personal apology was eventually given to her at a meeting with the Diocesan Bishop of Southwark, and she also received a written letter of apology from the Archbishop of Canterbury, both of which she valued.
- 8.145. However, overall, with the exception of the Southwark DSA, Victim B was critical of her dealings with the Church and, what she perceived as, its reluctance to fully embrace her integrity and the impact of the abuse that she had experienced,
- 8.146. *"I got kind of irritated. I felt the Church was very cagey really. I felt that all my dealings with the Church were cagey."*(P22)

- 8.147. She had particular criticism for the process via which the trauma that she had suffered was, what she perceived as, quantifiably defined,
- 8.148. *“It’s shockingly awful...it’s an absolute, it’s a travesty. Once you’ve had all this, you’ve gone through the court and the man’s gone to prison, you’ve gone over the awfulness so many times, blow me down, if they’re going to give you anything you have to go and say it all again to a psychiatrist, who’s desperately trying to find that you have no symptoms at all, nothing was wrong, and they can give you as little money as possible.”(P22)*
- 8.149. Victim B recognised the need for there to be some form of process, via which the amount of compensation to be given should be determined. However, it was her clear view that the fact of a conviction should be sufficient to trigger the provision of that compensation.
- 8.150. She felt very strongly that the need for her, and other victims, to have to explain their trauma to a psychiatrist was both unreasonable and unnecessary,
- 8.151. *“You feel terribly exposed, it’s probably worse than the trial. You expect a defence lawyer to have a go at you but you don’t expect, I did not expect, that for the compensation thing.”(P25)*
- 8.152. On summarising her view of how the Church dealt with the issue of her abuse, Victim B, whilst referring to the outcome of her abuse as being the *“blighting of a childhood”*(P28), made a distinction between the actions of an individual and the organisation.
- 8.153. Whilst asserting her view that, *“If the Vicar knew, if he knew and he didn’t do anything, that was pretty awful (P28)* Victim B did wish to apply the relevant historical context in terms of safeguarding standards, when she clarified that,
- 8.154. *“Although the safeguarding standards of the 1960’s and 70’s left a great deal to be desired, we cannot hold the Church to standards which did not exist then, as much as we might wish to.”*
- 8.155. *“The access that he (GG) had, that my parents consented to, I’m not going to blame the Church of England for what happened.”(P28)*
- 8.156. A specific organisational issue that Victim B did wish to highlight was the fact that GG was able to move from diocese to diocese, without any sharing of information relating to his abusive behaviour, leaving him free to continue to abuse.

8.157. **The Diocesan Response**

- 8.158. As part of Phase One of the review process an internal review was undertaken within each diocese as a means of achieving a better understanding of how things were managed and the specific issues raised by the victims.
- 8.159. The Southwark diocesan review was assisted by some case notes that had been retained by the Safeguarding Team, after the police investigations had begun in 2013, as well as the notes made, at the time of her contact with the diocese, by Victim B.
- 8.160. Victim B had made a record of the names of the two people that she spoke to when she contacted the diocese in 2006, and, whilst there was no record of one of the names as ever being a member of staff within the diocese, one did relate to the Bishop's Chaplain of that time.
- 8.161. The former Chaplain was spoken to by the DSA who undertook Phase One of the review, but they claimed that they had neither any record, nor any recollection, of a conversation with Victim B in 2006.
- 8.162. They rationalised their claim by stating that that they would be sure to remember such an important call, even though it took place some 15 years ago.
- 8.163. The clear inference from the former Chaplain is that it was not they with whom Victim B had spoken, despite her having their name recorded.
- 8.164. The DSA from 2006 was also spoken to but, again, they had no recollection of a contact from Victim B, nor was there any record in the diocesan safeguarding records of a contact being made.
- 8.165. The former DSA that was spoken to for the review was not the person named in Victim B's notes of the time.
- 8.166. No record, of the 2006 contact from Victim B, exists in the diocesan records at all. Indeed, the first relevant safeguarding related record in the diocese was made some 8 years later, in February 2014.
- 8.167. That record was prompted by a referral from the Communications Team, at the Diocese of York, that GG was due to appear at Wimbledon Magistrates Court, charged with child abuse offences committed in the Southwark diocesan area, against Victims A and B.
- 8.168. Prompt and appropriate contact was made with the Local Authority Designated Officer (LADO), the local Child Abuse Investigation Team and the Church National Safeguarding Team, after that referral was received.

- 8.169. A planning meeting was held, attended by the DSA, their Assistant DSA, the Bishop's Chaplain and the diocesan Director of Communications, which indicates a recognition of the gravity of the matter about which they had been informed.
- 8.170. A diocesan Core Group was convened, on 3rd April 2014, chaired by the Bishop's Chaplain, although it is not clear why the first meeting was not held for more than a month after the initial referral. It may be that it was delayed to await GG's first court appearance on 31st March 2014.
- 8.171. The fact that the referral came from York, who only knew about GG's court appearance due to the fact that he had alerted his own Archdeacon, in York, is an indication that the working relationship with the Metropolitan Police and the Southwark Diocesan Safeguarding Team was not wholly effective.
- 8.172. Notwithstanding that indication, it would be a reasonable expectation of the diocese for the police officers investigating the case, to have shared the fact of GG's charge and court appearance with them, as a means of managing potential ongoing safeguarding risks and/or ensuring support to the victims that was considered to be appropriate.
- 8.173. At the diocesan Core Group meeting the Southwark Diocesan Safeguarding Team were tasked with contacting the police to identify what support the victims would like to be in place.
- 8.174. However, diocesan safeguarding records indicate that it was not until March 2015, some 12 months later, before one of the team, the Assistant Diocesan Safeguarding Adviser, actually made direct contact with either of the victims.
- 8.175. The diocesan records suggest that the Assistant DSA had previously limited their efforts to contact either of the victims to providing their contact details to the police team pursuing the prosecution but, it is believed, those details were not passed on.
- 8.176. As no proactive action had been taken by the Assistant DSA to confirm that the contact information had been conveyed to the victims by the police officer(s) in the case, the fact that they had not done so did not become known for some considerable time.
- 8.177. It was December 2014, during GG's first trial, and 9 months after his initial court appearance, before it was confirmed that the details had been passed, when the Assistant DSA gave his card to the husband of Victim A in the public gallery. Both victims declined the offer of support at that time.
- 8.178. The Southwark Diocesan Team did send a representative to some of the court appearances that GG made at Kingston Crown Court in 2014, but other case records indicate some frustration in the Diocese of York, to where he had retired by that time, that prompt court updates were not available to them.

- 8.179. It was January 2015, following GG's conviction, before the Southwark Diocesan Team provided an update to the other dioceses in which GG had served, and the Archbishop of York's office.
- 8.180. This represented a somewhat belated recognition of their primacy, in terms of providing updates as to the outcome of court proceedings and acting as visible representatives of the Church at court, whether that be to support the victims or the accused person.
- 8.181. As detailed above, it was March 2015 before direct contact was eventually made with either of the two victims that had given evidence at his trial and the support that was available to them was explained.
- 8.182. It was then established that Victim B would like to make use of the Authorised Listener Service. However, it was quickly established that the service did not meet her needs.
- 8.183. In relation to Victim A, it was not until January 2017 that contact was made with her, a delay of almost three years from when the diocese was first notified that she had been the victim of abuse by one of their former curates.
- 8.184. As she had given no indication during either of GG's trials that she wished to be supported by, or in contact with, the diocese, no proactive steps had been taken to make contact with her.
- 8.185. When contact was eventually established, Victim A explained that the fact that GG had been acquitted of the allegations that involved her abuse meant that she had not felt motivated to engage with the diocese and she had wanted to put the matter behind her.
- 8.186. Whilst the Diocesan Safeguarding Team had not previously known that fact their subsequent dealings with both victims were professional, as well as being both compassionate and caring.
- 8.187. Later that year, in June 2015, there is a request for an apology from the diocese by Victim B, although how effectively the diocese dealt with that request lacks any real clarity in the diocesan records.
- 8.188. Whilst it is clear that a request was made, by the Safeguarding Team, for a letter to be sent from the Diocesan Bishop to Victim B, a combination of factors, from the Bishop being overseas, his Chaplain moving to another role and an appeal against conviction by GG, combine to prevent the matter from being expedited.
- 8.189. Several months later, in November 2015, and only after Victim B had written to the Archbishop of Canterbury to complain, the Diocesan Bishop acknowledged that an apology should have been provided by that time.

- 8.190. A letter of apology was eventually sent to Victim B in December 2015, followed by a personal meeting in February 2016.
- 8.191. It appears that the diocese learnt from this and positively addressed their policy as, after contact had finally been established with Victim A and she had met with the DSA at her home, a letter of apology was sent from the Diocesan Bishop, in February 2017, just two days later.
- 8.192. Following that visit, of the DSA to her home in February 2017, Victim A was also offered the services of a Listener, an offer that she accepted.
- 8.193. The Listener visited Victim A at her home the next month. However, as a result of what Victim A described as the Listener's 'Pagan' appearance, in addition to her opening declaration that, *'Firstly, I don't believe in forgiveness'* the visit did not go well.
- 8.194. Victim A felt unable, at any time during the visit, to talk about her experience of abuse and the Listener made it clear to her that she would not be returning for any further sessions.
- 8.195. The experience of the visit left Victim A feeling frustrated but she did not feel able to complain about her experience although she was not contacted by the diocese as a means of establishing whether she had found the Listener service helpful.
- 8.196. **Evidential Analysis relating to the Diocese of Southwark**
- 8.197. Other than positive feedback for the DSA, when she had assumed management of the case after GG's conviction, no examples of Good Practice were identified during the Review.
- 8.198. The fact that GG was allowed unrestricted access to children in his role as a curate, including in his home, rendered them vulnerable to sustained and unchallenged sexual abuse.
- 8.199. A Parish Vicar within the diocese was informed, by his own daughter, that she was being abused by the curate for whom he had responsibility and he did not act upon that information.
- 8.200. This allowed the abuse, to his daughter and to others, to continue and the clear safeguarding risk represented by the curate to sustain.
- 8.201. The fact that GG abused the daughter of two of his friends, and members of his congregation, that were partially sighted represents a grave abuse of their trust in him.

- 8.202. The opportunity to review the significant fact that the same person was the Incumbent Vicar to two successive curates, both of whom were subsequently convicted of the abuse of children, was never embraced.
- 8.203. This opportunity was lost as a result of the seven year delay between Victim B first contacting the diocese and her abuse by GG, and the abuse of Victim A, becoming known.
- 8.204. The fact of the two convictions is clear evidence that the practices and the culture at that time resulted in the parish in question being an unsafe environment for children.
- 8.205. There is no evidence that a retrospective review, relating to the culture and practices in the parish in question at the time, has been undertaken.
- 8.206. The initial telephone contact made with the diocese, in 2006, by Victim B was dealt with in a way that was neither caring nor supportive. This is despite formal Church guidance on such matters having been in place for a decade previous to that contact being made.
- 8.207. Had that disclosure been embraced by the diocese at the time, it is reasonable to conclude that a police investigation would have ensued and the key witness, who was the Parish Vicar, would have been identified and his evidence used to inform the investigation. He lived on for a further decade after the initial contact was made by Victim B.
- 8.208. The needs of the victim who reached out to the diocese were not identified nor appropriate records made. Harm had occurred to the person making contact yet that fact was not established.
- 8.209. The advice provided, that the caller should contact the diocese in which the alleged perpetrator then resided, was wholly inappropriate. It not only served to inhibit the victim from disclosing the fact of her abuse, it also allowed the fact of the ongoing risk to children that GG represented to sustain.
- 8.210. The handwritten notes that were made on the safeguarding course material that had been the catalyst for her making contact at the time, provide sound evidence to support the victim's account.
- 8.211. Notwithstanding the claim that the specific conversation cannot be recalled, on the balance of probabilities, the conclusion can be drawn that the conversation between the victim and the diocese did take place.
- 8.212. Having been directed via the Diocesan Core Group to make contact with the two victims, whose alleged abuse was to be the subject of a crown court trial, to limit the efforts to contact those victims to the provision of diocesan contact details, via the police officers in the case, was both inappropriate and insufficient.

- 8.213. The fact that the provision of those contact details was only confirmed some 9 months later, and for personal contact only to be made with the victims one year, and nearly three years later, respectively, represents both poor and unreasonable professional practice.
- 8.214. Despite the fact that one of the victims, Victim A, had decided not to make any contact with the diocese, herself, it is clear that the delays involved reflect a lack of focus on the case and insufficient managerial rigour.
- 8.215. It would have been to the benefit of all parties if the intended form and extent of contact with the victims before, during and after the trials had been clarified at an early stage.
- 8.216. The management of the case, and the support to the victims, greatly improved when the DSA took control, but that decision was belated and should have been taken sooner.
- 8.217. The service provided by the Pastoral Support Listeners did not address the needs of either victim. The purpose of that role needs to be carefully considered and more effectively communicated, should it be used in the future.
- 8.218. Whilst acknowledging the issue of finite resources within the safeguarding team, the fact that the same person was designated to support both the victims and the person on trial was cumbersome and caused upset for the victims.
- 8.219. The process by which financial compensation was determined caused anguish to one of the victims. The process, and its potential impact on victims, would benefit from review.
- 8.220. The issue of an apology from the Diocesan Bishop was not addressed effectively, nor expeditiously. The delay resulted in a further complaint to the Archbishop of Canterbury.
- 8.221. **Recommendations for the Diocese of Southwark**
- 8.222. Recruitment and selection processes for clergy should include the identification and assessment of relevant safeguarding related behaviours and attitudes.
- 8.223. The oversight and management review processes relating to serving clergy should be reviewed to ensure that their management of safeguarding related matters is included and is the subject of regular review and assessment.
- 8.224. The processes and criteria relating to the management and oversight of case files by the Diocesan Safeguarding Adviser should be the subject of review.

- 8.225. The diocesan processes and resources used to support victims of abuse during a period of formal investigation, by the police or other agency, should be reviewed, ensuring that the same resource is not used to support both the victim(s) and the accused person, in cases where the latter is also a member of the Church.
- 8.226. The processes via which financial compensation is determined should be the subject of review to ensure that the objectives are achieved in a manner, where reasonably practicable, that minimises any repeated stress and anxiety for the victim(s).
- 8.227. The process of issuing formal apologies to victims should be the subject of review to ensure that the apology is expedited, with due consideration to any ongoing criminal justice or other investigative process.
- 8.228. The circumstances in which clergy are allowed to organise and/or conduct activities with children, especially when alone, should be the subject of safeguarding related guidance and oversight.
- 8.229. Diocesan safeguarding training should include guidance with regard to disclosures made by children.
- 8.230. Safeguarding related information that is available to the public should include guidance with regard to how concerns or allegations relating to members of the clergy can be reported, confidentially.
- 8.231. The criteria for the making and retaining of documentary records, whether that be in paper or digital form, should be the subject of review to ensure that the details of ministry are both complete and accessible.
- 8.232. A process that objectively quality assures the completion of candid and complete Clergy Current Status Letters should be implemented by the diocese.

