

Tim Westwood: Update on the BBC Corporate Investigations team's review

1. On 26 April 2022, BBC News and the Guardian published allegations of sexual misconduct against Tim Westwood. We note that Tim Westwood has publicly denied all allegations of inappropriate behaviour, but the BBC believes that further investigation is appropriate.
2. On 27 April 2022, the Director-General spoke to his understanding at the time that the BBC had checked its records and that he was advised that no evidence had been found of complaints being made to BBC managers about Tim Westwood's behaviour in the past. He invited people to come forward with any concerns about Tim Westwood's conduct during his time at the BBC, saying "*...if people have evidence where things weren't followed up, or they have concerns in this area, bring it to us. We want to investigate it*".
3. Following this invitation, information was provided by a number of individuals alleging misconduct by Tim Westwood, some of which related to the time when he was working at the BBC. Further checks also found records of two allegations of inappropriate behaviour and sexual misconduct about Tim Westwood. These records both dated from 2012.
4. In light of this, as a first step, the BBC's Corporate Investigations team were therefore asked to undertake a review to look, on an expedited basis, at what happened in respect of these allegations made to the BBC in 2012, and also to consider any other allegations made to the BBC in the immediate aftermath of the BBC News and Guardian reports about Tim Westwood that were published on 26 April 2022 and the Director-General's invitation on 27 April 2022 for people to come forward if they had further information.
5. This is an update on the findings of BBC's Corporate Investigations' review to date and the BBC's planned next steps.

Process of the review

6. The internal review has necessarily focused on the cases from 2012 found in the BBC's files and systems and on what was reported directly to the BBC following the publication of the BBC and Guardian reports on 26 April 2022. In the time available, it has not yet been possible to do a comprehensive investigation into whether the BBC may hold further allegations about Tim Westwood for the entire period he worked for the BBC. The internal review has not sought to establish if the allegations are substantiated but the BBC is clear that further investigation is appropriate. The BBC also notes that there were complaints made by the public in the past concerning the content of some of Tim Westwood's programmes, but these did not form part of the internal review.
7. The BBC is of course aware that further information has subsequently been published in the press about Tim Westwood, including claims of sexual misconduct and bullying behaviour in the workplace.

8. The review team conducted a number of fact-finding meetings with current and former BBC staff, conducted physical reviews of certain archive materials, looked at relevant HR systems and records, and carried out open source enquiries. Email accounts belonging to certain potentially key individuals were also searched for a focused time period.
9. It is clear from this initial review that further work needs to be done in relation to these allegations, and also that a broader investigation should be undertaken. This would need to include speaking to additional individuals and searching relevant BBC records over the entire period of Tim Westwood's work with the BBC for relevant information.

What has been established so far

10. The work done by the expedited internal review so far has confirmed that the BBC was in receipt of several allegations about Tim Westwood in 2012.
11. The review confirmed that two reports of sexual misconduct by Tim Westwood were received in 2012, and included in logs set-up to record allegations the BBC was receiving in the wake of the uncovering of the Jimmy Savile abuses and in connection with the independent reviews set up by the BBC at the time. These are the two allegations referred to at paragraph 3 above.
 - a. One was an allegation made to the BBC in October 2012 that in 2007 Tim Westwood had made inappropriate sexual remarks to a 15-year-old female at a non-BBC event. The source of this information, who did not witness the incident directly, was spoken to by the BBC at the time to obtain further information. The person did not wish to provide the details of the witness, but confirmed that they were willing to speak to the police. This allegation was passed to the police in October 2012, who in May 2013 indicated they would take no further action in relation to it.
 - b. The second was a press enquiry by a newspaper seeking comment from the BBC in November 2012 about a general rumour of sexual misconduct against someone working at the BBC. The BBC's records indicate that this related to Tim Westwood, and the BBC responded to the press enquiry by saying that anyone with allegations of this nature should report them to the BBC's Investigation Unit or the police directly. From the information reviewed so far, we have not been able to establish whether this information was passed to the police by the BBC, but further work should be undertaken to ascertain that as fact.
12. The review also found that two sets of internal complaints were made regarding allegations of inappropriate behaviour by Tim Westwood in the workplace. One set of complaints was made in 2011 and repeated in 2012 and concerned the alleged use of sexualised and inappropriate comments by Tim Westwood whilst on air and a complaint about his conduct generally. There was also an allegation in 2012 that Tim Westwood

had created a toxic atmosphere amongst those he worked with at the BBC. A member of BBC staff recalls speaking to Tim Westwood about this at this time and that Tim Westwood denied all of the allegations made. As noted above, the BBC is aware of allegations made in the press more recently about bullying behaviour by Tim Westwood in the workplace. It is not yet known whether there is any overlap between those allegations and the issues we have identified.

13. At this stage, the review has not been able to identify if any further actions were taken internally by the BBC at the time in relation to any of the allegations described at paragraphs 11 and 12 above. In particular, to date the BBC has not found any evidence about whether any safeguarding or similar measures were taken in light of the allegations.
14. An additional allegation was made to the BBC following the publication of the BBC and Guardian reports in April 2022 by a member of BBC staff, who alleges an incident of sexual assault by Tim Westwood at a BBC-linked event in the mid-2000s, against a female. The staff member told the BBC that the female concerned did not wish to report the matter to police at the time. They also recall that they reported the matter to someone at the BBC at the time (although the individual cannot now recall to who, or the precise year of the event). This will need to be investigated further and any BBC records identified and checked.
15. The BBC also received three further allegations (one made anonymously) following publication of the BBC and Guardian allegations, regarding incidents which do not appear to be directly connected to the BBC:
 - a. Two from women alleging sexual assault by Tim Westwood in the 80's before his involvement with the BBC. The woman who made the complaint on a non-anonymised basis was advised to report the matter to police and was made aware of support services.
 - b. A woman who described a consensual sexual encounter with Tim Westwood in the mid-2000s in connection with a non-BBC event which she now considers to have been inappropriate.
16. In light of the comments made by the Director-General on 27 April 2022, Internal Audit was also asked to look at why records held by the BBC of the allegations made against Tim Westwood in 2012 were not identified and flagged to the Director-General. This review found that the checks conducted of the BBC's records prior to 27 April relied on current databases, and so did not cover all archived information. Specifically, there was a failure to link the time period in question and the nature of the allegations exposing the limitations within current BBC systems.
17. The BBC has contacted the Metropolitan Police to facilitate the transfer of appropriate information to the police for their review.

Next steps

18. As stated above, in the short timeframe available for the internal review, the BBC has only been able to focus on the allegations identified from 2012 and certain matters reported directly to the BBC in April 2022. It is clear from the work done to date that further investigation needs to be done, and as such, it is recommended that a wider review is conducted that covers the entire period of Tim Westwood's work at the BBC. We think that this next step is important not only for those who have decided to come forward to date, but also to ensure the public can be confident that the BBC has investigated these matters fully. This further work will hopefully encourage other people with new information to come forward. It will facilitate the thorough investigation of the BBC's response to the allegations made to date, but also the BBC's knowledge of and/or response to any further matters relating to Tim Westwood's conduct during his time working at the BBC. It will also look at the question of whether concerns about Tim Westwood's conduct were involved in the decision by the BBC not to renew Tim Westwood's engagement in 2013.

19. Finally, in light of the work done by Internal Audit described at paragraph 16 above, a number of recommendations have been made to improve the accessibility of important records at the BBC. These include carrying out work to make the BBC's archived records more accessible for searching and developing an improved framework for addressing enquiries of this nature and escalating information relating to sensitive historic allegations.