**SAFEGUARDING LEARNING PATHWAYS –WHAT LEVEL OF TRAINING IS REQUIRED FOR YOUR ROLE?**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **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 | **M** | **M** | **M** |  | **M** | **M** |  |
| Clergy & Readers with PTO | **M** | **M** | **P** | **M** | **M** |  |  |
| Licensed Readers | **M** | **M** | **M** |  | **M** |  |  |
| Church Warden | **M** | **M** | **P** |  | **R** | **P** |  |
| Parish Safeguarding Officer | **M** | **M** | **M** |  | **M** | **M** | **M** |
| PCC Members/Lay Chapter Members | **M** | **M** |  |  | **M** |  |  |
| All those working with children, young people and/or vulnerable adults including choir/music leaders | **M** | **M** | **P** |  | **R** |  |  |
| Bell Tower Captains | **M** | **M** |  |  |  |  |  |
| Vergers | **M** | **M** |  |  |  |  |  |
| Lead & Additional Recruiters | **M** | **M** |  |  |  | **M** |  |
| Roles which offer a profile within the church and/or ministry alongside children & vulnerable adults e.g. welcomers, homegroup leaders, etc. | **M** |  |  |  |  |  |  |
| Pre-ordination or license students | **M** | **M** |  |  |  |  |  |
| Members of Diocesan Safeguarding Advisroy Panel | **M** | **M** |  |  | **M** |  |  |
| Ordinands  | **M** | **M** | **M** |  | **M** | **M** |  |
| Staff at Theological Education Institutions with student facing roles | **M** |  **M** |  |  | **M** |  |  |
| Bishops Visitors/Pastoral Visitors | **M** | **M** |  |  | **M** |  |  |
| Vergers | **M** | **M** |  |  |  |  |  |
| Teaching staff at Theological Education Institutions who are delivering the Leadership Pathway | **M** | **M** | **M** |  |  |  |  |
| Non-executive members of Lay Chapter (unless their role in the Diocese requires a higher level) | **M** | **M** | **M** |  |  |  |  |

**M** – Mandatory **R** – Recommended

**P** – Possibly needs to complete - ***Those working with children, young people and/or vulnerable adults***- where there is significant leadership responsibility,membership of local

Leadership team, supervision of other workers, line management of paid or volunteer workers

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

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