

Bangor Cathedral Oversight Board

Meeting 3 February 2026, via video conference

- Present:** Archbishop Cherry Vann
Henry Gilbert (HG)
Judi Hayward (JHa)
Jane Heard (JHe)
The Reverend Canon Professor Peter Neil (PN)
David Halse (DH)
- Apologies:** Matthew Corbett-Jones (MC-J), Professor Timothy Wheeler (TW) and Professor Medwin Hughes (MH)
- In attendance:** Simon Lloyd (SL) (Chair) *
The Very Reverend Dr Manon James (MJ)
Ant Griffiths (AG)
Deborah Tugwell (DT)
John Davies (JD)

* - due to Professor Medwin Hughes's absence the Oversight Board agreed that Simon Lloyd would act as the Chair of the meeting.

**ACTION
BY:**

David Halse was welcomed to his first meeting of the Oversight Board.

1 Opening prayers

The Archbishop opened the meeting with prayer.

2 Minutes of the meeting held on 3 November 2025 and progress statement

The minutes of the previous meeting were reviewed and approved for publication.

DT

Matters arising

The timing of the behavioural workshop discussed at the previous meeting was, on reflection, not felt to be ideal: life at Bangor Cathedral was felt to be settling and time was needed to allow this to continue. HG had drafted resources that could be used when needed.

MJ/ HG

3 Oversight Board membership

David Halse had been appointed by the Archbishop as a member of the Oversight Board. Mr Halse was a safeguarding professional with experience of working with children and vulnerable adults in west Wales; he was also a member of the both the Safeguarding Committee and the Safeguarding Panel.

4 Dean's update

MJ provided a verbal update on various matters at the cathedral.

a) Action plan and work of the Implementation Group and Chapter

Implementation Group

MJ talked through the tracking document which set out the Implementation Group's work to respond to the recommendations of the Thirtyone:eight safeguarding review report. It was hoped that most of those recommendations currently rated as 'amber' would be completed now that the Operations Manager had taken up his post: many elements of work were responsibilities attached to that role.

It was felt that it would be helpful if those recommendations rated amber were split to distinguish those that were pieces of work that could be completed in the foreseeable future and those that were longer-term pieces of work. Some of the larger and longer term pieces of work could be allocated to the Chapter for oversight, allowing the Implementation Group to complete its role of ensuring the immediate and time sensitive work was undertaken and completed. **MJ**

Safeguarding

It was noted as still proving difficult to find a volunteer to undertake the safeguarding officer role. Safeguarding policies were in place and all safeguarding training up to date.

Cathedral choir

The choir handbook had been updated but not yet issued.

Oversight Board

The Oversight Board noted the positive work that had been achieved to date and the general stabilising of life at the cathedral, paying tribute to the role MJ and her leadership had played in this.

The possibility of the Oversight Board changing into a different type of body was discussed. Discussion included the possibility of changing to a monitoring role or one evaluating the effectiveness of work; changing the frequency of meetings to a quarterly arrangement; or even standing the Oversight Board down as having completed its work in overseeing the work of the Implementation Group and supporting the new dean. It was agreed that no decisions about the future of the Oversight Board would be taken until the governance review which was currently being undertaken by Jim Clifford of Sonnet Advisory had been completed and the report published.

It was agreed that the Oversight Board would continue in its current guise for the time being and would be guided by MJ before any changes were made. It was noted that the Operations Manager now being in post and the possible imminent appointment of an Interim Bishop of Bangor were significant.

Cathedral constitution

MJ introduced a paper which updated the Oversight Board on work to prepare a new constitution for the Dean and Chapter and the ministry area of Bro Deiniol. Work was in its infancy but initial discussions with the Chapter had been positive and constructive.

b) Staffing

The Oversight Board noted that the Director of Music had now left his post: the organist was acting as director of music *pro tempore*. The choir was now smaller with two lay clerks remaining: musical standards were noted as remaining high.

c) Partnership Funding

MJ introduced a paper setting out a proposal for use of those elements of Partnership Funding that were for the benefit of Bangor Cathedral but had been unallocated in both 2024 and 2025, totalling £178,291. The funds were currently being held by the Representative Body pending their allocation.

The proposal was discussed and supported by the Oversight Board, for onward consideration by the Representative Body's Finance Committee in March.

JD

5 Update of the appointment of an Interim Bishop of Bangor

The Archbishop provided an update on the appointment of an Interim Bishop of Bangor. The Archbishop had spoken to several potential candidates and the deadline for the submission of paperwork had passed in late January.

Safeguarding and other checks were currently being undertaken. Candidates would meet informally with the Archbishop's Staff Team and the 12 episcopal electors representing the diocese of Bangor on Thursday 19 February prior to a formal interview of Friday 20 February.

It was hoped that if an appointment was made the Interim Bishop could take up the post swiftly.

6 Cathedral safeguarding audits

AG updated the Oversight Board on progress in the preparation of the safeguarding audits of all six of the Church in Wales's cathedrals, as instigated by the statement issued by the Representative Body in July 2025.

The audits had been developed by the Safeguarding Committee and a tender exercise carried out before appointing the Social Care Institute for Excellence (SCIE) to undertake the six audits.

A steering group consisting of AG, the Safeguarding Manager, two members of the Safeguarding Committee and the six cathedral deans, with representatives from SCIE, had been set up to plan the audits. The audits were due to start in early March: Bangor Cathedral was to be the final audit.

Date of next meeting

The Oversight Board would next meet on Monday 23 March 2026 at 18.00, via video conference.

Closing prayers

The Archbishop closed the meeting in prayer.