

## **Review into BBC's response to claims over former DJ Tim Westwood's conduct**

### **Terms of Reference**

The purpose of the Review is to prepare a report for the BBC Board, which the Board intends to publish, setting out:

- (i) an account, in such form as the Reviewer considers appropriate, of allegations or concerns about misconduct of Mr Westwood during the period of his work for the BBC, whether or not the concerns or allegations were raised at the time;
- (ii) an account of whether, and if so how and when, any such allegations or concerns associated with them came to or were brought to the attention of the BBC and/or any individuals employed by or associated with the BBC;
- (iii) the reasons for which any such allegations or concerns were not brought to the attention of the BBC;
- (iv) a description of any action taken by the BBC or any individual employed by or associated with the BBC in response to any such allegation or concern;
- (v) commentary and conclusions on the adequacy of any such response and identification of instances where any response was inadequate;
- (vi) a conclusion as to whether concerns about Mr Westwood's conduct were a factor in the decision by the BBC not to renew Mr Westwood's engagement in 2013.

The report will contain an explanation of the Reviewer's methodology and such background information and evidential analysis as the Reviewer considers necessary to explain any conclusions reached.

The Review will not determine whether or not any allegations of misconduct of Mr Westwood are substantiated, although it will be necessary to consider related evidence in order to fulfil these Terms of Reference.

The Review will not make recommendations as to action to be taken against Mr Westwood, any other individual, or within the BBC generally.

The Review will be conducted in the manner the Reviewer considers best suited to fulfil these Terms of Reference and in accordance with the Process Protocol which will be agreed with the BBC.