

WITN0365018-001


**Witness Name:** Aaron Snodgrass**Statement No.:** [WITN0365018]**Exhibits:** [WITN0365019 - WITN0365024]**Dated:** 6 October 2022**ROYAL COMMISSION OF INQUIRY INTO ABUSE IN CARE**

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**THIRD STATEMENT  
OF  
AARON PETER SNODGRASS  
(DILWORTH TRUST BOARD CHAIRMAN)**

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**I, Aaron Peter Snodgrass, will say as follows: -****Introduction**

1. My name is Aaron Peter Snodgrass. I am the Chairman of the Dilworth Trust Board (**the Board**). I joined the Board in 2013 and became Chairman in 2018. I am an Old Boy of the School, attending from 1981 to 1989.
2. I became Chairman of the Board at a time when the extent of historical sexual abuse within Schools and care Institutions, and at Dilworth School in particular, was becoming more widely known and understood. I have had responsibility for leading the response of the Board and, alongside Headmaster Dan Reddiex, the School to abuse at Dilworth School.
3. Dilworth School is committed to providing a safe, caring and nurturing environment for our students, that protects them from harm, and that encourages them to achieve their potential and make a positive contribution in our society. That is the mandate that was given to us by James Dilworth. 

4. But we have not always achieved that goal. It is clear that for some of our Old Boys, their experience at Dilworth was harsh, abusive and destructive. For them, their time at Dilworth was an experience that they “survived”.
5. Learning of the physical and sexual abuse that occurred at Dilworth School in the past has been devastating for the Dilworth Community. We have a responsibility to these Old Boys to ensure that their experiences are heard, that the harm they suffered is acknowledged and understood, and that an opportunity for redress and some form of resolution is provided to them.
6. The Commission, through its Counsel, has invited me to make a statement for the purpose of this Faith-Based Institutional Response Hearing. I thank the Commission for that opportunity.
7. The Commission has not asked me to respond to any particular questions. It has obtained statements directly from two former headmasters, Murray Wilton and Donald MacLean, and a former Board Chairman, Derek Firth. It has indicated through Counsel that in respect of the historical abuse at Dilworth School, it wishes to hear from those persons with actual knowledge of the events.
8. However, through previous requests for information, Dilworth has provided the Commission with a full summary of the records that it holds relating to abuse at Dilworth School. This material was contained in Dilworth’s responses to the Commission’s Notices to Produce numbered 1-3, 5-7, 236 and 321.
9. Instead, I understand that the Commission would be interested in hearing from a current representative of Dilworth in respect of three matters:
  - a. How Dilworth protects its students today, and in particular, the cultural change that has taken place at the School and has led to its accreditation as a Child Safe School;
  - b. The response of Dilworth to the historical abuse of students while they were in our care, and in particular:
    - i. The establishment of a Listening Service;

- ii. The establishment of an Independent Inquiry;
  - iii. The establishment of an Independent Redress Programme.
- c. The relationship between Dilworth and the Anglican Church.
10. These matters are the focus of my statement.

### **Apology**

11. I wish to start with an acknowledgement of the harm that has been done to Old Boys who suffered abuse during their time at Dilworth School, and to again offer to them an apology.
12. The primary responsibility of Dilworth School to the students entrusted to its care was to ensure their safety. It is now clear that this is a responsibility that the School did not meet. The harm that has been suffered by Old Boys who were the victims of abuse is immeasurable.
13. In my capacity as Chairman of the Dilworth Trust Board, I have publicly apologised, and will continue to apologise unreservedly, to all Old Boy survivors, their whānau, and the wider Dilworth community for this failure and the harm that was done. As part of the Redress Programme that I discuss below, Dilworth will be making personal apologies to many Survivors in a way that responds to their particular experience and in the manner they wish that apology to be delivered. However, I take the opportunity now, in this public forum, to make that apology to all Survivors of abuse at Dilworth School.
14. On behalf of the Dilworth Trust Board, the Dilworth School and the Dilworth Community I apologise to all Old Boys who suffered abuse while a student at our School, however that abuse occurred. It was not your fault. It was your School that failed to protect you.
15. As the current Chairman of the Dilworth Trust Board, I cannot explain to the Commission or our Old Boys who were the victims of abuse how this was able to occur. It is essential that we gain that understanding. We must ensure that this does not happen again. We must ensure that our Old Boy Survivors are given as

full an understanding as we can of what happened to them and how it was able to happen.