9. The Diocese of Chichester

- 9.1. It was in 1971 that GG moved to the Diocese of Chichester, to continue his curacy at a parish in the town of Hastings.
- 9.2. There is no record of any reference being provided to his new diocese and no basis upon which to believe that GG's abusive behaviour in Southwark was, in any way, linked to his move to Hastings.
- 9.3. Unfortunately, many of the key diocesan witnesses, that may have been able to inform and add value to the review, are now deceased. However, a significant understanding of GG's behaviour in Hastings has still been established.

- 9.4. Shortly after his arrival in his new parish GG set up the 'Pathfinders' youth club, that was held at two church halls, one that was close to the church and one that was situated just down the road.
- 9.5. The club met each week, usually on Saturday evenings and Sunday mornings. It had a minimum age limit of 11 years and it became the forum for his continuing abuse of children.
- 9.6. An apparently favourite ploy was for him to invite one or more of the young girls to stay behind after the youth club activities had finished, purportedly to help tidy up with him. He would then take advantage of the opportunity to abuse them.
- 9.7. **Victim C**
- 9.8. One such young girl, Victim C, spoke of welcoming the personal attention that GG gave to her, as it was something that she was largely starved of at home,
- 9.9. *"At the time I thought, oh my God, somebody cares about me, somebody wants to love me... there were a few problems at home so, I suppose, I'm reaching out for somebody." (P1)*
- 9.10. She described how GG would invite her, after club had finished, to a small upstairs room and how his behaviour progressed, over time, from an initial holding of hands to kissing and, then, the intimate touching of various parts of her body.
- 9.11. At the time she welcomed the attention that GG gave her and didn't think that what was happening was wrong in any way,
- 9.12. *"I didn't think it was wrong. He's a Vicar, a man of the Church, people look up to people like that, so I didn't think any more of it."(P2)*
- 9.13. Other sexual abuse occurred in venues that included a separate church hall, that was just down the road, in GG's house that was next to the Vicarage and, also, in the belfry, when GG would invite her up there to ring the church bells.
- 9.14. *"He got me to ring the bells, you have to go up into the belfry and I always had to go up first so he could touch my legs and bottom as I went up. I always came down second so he could touch me on the way down, and out the back door."(P2)*
- 9.15. GG would encourage Victim C not to say anything to anybody about what they did together, and she abided by that.

- 9.16. She described how GG would invite her, and other youngsters aged about 13 or 14 years of age, to his house for Bible study and, at the end of the session, she would often be asked by him to stay behind.
- 9.17. They would go into the next room, which he referred to as 'the book room', he would lock the door and he would feel her, intimately, as she read to him from the bible.
- 9.18. One regular routine that she had was to walk the family dog, every evening of the week, after which she was not allowed to go home until he had said goodbye to her. He would tell his own children to go into another room and then kiss her and also touch and feel her, intimately, as he did so.
- 9.19. It was her routine of walking the family dog that brought Victim C into contact with Victim A, when the latter was visiting GG's house with her family, as the two families were still friendly, following his initial curacy in South London.
- 9.20. The occasion of the two young girls meeting each other came about when GG was away on holiday with his family, in the Cotswolds, in 1971.
- 9.21. Both girls had been talking one day, on the wall outside GG's house, when Victim A disclosed that GG was touching her and asked Victim C if he was doing the same to her, which she confirmed that he was. Victim A went on to share the fact that she had told her father but that he had not believed her.
- 9.22. A few days later Victim A returned home to London, but the girls sustained their friendship and remained in contact, via letter, and it was in some of those letters that Victim C went on to disclose the full extent of her relationship with GG.
- 9.23. The progression of their abusive relationship continued until, about 1973/4, it reached the point where GG convinced Victim C to engage in sexual intercourse with him. She is not certain of how old she was at the time, other than she had not yet reached 16 years of age.
- 9.24. She described being alone with him, in his house, when he told her to get into a bath that he had run and, after she had done so, he shaved her pubic hair before taking her to his bedroom and having sexual intercourse with her, on his bed.
- 9.25. After the sexual intercourse, Victim C remembers that GG changed all of the bed sheets and bleached both the bath and the toilet.
- 9.26. She had no previous sexual experience at all and described the whole experience as "*frightening*"(P5), but she placed a caveat upon that description,
- 9.27. *"I accepted it because I loved this man. I really loved this man and I can't say he was horrible to me because he wasn't horrible to me. He was loving towards me. I don't know if that's right, wrong. At the time, that's what he was to me."*(P5)

- 9.28. It appears to have been GG's intention to continue having sex with Victim C as he subsequently gave her some pills, which he told her belonged to his wife, and told her that she needed to start to take them and that she needed to get some of her own.
- 9.29. Not knowing what the pills were, Victim C confided in one of her friends, who told her that they were contraceptive pills. Her friend, who was also being abused by GG and will be known as Victim D, encouraged Victim C to tell her mother but she did not do so as she did not feel as if she would be believed.
- 9.30. Instead of telling her mother, Victim C felt more confident in confiding in a lady who was a neighbour, and a prominent member of the local community. So, she did so, telling her about the pills and that GG had had sex with her.
- 9.31. The lady in question was somebody that Victim C felt that she could trust, yet what she disclosed to her appears to have been the catalyst for a significant response, as it would appear that the information was shared with some other people in the parish.
- 9.32. The next day, on returning home from school, Victim C got a shock as she was confronted by GG, his wife, her own mother and the Vicar of the parish, all of whom were, not just in her home, but in her bedroom as she walked in from school.
- 9.33. Victim C remembers being accused by those present of telling lies about GG and her mother telling her that she had taken possession of her diary, this being significant as she had always made a daily record of events in it, including her meetings with GG.
- 9.34. Her mother has then sent Victim C away from the family home to stay with the family of a male relative for two weeks. But, despite being away from home, on the instruction of GG, she still phoned him every day. She remembers what he would say to her during their calls,
- 9.35. *"I miss you. I wish I was there. Don't speak to anybody, don't tell anybody. I remember those words, don't tell anybody."*(P10)
- 9.36. When she returned home, Victim C was marginalised from the church activities in which she had previously participated, such as the choir. She was not allowed to remain involved.
- 9.37. *"After the allegation, I was sort of an outcast...that's what I felt because I couldn't get in with my friends, couldn't get in to see him, but he still talked to me, he still done these things with me...he still cuddled me when we were alone, still felt me and reassured me."*(P21)

- 9.38. She subsequently went on to leave school and go on to college. She then clearly remembers being broken hearted when GG told her that he was leaving Hastings to move to the Isle of Man.
- 9.39. However, even after he had moved away he continued to communicate with Victim C, usually via phone calls to her grandmother's house and the occasional letter. She also remembers, around her 18th birthday, arranging to visit him on the island.
- 9.40. She travelled by bus to Liverpool where she caught the ferry and was picked up at the terminal on the Isle of Man by GG. He took her back to his home where they had sex, as his wife was out and his children were at school.
- 9.41. On returning home to Hastings Victim C remembers moving out to live with a friend, as the relationship with her mother had remained strained and they were still not fully communicating with each other. Her communication with GG also then tailed away.
- 9.42. It was many years later, in 2018, that Victim C first became aware of GG's conviction, after being contacted by Victim A, who encouraged her to report her experiences to the police.
- 9.43. It was during the period when she was considering doing so that Victim C became aware that her younger sister, who will be referred to as Victim E, had also been the subject of abuse by GG.
- 9.44. Having pondered reporting their respective abusive experiences for some time, in August 2018, Victim C went with her sister to formally report their abuse by GG at Hastings police station.
- 9.45. When reflecting on the response that she received when she disclosed about the pills to the neighbour that she had trusted, Victim C stated,
- 9.46. *"I just think that, if they'd listened to me, if they'd believed me, which I don't think they did because it still carried on, he wouldn't have hurt all them people after me."*(P21)
- 9.47. **Victim D**
- 9.48. Victim D was a friend of Victim C and her first experience of abuse by GG came when she was about 11 or 12 years of age and she was sat, upset, on the wall outside of her home, following an argument with her mother.
- 9.49. One of the halls, where the Pathfinders Club was held, was on the opposite side of the road to her home and she had been attending the club for a few weeks.

- 9.50. It was as GG arrived to open the building that he noticed her and asked why she was upset, before inviting her to go inside, an offer that she accepted.
- 9.51. Once inside GG locked the door behind him and sat Victim D on his lap. He comforted her and abused her, intimately, as he did so.
- 9.52. This upset Victim D so, as soon as the other children started to turn up, she left the hall, ran home and went upstairs.
- 9.53. She did not tell her mother what had happened as they had been arguing earlier, so they were not on good terms at that time.
- 9.54. After Pathfinders had finished GG called at her home to ask after her and, as a result, her mother sent Victim D with him to the church, as she was in the choir.
- 9.55. Nothing untoward occurred as they went to the church together although she does recall, when she got there, telling Victim C what had happened and being reassured by her friend's response and advice that she should not worry.
- 9.56. Further abuse was described by Victim D in the belfry, where GG would touch her, intimately, as she rang the bells.
- 9.57. To ring the bells she would have a rope in each hand and one on her foot, whilst sat on a stool. She would often get the co-ordination of the bell ringing slightly wrong and, when she did, GG would take the opportunity to abuse her, under the guise of assisting her to ring the bells correctly.
- 9.58. She spoke of how he was often attentive and interested in what she had done at school, describing this attention as being welcomed by her, as it was more than she was used to elsewhere.
- 9.59. *"He was God and he listened to me and he cared. So, it was alright in a way, even though it wasn't.(P3)*
- 9.60. Victim D described how she instinctively knew that what GG was doing to her was wrong, and that it made her feel dirty. However, he would reassure her, convincing her that what he was doing would make her feel better.
- 9.61. It was her perception that her friend, Victim C, enjoyed the attention that GG gave her and that they both knew, although not in specific terms, what he was doing to each of them, with Victim C often seeking to convince her friend that everything would be okay and that he would not hurt her.
- 9.62. As with Victim C, Victim D would also call at GG's home virtually every evening, after school, both of them often walking the family dog together.

- 9.63. As they were close friends and spent a lot of time together, she remembers Victim C showing her some pills that had the name of GG's wife on the box, saying that they needed to take one each as he had said it would make them feel better.
- 9.64. Victim D did not know what the pills were but she was instinctively wary of them as her mother, who was a nurse, had always taught her to be careful with tablets.
- 9.65. She describes how this caused her to get cross with Victim C, which prompted her friend to seek the advice of a neighbour.
- 9.66. It appears that the discussion with the neighbour was the catalyst for a profound reaction within the parish. Victim D believes that this reaction was then further consolidated when she also told her mother that GG had been touching her,
- 9.67. *"My mum said, don't you blaspheme, and she had a right old go at me, marched me over to the Vicar...(Victim C's) mother had already gone over from what I can gather from the conversation."*(P4)
- 9.68. It appears that Victim C's mother had already been to the vicarage and Victim D described how she was made to apologise to the Vicar, by her own mother, for what was described as *"lying"* and *"making all the fuss."*(P6)
- 9.69. The exact detail of what was disclosed to the Parish Vicar at that time is not fully known but Victim D does remember that Victim C was being accused of stealing the pills belonging to GG's wife. She described the Vicar's response,
- 9.70. *"He was, don't worry about it, we'll say no more about it. It won't be mentioned again and you can stay in the choir. Because that was their punishment, you got paid to be in the choir, you got two old pence."* (P17)
- 9.71. When asked if she felt that the Vicar could have been in any doubt as to what she was being made to apologise for, Victim D said,
- 9.72. *"Oh no, I think he knew about the (allegations of) abuse, but we were just told that, it's fine, we'll say no more about it, because we weren't believed at all. We weren't listened to, nobody asked me too much."*(P25)
- 9.73. Whilst, looking back, Victim D is angry that the matter was, in her words, *"brushed under the carpet"*(P18), yet, at the time, she did not feel that way at all,
- 9.74. *"I just felt relieved that I wasn't in any more trouble than I was in, because I felt it was all my fault."* (P18)

- 9.75. Despite the disclosures of the children being made, and becoming known to the Parish Vicar, the abuse of Victim D still continued, with some of the worst abuse occurring at GG's home, under the guise of preparing for her confirmation.
- 9.76. That abuse involved her rape and involved occasions when she would have to try on her confirmation dress for GG, and he would pin it for her, so that it could be made shorter.
- 9.77. Victim D clearly remembers that GG represented what he was doing to her as being the fact that she needed to accept the Body of Christ so that she could be confirmed.
- 9.78. But, when she complained to GG that what he was doing to her was hurting, he reassured her that she could still be confirmed.
- 9.79. When reflecting upon how she felt at the time, and why she did not disclose to anybody other than her mother and Victim C, she said that GG was handsome popular and charismatic,
- 9.80. *"He was God as well, you didn't question. I'd think to myself that it's not wrong, he would make it right. He'd make it feel like it wasn't wrong." (P22)*
- 9.81. However, as Victim C matured into adulthood she came to realise that what GG had done to her and her friend when they were children was abusive.
- 9.82. As she became involved in the Girlguiding movement, and more aware of safeguarding issues, she explained that her developing awareness had often caused her to remark to her friend, Victim C,
- 9.83. *"It's going to come out one day, he's going to do it again because people like him always do...one day, even if he's dead when it happens, one day somebody will believe us." (P23)*
- 9.84. Victim D feels that, looking back, whilst she did not consider it to be untoward at the time, GG had too much access to young children, whilst alone.
- 9.85. This access to children was often achieved under the guise of personal Bible Study or Confirmation classes, most of which he usually held in his home.
- 9.86. She identified the need for children to be believed or, as a minimum requirement, for what children say to be taken seriously as an area that still requires significant improvement in the church.
- 9.87. She talked of how her experiences had caused her to lose her faith and how she had taken an overdose when she was eighteen years of age, because she felt that everyone considered her to be a bad person. In terms of her loss of faith, she explained that,

- 9.88. *"I'm not a religious person anymore, because what God would let that happen, seriously?" (P26)*
- 9.89. **Victim E**
- 9.90. Victim E is the sister of Victim C. She also attended the Pathfinders Club, and a separate youth club which was held in a hall in the middle of Hastings, starting when she was 11 years of age.
- 9.91. Her first abusive experience came when GG asked her to stay behind, to help him tidy up, and he took her downstairs to a small room where he told her to remove her knickers, before putting them in his pocket, locking the door and then abusing her.
- 9.92. The abuse continued to take place every Saturday, and it took the form of him molesting Victim E all over her body, including in intimate areas. He would also rub himself against her, in a sexual manner.
- 9.93. Also, due to the fact that she lived 20 minutes' walk away, and it was often cold and dark, GG would regularly give her a lift home in his car.
- 9.94. Victim E sought to tell her mother about what was happening but her mother never embraced what her daughter was trying to tell her, and didn't believe her.
- 9.95. As an alternative, Victim E did disclose to an older man, who was a member of the local church, and who with whom she had a close bond. He told her to tell her mother, which she had tried to do, but she does not know, for sure, if he ever shared what she told him with any other person.
- 9.96. Abuse also took place when Victim E attended GG's house, where he would give her bible lessons in his study. He would take her knickers off, lock the door, and then sit her on his table and place his face in her crotch.
- 9.97. A further venue was in the belfry of the church, where GG would have her sit on his lap as she rang the bells. He would also place his hand up her skirt as she climbed the spiral staircase, touching her intimately, under the guise of him assisting her to do so.
- 9.98. Victim E also detailed an occasion when she had been abused in GG's car when he had taken her and a friend to Deal, in Kent, as part of a week-long trip organised by the Pathfinders club.
- 9.99. En route to the holiday venue he had taken them both to a park and, after Victim E had played on the swings and her friend had remained in the car with GG, they swapped places.

