

Terms of Reference for an Independent Safeguarding Practice Review
Commissioned by the National Safeguarding Team, the Diocese of Chelmsford,
and the Diocese of Southwark

Name: David St Clair **TUDOR** (TD)

Commissioner: Jointly Commissioned by the National safeguarding Team, the Diocese of Chelmsford, and the Diocese of Southwark

Independent Reviewer: Sue Williams, former Police Commander in the Metropolitan Police

Assisted by Richard Norfolk

Date of commissioning: March 2025

Target date for completion: 6 months

1. The purpose of the review

- To consider the allegations against David St Clair **TUDOR** and understand the scope and prevalence of his harmful behaviour.
- What was known about the allegations and what steps the distinct parts of the Church of England take and consider the impact that this had on in his role as a Chaplain in a school.
- Understand the extent of compliance with the legislation in force at the time, any statutory guidance applicable to the organisation, any Church of England measures, guidance or procedures and general safeguarding practice in place at the time.
- Consider the allegations against David TUDOR and understand the extent of his influence as an abuse of power because of the pastoral responsibility he held in Canvey Island before and after his suspension.
- Consider how the Church of England has responded to David TUDOR's breaches of suspension to ensure risk is effectively managed.
- How did the Church of England respond to victims and survivors and keep them at the heart of this case and consider the impact that his return to ministry would have.
- Apply the learning from the above to improve practice and safeguarding arrangements.

2. Content of Review

- Considering the purpose of the Review (as set out above), based on the evidence available, the Reviewer will answer the questions which are set out in paragraph 1 above.
- The Review should be accompanied by an executive summary.

- The Reviewer should identify, in an appendix to the Review, all the oral accounts and documentary records which were considered.
- The Reviewer will not be able to make formal findings of fact but is asked to give a view, informed by their professional judgment, as to what version of events seems most likely, on the balance of probabilities. The Reviewer should identify examples of good safeguarding practice as well as examples of any inappropriate response.
- The Review should be accompanied by a chronology of all events which are relevant in the Reviewer's reasonable opinion.

3. Learning event

As part of the Review, the Reviewer will hold a learning event workshop with the safeguarding professionals, other key individuals/decision makers involved in this case.

The purpose of this learning event is:

- Provide a safe space for those involved in managing the case to reflect, process and learn.
- Explore the case in a reflective way, identifying good practice, challenges/barriers, and areas for development.
- Identify key learning themes.
- Identify what needs to change to improve safeguarding practice and policy.

4. Timeline for the Review

- Work on the Review commenced in March 2025
- It is anticipated that the Review shall be completed within no more than six months from commencement.
- The Director of Safeguarding will be the National Safeguarding Team's point of contact for the Review and a Review Group to manage the process of establishing, coordinating, and responding to the Review. The review group will remain in place for the duration of the review.

5. Presentation and publication of Review

- The Review should be drafted ready for publication, i.e. with appropriate steps taken to anonymise the name of individuals who do not wish to be named and to redact such information as might allow for identification.
- The Reviewer should send the Review in a non-editable electronic format (pdf is best) to the Director of Safeguarding.
- The Director of Safeguarding will share the Review with the National Safeguarding Steering Group at the earliest opportunity.
- The National Safeguarding Team will publish the Review.

- The Director of Safeguarding may, in consultation with the Lead Bishop for Safeguarding and communications, apply any redactions for a genuinely good faith reason, for example to preserve the anonymity of a participant in the Review or to comply with any legal obligation.
- In advance of publication, the Director of Safeguarding will take reasonable steps to give advance warning to any organisation or individual they consider has been subject to criticism in the Review and will provide a reasonable opportunity for that organisation or individual to respond and take all reasonable steps to incorporate a response in the Review as appropriate.

6. Support

Those who have come forward to the NST and the Chelmsford and Southwark Diocese have, where appropriate, already been offered support. People can continue to approach the NST Chelmsford and Southwark Diocese and they will continue, where appropriate, to be offered support. If any person does not wish to approach the Church directly, they can access support via Safe Spaces [Home - Safe Spaces England and Wales](#) or the nominated Independent Survivor Advocate, Emily Denne, emily@edensafeguarding.com

- [Determination on Penalty – Revd David Tudor](#)