16. For that reason, the Board has commissioned a full and independent inquiry into the abuse that happened at Dilworth School. It is being lead by Dame Syliva Cartwright and Francis Joychild KC. The Board hopes that their report when it is released will give Survivors, and the Dilworth Community, the answers that we all need.
17. However, it is also important that regardless of the cause, we acknowledge and address in a meaningful way the abuse that was suffered by Old Boys Survivors. For that reason, the Board has also established an independent Redress Programme that will provide Survivors with a process through which they will receive an offer of redress, including financial redress, from the Board.
18. I discuss each of these programmes in this statement.


#### **The response to abuse at Dilworth - General**

19. In my statement to the Royal Commission dated 20 April 2021 [WITN0365001], I described the steps taken by the Board since 2018 to understand the extent of the historical abuse at Dilworth School and the steps we had taken to address this. Our response has been in three parts:
  - a. Ensuring the safety of our current students;
  - b. To help our Old Boys who were survivors of abuse, and to provide them with a form of redress for the harm that they suffered;
  - c. To understand the extent of the abuse that occurred at Dilworth School, and how it was able to occur.
20. There has been significant work done in respect of each of these areas since I prepared that statement. I summarise that work in the following sections of my statement.


### Ensuring the safety of our current students

21. From 2017, there has been an on-going and singular focus on child safety at Dilworth School. That process started with gaining awareness of abuse in our School, education and training workshops of all staff and trustees. It gained greater momentum in 2018 when an independent clinical psychologist was appointed as an advisor to the Board.
22. I have detailed some of the earlier actions taken in previous statements to the Commission. As well as staff training, policies and protocols were re-written to address issues relating to abuse and Child Protection. In 2019, there was an audit undertaken of the physical environment at the School which led to glass panels being inserted into doors of the three school campuses, to improve line of sight for student safety. Increased CCTV was also installed on all three campuses.
23. By mid-2019, staff on all campuses were being trained on how to use the newly developed protocols for Responding to Abuse. External agencies were engaged to provide presentations about child sexual abuse and other abuse to students and to encourage openness and dialogue about this subject.
24. However, by 2019, it was apparent that although there had been many new safeguarding initiatives introduced, this was a complex area requiring assistance from professionals who specialised in the area of child safeguarding. Dilworth wanted to ensure that everything that could be done to ensure child safety was being done.
25. At this point Dilworth sought assistance from an Australian Consultancy, Child Wise. Child Wise is a social enterprise of Save the Children. It provides a consultancy and accreditation programme focused on helping institutions strengthen and develop their child safety processes and culture. It was first developed in Australia but now offers its programmes throughout the world. Child Wise was the first Australian organisation to develop safeguarding standards as a framework to protect children. These standards are endorsed by the Australian Government. I refer to its website at: <https://www.childwise.org.au>.
26. Over the past three years our Headmaster, Dan Reddiex, and his senior management team, working in conjunction with Child Wise, have lead a programme to create fundamental change in the culture of our School. The entire framework for the School, its policies processes and actions, have been directed in a focused and informed way.

to the interests of the child. It is a process of change that has been carried out with the help and guidance of Child Wise, and within the framework of their accreditation programme.