- 9.100. Once back inside the car he had, as was his routine, told her to take her knickers off and placed his hand up her skirt and abused her.
- 9.101. Victim E remembers being very upset and telling the woman in charge of the venue where they then spent the week, what had happened and the fact that she did not want to go home with GG.
- 9.102. As a result of her disclosure, the school contacted her mother but, despite Victim E telling her mother on the phone that GG had hurt her, her mother told her not to be stupid and that he would still be picking them up, as arranged, which he did.
- 9.103. The contacting of Victim E's mother had to be made via the vicarage in Hastings as her mother did not have a phone. It is not known who was spoken to in the vicarage, nor what was disclosed to them.
- 9.104. Victim E explained why she told the woman in charge in Deal,
- 9.105. *"I didn't want to go back in that car again. I didn't want to go back because I knew in my head that I've got to go through the same thing before I go home, because he isn't going to take me straight home. I didn't want that and maybe I was trying to fight back, maybe I was screaming out."*(P11)
- 9.106. Victim E's feelings of anger, when reflecting upon the period when she was being abused, primarily relate to not being believed,
- 9.107. *"Why didn't anybody believe me ? Not so much why didn't they protect me, why didn't they believe me?"*(P12)
- 9.108. She spoke of her sister, Victim C, being sent to stay with relatives and then, upon her return, having to move in with a friend who was a neighbour because of the fracture of her relationship with their mother. Although, at the time she did not know the reason for this upheaval within the family.
- 9.109. Victim E had no further abusive experiences with GG before he left for the Isle of Man, in 1975. However, she sustained a desire to confront him, a burning desire which she acted upon when she was 18 years of age, as she felt emboldened to do so on becoming an adult.
- 9.110. Whilst on holiday in Blackpool she has booked a ferry and, together with her boyfriend at the time, she has travelled to the Isle of Man. Upon arrival she has then taken a taxi to the home of GG and knocked on the door, all of which was unannounced.
- 9.111. When the door was opened and they were allowed in, despite her wanting to confront GG, Victim E found herself unable to do so before he quickly took them both out, in his car, and away from his house and family.

- 9.112. After a short visit to a couple of tourist attractions, he has returned Victim E and her boyfriend to the quayside and told her, in no uncertain terms, never to return again.
- 9.113. At no point during her visit to the island did she feel able to mention his abuse of her to him.
- 9.114. In terms of explaining why she had travelled to the island, intending to confront him, Victim E explained that,
- 9.115. *"I must have felt that it was wrong and that nobody was going to believe me, so I had to do it myself.... maybe I wanted him to confess and I wanted to state what he'd done to me."(P18)*
- 9.116. Victim E had no subsequent contact with GG, but it is clear that the impact of his abuse of her has very much endured,
- 9.117. *"He's ruined my life, all the way through, in the fact that I can never, ever, I can't trust anybody. He's basically knocked me down and I feel that he's still knocking me down...it hurts all the time, I just think he's ruined my life."(P24)*
- 9.118. As is the case with her sister, Victim C, she is angry that her mother did not believe her and, despite having been able to tell others since, she still feels alone, a fact that she attributes to GG,
- 9.119. *"I think that's down to him, because he told me, I'm not allowed to say this, I'm not allowed to say that...I do blame myself a lot and I don't know why I blame myself because I shouldn't."(P24)*
- 9.120. It was 2018 before Victims C, D and E eventually summoned up the collective courage to report their abuse to the police.
- 9.121. Their accounts became the subject of a significant police investigation by Sussex Police, which also identified two further victims of GG in the same area.
- 9.122. However, GG was never the subject of criminal charge for any of his abuse in Hastings as he died in prison before that stage of the ongoing criminal justice process had been reached.
- 9.123. **The Diocesan Response**
- 9.124. Despite the detail of what was disclosed to him not being definitively known, on the balance of probabilities, it is reasonable to conclude that the Parish Vicar at the time, who was also GG's training incumbent, knew of GG's alleged abuse of children and took no action to address it.

- 9.125. The Parish Vicar was central to the strategy of inaction with regard to GG, which went on to include the lack of relevant information shared with his next diocese, of Sodor and Man.
- 9.126. The Parish Vicar was a member of the group of people that confronted Victim C, in her own bedroom, the day after she had made a disclosure about the pills that GG had given to her and their sexual relationship.
- 9.127. No positive action appears to have been taken to protect children from GG, and his access to the very children that had made disclosures of abuse about him was, also, not restricted in any way.
- 9.128. The fact of the allegations made about GG's behaviour was not revealed by the diocese of Chichester to the diocese of Sodor and Man, when he moved there.
- 9.129. **Evidential Analysis relating to the Diocese of Chichester**
- 9.130. No specific examples of Good Practice were identified on behalf of the diocese of Chichester.
- 9.131. It is the institutional structures of the Church at the time, and the deference to those holding roles within it, that created the environment in which such abuse could be perpetrated and sustained over such long periods, without challenge.
- 9.132. Such societal attitudes to the Church, and to children, are likely to have been influencing factors in the response of the parents, who did not embrace what their children disclosed to them about being abused.
- 9.133. The unrestricted access that GG had to children, via his work at the youth clubs that he ran and when he offered them private lessons in his home, afforded him the regular opportunity to abuse them, unchallenged.
- 9.134. GG demonstrated classic predatory, grooming behaviour to cultivate his abusive relationships with the young girls.
- 9.135. Disclosures of abuse, made by children in the parish, were not embraced which sustained their vulnerability to abuse.
- 9.136. The fact that the parents of the children did not embrace their disclosures of abusive behaviour would have contributed to the ease with which the Church was also able to dismiss them.
- 9.137. As a result of that lack of positive action, the opportunity to have the allegations against GG effectively investigated at the time was lost.

- 9.138. There is no evidence that there was effective management and oversight of the Parish Vicar who was responsible for the management of GG. This allowed the Vicar's lack of managerial grip to sustain.
- 9.139. The retained and available records relating to GG's period of ministry in the diocese are negligible.
- 9.140. **Recommendations for the Diocese of Chichester**
- 9.141. The recruitment and selection processes for clergy in the diocese should be the subject of review to ensure that safeguarding related behaviours and attitudes are effectively identified and assessed.
- 9.142. Diocesan safeguarding training should include guidance with regard to disclosures made by children.
- 9.143. The oversight and management review processes relating to serving clergy should be reviewed to ensure that their management of safeguarding related matters is included and is the subject of regular review and assessment.
- 9.144. Safeguarding related information that is available to the public should include guidance with regard to how concerns or allegations relating to members of the clergy can be reported, confidentially.
- 9.145. The criteria for the completion and retention of records relating to members of the clergy within the diocese should be the subject of review, to ensure that a complete and accessible record of service, and other relevant events, is available for review.
- 9.146. The diocesan process which relates to the completion of the Clergy Current Status Letter should be the subject of review. It is essential that the document is candid and contains all relevant safeguarding related information regarding the person who is the subject of the reference.

10. The Diocese of Sodor and Man

- 10.1. Having completed his curacy, GG moved to the Diocese of Sodor and Man in 1975, where he became the Vicar in a parish in Douglas, the island's capital.
- 10.2. He also fulfilled several other roles, on a part time basis, such as the Diocesan Youth Officer (1978-88), the Chaplain to HM Isle of Man Prison (1982-86) and the Assistant Chaplain at Noble's Hospital (1978-82).
- 10.3. The fulfilment of multiple roles was, and remains, common practice in a small diocese with only limited resources that need to be used to their full advantage.

- 10.4. Church records of GG's period of ministry on the island, which lasted for some 16 years, are extremely sparse with the diocesan archive of his time there being represented by a single page that was held in the Manx Museum, which is the storage facility for official documents on the island
- 10.5. No allegations of inappropriate behaviour came to light until 1990, when an allegation of the sexual abuse of a child was made, with the allegation being made directly to the Diocesan Archdeacon, by the father of the victim, who will be referred to as Victim F.
- 10.6. That allegation was actively suppressed by the Sodor and Man diocese at the time, the details of which will be addressed below, in the section of the report that relates to the Diocesan Response.
- 10.7. It was some 25 years later, in 2015, following GG's conviction and imprisonment in the UK, that Victim F's mother, once again, disclosed the abuse of her daughter to the diocese, this time to her Parish Vicar. It was the same parish in which GG had served.
- 10.8. On this occasion her disclosure was embraced as the DSA was informed and, in turn, a police investigation was undertaken. That investigation went on to identify three further victims of sexual abuse at the hands of GG.
- 10.9. At the time, jurisdictional issues prevented GG from being interviewed about the allegations in Sodor and Man until he had been released from his custodial sentence in the UK, in 2017.
- 10.10. When the investigation was able to be progressed it resulted in him being charged with offences against four children, all between 8 and 13 years of age, including Victim F.
- 10.11. Following two trials, GG, who by this time was 82 years of age, was convicted of indecent assaults on three of the young girls. He was sent to prison for four years and four months, having already served a custodial sentence in the UK.
- 10.12. The three further victims that were identified during the police investigation chose not to participate in this review. Their abuse occurred in the initial years of GG's ministry on the island, between 1975-8.
- 10.13. Those years were his first three years of ministry in Sodor and Man, and his other known victim, Victim F, was abused in the last year of his ministry there.
- 10.14. This provides tangible context and parameters as to the extent of his abusive endeavours. He was clearly a prolific and determined abuser of children whilst serving in the diocese.

10.15. **Victim F**

- 10.16. The abuse of Victim F occurred when she was just 8 years old. She was touched inappropriately by GG as she practised her singing to him, in the kitchen of her own home.
- 10.17. Victim F took the decision to allow her mother to contribute to the review, on her behalf.
- 10.18. It was her mother to whom she had first disclosed that GG had abused her and, also, it was her mother who had the subsequent interactions with the senior clergy, and others, that are most relevant to the review.
- 10.19. GG had cradled Victim F as she sang in the kitchen, and touched her intimately as he did so, before leaving the house, apparently in a hurry.
- 10.20. Victim F disclosed what had happened to her mother that same evening, as she was putting her to bed, and, following a discussion between both parents, the decision was taken to phone, and inform, the Diocesan Archdeacon.
- 10.21. That decision was influenced by the fact that the father of the victim, and the Archdeacon's wife, worked for the same organisation, so the respective families were known to each other.
- 10.22. The father of Victim F informed the Archdeacon as to what had happened to his daughter and, it is believed, this caused the Archdeacon to summon GG to speak to him the next day. There is no record of that meeting, in terms of its content or its outcome.
- 10.23. What is known, for certain, is that, about a week later, the Diocesan Bishop visited the parents of Victim F at their home, to personally discuss with them the matter of the abuse of their daughter by GG.
- 10.24. During that meeting the Diocesan Bishop, after recognising that the conduct of the priest was, what he described as, awful, implored the parents not to take the matter further, in terms of formally reporting the matter to the police or any other of the authorities.
- 10.25. Victim F's mother described the visit by the Bishop,
- 10.26. *"I remember him coming here to see us and he said, oh well, that's an awful thing to happen and he'll have to go. And will you promise not to tell anybody. That was the worst thing, when you think about it now, him telling us not to say anything to anybody...I remember him saying that, I promise you, if you don't say anything to anybody, he'll be gone within six months."*(P3)

- 10.27. She spoke of her husband being disgusted by what the Bishop had said and asked of them but, such was their respect for the Bishop's position, that they complied with his request and, thus, did not report the matter to the police.
- 10.28. The parents of Victim F were never visited again by either the Diocesan Bishop or the Archdeacon, both of whom are now deceased.
- 10.29. However, the parents did receive unwelcome and persistent contact from GG, himself. Victim F's mother described his behaviour,
- 10.30. *"He came back quite a few times and he used to be ringing me up all the time. He made a pest of himself. Can we talk, can we talk...it was dreadful, dreadful."*(P5)
- 10.31. Whilst he never mentioned the abusive incident with her daughter, Victim F's mother was clear in her perception of the motive for GG's persistent calls,
- 10.32. *"He kept ringing me up, I think he was making sure I wasn't going to say anything, really, as much as anything else."*(P5)
- 10.33. She felt that he wanted to demonstrate that her daughter was not afraid of him and, as a means of doing so, insisted that he be allowed to take the whole family to visit some wild bats that were roosting at another church on the island.
- 10.34. Victim F's mother eventually relented to GG's persistent requests and the visit to the church went ahead, although she described how traumatic the experience was for her family,
- 10.35. *"We did go along, and we stood close together, didn't go near him or anything, it was a nightmare. That year was a nightmare, it really was."*(P6)
- 10.36. In addition to his unwelcome contacting of her at home, Victim F's mother was a regular congregant of the parish in which GG was the Vicar, which meant that she came into frequent contact with him as a result of her attendance at services and her regular participation in church related groups and activities.
- 10.37. This included, during the near year long period that he remained in his post after his perpetration of abuse, her having to listen to his sermons from the pulpit and having to deal with him, directly, to organise the requiem service details following the death of her mother.
- 10.38. She was reluctant to forego her numerous church activities, just to avoid contact with GG, and wanted to prevent the gossip that she felt would be caused should she suddenly stop attending without explanation. In her own words,
- 10.39. *"I was involved in quite a lot of things and I thought, why should I stop going, I haven't done anything wrong, he's the one that's done wrong."*(P6)

- 10.40. *"In the July my mother died and I had to arrange the funeral and everything through him. It was a nightmare, it made me feel ill that year, it really did. He didn't go until the next January. It was terrible, dreadful." (P6)*
- 10.41. The only tangible support that Victim F and her mother received came from a family friend, who had also been in attendance at the house when the abuse, unknown to her or any other person at the time, had been perpetrated.
- 10.42. As a result of what the friend told her husband about events that day, he had made some notes. He retained his notes in the family safe for many years and went on to provide them to the police investigators, in 2015, when the abuse was finally brought to the attention of the authorities and investigated.
- 10.43. It was via that same friend that further pressure was applied to the mother of Victim F by a Lay Reader on the island to whom, it was believed, GG had made some evidentially relevant comments about the events in question.
- 10.44. She received a message, via her friend, to the effect that, the Lay Reader felt that she should say that what was being alleged against GG had never happened at all.
- 10.45. The message would suggest that the Reader was also seeking to suppress the allegation. Further detail of his alleged involvement will be provided later, in this section of the review, including the fact that he has no recollection at all of such a message being conveyed on his behalf..
- 10.46. In terms of how she felt about how she and, indirectly, her daughter and family were being treated, Victim F's mother said,
- 10.47. *"That year I was full of pressure, full of pressure. It was terrible, dreadful...the only support I got was from (family friend). She was the only one that supported me and my husband. But, not from the church, because nobody else knew, you see."*
- 10.48. *"I know they don't do it now but, in those days, that's what happened, wasn't it? They just swept it under the carpet and moved along....that's my opinion. It should have been dealt with at the time, but they didn't."(P8)*
- 10.49. The unwelcome contact, and the related anxiety that it caused, continued for Victim F's mother until GG finally left Sodor and Man and moved back to the UK to the diocese of Southwell and Nottingham.

