



Seven Minute Briefing: Revd Timothy Davis Learning Review

Why have we had a learning review?

On 10 March 2018, the Bishop's Disciplinary Tribunal for the Diocese of Oxford prohibited Revd Timothy Davis 'from the exercise of holy orders for a period of two years'.

In addition to the finding of spiritual abuse by Revd Davis, the Tribunal found there was an obvious imbalance in the relationship between him and a victim. Revd Davis had a poor understanding of the vulnerability of young people and the importance of safeguarding. Revd Davis placed his own emotional needs first, and the safeguarding breaches were serious.

1. We need to hear valid concerns about the behaviour of clergy.

The review highlights that clergy hold positions of power which can be hard to challenge if concerns start to emerge,

particularly where this is about abuse.

Review theme: *improving safeguarding awareness and prevention, with recommendations that promote prevention through openness.*

2. It is the responsibility of all to create church environments that are safe for everyone.

Part of the checks and balances within the Church are people who agree to be Church Wardens, Parish Safeguarding Officers and other post holders. These are important roles in safeguarding; the way people are appointed and reviewed on

an annual basis in Parishes needs to be transparent and open. Everyone plays a part in this process: a simple test for any parishioner thinking "how safe is my place of worship?" is to reflect on openness and accountability.

Review theme: *improve the monitoring and governance of volunteers/Church Officers.*

3. Better support for Victims and Parishes during a CDM process.

The use of the CDM brings Victims into contact with CDM processes, and they deserve proper support as they do so. The use of a single point of contact by the Diocese is a start.

Particularly at the time of tribunal hearings there needs to be a step up in the information and support given to Victims and the Parish.

Review theme: *recommendations to improve Victim and Parish support.*

4. Responding to spiritual abuse as abuse

Spiritual abuse has an emotional component as at least part of the exploitation of power. When such matters involve children, the Church should refer to the LADO (Local Authority Designated Officer). The Church should also apply

risk assessment as it would for any other form of abuse.

The Diocesan Safeguarding team need to assist Parishes by modelling this rigour in core groups and feedback.

Review theme: *two recommendations about responding to spiritual abuse as abuse.*

5. Use of the Clergy Discipline Measure (CDM)

We need to raise awareness about the use of the CDM and develop a broad range of ways for addressing complaints. There is too much delay in the CDM process. Advice and

support that is given to everyone who becomes involved in the process need to improve.

Review theme: *a range of recommendations are made about improving our response to complaints and to developing awareness of the CDM.*

6. Clergy wellbeing

The processes for thinking about the wellbeing and support to clergy facing very complex demands needs to be continually reviewed. When clergy become involved in discipline matters,

then the Church needs to consider the use of independent medical reports and how these can be funded.

Review theme: *support for the mental wellness of clergy. Two recommendations about clarifying the process for everyone, and considering medical reports in discipline matters.*

7. Surviving abuse

Throughout this process, the Diocese has tried to put the victims of Revd Davis to the fore. The review reminds us that

victims need long-term support.

Review theme: *we need to show compassionate leadership, staying true to our values.*