27. Our work with Child Wise started with a full review of Dilworth School's current processes and culture. That review involved Child Wise arranging for surveys of staff, students and parents, carrying out interviews with members of the School's leadership group, as well as student, staff and parent focus groups. It involved a number of site visits (virtual, because of Covid) and document reviews.
28. The result of that review process was the development of an Improvement Plan for Dilworth School. The recommendations in the plan were challenging. However, they have continued to inform our reorientation of the School towards our students, their safety and their best interests. Child safety needed to be reflected in all environments (physical and online) and become the basis for responding to all hazards and risks.
29. There are other persons within the Dilworth School who will be better able to describe this cultural change. Our Headmaster, Dan Reddiex, has been asked to present on child safety and Child Wise at a number of forums within the New Zealand schooling environment. However, it is appropriate that I give the Commission an overview of the work that has been done.
30. The recommendations from Child Wise were centered on the work of the Australian Royal Commission into Institutional Responses to Child Sexual Abuse, and the ten child safe standards recommended by that Royal Commission to ensure child safe environments. I refer briefly to each of those principles, and under each of those principles, reference the key steps that have been taken to meet that standard.
31. A more complete summary can be found in document [WITN0365019] entitled "Dilworth Child Safety Improvement Plan". A summary of that is at document [WITN0365020] entitled "Our Safeguarding Journey". This summary document was prepared by the School's Director of Student Services, Claudine Nathan, for presentation purposes.
32. Those principles and actions taken to recognise and implement each principle are as follows: 

- a. Leadership, governance and culture
- i. A child safety officer has been employed by the School on a full time basis;
  - ii. All relevant policies have been revised to ensure a focus on child safety where relevant. Many of these policies have been written with input from students;
  - iii. All descriptions for staff roles now emphasise the importance of child safety and our recruiting practices have been enhanced to focus on child safety;
  - iv. Child safety is an agenda item at every Board meeting;
- b. children's participation and empowerment
- i. Child friendly versions of all policies have been developed in consultation with students, including an updated bullying policy;
  - ii. There has been implemented a direct policy of encouraging student empowerment and participation in the work of the school;
  - iii. Student councils have been established at each campus;
  - iv. There is a process for the provision of complaints and feedback from students, including the use of an app for use by students on a named or anonymous basis.
- c. families and community involvement
- i. The student protection policy and the safety code of conduct is included in all handbooks;
  - ii. There are easy and informal ways for members of the family and the community to make complaints;
  - iii. We have established advisory groups from the Pasifika and Maori communities, as well as a more general Parents and Caregivers Advisory group.

- d. equity and diverse needs
- i. There is a zero tolerance approach to discrimination,
  - ii. There are a range of policies directed to ensuring equity and diversity across the school;
  - iii. Cultural safety is recognised as a key theme of child safety policies;
  - iv. There is broad consultation with cultural groups in policy, planning and activities;
- e. human resource management
- i. Child safety is a part of all job descriptions;
  - ii. There is rigorous checking of references;
  - iii. There is an assessment made of the risks associated with various roles within the School;
  - iv. Staff and trustees are required to sign child safety policies at induction and on an annual basis;
  - v. Exit interviews for staff include questions on child safety.
- f. child focused complaints process
- i. An anonymous reporting portal for students to make complaints has been implemented – Stymie;
  - ii. There is direct staff training on how to manage complaints;
  - iii. There is an updated investigation policy in respect of complaints.
- g. staff education and training
- i. As described above, there is regular staff training for all staff and trustees on issues of child safety, inclusivity and diversity, and complaint management. 




- h. physical and online environments
  - i. Information around child safety is published in written material around the school, as well as in talks and briefs to students and their parents, whanau and caregivers;
  - ii. Regular assessments are made of any physical risks to the environment;
  - iii. Changes have been made in the physical layout of the boarding areas;
  - iv. CCTV has been introduced.
- i. review and continuous improvement
  - i. Child safety practices are regularly reviewed by the safeguarding committee and child safety officer;
  - ii. Child safety documents are to be reviewed at a minimum every two years.
- j. child safe policies and procedures
  - i. These have been noted above. There are now 22 separate policies dealing with issues relating to child safety.