10.50. **The Diocesan Response**

- 10.51. There is clear, unambiguous evidence that the Diocesan Bishop of the time actively suppressed the fact that GG had abused a child in the diocese, whilst fulfilling his role as a Parish Vicar.
- 10.52. The Bishop's primary objective was, evidently, to prevent any reputational damage to the Diocese of Sodor and Man and, more broadly, to the Church of England.
- 10.53. He did this by ensuring that the matter was not reported by the parents of the child to the authorities and by moving the abusive priest to another diocese.
- 10.54. No diocesan record, of any kind, appears to have been made with regard to GG's abusive behaviour. Certainly none exist today.
- 10.55. No steps were taken within the diocese to support the young victim, nor any of her family, for the 11 months that GG remained in his role as their Parish Vicar. None at all.
- 10.56. There is no evidence that any steps were taken to manage the safeguarding risk that GG continued to represent to children, either in the parish where he was allowed to continue to work or in the wider diocese and community.
- 10.57. GG was allowed to continue direct and sustained contact with the victim and her family, as was his wife, which caused significant personal distress and trauma to the victim's family.
- 10.58. There is no evidence that any safeguarding related restrictions were applied to GG at all, nor any assessment made of the risk that he represented.
- 10.59. There is no evidence that the allegation against GG, and the fact of his abusive behaviour, was disclosed, or in any way referred to, in the personal reference that was provided to the Diocese of Nottingham and Southwell.
- 10.60. It was in 2008, nearly two decades after GG left the diocese, that the first tangible steps were taken within the diocese, by the then newly installed Diocesan Bishop, to create formal safeguarding structures and cultivate a more positive attitude to the safety of children and vulnerable adults.
- 10.61. That basic diocesan safeguarding capability developed further, in 2011, following the appointment of a Parish Vicar to the part time role of Diocesan Safeguarding Adviser. This appointment followed a period when the role had been held by a retired police officer from the Isle of Man Constabulary.

- 10.62. The primary rationale for the selection of the new, albeit part-time, DSA was the fact that they had previously worked as a police officer in the UK, up to the rank of Inspector, which meant that they had some relevant experience that would support them in their safeguarding duties.
- 10.63. This part time appointment is indicative of the fact that, as the smallest diocese in the Church of England, there had never been the level of investment in Sodor & Man into safeguarding resources to the extent that is now common elsewhere, in other dioceses.
- 10.64. However, it is relevant context that, with such a relatively small community and geographical area, there had never previously been the perceived need for a full time safeguarding capability
- 10.65. Whilst the part time DSA had no professional safeguarding qualifications they sought to mitigate that issue by developing a professional relationship with the Director of Social Services (DSS) on the island, who was a person with significant safeguarding knowledge and experience.
- 10.66. The DSS regularly provided support and advice to the DSA and, whilst it is clear that the principles of safeguarding were still not wholly embraced by all within the diocese, its relevance and importance was becoming more recognised and accepted.
- 10.67. This improvement in process and culture resulted in a stark improvement, in terms of the diocesan response, when, in 2015, Victim F's mother, once again, disclosed the fact of her daughter's abuse, following a church service in which GG's recent imprisonment in the UK had been announced by the Vicar.
- 10.68. When the allegation was reasserted the family of Victim F acted on advice from the DSA and brought the matter to the attention of the local police, although the subsequent support to Victim F and her family from the Church was, again, very limited.
- 10.69. The DSA, at the time, did not make a formal referral to the police, or any other agency.
- 10.70. Having met with the mother of Victim F and listened to her disclosure, on behalf of her then adult daughter, the DSA advised that the victim, who was on holiday at the time, should make her own report to the Isle of Man Constabulary, which is what she did.
- 10.71. The diocesan safeguarding records, which relate to the case and which were made available to the review, were of a much lower standard than should reasonably be expected.

- 10.72. Some of the documents provided to the review by the diocese were extremely brief, disorganised and unstructured, often untitled, undated and their topic, at times, difficult to discern.
- 10.73. The commitment of the diocese to the National Core Group, set up and chaired by the National Safeguarding Team, was clear, with the DSA travelling to York to participate in the meetings. However, the completion of some of the actions that emanated from the national meeting, was inconsistent.
- 10.74. The membership of the Diocesan Core Group that was convened appears not to have been in accordance with national guidance as the diocesan Archdeacon had no role to play, stating that he was not briefed.
- 10.75. Indeed, he appears to have no significant knowledge of the GG case at all. As he explained, when referring to the core group and his broader knowledge,
- 10.76. *"I was surprised I hadn't been invited to be part of the core group. I was surprised I hadn't been briefed better about it, as Archdeacon. This is a very, very small diocese and there is one Bishop and one Archdeacon, and I couldn't see why I hadn't been briefed, and I never was."*(P4)
- 10.77. It is the Archdeacon's belief that the core group was being organised by the person that was due to succeed the original DSA.
- 10.78. However, the intended successor, despite fulfilling the role for a number of months, turned out not to be suitable for the role of a safeguarding adviser and was subsequently dismissed by the diocese.
- 10.79. This resulted in the safeguarding role being undertaken, remotely, by a DSA based in the UK, with the inherent difficulties that that involved.
- 10.80. The issue of the Lay Reader apparently failing to embrace his safeguarding responsibilities was first addressed in 2015, when the then Diocesan Bishop wrote to him via email, twice, and encouraged him to share with the police investigation what it was believed that GG had shared with him.
- 10.81. This was due to the fact that it was believed that GG, the friend and Vicar of the Reader, had disclosed details to the Reader that may be evidentially relevant.
- 10.82. The Bishop had tried to call the Reader but received no response as he was away on holiday at the time, hence the need to communicate with him via email.
- 10.83. Despite not being able to speak with him directly, the Bishop made it very clear in his correspondence that, if the Reader had any relevant safeguarding information relating to the parish where GG was the vicar, he should share it with the police. The Bishop even provided the name and the contact number of the investigating officer.

- 10.84. Even though the Reader was on holiday, abroad, he responded promptly to the Bishop. However, in his reply he refused to share anything that he may be aware of with anyone as it had been communicated to him in the strictest confidence.
- 10.85. The Bishop in question is somewhat regretful that he was not more insistent in terms of ensuring that the Reader fulfilled his safeguarding responsibilities. As he explained,
- 10.86. *"I really have a regret now, that I didn't push that one further." (P16)*
- 10.87. Notwithstanding that feeling of regret, the Bishop had made clear in his emails what he felt the Reader should do, in terms of sharing any information that may assist the police investigation, although it is worthy of note that he did not have any authority to compel him to do so.
- 10.88. About 18 months after that correspondence, and after the matter had become the focus of both a national and a diocesan core group, a more robust approach was adopted to ensuring that the Reader fulfilled his responsibilities.
- 10.89. It was decided that he should be visited by the DSA and the Director of Social Services (DSS), who was also Chair of the diocesan core group, and for him to be advised that, should he not fulfil his safeguarding responsibilities he was likely to have his licence as a Lay Reader removed.
- 10.90. The home visit to convey that message went ahead and, at that meeting, the Lay Reader provided an assurance that he would act on his responsibilities and share what he knew with the police investigation.
- 10.91. The Diocesan Bishop who was covering the Sodor and Man diocese at the time was advised of the assurance that had been provided, and that the Lay Reader understood that the information he held may be of help to the investigation and to the victim.
- 10.92. That advice to the Bishop resulted in him writing to the Lay Reader, advising him that he had been informed of the assurance that he had given and, as a result, he was content to authorise the renewal of his licence.
- 10.93. Following the meeting with the Reader the DSS updated the investigating officer via email and asked to be informed if the Reader did not subsequently act upon his agreement to share his information.
- 10.94. Whilst it has been confirmed that the police did subsequently go on to attempt to make contact with the Reader, their case notes record the fact that it was his wife that spoke with the investigating officer and it was she, following the submission of GG's Not Guilty plea at court, who was the person willing to give evidence for the prosecution.

- 10.95. The representations made by the Reader to this independent review claim that it was to his wife that GG had made a relevant disclosure about his abuse of Victim F, and not he. Her statement of evidence would tend to support that claim.
- 10.96. He further explained that he had felt bound by a promise of confidentiality to GG and his loyalty to the then Diocesan Bishop, which is why he had not been willing to share what he knew.
- 10.97. Whilst the willingness, or otherwise, of the Reader to disclose what he knew cannot definitively be established, the most important point is that the actions of the DSS and the DSA did serve to ensure that relevant evidence was made available to the police investigation, and contributed to GG's conviction.
- 10.98. **Evidential Analysis relating to the Diocese of Sodor and Man**
- 10.99. Notwithstanding the fact that the first formal Church of England policy relating to the safeguarding of children was not introduced until 1996, the response of the Diocesan Bishop, when he became aware of the abuse of a child by GG in 1990, is both morally and ethically indefensible.
- 10.100. The actions of the Diocesan Bishop make it clear that the reputation of the Church, and the Diocese, took primacy over the welfare of the child victim and the welfare of other children within the diocese.
- 10.101. The fact that the Archdeacon was also aware means that the two most senior members of the diocesan clergy were aware of the abuse of a child and neither took any positive action to address that fact.
- 10.102. That decision led to the risk to children that GG definitively represented being allowed to sustain, without restriction.
- 10.103. The victim and her family were not supported, in any way, by the diocese for the 11 month period that he remained as their Parish Vicar.
- 10.104. The victim and her family remained exposed to frequent, unwelcome contact from the perpetrator and his wife. This led the mother of the victim to feel that she was being managed, in terms of who she spoke to, and under significant personal pressure.
- 10.105. Other, relevant members of the diocese, and relevant partner agencies, remained unaware of the risk to children that GG represented.
- 10.106. The mother of the victim was exposed to personal pressure, applied indirectly from a Lay Reader in the diocese, with regard to the veracity of the allegation of abuse by her daughter. The Reader in question claims not to recall any such communication.

- 10.107. Positive action was taken to ensure that the Lay Reader fulfilled his safeguarding responsibilities and shared his relevant knowledge with the police investigation into GG, albeit it was his wife who was ultimately willing to give evidence.
- 10.108. The Reader claims that this distinction was due to the fact that it was to his wife that the relevant disclosure had been made by GG.
- 10.109. Whilst the statement of his wife would support that assertion, correspondence with the Diocesan Bishop in 2015 and his acknowledgement, in 2017, that what he knew may be of help to the police and the victim suggest that he did have information that may have been of value to the police investigation.
- 10.110. The reference provided to the Diocese of Southwell and Nottingham made no reference at all to the allegation of abuse that had been made against GG. The Archdeacon, who was the author of that reference, had full knowledge of the abuse that had been perpetrated.
- 10.111. Thus, the Diocese of Southwell and Nottingham was not in an informed position with regard to its recruitment of GG, nor the management of the significant risk that he continued to represent.
- 10.112. The response of the DSA, in terms of visiting the mother of the victim and encouraging her to inform the police of the allegation, when it was reasserted in 2015, was effective.
- 10.113. The safeguarding records that relate to the case, and the associated core groups, which were made available to the review by the diocese were both scant and disorganised. They fell well short of the standard necessary for safeguarding case records.
- 10.114. The original DSA claims that the file that she left when she left her safeguarding role was more organised and complete. Despite that claim no such file has been located and made available to this review. Thus, it has not been the subject of consideration.
- 10.115. The fact that the role of DSA was held by members of the clergy, who fulfilled the role on a part-time basis, resulted in some shortcomings in terms of actions from the national core group being progressed expeditiously.
- 10.116. However, it is worthy of note that those shortcomings occurred long after GG had left the diocese. There was not any material impact upon his behaviour as a result and the part-time DSAs were fulfilling a challenging role in difficult circumstances.
- 10.117. Whilst the principle, of providing the diocese with a safeguarding lead and point of reference is wholly positive, it is a role that requires a trained, experienced and appropriately qualified professional.

- 10.118. It was not a reasonable expectation for a member of the clergy to fulfil the role effectively without there being a potential perception of a conflict of interest, albeit there is no evidence that such a conflict did occur during their time dealing with the matters relating to GG.
- 10.119. The almost complete lack of documentation relating to GG's ministry in Sodor and Man represents a significant cause for concern, as key events have either gone unrecorded or the records relating to those events have been removed, with no rationale for that removal now being evident.
- 10.120. It is worthy of note that, from the findings of the recent 'Past Cases Review 2'. the current diocesan safeguarding structures and processes are much more effective and efficient, and tangible improvements have been achieved.
- 10.121. **Recommendations for the Diocese of Sodor and Man**
- 10.122. A review should be undertaken within the diocese to ensure that all relevant staff have completed the C of E safeguarding training commensurate with their role.
- 10.123. Diocesan safeguarding training should include the management of disclosures made by children, or third parties on their behalf.
- 10.124. Diocesan safeguarding training should also include the role specific safeguarding responsibilities associated with both clergy and non-clergy roles.
- 10.125. A review of safeguarding related files should be undertaken to ensure that they comply with relevant professional standards.
- 10.126. A review should be undertaken of the current safeguarding provision within the diocese to ensure that it effectively fulfils the safeguarding requirements of the diocese.
- 10.127. A review should be undertaken of the Information Sharing Protocols that exist between the diocese and statutory agencies to ensure that all relevant and up to date information is shared, in accordance with safeguarding guidance and related legislation.
- 10.128. A review should be undertaken of the support processes and mechanisms provided to victims of abuse and their families.
- 10.129. A criteria and process should be formulated which relates to when and how a safeguarding related risk assessment should be undertaken following the receipt of an allegation of abuse or inappropriate behaviour.
- 10.130. A review of the process which relates to the completion of the Clergy Current Status Letter should be undertaken.

- 10.131. It is essential that the document, when completed in the diocese, is the subject of objective review to ensure that it is candid and contains all relevant safeguarding related information regarding the person who is the subject of the reference.
- 10.132. Safeguarding related information that is available to the public should include guidance with regard to how concerns or allegations relating to members of the clergy can be reported, confidentially.
- 10.133. The criteria for the completion and retention of records relating to members of the clergy within the diocese should be the subject of review, to ensure that a complete and accessible record of service, and other relevant events, is available for review.

