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| **ROLE** | **BASIC AWARENESS** | **FOUNDATION** | **LEADERSHIP** | **PERMISSION TO OFFICIATE** | **RAISING AWARENESS OF DOMESTIC ABUSE** | **SAFER RECRUITMENT & PEOPLE MANAGEMENT** | **PARISH SAFEGUARDING OFFICER INDUCTION** |
| Incumbent & Clergy | **M** | **M** | **M** |  | **M** | **M** |  |
| Licensed Lay Minister & LML | **M** | **M** | **M** |  | **M** | **P** |  |
| Clergy & Readers with PTO | **M** | **M** | **P** | **M** | **M** |  |  |
| Licensed Readers | **M** | **M** | **M** |  | **M** | **P** |  |
| Church Wardens | **M** | **M** | **P** |  | **R** | **P** |  |
| Parish Safeguarding Officer & designated safeguarding leads | **M** | **M** | **M** |  | **M** | **M** | **M** |
| PCC Members/Lay Chapter Members | **M** | **M** |  |  | **R** |  |  |
| **ROLE** | **BASIC AWARENESS** | **FOUNDATION** | **LEADERSHIP** | **PERMISSION TO OFFICIATE** | **RAISING AWARENESS OF DOMESTIC ABUSE** | **SAFER RECRUITMENT & PEOPLE MANAGEMENT** | **PARISH SAFEGUARDING OFFICER INDUCTION** |
| All those working with children, young people and/or vulnerable adults including choir/music leaders | **M** | **M** | **P** |  | **M** |  |  |
| Roles which offer a profile within the church and/or ministry alongside children & vulnerable adults e.g. welcomers, homegroup leaders, etc. | **M** |  |  |  |  |  |  |
| Bell Tower Captains | **M** | **M** | **P** |  |  |  |  |
| Vergers | **M** | **M** |  |  | **R** |  |  |
| Lead & Additional Recruiters | **M** | **M** |  |  | **R** | **M** |  |
| Pre-ordination or license students | **M** | **M** |  |  |  |  |  |
| **ROLE** | **BASIC AWARENESS** | **FOUNDATION** | **LEADERSHIP** | **PERMISSION TO OFFICIATE** | **RAISING AWARENESS OF DOMESTIC ABUSE** | **SAFER RECRUITMENT & PEOPLE MANAGEMENT** | **PARISH SAFEGUARDING OFFICER INDUCTION** |
| Members of Diocesan Safeguarding Advisory Panel | **M** | **M** |  |  | **R** |  |  |
| Ordinands | **M** | **M** | **M** |  | **M** | **M** |  |
| Bishops Visitors/Pastoral Visitors | **M** | **M** |  |  | **M** |  |  |
| Vergers | **M** | **M** |  |  | **R** |  |  |
| Non-executive members of Lay Chapter (unless their role in the Diocese requires a higher level) | **M** | **M** | **M** |  | **R** |  |  |

**M** – Mandatory **R** – Recommended

**P** – Those who possibly need ***Those working with children, young people and/or vulnerable adults***– where there is

to complete are: significant leadership responsibility, membership of local leadership team, supervision of other workers, line management of paid or volunteer workers

***Church Wardens*** – should complete prior to the church moving into a vacancy.

***Clergy & readers with PtO*** - depending on their level of activity and in agreement with the

Bishop

***Bell Tower Captains* –** at prominent towers (including cathedrals, towers with frequent visitors or

people learning) and the district chair/district safeguarding lead of bell ringing guild/councils

should complete the leadership pathway

***Licensed Readers, Licensed Lay Minister & LML –*** If involved in the recruitment of church

officers (employees, elected members and volunteers)