33. I also refer to the Dilworth School website and the tab dealing with Child Safety and Child Wellbeing; <https://www.dilworth.school.nz/about-us-1/child-safety-wellbeing>. That describes the School's commitment to Child Safety, and has a link to most of the relevant policies (although others are being added).

34. As a result of the development and implementation of child safe policies, processes and culture, Dilworth School was accredited as a Child Wise School in September 2022. It is the first School in New Zealand to gain this accreditation. I refer to Document [WITN0365021] which is a copy of the accreditation decision by Child Wise.

### **The Listening Service**

35. In 2019, we made a direct approach to all Old Boys, acknowledging the historical abuse that had occurred at Dilworth School, and encouraging any Old Boy who was a survivor of such abuse to come forward and get help. We established a "Listening 

Service” to provide a point of contact for Old Boy Survivors who wanted to be heard, and to provide them with any therapeutic assistance they might require.

36. In basic terms, an Old Boy will contact the Listening Service through an email address; [assist@dobsupport.com](mailto:assist@dobsupport.com). Information about the Listening Service has been and continues to be communicated to Old Boys through numerous channels, including video updates, media statements, newsletters, facebook posts and other social media.
37. The Old Boy will be responded to by an independent senior clinical psychologist. He will listen to the Old Boy and, as appropriate, offer referral to the services of an independent clinical psychologist. If the Old Boy wants that assistance, he will arrange for the Old Boy to be put in contact with that clinical psychologist who will provide any therapy to the Old Boy as required and agreed.
38. These therapeutic services are provided at no cost to the Old Boy or his family.
39. Since its establishment, the Listening Service has been approached by in excess of 120 persons, and has referred over 90 people to psychologists and other mental health professionals in New Zealand, Australia, the United States and the United Kingdom. Its work has not been limited to Old Boy Survivors. It has also provided counselling services to family members of Survivors, most notably mothers.
40. The Listening Service is administered independently of Dilworth. It is managed by two senior Clinical Psychologists, one of whom speaks to those accessing the service, whilst the other looks after the administrative functions of locating therapists and arranging for payment of invoices. All invoices are coded to protect the confidentiality of those accessing therapy. Dilworth does not know who approaches the Listening Service, the experiences that they share, or the counselling they require and receive (or from whom). It is simply required to pay the costs of those services.




## The Redress Programme


### *Development of a Redress Programme*


41. As the Board started to understand the extent of abuse suffered by Old Boys, and the harm that had been done, it became apparent that assistance needed to be provided to Survivors in the form of a meaningful response from the School that included financial redress. We recognised the work that was being done by this Commission on a broader State-mandated response. However, the Board also agreed with the Commission's recommendation that Institutions and Schools should not wait for its work to be completed before addressing the question of redress.
42. The School's work on a redress programme started in early 2021.
43. The development of the Dilworth Independent Redress Programme (**the Redress Programme**) has not been easy. There were no comparable programmes in New Zealand that could be used as a guide. The work was substantially informed by the report from the Commission *He Purapura Ora, he Māra Tipu*, as well as a consideration of comparable programmes in overseas jurisdictions. It was also significantly influenced by consultation with Survivors and their legal representatives, and the Dilworth Community more generally, as I describe below.
44. The process of consultation started with a draft Terms of Reference for a redress programme, which were developed with our advisors and other experts in the area. That draft was then provided to some groups of Survivors and their legal advisors, on a confidential basis, for their initial comment. The most significant of them were the claimants in the proposed Human Rights Tribunal class action.
45. That initial consultation led to significant changes and developments in the Programme.
46. Following this initial process, a more complete draft of the programme was made available to Survivors and members of the various Dilworth Communities (such as Old Boys, present and former staff, parents, support groups, academics and others) on a dedicated website. The website also gave information about how it was

proposed that the Redress Programme would work, FAQs, and processes for providing feedback.