11. The Diocese of Southwell and Nottingham

- 11.1. GG moved to the diocese of Southwell and Nottingham in 1991 where he took on the role of Vicar in a parish in Nottingham.
- 11.2. The 'Safe to Receive' reference that accompanied him from Sodor and Man was incomplete on his blue file but, from the content that is available, its tone is clear and unambiguous, that he will be a positive recruit to his new diocese.
- 11.3. The Archdeacon author of the document refers to having known GG for the 15 years that he has served on the island but makes no mention whatsoever of the allegation of abuse that had been made against him.
- 11.4. The reference was wholly positive and provided his new diocese with no relevant information with regard to the safeguarding risk that he represented.
- 11.5. It referred to him *'doing an excellent job in his parish and the congregation is lively and responsive to his leadership, having gathered around him a committed band of workers'*. (*Safe to Receive document*)
- 11.6. However, whilst there is no evidence of GG perpetrating further abuse during his period of ministry in Southwell and Nottingham, his time there does include some behaviour of significant concern.
- 11.7. For example, in October 1992, the Bishop of Sherwood wrote to the Archbishop of York to notify him that GG had been convicted of Drink Driving in Nottingham. The letter further detailed that GG had also been disqualified from driving for 18 months.
- 11.8. The Bishop further advised the Archbishop that the matter was being dealt with as a pastoral concern and not a disciplinary matter. GG was subsequently signed off, on sick leave, with depression.

- 11.9. As a consequence GG was provided with counselling and psychiatric support and it is apparent that the Diocesan Bishop would receive a full psychiatric report, prior to GG returning to work.
- 11.10. The following year, 1993, the Diocesan Bishop has received an allegation, from a female relative of GG, that she had been the victim of non-recent sexual abuse by him when she was a child. She will be referred to as Victim G.
- 11.11. This was the only allegation of abuse made against GG during his ministry in the diocese of Southwell and Nottingham, although, as the allegation related to when the victim was a child, it preceded his time actually serving in the diocese.
- 11.12. How the allegation was dealt with by the diocese is detailed in the next section of the report.
- 11.13. Two years later, in June 1995, a lengthy letter was sent to the local Archdeacon, from an experienced Church Warden at the parish in which GG was serving at the time. The letter was highlighting the Warden's significant concerns with regard to, what they described as, GG's alcohol abuse.
- 11.14. It is not known what impact the letter had with regard to the fact that GG took early retirement just three months later, but it is clear that he had struggled with an alcohol problem for some years beforehand.
- 11.15. Notwithstanding that point, alcohol was not a theme of the various accounts provided for this review by GG's abuse victims.
- 11.16. It would appear that GG's sustaining problems with alcohol abuse, his history of depression and the allegation of abuse, made in 1993, have, cumulatively led to his early retirement, although that conclusion is not supported by any diocesan, or centrally held, record.
- 11.17. **The Diocesan Response**
- 11.18. As the primary focus of this review relates to the lessons to be learnt from the response of the Church to allegations of sexual abuse by GG, this section of the report will address how the diocese dealt with the allegation of abuse that was made in 1993 as it is the management of that issue that is most relevant to the review.
- 11.19. However, a full appreciation of how the diocese dealt with that matter can best be achieved by considering it within the context of how it was referenced when GG retired, some two years after the allegation was made.
- 11.20. Following his retirement, in September 1995, GG moved to York and, early the following year, in February 1996, he wrote to the then Archbishop of York to advise him of that fact and to request Permission to Officiate (PTO).

- 11.21. GG also wrote to his most recent Diocesan Bishop, in Southwell and Nottingham, to advise him that he had been in touch with the Archbishop, and that letter has prompted the Diocesan Bishop to correspond with the Archbishop, himself, to ensure that he was aware of the context of GG's early retirement.
- 11.22. In addition to advising the Archbishop of GG's history of depression and his alcohol dependency, the Diocesan Bishop reaffirmed the conviction for drink driving and the fact that GG had received counselling and been the subject of a psychiatric report.
- 11.23. Most notably, from a safeguarding perspective, the Diocesan Bishop included in his letter to the Archbishop the fact of an accusation of abuse made to him, in 1993, by a female relative of GG, who claimed that GG had abused her as a child.
- 11.24. This was a proactive step by the Diocesan Bishop and not the action of a person that wished to suppress the allegation, especially as it had been made some three years earlier and had not been the focus of attention since.
- 11.25. In his letter the Diocesan Bishop stated that the allegation had been investigated by him, which included a meeting being held between the victim and GG, but that she had *'felt unable to take the matter to court'*.
- 11.26. After making that point, reference is then made in the Bishop's letter to the fact that, *'there is a letter from Graham Gregory of admission of some abuse'* although the letter being referred to is not further detailed or its location signposted.
- 11.27. Despite the clear reference by the Bishop to the fact of the allegation, there is no record in diocesan files of either the allegation itself or the critical document that contains the alleged admission by GG.
- 11.28. There is no record whatsoever of the detail or context of the allegation made, any account given by GG or any meetings held with him, and/or the victim, to address the allegation.
- 11.29. There is no record of the consideration given, if any, to what action should be taken, relating to GG, given his admission of abuse.
- 11.30. This lack of any documentary record with regard to what constitutes a profoundly important issue for the diocese is consistent with the rest of GG's ministry in the diocese. There is a paucity of records relating to his time there.
- 11.31. Of the few documents that are still available, detail that is contained in GG's blue file confirms that correspondence was undertaken, in 1993, between the diocese and the solicitor acting for Victim G, as there was with her GP, also.

- 11.32. The primary correspondent, on behalf of the diocese, was the Diocesan Registrar and it appears, from the content of his correspondence, that he was seeking to identify a method of resolution that protected the reputation of the diocese and avoided publicity about the matter.
- 11.33. For example, the content of his letter to the GP of Victim G, in July 1993, reveals how he is seeking to resolve the matter,
- 11.34. *'I was hoping that there might be the release of a report as to (Victim G's) mental and physical condition, which could be available to me, and also to the solicitor acting upon behalf of the Clergyman, so that we might, hopefully, be able to resolve this matter as quickly as possible with the least embarrassment and difficulty.'*
- 11.35. Whilst he does refer to the fact that no formal complaint has been made, the safeguarding and criminal aspects of the allegation do not receive a mention in the letter from the Registrar.
- 11.36. The basis for the request for such a report from Victim G's GP was not clear in the correspondence and, whilst it could be construed as an effort to discredit her, its actual basis appears to be the fact that, when she met with him, she had revealed to the Diocesan Bishop that she had spent some time in a psychiatric unit, as a result of GG's abuse of her.
- 11.37. Such explanation and rationale would have been detailed in the documents that, it is reasonable to expect, should be retained and available on this matter.
- 11.38. In the absence of such documentation it is only the evidence that has been provided by Victim G herself, in terms of her disclosure to the Bishop of her own psychiatric treatment, that provides relevant context and informs the conclusion that the request for a report from her GP was a reasonable one.
- 11.39. The former Diocesan Registrar accepts that he was the main correspondent on behalf of the diocese but it does not accept that he was seeking to protect its reputation, making the point that safeguarding had a much lower profile at that time.
- 11.40. He claims that he was merely seeking a solution to what he refers to as, 'an unhappy situation for all concerned', and that he cannot recall whether the matter of publicity was ever considered by him at the time.
- 11.41. He claims that he was not seeking to discredit the victim and the question of any criminal aspects of the matter would not have been at the forefront of his mind.

- 11.42. In GG's blue file there is significant, although incomplete, detail of a psychiatric assessment that was undertaken, although the report in question related to him and not Victim G. It was completed in June 1993 and it was the Diocesan Bishop who commissioned the assessment in the aftermath of the allegation.
- 11.43. The assessment report refers to GG's admitted problems of controlling his sexual desires and the subsequent, related, problems that he sometimes encountered when the duties of his ministry brought him into contact with the likes of those in prison and, also, prostitutes.
- 11.44. Amongst his conclusions, the Consultant Psychiatrist states that, *'whilst there is an element of risk for the future'* associated with GG continuing to minister, there are no grounds *'from a medical point of view'* to prevent him from doing so.
- 11.45. The consultant also proffers opinion that appears to extend beyond his brief when he states in his assessment report that,
- 11.46. *'It is my opinion that the accusation made by his (female relative) concerning events over the last 2 years need to be proved before any action can be taken concerning removal of his licence to minister.'*
- 11.47. The doctor who completed the report was a well respected and experienced consultant psychiatrist in Nottingham. However, it is noteworthy that he was also a prominent lay member of the diocese, a Reader and one time member of the Bishop's Council.
- 11.48. Thus, the issue of a conflict of interest, in terms of his appropriateness to complete the assessment, must be considered even though his professional suitability is not in doubt.
- 11.49. It is not known to what extent, if any, the remarks of the consultant influenced the thoughts or considerations of the Diocesan Bishop, however, in the period following its completion the Bishop seeks further legal advice on the matter of the options available to him.
- 11.50. That advice is provided by the Diocesan Registrar, who advises the Bishop that no grounds exist to pursue formal proceedings against GG unless a formal complaint is made with regard to the allegation of abuse.
- 11.51. In specific terms, the advice related to there being no legal power under any Ecclesiastical Jurisdiction to suspend a clergyman who has a freehold where there is no formal complaint made.

- 11.52. Whilst the fact of the allegation was never sought to be disguised, it was deemed by the diocese at the time that no formal complaint had actually been made and, thus, the decision was taken to pursue a pastoral management strategy, as opposed to any potentially punitive action being taken against GG.
- 11.53. The fact that a personal visit to the Diocesan Bishop, by a victim who informed him about her extensive and sustained abuse as a child by one of his serving Vicars did not constitute a formal complaint does not withstand objective and reasonable scrutiny.
- 11.54. The fact that, had the complaint been appropriately recorded and formalised, the disciplinary processes would have been triggered, seems likely to have been a consideration for the Bishop.
- 11.55. Additionally, whilst that procedural detail was pointed out to Victim G's GP, in correspondence from the Diocesan Registrar, it was never communicated to the victim herself.
- 11.56. Indeed, the management of the whole process of dealing with Victim G was, from a procedural and safeguarding perspective, a process that did not prioritise the welfare of, and support for, the victim.
- 11.57. Even taking into account the fact that the allegation was made in 1993, which preceded the adoption of a formal safeguarding policy by the Church of England, the treatment of the victim was unsympathetic, unsupportive and lacked any empathy.
- 11.58. It is worthy of note that, from 1996, the diocese employed a Child Protection Officer, who was not advised of the allegation nor consulted when the Diocesan Bishop corresponded with the Archbishop of York.
- 11.59. To have shown more empathy and understanding for the victim would not have compromised the objectivity of the assessment of her allegation, nor would it have been unfair to GG, the accused person.
- 11.60. It would have ensured that the victim was effectively listened to and treated with respect, compassion and professionalism.
- 11.61. After receiving correspondence from Victim G, the Diocesan Bishop has agreed to meet with her and, when that initial meeting takes place, at Southwell, she is accompanied by a senior work colleague, a counsellor and a curate who was a close friend, to whom she had disclosed her abuse.
- 11.62. As no record of the meeting is available the account of what was discussed and what occurred has been drawn from those witnesses that were present, are still alive and able to take part in the review.

- 11.63. To that end, Victim G, the work colleague and the curate have contributed to the review. The latter two will be referred to as Witness A and Witness B respectively.
- 11.64. Victim G is quite clear that her primary objective at the meeting was to have GG removed from his role as a priest, by the Bishop, so that he was no longer in a position to abuse others.
- 11.65. Whilst there is no absolute clarity on exactly what was disclosed to the Bishop by Victim G it is certain that he facilitates a meeting with GG, in which she reads out to him a pre prepared statement that details the impact that his abuse of her has had on her childhood.
- 11.66. It is not certain that the fact of his ongoing abuse of her was addressed at that meeting, it is likely that it was not. The emphasis was on the enduring impact of his abuse and Victim's G's desire to deny him of such opportunities in the future.
- 11.67. It was also Victim G's recollection that it was just her, the Bishop and GG who were in the room when she read out her statement to him, but Witness A is certain that she was also in the meeting with GG.
- 11.68. What is clear is that the Diocesan Bishop was entirely passive during the meeting with GG and played no part at all in managing GG's behaviour or facilitating their interaction.
- 11.69. Indeed, the manager who was one of those supporting Victim G, herself a highly experienced social worker, described GG in the meeting,
- 11.70. *"He was sort of lying back...I recall him smirking a bit...looking as if this is nothing to do with me."*(P11)
- 11.71. *"He was dismissive, it wasn't just dismissive, it was, it can't possibly have been anything to do with me."*(P12)
- 11.72. Victim G described the emotional challenge of reading her statement to GG,
- 11.73. *"It was all about the fact, how he'd destroyed my childhood, how he'd entered into my teenage years, that I'd only felt safe when he was in the Isle of Man. How dare he do this to me. How I'd nearly lost my life in the last few months and that he was never, ever, to contact me again."*(P20)
- 11.74. The statement focused on the impact of GG's abuse of Victim G and did not mention, as far as she can recall, the multiple rapes that he had most recently perpetrated at her home, and which are addressed below.
- 11.75. Victim G only recalls GG's response as being very brief, saying, *"I know, I've got that now."*(P20)

- 11.76. When discussing matters with Victim G beforehand, the Bishop had stressed to her the fact that it was her word against his and that the matter would need to be investigated.
- 11.77. He went on to explain that, should she wish to do that, she would need to travel to London to give her evidence to what was described as a religious court. She recalls the Bishop saying to her,
- 11.78. *“Well, I don’t know because he’s off sick at the moment and, at the end of the day Miss X, it’s your word against his.”(P9)*
- 11.79. Victim G has no recollection of disclosing the detail of her abuse with the Bishop , or of ever being asked to do so as a means of informing any further investigation of her allegation by the Church or the Police.
- 11.80. She is sure that she was never asked if she would like to formalise her allegations by reporting the matter to the police but she is sure that she would have done as she had people who believed in her, in the form of her counsellor, who has not been traced for the review, as well as Witnesses A and B.
- 11.81. However, despite not being offered the opportunity to report her abuse to the Police, or for the diocese to refer the matter to the Police themselves, Witness B provided evidence that any such offer would not have been embraced, in any event.
- 11.82. She was clear that she had discussed matters through with Victim G’s GP and her counsellor and they had concluded that if her abuse had been known by others, whether it be the authorities or her family, it would, in her words, destroy her (Victim G).
- 11.83. So, it was within that context that the issue of formalising a report to the police was not pursued at the meeting, although it is relevant to consider the fact that the Diocesan Bishop did not know the views of those supporting Victim G, so it will not have influenced his own considerations in terms of how to manage the matter.
- 11.84. Victim G did not feel believed by the Diocesan Bishop during her conversations with him. The profound impact of her perceptions is detailed below and includes her claim that she sought to take her own life that same night, after returning home.
- 11.85. She received no further contact from the diocese, other than the letter to her GP asking for her to undergo a psychiatric assessment, as detailed above. This lack of contact left her ignorant of the outcome of her disclosure to the Bishop, in terms of whether any action had been taken with regard to her abuser.

