

Appendix 1

Diocese of Oxford

Case Review re Tim Davis

Terms of Reference

Objectives:

1. To review all information available in records and reports within the Diocese of Oxford and the Parish of Christ Church Abingdon relating to allegations and concerns raised about the conduct of Rev Tim Davis. To produce a detailed Timeline and clear account of the responses within the Diocese.
2. To consider whether responses were in accordance with recognised good practice, and compliant with Church of England policy and legislation as well as statutory policy and legislation.
3. To consider in particular allegations relating to the spiritual abuse of power and the manner in which these were responded to and addressed.
4. To identify learning points about any changes or developments in guidance or practice within the Diocese of Oxford when addressing safeguarding and disciplinary concerns relating to clergy and other church officers to ensure that matters are dealt with to the highest possible standards.
5. To identify any changes or developments to complaints and disciplinary processes which might be recommended to the Church of England. In particular, this issue had a single line of contact with the victim and a listening exercise within the Parish and analysis of these new features for further learning and development is sought.
6. To produce a report, including recommendations, to enable learning to be shared and developments to be taken forward.

Reviewers

1. Two reviewers are sought to cover the legal issues in this case as well as safeguarding. These will be Tim Briden and Amanda Lamb.
2. The reviewers have been appointed in the light of their experience and skills.

Scope of the Review

The Reviewers will:

1. Have access to all of the material and files on this case within the Diocese of Oxford and the Parish of Christ Church Abingdon and any other files felt fit.

2. Consider any relevant information from any other party considered necessary for a comprehensive review of the case management.
3. Provide opportunities for those who have worked with this issue to share their experiences consistent with the requirement to meet the objectives.
4. Provide an opportunity for members of the parish who have been affected by this case to be heard directly by the reviewers, in a form which does not replicate previous work, but ensures a process of sensitive listening and careful consideration of all appropriate historical information is shared with the reviewers.