47. This process of formal consultation started on 15 March 2022 and closed on 13 April 2022, although feedback continued to be received and accepted until 27 April 2022.
48. I wrote to the Commission at this time, to inform the Commission of the launch of the dedicated website and explained the feedback and consultation process. Document [WITN0365022] is a copy of this letter.
49. The formal consultation process received substantial feedback both through the website portal and to Dilworth directly. The material received through the website was analysed by an independent expert based in the United Kingdom, and provided on a confidential basis to a limited number of our advisors. That feedback formed the basis for further changes to the proposed Redress Programme.
50. I will not describe all of the changes that were made to the Redress Programme through the consultation process. Many of them were procedural, or focused on protecting the independence of the programme and the welfare of Survivors.
51. However, there were also important substantive changes made to the coverage of the Programme. In particular, eligibility was expanded to include:
  - a. Sexual abuse by a fellow student where a Dilworth representative failed to protect the student against the potential for that abuse, or encouraged or permitted that abuse to occur;
  - b. Serious physical harm by a Dilworth representative;
  - c. Claims by the family or estate of a deceased Survivor;
52. The maximum amount of financial redress that could be awarded to a survivor was increased from \$150,000 to \$200,000, with a discretion, in exceptional cases, to increase that amount up to a maximum of \$300,000.
53. The final Terms for the Redress Programme were released on 4 August 2022. Document [WITN0365023] is a final copy of those Redress Terms. 


*The Redress Programme now*


54. The key features of the Redress Programme as it has been introduced are as follows:
- a. At the heart of the Programme is an independent Panel of three pre-eminent and respected persons who will determine offers of Redress to Old Boys who were the Survivors of abuse at Dilworth School.
  - b. The Panel has a broad discretion to craft the Redress provided to the circumstances of the individual Survivor. Redress is not only financial redress. It may include an apology, delivered in a way that is meaningful for the Survivor, psychological assistance funded by Dilworth, or any other personalised response from Dilworth that the Panel believes is appropriate.
  - c. Other than a limit on the maximum amount of financial redress that may be provided (\$200,000 to \$300,000), the Panel is able to offer financial redress in whatever amount it determines. The factors that it is able to consider are significantly broader than those that would be considered by a Court. They are set out in clause 37 of the Redress Terms.
  - d. The process of applying for Redress is informal. The Old Boy is assisted in preparing their application by a Redress Facilitator, who is independent of both Dilworth and the Panel. Their role is to assist the Old Boy in making their application and to ensure the Old Boy is supported through the process as required.
  - e. The standard of proof for an application is comparatively low. An Old Boy need only show a "reasonable likelihood" that the abuse occurred. An Old Boy will be believed unless there is compelling evidence to the contrary.
  - f. The process is entirely independent of Dilworth. Dilworth is required to cooperate in the provision of information, and to fund all costs of the Programme. Otherwise Dilworth has no involvement in the process unless asked to do so by the Panel. 