- 11.86. There is no evidence to suggest that any punitive, restrictive or simply advisory action at all was taken by the Bishop as a result of the allegations that were made to him about GG.
- 11.87. He was known as a Bishop that preferred to adopt a pastoral approach to most matters and, it would appear, that he chose that option in the case of GG.
- 11.88. Unfortunately, from the perspective of this review and the opportunity to try and understand his thinking on the matter, the lack of any formal documentation means that any rationale for that decision is not available for consideration.
- 11.89. It was between two and three years later that GG retired from active ministry and moved to York, as detailed above at the start of this section.
- 11.90. Some 18 years later, in correspondence with the Archbishop of York, which took place in 2014 after he had been summoned to Crown Court to give evidence as a witness in GG's first trial, the Diocesan Bishop who had originally written to the Archbishop in 1996 stated that Victim G had 'refused categorically' to allow the police to be informed or to make a statement to them.
- 11.91. He also claimed that, after Victim G had made her allegation, he had contacted GG's previous Diocesan Bishop, in Sodor and Man, who had shared with him that GG had, during the period of his ministry on the island, been the subject of an allegation of inappropriate behaviour at the island's prison but that the matter had not been taken any further.
- 11.92. The Diocesan Bishop also claimed that, in light of the two allegations, in the prison and from Victim G, he had suspended GG and requested a psychiatric assessment of him.
- 11.93. The Bishop's final claim was that, although the assessment had deemed GG to be fit to return to work, the Bishop had required that he be prevented from working with children.
- 11.94. None of these claims, save for the request for a psychiatric assessment, can be substantiated via documentary evidence. Nor were they ever referred to when the same Diocesan Bishop corresponded with the previous Archbishop of York in 1996, when GG had first requested PTO.
- 11.95. There is no record of contact being made by the Bishop with Sodor and Man at the time of the allegation being received in Southwell and Nottingham, nor is there any record of an allegation from the prison.
- 11.96. Evidence from the retired Diocesan Registrar for Southwell and Nottingham also negates the claim by the Bishop of him suspending GG, or of any restriction at all being applied to him working with children.

- 11.97. Thus, the reason for the Bishop's claim to the Archbishop, in 2014, that he was more robust and positive with regard to his dealings with GG may have been influenced by the fact that he was having to attend at Crown Court as a witness.
- 11.98. Whatever the reason, his claims do not withstand scrutiny.
- 11.99. With regard to the 2014 investigation by the Metropolitan Police, efforts were made to trace Victim G, but without success. This is despite her forename and (maiden) surname being known.
- 11.100. Considerable efforts were made by the Archbishop of York's office to assist the relevant police investigator to trace Victim G, via the sharing of the information that they held on the matter.
- 11.101. It is not known why that information did not appear to be sufficient to enable her to be traced by the police as it included the details of her solicitor and her GP.
- 11.102. As a result, neither of the criminal prosecutions pursued against GG, both of which involved multiple victims, addressed the abuse suffered by Victim G.
- 11.103. Her allegations have never been the subject of a police investigation. They were reported to the police after his death.
- 11.104. However, when Victim G became aware that a 'Lessons Learned Review' had been commissioned by the Church, she made the decision to come forward to share the detail of her abusive experience at his hands.
- 11.105. Her abusive experience, which is profound, is detailed below, as is the evidence of Witnesses A and B respectively, both of whom supported her during her meetings with the Diocesan Bishop and GG.
- 11.106. **Victim G**
- 11.107. Victim G's first memories of being groped and kissed by GG extend back to the period before he had joined the priesthood, when he lived in East Manchester and she would visit with her parents and siblings. She was about four years old at the time.
- 11.108. Following GG's appointment as an Assistant Curate in Wandsworth in 1966, she remembers similar family visits in the 5 years that he spent there, her often being excited about visiting London.
- 11.109. Some of the abuse perpetrated by GG during this period was highly invasive, and included digital penetration after engineering opportunities to be alone with her, such as putting her to bed or reading her a story and even, on occasion, taking her into the nearby church. As she described,

- 11.110. *"He used to take me across to church, things happened in church. Abuse, actually in the church and then he'd be preaching...now I'm looking back, thinking, he did all that to me on the Tuesday and on the Sunday he's preaching the word of God." (P4)*
- 11.111. Whilst she remembers that she would try to avoid being alone with him she also clearly remembers him telling her that he was 'Working for God' and that God would tell him if she was to ever tell anybody about what they did together.
- 11.112. *"I really believed that God would tell him and I would die, so he used God in that very strong way...he was a man of God and he was working for God. That's what he used to say, he was working for God." (P4)*
- 11.113. The abuse occurred every time that Victim G visited with her family, when she was between 7 and 12 years of age, a total of about 4 or 5 occasions.
- 11.114. She never told anyone about what was happening, explaining that she was both inhibited by what GG said to her about God and the fact that she did not have a close relationship with her mother, who was usually the parent who took them on their visits to London.
- 11.115. The abuse continued when GG moved to Hastings, although she can only recall the single visit there, despite the fact that he was in that post for about 4 years. Again, the abuse extended from groping and touching her to invasive digital penetration.
- 11.116. During this period Victim G was aged between 12 and 17 years of age and she reflected on the profound impact of the abuse that GG subjected her to during the formative years of her childhood,
- 11.117. *"He took away most of my childhood, proper childhood. He took away, not so much my teenage years but then I was so badly damaged, I realise now that I didn't really have any teenage years."(P8)*
- 11.118. She explained that she was actually in her early forties before she ever had any sort of meaningful relationship with a man.
- 11.119. *"The biggest regret I've got is, I never had children and I love children, I always saw myself as being a mum. That's the biggest thing for me, he totally destroyed that."(P8)*
- 11.120. When GG left the UK to take up a Vicar's post on the Isle of Man this led to a hiatus in the abuse suffered by Victim G, one which was to last a significant period as he was on the island for a period of 16 years.

- 11.121. During that whole period Victim G had no contact whatsoever with GG and she began her own professional life, following a career path in social work and working with children with special needs.
- 11.122. It was in 1991 when, totally out of the blue, she heard from him again when she answered the telephone at her home, where she lived alone, to hear him say,
- 11.123. *"Hi, it's (family relationship) Graham here. I just wanted to tell you that the photographs are safe."(P12)*
- 11.124. Whilst Victim G was shocked to hear from GG after such a long time, she cannot remember in detail her emotional reaction to the phone call, although she does remember what he said to her when she queried with him what it was that he was referring to,
- 11.125. *"I've got some wonderful photographs of you taken through the bathroom because I made a hole and I could watch you. He then went through describing me having a bath."*
- 11.126. *"He just said they were safe, they would always be under a floorboard."(P13)*
- 11.127. Her perception was, as a result of how he went on to salaciously describe her, physically, that he was referring to when she was visiting, with her family, at Hastings, when she was about 13 years of age. She firmly believed that the photographs that he claimed to have taken, actually existed.
- 11.128. *"He said that he'd drilled a hole in the wall and he was observing me from the room." (P1)*
- 11.129. Victim G terminated the call and she did not hear from GG again for a while, as she went away on holiday, with her sister and a friend, the next day. However, upon her return she received further telephone calls from him, at home, some of which she terminated abruptly.
- 11.130. She spoke of trying to reassure him, during one or more of the calls, that she had not told anybody about his abuse of her, before telling him that he had to stop and should not call her number again, and then terminating the call.
- 11.131. It was following a number of occasions when Victim G had terminated calls from GG, without there being any conversation at all, that events took a sinister turn.
- 11.132. She recalls answering the doorbell, via the door situated at the side of her house, to find GG stood there, totally unannounced.
- 11.133. She described how, upon her answering the door, he has stepped forward, entered the house and, despite her best attempts to convince him that she had not disclosed anything to anybody, he has forced her upstairs.

- 11.134. He has then raped her on a bed in an upstairs bedroom whilst repeatedly stating that God had told him to come to her.
- 11.135. Victim G then detailed how, on three further occasions over the subsequent weeks and months, GG has arrived at her home, unannounced, and raped her each time, with the fourth occasion being the one that particularly sticks in her memory,
- 11.136. *"I would say that was the most horrific one, because he was like somebody possessed and I didn't stand a chance and he really hurt me...I just felt that I was never going to be free of this man who worked for God, that's how I saw him"(P3)*
- 11.137. *"I just opened the door, it was the middle of the day...just opened the door and he was stood there. I was absolutely like a bag of jelly, and the stairs were right by the front door. So, what happened was, he sort of pushed his way in and pushed me up the stairs."(P2)*
- 11.138. She described how she tried to resist what he was doing, trying to stop him and telling him to get out, only to be told by him to be quiet and to shut up, with GG telling her that,
- 11.139. *"He was here, he was at my home because God had told him to come. That's what he said each time...that's why I know that God was used."(P3)*
- 11.140. No conversation took place during the attacks but on each occasion that GG was leaving, after raping her upstairs, he would say,
- 11.141. *"Remember, I work for God and God is everywhere and God will tell me."(P4)*
- 11.142. Victim G described how these comments significantly inhibited her from having the confidence to disclose to anybody that she was being abused,
- 11.143. *"I firmly, one hundred percent, believed that if I told anybody that God would tell him and I would die, or my parents would die or my sister would die, because that is what he used to say to me."(P12)*
- 11.144. *"He used to have his face so close to mine that you were like, literally, staring through his head...He'd have me by the neck and he'd be telling me that, holding my neck. I used to plead with him to say, I will never tell anybody."(P12)*
- 11.145. She would attempt to convince him that she had not told anybody, which she hadn't, but he never answered her, never said anything in response.
- 11.146. She described how, during the prolonged period that GG had been on the Isle of Man, she had learned to cope with life. As she described,

- 11.147. *"I'd made a very insular world, but I'd made a world...I was protecting me from everybody else, so nobody was allowed to cross a certain line...I'd made a circle around myself and that imaginary circle was my protection."*(P5)
- 11.148. She explained that, by contacting her when he returned to the UK and abusing her as he did, GG had stepped over that line of protection that she had applied.
- 11.149. That prompted personal thoughts that the only way that she had, to get out of the abusive situation that she was in, once more, was to take her own life.
- 11.150. It was after the fourth attack at her home, which she described as the most violent, that Victim G sought refuge with her GP which, in turn, has led to a colleague from work being contacted and taking her to hospital, that being Witness A.
- 11.151. Victim G cannot recall whether she disclosed at the hospital that she had been raped but she does recall that she shared with the staff her intention to take her own life.
- 11.152. It was this disclosure that resulted in her not being allowed to be alone, to ensure that she did not self-harm, and, ultimately, being admitted to a psychiatric unit at the hospital.
- 11.153. Notes recovered from her GP at the time do not address her attendance at the surgery but reference is made in the notes to confirm that she had been in the same hospital that she detailed in her interview.
- 11.154. Her admission lasted for about a month and it was whilst there that Victim G met the counsellor to whom she finally opened up. She told him of her abuse as a child and the ongoing abuse that had recommenced in the months prior to her admission.
- 11.155. She initially resisted the counsellor's suggestion that she should report the abuse that she had suffered, primarily due to her fear that such a disclosure would, in her own words, *"totally destroy the family."* (P17)
- 11.156. But, over time, she came to embrace his suggestion that somebody in authority, in the diocese in which GG was now serving, should be approached.
- 11.157. As a result, the decision was taken to write a letter to the Diocesan Bishop after her mother had told her the diocese in which GG was now serving. So, a letter was formulated and sent to the diocese and, in response, an audience with the Diocesan Bishop was granted, in Southwell.

- 11.158. The detail and outcome of those meetings has been addressed above, in the section of the report that addresses the diocesan response. When asked to describe her own view of how she was dealt with by the Bishop, Victim G described it as,
- 11.159. *“Appallingly. I totally and utterly feel let down by (Bishop) and the Southwell Diocese, one hundred percent...because they had the opportunity in front of them to explore, with whatever means they had, be it a police investigation or whatever. They had the means because I was prepared to go further and I was prepared to let them know what was going, what had gone on, right through my life.”(P10)*
- 11.160. **Witness A**
- 11.161. Witness A worked in the same organisation as Victim G and got to know her after being asked by a fellow manager to assist with a situation that she was in with regard to her unease with her male supervisor at the time.
- 11.162. At the time it was not known what the source of her unease was and Witness A was asked to act as an intermediary, which she agreed to do.
- 11.163. It was after just a few sessions that Victim G revealed that she was being abused by one of her male relatives.
- 11.164. *“It became apparent, because she told me, that she’d been abused as a child by him, that he was a Vicar, that he used God to make her do things that she didn’t want to do.”(P2)*
- 11.165. Witness A was not expecting such a disclosure but she had no doubt with regard to the integrity of what was being said and that the impact upon Victim G was absolutely profound. As she described,
- 11.166. *“What should have been a formal meeting between a worker and a supervisor became something quite different, and it became being with a woman who had been horrendously abused and who was suffering dreadful symptoms of distress, paralysis, fear.”(P2)*
- 11.167. She even described how, on two occasions, Victim G became so distressed that she was unable to move or to speak, resulting in Witness A having to book a hotel room for them to stay in overnight as she was so concerned for Victim G’s safety.
- 11.168. She asked Victim G if she would be willing to report the abuse to the police but she was absolutely adamant that nobody be told about it and threatened to take her own life if anybody knew about it.

