

Lessons Learnt Review

Concerning Jonathan Fletcher and Emmanuel Church Wimbledon

Outline Scope

The aim of this review is to ascertain the following:

1. As far as is possible, a comprehensive picture of Jonathan Fletcher's activities in relation to the alleged harm caused to individuals, whilst serving as vicar at Emmanuel Church Wimbledon (ECW) (during the period 1982 – 2012).
2. Whether any of the abusive incidences were known to anyone at ECW prior to the period immediately leading to the withdrawal of Permission to Officiate by the Bishop of Southwark in 2017.
3. Why it took such a long period of time for the abuse allegations to come to light.
4. To what extent the cultural context at ECW provided an environment for such abuse to occur and to not be disclosed, and what factors contributed to this.
5. To what extent the policy, procedure and process for reporting abuse prevented earlier disclosure, and/or earlier action, taking into account how safeguarding policy evolved over the relevant years.
6. Whether the ECW response to the disclosures and allegations was adequate and protective.
7. What additional steps have already been taken to improve ECW's processes, culture, etc to mitigate any risk of repetition of such events or similar.
8. In keeping with Charity Commission requirements, what lessons need to be learned by ECW, and what measures still need to be implemented to help prevent such abusive incidences from re-occurring, and how are these supported by current policies and procedures.
9. What opportunities there are for wider learning for organisations beyond ECW.