- g. The result of the process is a decision by the Panel that constitutes an offer of Redress from Dilworth to the Old Boy. The offer is binding on Dilworth but it is not binding on the Old Boy. He can either accept or reject the offer.
  - h. If the Old Boy accepts the offer then that will be a settlement of any claim he may have against Dilworth. However, that does not apply to any right he may have to seek redress including financial redress from any Government Scheme.
55. As I noted, the heart of the Programme is the independent Panel. We have been fortunate in the quality of the members we have been able to appoint. The Panel members who will determine offers of Redress are:
- a. Dame Judith Potter DNZM CBE. Dame Judith is a former High Court Judge and former President of the New Zealand Law Society. She is the head of the Panel.
  - b. Professor Ian Lambie ONZM. Professor Lambie is a Professor of Clinical Psychology at the University of Auckland. His clinical work has been predominantly with male survivors of trauma, including sexual abuse. He is a Fellow of the New Zealand Psychological Society. In 2011 he was awarded the William Friedrich Memorial Child Sexual Abuse Research and Treatment Award by the American Institute on Violence, Abuse and Trauma, San Diego, California. Since 2016, Professor Lambie has been the Government's Justice Sector Chief Science Advisor. In 2020 he was awarded the New Zealand Order of Merit for his services to Youth Justice and Clinical Psychology.
  - c. Mrs Rukumoana Schaafhausen MNZM. Ms Schaafhausen is a recognised governance expert. She was recently awarded Member of the New Zealand Order of Merit for her services to Māori and the Community. Her appointment was on the recommendation of a Survivor group.
56. In addition, a secretariat has been established to administer the Programme. Currently there are two administrative staff and four Redress facilitators. 

57. To ensure that all of these processes are fully independent of Dilworth, the “back office” functions, such as the formal engagement of personnel, the payment of invoices and the like, is carried out by Deloitte.
58. The Dilworth Redress Programme was launched on 29 August 2022. All information concerning the Programme and the process for a Survivor to make an application for Redress is included on the Programme’s website; <https://dilworthredress.org.nz>
59. At the date of preparing this statement, the Redress Programme has received in the region of 50 applications from Old Boys wishing to make a claim for redress. Those applications are currently being prepared for submission to the Panel.

### **The Independent Inquiry**

60. At the same time as Dilworth consulted on the establishment of a Redress Programme, it also consulted on the establishment of an Independent Inquiry into abuse at Dilworth School. The process of consultation followed the same path and timetable as consultation on the Redress Programme.
61. Initial drafts of the Terms of Reference for an Independent Inquiry were exchanged with counsel acting for various Survivors, and in particular the claimants in the proposed class action in the Human Rights Tribunal, as well as other groups. After that initial feedback had been received, a broader public process of consultation was initiated through a dedicated website and more targeted approaches. That material has been referred to above.
62. I have attached as Document [WITN0365024] the final Independent Inquiry Terms of Reference.
63. On 9 June 2022, we were able to announce as joint inquirers Dame Sylvia Cartwright and Frances Joychild KC. Their qualifications and reputations will be well known to the Commission. We are thankful that they have agreed to take on this difficult task. 

64. The Terms of Reference ask them to inquire into the following matters:
- a. the nature and extent of sexual and other abuse (**abuse** as defined in paragraph 6);
  - b. the factors that caused or contributed to the abuse;
  - c. the acts and omissions of the School, its trustees, officers and staff in responding to, or addressing, complaints of abuse;
  - d. the adequacy of the policies and procedures in place at the School today to prevent any future abuse.”
65. Abuse” is in turn defined as:
- “For the purposes of the Inquiry, abuse means sexual and serious physical abuse (including conduct such as harassment, grooming, bullying and the like leading up to the abuse) to a student of the School, that was committed, allowed or encouraged by:
- a. a person involved in the provision of care being a member of the Board, a member of the staff of the Board and/or the School, associates, volunteers, service providers;
  - b. a student of the School;
  - c. a visitor at the School;
  - d. any other person who was in a position to interact with students at any time when they were in the care or control of the School.
66. Details of the work of the Independent Inquiry can be found on their website; <https://dilworthinquiry.org.nz/home>.
67. The Independent Inquiry has started its work. It has appointed staff and started to interview persons who have registered their interest in being heard. Dilworth has not been involved in the work of the Inquiry other than to fund its work and to provide information as and when requested. 



## **The relationship between Dilworth and the Anglican Church**

### *General*

68. I address the relationship between Dilworth School and the Anglican Church. It is a relationship that has a special and primary place in the Dilworth Community. At the heart of that relationship is the Will of James Dilworth.
69. James and Isabella Dilworth were active members of the Anglican Church. They were among the founding parishioners of St Mark's Church in Remuera, contributing to the cost of building the Church and gifting the land that allowed for its construction. Their commitment to the Anglican faith was reflected in the terms of the Will of James Dilworth which established Dilworth School. The key ways in which that relationship is reflected are as follows.