- 11.169. Witness A felt trapped in the situation and did her very best to be supportive and to convince Victim G that her abuse was not her own fault and, also, that she was not responsible for the fact of her abuse.
- 11.170. It was also apparent to Witness A that the abuse was still ongoing as Victim G referred to GG having come to her house.
- 11.171. As a result of some of the intimate detail that was disclosed to her Witness A believed that GG had raped Victim G and injured her, although that specific allegation was not made to her.
- 11.172. It was Witness A's view, as a professional social worker, that Victim G was very vulnerable, in the context that her relationship with GG did not invest her with the ability to prevent him coming into her house.
- 11.173. Witness A was, herself, traumatised by the fact that she could not reveal Victim G's abuse, although she was very concerned for her safety and did not have the professional supervision that she would have had under more straightforward circumstances.
- 11.174. She sought to encourage Victim G to seek professional help, via the likes of a trauma counsellor or Rape Crisis but she was adamant that no one else should be involved.
- 11.175. However, as time went on it became apparent that Victim G had met and disclosed to a priest who lived locally to her, and that she had become a source of real support to her.
- 11.176. Witness A does remember accompanying Victim G to hospital but she has no clear recollection as to the context and circumstances of how that came about.
- 11.177. She does recall that Victim G began to work with a psychologist, and Witness A very much welcomed this increase in the support network, although she had less contact with Victim G during that period and was working for a different authority. She had no contact with the psychologist during that period
- 11.178. Witness A had no part to play in any suggestion to visit the Diocesan Bishop, but does remember Victim G telling her that she intended to do so and being asked to accompany her,
- 11.179. *"She wanted to speak to the bishop and really confront the bishop, which I thought was very brave of her and, also, very indicative that she was feeling stronger."*(P8)

- 11.180. She spoke of Victim G being motivated by what she saw as the hypocrisy of GG being a Church leader and yet still being in a position to perpetrate abuse and she described arriving at the Bishop's Palace, full of trepidation, accompanied, also, by Victim G's priest and her counsellor.
- 11.181. She then has a vivid memory of them all being in the Bishop's office, with Victim G having a prepared statement ready, when GG was called in.
- 11.182. The fact that GG had been called in shocked Witness A but she was impressed by how calmly Victim G read out her statement to him.
- 11.183. Asked to describe GG's response to the statement being read out, Witness A stated,
- 11.184. *"He was lounging in a chair, lying back a bit, he was smirking a bit and, sort of, looking as if this is nothing to do with me."*(P10)
- 11.185. Witness A did not consider the process that was being adopted by the Bishop to be appropriate, in terms of a victim of abuse being asked to confront her abuser.
- 11.186. It was Witness A's recollection that Victim G had been given no prior warning and, therefore, no option to consent to this confrontation,
- 11.187. *"I was feeling, this is just awful, forcing Victim G to talk in front of this man, was appalling to me. That's just torture and I was horrified that that had happened."* (P10)
- 11.188. Witness A described how, whilst not being able to recall the precise detail of the conversation, the Bishop had spent a considerable amount of time speaking to Victim G but that she had not expected GG to be invited into the room, to join them,
- 11.189. *"I wasn't expecting that to happen and I was appalled. I just thought, this is utterly inappropriate."*(P10)
- 11.190. **Witness B**
- 11.191. Witness B is a retired priest who, during the course of their ministry, became a close personal friend of Victim G.
- 11.192. The priest did not want to engage fully with the review, however, they were content to share some of their experience and observations on the matter of Victim G's disclosures and subsequent interaction with the Diocesan Bishop.

- 11.193. The priest wanted to stress that they chose to support Victim G in their role as a friend, as opposed to that of a curate, even though it was in the latter role that they first received a disclosure. They wanted to make a distinction between their professional and personal roles.
- 11.194. Witness B had personal experience of the profound physical reactions that were prompted in Victim G when she spoke of her abuse experiences, all of which she disclosed to the priest as a friend.
- 11.195. This included the journey to Southwell and the meeting with the Diocesan Bishop, which they undertook on their day off.
- 11.196. The priest spoke of the considerations that were given to reporting the abuse to the police but, after having discussions with Victim G's GP and her counsellor, the collective decision was that any such disclosure would only, in their words, 'damage her further'.
- 11.197. The priest spoke of their realisation that to report the matter to the police may protect others but their commitment to the welfare of Victim G, a close friend, convinced them not to.
- 11.198. Witness B explained that the collective conclusion of the various professionals was informed by their respective experience of Victim G, and their personal concerns and worries, particularly with regard to the impact of any disclosure on Victim G's family.
- 11.199. Witness B explained that this resulted in the primary objective of the meeting with the Bishop being for him to ensure that GG had no future contact with Victim G, whilst she was alone.
- 11.200. Witness B's recollection was that all of the details of the abuse were not fully disclosed to the Bishop during the meeting.
- 11.201. Witness B's final observation was that the fact that GG was a Vicar was, in their view, not relevant as Victim G knew him as a member of her family and not in his capacity as a priest.
- 11.202. In terms of their own, extensive experience of Victim G, Witness B considered her to be wholly reliable and a person of absolute integrity.

11.203. **Evidential Analysis relating to the Diocese of Southwell and Nottingham**

- 11.204. It is relevant and appropriate to note that the first Child Protection Policy for the Church of England was only introduced in 1995, the year of GG's retirement, and the issue of what is now termed Safeguarding did not benefit from the same level of awareness and understanding that it does today.
- 11.205. In the years since that initial introduction the policy has been developed and updated to embrace evolving procedures and best practice, particularly with regard to the support afforded to victims of abuse.
- 11.206. Whilst developing Church policy went on to recognise that the response to an allegation of abuse may not be the same in every case and that there is no single correct procedure for dealing with a disclosure of previous abuse by an adult, it also recognised that ... *the pastoral care of the person who has been abused should be a priority (Protecting all God's children, 2010, 6.30).*
- 11.207. Whilst accepting that such an emphasis was not the focus of long established policy at the time, in 1993, it is still reasonable to expect that better pastoral care should have been provided to the person disclosing abuse.
- 11.208. The allegations made by Victim G to the Diocesan Bishop were not managed professionally, or with understanding and compassion and the potential consequences of that abuse did not appear to be recognised.
- 11.209. Victim G was not afforded any support whatsoever by the diocese following her disclosure of abuse.
- 11.210. It appears that a premature decision to treat the matter pastorally, with regard to GG, was made by the Diocesan Bishop, who is now deceased. This decision appears to have been made without acquiring a full knowledge of the relevant facts.
- 11.211. The significant safeguarding risk that GG manifestly represented was neither identified, nor managed, with GG being allowed to continue his ministry in the community.
- 11.212. No detail of the allegations made appear to have been secured, as a means of informing decisions relating to next steps relating to GG.
- 11.213. No diocesan record appears to have been made with regard to the allegations, nor has any record been made of any considerations, rationale or decisions made relating to the allegations.

- 11.214. Whilst reference is made by the Diocesan Bishop to a letter from GG which, he says, included a 'partial admission', there is no evidence of that critical document being retained by the diocese.
- 11.215. There is no evidence at all that the allegations were identified as a safeguarding matter, nor that any consideration was given to the referral of the matter to the authorities.
- 11.216. It is not clear that the victim, or those supporting her, had any real desire to report the allegations to the police or other agency.
- 11.217. The facilitation of a meeting between the victim and her abuser was ill conceived and represented poor practice. No consultation with a safeguarding professional appears to have been undertaken.
- 11.218. Positive action was taken to inform the Archbishop of York of the context of GG's early retirement, but only following the prompt of GG's own correspondence to the Diocesan Bishop.
- 11.219. The belated notification of relevant matters to the Archbishop should have been undertaken proactively, when GG retired.
- 11.220. Appropriate legal advice was sought by the Diocesan Bishop with his Registrar but he appeared to accept the procedural restrictions of his options, as opposed to more positive action.
- 11.221. **Recommendations for the Diocese of Southwell and Nottingham**
- 11.222. Diocesan safeguarding training should be reviewed to ensure that it embraces the management of allegations and ensure that all attendance and compliance with such training is up to date and commensurate with role.
- 11.223. The resources and mechanisms via which support is provided to victims of abuse should be the subject of review to ensure that they are fit for purpose, sufficient and appropriate.
- 11.224. The criteria relating to the circumstances in which the Diocesan Safeguarding Adviser should be informed of an allegation, or other safeguarding related matter, should be the subject of review.
- 11.225. Safeguarding related information that is available to the public should include guidance with regard to how concerns or allegations relating to members of the clergy can be reported, confidentially.

12. The Diocese of York

- 12.1. It was to the office of the Archbishop of York that the correspondence that is relevant to this review was sent, and dealt with, as opposed to the offices of the Diocese of York.
- 12.2. However, for ease of reference, and to retain a consistency of structure within the report, the diocesan structure will be maintained as the Diocese of York play an active role in the safeguarding concerns that prevailed with regard to GG.
- 12.3. As stated earlier, following his retirement in September 1995, GG moved to York and, early the following year, he wrote to the then Archbishop of York to advise him of that fact and to request Permission to Officiate (PTO).
- 12.4. GG also wrote to his most recent Diocesan Bishop, at Southwell and Nottingham, to advise him that he had been in touch with the Archbishop.
- 12.5. That letter prompted the Diocesan Bishop to correspond with the Archbishop, to ensure that he was aware of the context of GG's early retirement.
- 12.6. In addition to advising the Archbishop of GG's history of depression and his alcohol dependency, the letter reaffirmed his 1992 conviction for drink driving and the fact that GG had received counselling and had been the subject of a psychiatric report.
- 12.7. The letter also made clear reference to the allegation of child abuse that had been made against GG in 1993, by a female relative who was now an adult, and the fact that GG had written a letter of admission of some abuse.
- 12.8. Having received the Bishop's letter explaining the background to GG's retirement it is apparent that the Archbishop has been somewhat irked by the fact that GG had not advised him, in his own previous correspondence, of that background.
- 12.9. In his reply to the Bishop the Archbishop reflects that he finds GG's lack of candour, in his letter to him, to be '*somewhat deceitful*' and that, as a result, he feels '*very reluctant indeed*' to grant him Permission to Officiate.
- 12.10. However, whilst the Archbishop does not, at that time, grant GG his requested Permission to Officiate the primary influence on his decision making was, what he saw as, the emphasis being placed on the issue of GG's alcohol abuse by the Diocesan Bishop, not on the allegation made against him by Victim G, of sexual abuse.

- 12.11. Whilst it must be appreciated that these events took place in 1996 and the awareness of what would now be termed Safeguarding was significantly less developed, there is no clear evidence that the then Archbishop recognised the allegation of abuse by GG's relative as a safeguarding issue.
- 12.12. The then Archbishop asserts that the fact that he was more swayed by the Diocesan Bishop's strong emphasis on the alcoholism of GG does not imply that he did not note or recognise the reference to abuse as a safeguarding issue.
- 12.13. Notwithstanding that claim there is nothing in the subsequent actions of the then Archbishop to suggest that he did recognise it as such.
- 12.14. Asked whether he had any recollection of exploring, or seeking to develop his understanding of the allegation of abuse, the former Archbishop explained,
- 12.15. *"No, I've got no recollection that I did. I think I was more swayed by the particular emphasis, which seemed to me, in the letter, on the alcoholism business."(P4)*
- 12.16. *"It seemed to me that the thrust of (the Diocesan Bishop's) letter was more about his concern of his alcoholism and the effect of his alcoholism on his ministry, alerting me to monitor that rather than the element of abuse. Again, the abuse is not specified, so I'd got no idea."(P4)*
- 12.17. When asked whether the fact that the Diocesan Bishop had informed him that GG had admitted to abuse had caused him any concern, he explained,
- 12.18. *"I think it probably would have done but (the Diocesan Bishop) says that the matter was investigated. I don't know what that investigation amounted to. I don't know whether I did or whether I didn't telephone (the Diocesan Bishop) to find out more, I suspect I may not. But, yes, that would have caused me some concern"(P4)*
- 12.19. It is fair to say that the Bishop's letter does refer to the fact that the allegation of abuse was investigated and that the person making the allegation had not felt able to take the matter to court.
- 12.20. But, it is also pertinent to reaffirm the fact that the letter also refers to GG having admitted to some abuse, notwithstanding the lack of formal proceedings.
- 12.21. When asked whether, when he did eventually grant Permission to Officiate to GG, in February 1998, he was concerned that GG had admitted to abuse, he explained that,

- 12.22. *"I think I may have registered it but I think that given the assurance that it had been, the word investigated had been used, and that there'd been this meeting and that it had not proceeded...I took it that the matter had been dealt with and, therefore, we should move on."*(P8)
- 12.23. Two years later, in 1998, the then Archbishop was influenced to grant PTO by a written representation made to him by an Alcohol Counsellor who was working with GG at that time.
- 12.24. It was initially granted for 12 months, after which a review was requested from GG's local Vicar and, whilst that review did imply that GG found it stressful if he was given too much responsibility, it did state that his ministry was valuable, if used in a limited way. His licence was duly renewed for a further 12 months.
- 12.25. A year later, in March 2000, PTO was not renewed as GG wrote to say that he had suffered a relapse and had been in ill health. However, in October 2000 it was renewed for a further 6 months and then, in March 2001, for a further 6 months.
- 12.26. The licence renewals continued, initially annually and then three yearly, with the renewal in 2006 being authorised by the succeeding Archbishop who had taken up his role the previous year, in November 2005.
- 12.27. The Chaplain that dealt with matters such as PTOs had resigned the month before the new Archbishop's appointment which meant that he did not benefit from the usual support structure until subsequent appointments could be made.
- 12.28. The practical outcome was that the Archbishop chose to trust the perceived wisdom and judgement of his predecessors, which meant that, unless evidence was produced to suggest otherwise, he approved the renewal of PTO's.
- 12.29. So, as he has no recollection of any matter being raised that questioned the suitability of GG, the PTO was renewed.
- 12.30. Whilst recognising that the 2006 renewal was probably the fourth or fifth occasion that GG's licence had been renewed, it is still reasonable to expect that relevant scrutiny would have been applied to the renewal application.
- 12.31. Even though GG's blue file was not obtained from the diocese of Southwell and Nottingham until November 2013, following the instigation of the Metropolitan Police investigation, the matter of the abuse allegation was still apparent in the Bishopthorpe files as it had been referred to in the letter from GG's Diocesan Bishop to the previous Archbishop of York in 1996.
- 12.32. Yet, it would appear that the matter was not identified within the documents relating to GG that were considered at the time by those involved in processing the renewal application.

- 12.33. Thus, there is no evidence that the matter was brought to the then Archbishop's attention at the time.
- 12.34. The Archbishop went on, in subsequent years, to strengthen the PTO renewal process by insisting that a DBS check be undertaken prior to any renewal being authorised, although it is worthy of note that a DBS check on GG, in 2006, would not have raised any cause for concern.
- 12.35. In January 2008, a review of GG's file resulted in it being endorsed with the fact that concerns prevailed relating to past child protection cases, although this did not appear to influence the fact that he still had PTO at that time and did so for another 12 months.
- 12.36. It was in January 2009 that a CRB application was sent to GG, in response to which he wrote back to Bishopthorpe Palace stating that he did not wish to request a renewal of his PTO due to his age, ill health and the fact that he was no longer being used.
- 12.37. In June 2009, as part of the Past Case Review, GG's file was further endorsed to the effect that, if he were ever to seek PTO again, reference should be made to the review comments as a result of child protection concerns.
- 12.38. No further application for PTO was ever made again by GG.
- 12.39. It was in November 2013 that the Metropolitan Police contacted the office of the Archbishop of York to advise him of an investigation that had commenced, relating to allegations of the sexual abuse of children, during GG's periods of ministry in Southwark and Chichester respectively.
- 12.40. The Archbishop's Chaplain took the lead with regard to the liaison with the Metropolitan Police, ensuring that they were provided with all relevant and available documents.
- 12.41. Prompt steps were also taken to ensure that any safeguarding related concerns were addressed by the parish at which GG attended church services.
- 12.42. It was also clarified that North Yorkshire Police were aware of the ongoing investigation and that the local safeguarding panel were to be made aware.
- 12.43. Following liaison with the Archdeacon of York and the various safeguarding professionals, across partner agencies such as the Police and NHS, a formal safeguarding agreement was formulated by GG's local parish.
- 12.44. A meeting was then held with GG during which he committed, via signature, to adhere to the restrictions detailed within that agreement and four parish chaperones were also identified, all of whom also signed the agreement.

