

Role	Basic Awareness	Foundation	Leadership	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management
Incumbents and clergy, including those with PtO*	Yes	Yes	Yes	Yes	Yes (for those involved with recruitment)
Licensed Lay Ministers, e.g. Readers and ALMs	Yes	Yes	Yes	Yes	No
Parish workers with children/vulnerable adults (paid or volunteer)	Yes	Yes	No	No	No
Leaders/Supervisors of work with children/vulnerable adults (paid or volunteer)	Yes	Yes	Yes	Yes	No
Parish Safeguarding Officers	Yes	Yes	Yes	Yes	Yes
Churchwardens	Yes	Yes	Yes	Yes	No
PCC Members	Yes	Yes	No	No	No
Tower Captains and Choir Leaders	Yes	Yes	Yes	Yes	No
Anyone else involved in the recruitment of employees and volunteers	Yes	Yes	No	No	Yes
Roles within the church and/or ministry working alongside children and vulnerable adults; e.g. welcomers, homegroup leaders, organists, adult bell ringers, choir and worship band members.	Yes	No	No	No	No

- Clergy or readers with PtO who only lead occasional services may opt for the PtO Pathway instead of the Leadership Pathway.

This is a guide only. Your context may differ from this. For example, if an organist directly teaches young people or vulnerable adults, they will need to train at a higher level than stated above.