### *Anglican education*

70. The trustees are directed under the Will to educate boys in the tenets of the Anglican Church. As it was with our founder, the Christian faith based on the Anglican tenets is important to every aspect of Dilworth life.
71. Our trustees, Headmaster, Chaplain, Trust Chief Executive Officer and senior staff must all sign a declaration supporting the education of Dilworth students in the tenets of the Anglican Church.
72. Christian education and our chapel are a core part of student activity. Boys attend chapel services up to three times a week and are encouraged to participate in community service. Christian education is a core part of the curriculum. Before leaving Dilworth, boys make a final pilgrimage to St Marks Church and are presented with leaver's bible as a gift from the Board.


### *Appointment of School Chaplain*

73. Under the Will, trustees are responsible for the appointment of the School Chaplain, a process which has always involved the Bishop of Auckland.
74. The Chaplain is a member of staff and community at Dilworth. He and his family live on the school grounds. In addition to leading chapel services, the Chaplain teaches

classes within the School, and in particular christian education classes. They are the primary reference point for the promotion of Christian education within the School.

75. The appointment of Chaplains at Dilworth has always be done with the active involvement of the Bishop of Auckland. The Chaplain, having worked in the Anglican Church, will likely be known within the broader Anglican community, a community which the Bishop reflects. We would expect any Chaplain to have positive references from their licensing Bishop prior to their appointment.

*Governance issues and the role of the Visitor*

76. I have read the Third Statement prepared by Bishop Ross Bay for this hearing. In paragraphs [1] to [25] of that statement he reviews the role of the Anglican Church in the governance of Dilworth School. I broadly agree with his summary.
77. The Anglican Church provides guidance and support to the School, rather than active management and responsibility for the care of its students. Its influence is mainly indirect, through the appointment of Chaplains and the close relationship that has often existed between senior represenatives of the School and the Bishop.
78. Its main formal role is through visits to the School by the Anglican Bishop of Auckland (the "Bishop"). This is a process referred to in the Will of James Dilworth.
79. The Will requires the trustees to invite the Bishop to make visits to inspect the School and report to the trustees. The process has become an annual visit by the Bishop, supplemented by regular attendance at school events, and structured in a way that allows him to gain a full understanding of how the School is being run.
80. The process is described by Bishop Bay in his statement at [14] and [15].
81. While the Will refers the Bishop as a Visitor, the relationship is viewed as more than that by Dilworth. The scope of his reports to the Board are not restricted to matters of faith and the Bishop is free to make observations on any aspects of the School that he deems appropriate.
82. The visit from the Bishop, and the report he subsequently provides, is also an important discipline and "check" on how the School is being run. A review of the reports from the Visitor over the years shows that substantive comment on the School is offered and accepted. These reports have previously been provided to the Commission. 

83. These visits have become an important aspect of the oversight and encouragement of faith in our community. They have served to establish and affirm the School's relationship to the Anglican Church. Since 1906 trustees and Headmasters have welcomed the Visitor to every aspect of school life and events. I personally meet with the Bishop at least three times a year.

*Anglican School community*

84. Dilworth also recognises its role as part of the broader community of Anglican Schools. In respect of the particular issues relating to Child Abuse, we have provided resources on Child Safety to the Anglican School network and to members of Independent Schools of New Zealand. We have also supported the work of the Anglican Church before this Commission.

**Statement of Truth**

This statement is true to the best of my knowledge and belief and was made by me knowing that it may be used as evidence by the Royal Commission of Inquiry into Abuse in Care.

GRO-C

**Aaron P. Snodgrass**

Chairman

Dilworth Trust Board

Dated: 6 October 2022