- 12.45. The agreement stipulated that GG must not have any unsupervised contact with any person under the age of 18 years, nor any vulnerable adults.
- 12.46. An initial review period of 3 months was put in place, with 6 month intervals thereafter, all to be managed via the Diocesan Child Protection Adviser.
- 12.47. It was in March 2014 that, as a result of the investigation by the Metropolitan Police, GG was summoned to appear at Wimbledon Magistrates Court to face four charges of Indecent Assault of a Girl under 14.
- 12.48. The charges related to GG's period of ministry in the Diocese of Southwark, however, contact was also made by the York DSA with the four other dioceses in which GG had served, to ensure that they were aware.
- 12.49. Following his appearance at magistrate's court, and his submission of a Not Guilty plea, GG wrote to the Archdeacon of York in June 2014 stating that the court had granted him unconditional bail.
- 12.50. In his letter to the Archdeacon he sought to push back against the safeguarding agreement that he had previously agreed to with the diocese,
- 12.51. *'The judge's decision means that, on me, there are no legal restrictions on access to public buildings, including churches, and no legal restrictions of communication with the general public of any age group.'* (GG letter, 11.6.14)
- 12.52. This prompted the diocese to seek legal advice on the matter, from the Diocesan Registrar. This advice confirmed that GG's Not Guilty plea was irrelevant to his duty to comply with the agreement and that the safeguarding requirements in the diocese must remain in place, which they did.
- 12.53. The Archbishop's Chaplain wrote to all of the relevant parties within the diocese to ensure that they were aware of GG's challenge and the subsequent clarity that had been provided by the legal advice from the Diocesan Registrar.
- 12.54. The Chaplain's communication, on behalf of the Archbishop, was clear in terms of how important it was to ensure that the risk that GG represented was still being effectively managed. It asked for,
- 12.55. *'categorical assurances that everything needful and possible has been done in terms of safeguarding'. (email, dated 16.9.14)*
- 12.56. That same month, September 2014, the Archbishop of York responded to a letter from the retired Diocesan Bishop of Southwell and Nottingham as the Bishop had written to advise the Archbishop that he had received a witness summons to give evidence at GG's forthcoming trial, in December 2014.

- 12.57. The Archbishop advised the bishop that he had taken legal advice and the advice was that he should attend court and give evidence, as required.
- 12.58. In November 2014 the Archbishop's Office were contacted by the Metropolitan Police to request assistance with regard to their efforts, having read GG's file, to trace the female relative that had made an allegation of abuse to the Bishop of Southwell in 1993.
- 12.59. In response all relevant information that was available to the Archbishop's office was shared with the police. This included the details of her solicitors and her GP.
- 12.60. Despite the provision of these details, the police were not successful in tracing the female relative and, therefore, GG's trial at Kingston Crown Court, held in December 2014, related to the charges detailed above and did not include any allegations made by his relative in 1993.
- 12.61. He was convicted on two counts of Gross Indecency relating to one of the victims (Victim B) and the jury were unable to reach a verdict with regard to the charges relating to the second victim (Victim A). The latter offences remained on file.
- 12.62. GG's conviction related to two occasions when he had sexually abused Victim B when she was between 8 and 11 years of age, the offences taking place in his house. Both of the parents of Victim B were regular attenders at church and were partially sighted.
- 12.63. Whilst GG's sentencing hearing had originally been planned for January 2015, his retrial on the charges relating to Victim A, was set for May 2015. Therefore, it was decided to await the outcome of that trial before his sentence was decided upon.
- 12.64. The Archbishop's Office, in liaison with the Diocese of York, ensured that the risk management procedures, in the form of the safeguarding agreement, remained in place during this time.
- 12.65. At his retrial, in May 2015, GG was acquitted on the charges relating to Victim A, however, he was given a custodial sentence with regard to his conviction relating to Victim B.
- 12.66. He was sentenced to three years in custody, on one count, and two years on the second count, both to run concurrently.
- 12.67. However, it is clear from correspondence sent by the Archbishop's Chaplain, in June 2015, that there was some confusion as to which allegations the conviction related to, with speculation that the complaint from the female relative may have been part of the indictment when the fact is that it did not.

- 12.68. A Certificate of Conviction was obtained from the court, by the Diocese, as was a transcript of the trial judge's remarks, as GG's conviction rendered him liable to be prohibited from office, either for life or for a limited time.
- 12.69. Having considered the details of the case and the rationale for the sentence applied by the trial judge, the Archbishop of York wrote to the President of Tribunals and proposed GG's prohibition for life, under the Clergy Discipline Measure 2003.
- 12.70. In September 2015 it was confirmed to the Archbishop's office that a further allegation had been made in the Diocese of Sodor and Man, dating back to the 1980's.
- 12.71. Once again, relevant and effective information sharing was undertaken with the Isle of Man Constabulary by the Archbishop's office.
- 12.72. This included a specific instance where GG had made a disclosure that was likely to have been relevant to the police investigation, in his correspondence with the Archbishop.
- 12.73. The fact of its potential evidential relevance was identified by the NST Provincial Safeguarding Adviser and, after the Archbishop had been advised, prompt and appropriate advice was sought from the Diocesan Registrar.
- 12.74. Following the provision of that legal advice from the Registrar the information in question was shared with the Isle of Man Constabulary.
- 12.75. Full, structured and organised records were made and retained by the then Archbishop's chaplain relating to the case of GG.
- 12.76. These records included the extensive liaison that was undertaken with the partner agencies and the five dioceses that contributed to the National Core Group that had been convened by the National Safeguarding Team.
- 12.77. Liaison with the agencies and the Core Group was sustained up until GG's second conviction, in the Isle of Man, and his subsequent imprisonment.
- 12.78. The Provincial Safeguarding Adviser also maintained structured and organised case notes, as part of the National Core Group process.

12.79. **Evidential Analysis relating to the Diocese of York**

- 12.80. It is relevant and appropriate to note that the first Child Protection Policy for the Church of England was only introduced in 1995, the year of GG's retirement, and the issue of what is now termed Safeguarding did not benefit from the same level of awareness and profile that it does today.
- 12.81. In the years since that initial introduction the policy has been developed and updated to embrace evolving procedures and best practice, particularly with regard to the support afforded to victims of abuse.
- 12.82. The actions, or inaction, of those involved at the time should be considered within that context.
- 12.83. Comprehensive and structured records were made and retained, primarily by the Archbishop's Chaplain and the Provincial Safeguarding Adviser with regard to the case of GG. They were of significant assistance to the Review.
- 12.84. Effective liaison was undertaken by the Diocese, and the Archbishop's Office, with partner agencies and the National Core Group.
- 12.85. Insufficient professional curiosity was demonstrated by the then Archbishop of York when he was advised, by a Diocesan Bishop, that GG had been the subject of an allegation of the abuse of a child and, furthermore, that he had made some sort of admission of that abuse.
- 12.86. The extent to which GG may represent a safeguarding risk was not effectively determined at the time as a result of that lack of curiosity.
- 12.87. Whilst it is recognised that the eventual decision to authorise PTO, some two years later, was influenced by the representations of an Alcohol Counsellor, it is worthy of note that the decision to grant PTO was made some three years after the introduction of the first Child Protection Policy by the Church, in 1995.
- 12.88. The primary attention applied by the Archbishop, at the time of GG's initial application for PTO, was to the issue of GG's alcohol abuse although it should be acknowledged that the Archbishop believed that the allegation of abuse had been investigated.
- 12.89. It is also appropriate to recognise the fact that initial PTO was only given for one year, and restricted to the Deanery of York, and its renewal was dependent on satisfactory reports being received.
- 12.90. The then Archbishop is also sure that, before authorising any PTO, he would have consulted the Lambeth and Bishopthorpe List to ensure that no caution had been entered.

- 12.91. The various renewals of PTO were not authorised without scrutiny, albeit the focus of that scrutiny appeared to be primarily on the matter of GG's abuse of alcohol.
- 12.92. The only authorisation that was undertaken by the succeeding Archbishop was a renewal in 2006. However, it would appear that the abuse related safeguarding issue was not considered during that process. There is no evidence that it was brought to his attention prior to him authorising the renewal.
- 12.93. It is reasonable to expect that the matter should have been brought to the Archbishop's attention as the relevant information was available in the files, relating to GG, that were held at Bishopthorpe Palace, York.
- 12.94. Relevant and appropriate legal advice was sought, and secured, with regard to the sharing of information with the respective police forces that were, at that time, investigating GG.
- 12.95. The risk that GG represented within his local parish was managed via the formulation of a risk management agreement that he agreed to abide by and which was monitored by named individuals within the church community.
- 12.96. Following GG's conviction, appropriate legal advice was taken and then prompt action undertaken to ensure his prohibition for life from ministry in the Church of England.
- 12.97. **Recommendations for the Diocese of York**
- 12.98. The structure and anonymised content of the notes made and retained by the then Chaplain to the Archbishop should be disseminated as best practice to Diocesan Safeguarding Teams.
- 12.99. The threshold and criteria relating to what constitutes a safeguarding issue should be the subject of specific reference in future safeguarding training in the diocese.
- 12.100. Safeguarding related information that is available to the public should include guidance with regard to how concerns or allegations relating to members of the clergy can be reported, confidentially.
- 12.101. Any reviews of applications for Permission to Officiate, made to the Archbishop of York, should include a DBS check and a review of the applicant's blue file by a suitably qualified person.

13. **Conclusions**

- 13.1. As stated previously in this report, it is relevant and appropriate to apply the context that the first Child Protection Policy for the Church of England was not introduced until 1995, the year of GG's retirement, and the issue of what is now commonly referred to as Safeguarding did not benefit from the same level of awareness and profile that it does today.
- 13.2. Notwithstanding that fact, despite the absence of a formal policy, there was a moral and ethical responsibility to protect children and vulnerable members of the community that was not acted upon.
- 13.3. The evidential standard for the conclusions drawn is primarily that of the civil burden of proof, the balance of probabilities, although some of the evidence relied upon has previously been the subject of scrutiny in the criminal courts.
- 13.4. There is no doubt that Graham Gregory was a prolific, determined and tenacious abuser of children during the course of his ministry.
- 13.5. He grossly abused his position of trust within the communities in which he served and cultivated opportunities to abuse children via the clubs and the activities that he organised and ran.
- 13.6. The fact that he abused the daughter of his own Vicar, the daughter of two of his congregants, who were both partially sighted, and the daughter of a relative provides clear and unambiguous evidence that his depravity knew no bounds.
- 13.7. The impact of his abuse has been profound and enduring for many of his victims.
- 13.8. He demonstrated classic grooming behaviour and benefited from the deference that was traditionally afforded to members of the clergy, and social attitudes that meant that children were often not listened to.
- 13.9. On at least one occasion a formal allegation of abuse against Gregory was actively suppressed by a senior member of the clergy.
- 13.10. On multiple occasions senior members of the clergy either did not recognise the safeguarding risk that Gregory represented or chose to take no positive action to address that risk.
- 13.11. It is the institutional structures of the Church, and deference from within the community to those holding roles within it, that, at least in part, created the environment in which such abuse could be perpetrated and was not positively acted upon when it became known, notwithstanding the societal culture that prevailed at the time.

- 13.12. GG's abusive behaviour extended beyond children and included the abuse of, at least one, vulnerable adult.
- 13.13. The abuse of that adult involved menacing behaviour and serious criminality.
- 13.14. Whilst there is sometimes a lack of full clarity as to exactly what was disclosed, about his behaviour, it is clear that numerous opportunities were missed to stop GG's abuse to and protect other children and vulnerable adults.
- 13.15. These opportunities primarily fell to fellow clergy, some of whom held senior positions within the Church. They arose frequently, during an extended time period that spanned the majority of his ministry.
- 13.16. The fact that such opportunities were not embraced meant that the clear safeguarding risk that Gregory represented was allowed to sustain and, as a result, his abusive behaviour was allowed to continue.
- 13.17. The victims of GG's abuse and their families were not supported by the Church which, in some cases, sustained their vulnerability to continued abuse.
- 13.18. Information that was known, regarding the risk to children that Gregory represented, was not shared within the Church, or with partner agencies.
- 13.19. Chronically insufficient records were made and/or have been retained with regard to Graham Gregory's 30-year period of ministry within the Church.
- 13.20. The Church did not fully support the criminal investigations that began in 2012, via the sharing of relevant information and documents.

14. **National Church Recommendations**

- 14.1. The criteria that relate to the suspension of a member of the clergy should be the subject of review.
- 14.2. Recruitment and selection processes relating to members of the clergy should be the subject of review, with particular emphasis applied to the identification and assessment of safeguarding related issues.
- 14.3. The oversight and management review processes relating to serving clergy should be reviewed to ensure that their management of safeguarding related matters is included and is the subject of regular review and assessment.
- 14.4. The management of disclosures of abuse by children, or third parties on their behalf, should be the subject of specific attention in safeguarding training.
- 14.5. The role of Safeguarding Adviser should only be undertaken by a member of the clergy when that person has the skills, knowledge and experience necessary to fulfil the role objectively and professionally. Measures to manage any perceived conflict of interest should be put in place to ensure public confidence is secured.
- 14.6. Specific guidance, and related minimum standards, with regard to the making and retention of records which relate to the whole ministry of members of the clergy should be provided to dioceses.
- 14.7. Intrusive management and oversight of Clergy Current Status Letters should be undertaken to ensure that candid and honest personal references are being provided when clergy move between dioceses and/or roles.
- 14.8. Any application for Permission to Officiate should include a DBS check, a review of the applicant's blue file by the DSA and the obtaining of a written reference from the applicant's most recent Diocesan Bishop, with regard to their suitability, or otherwise.
- 14.9. The processes and resources used to support victims of abuse, during a period of formal investigation by the police or other agency, should be reviewed, ensuring that the same resource is not used to support both the victim(s) and the accused person, in cases where the latter is also a member of the Church.
- 14.10. The processes via which financial compensation is determined should be the subject of review to ensure that the objectives are achieved in a manner, where reasonably practicable, that minimises any repeated stress and anxiety for the victim(s).

15. The Review Author

- 15.1. Ray Galloway is a former Detective Superintendent with over 30 years of investigative experience working in Merseyside and North Yorkshire. He is a fully accredited Senior Investigating Officer, who has undertaken a broad range of safeguarding related investigations. He fulfilled policing roles that included Head of Serious and Organised Crime and Director of Intelligence.
- 15.2. Since leaving the police service he has directed the independent investigation into the activities of Jimmy Savile, in Leeds, and the NHS Savile Legacy Unit which was responsible for the investigation of all other NHS related allegations relating to Savile around the country.
- 15.3. Ray has conducted several Domestic Homicide Reviews, which he has both chaired and authored, in addition to contributing to a number of Mental Health Homicide Reviews. He has also been previously commissioned by the Church to undertake independent reviews, both for the National Safeguarding Team and individual dioceses.
- 15.4. Ray conducted the reviews into allegations relating to Bishop George Bell and was the lead investigator in the review of Kendall House. He now works as an independent investigator and trainer.