

	Core Training Modules				Specialist Training Modules
	Core Pathways				Issue Based Pathways
	Basic Awareness	Foundation	Leadership	Senior Leadership	Raising Awareness of Domestic Abuse
Those holding the Bishop's license, commission, authorization or permission; Ordained or Lay:					
Bishops & Honorary Bishops	✓	✓	✓	✓	✓
Bishops' Chaplain	✓	✓	✓	✓	✓
Archdeacon	✓	✓	✓	✓	✓
Deans	✓	✓	✓	✓	✓
Incumbents/Priest-in-Charge	✓	✓	✓		✓
Permission to Officiate (PTO)	✓	✓	✓		✓
Curates	✓	✓	✓		✓
Licensed Lay Minister	✓	✓	✓		✓
Lay Elders	✓	✓	✓		✓
Ordinands	✓	✓	✓		✓
Readers	✓	✓	✓		✓
Leaders in Lightwave Groups, Fresh Expressions or any other group gathering:					
Lightwave Leader/Assistant Leader	✓	✓	✓		✓
Licensed Pioneer / Outreach Pioneer	✓	✓	✓		✓
Chaplaincy Team Member	✓	✓	✓		✓
Church Officers and Role Holders including:					
Safeguarding Officer (Benefice/Parish/Cathedral/Lightwave)	✓	✓	✓		✓
Spiritual Directors	✓	✓	✓		✓
Church Wardens	✓	✓	✓*		
PCC member	✓	✓			✓ R
Chapter / Cathedral Trustee	✓	✓			✓ R
Directors of Music	✓	✓	✓	✓ **	
Choir Leaders / Music Group leader	✓	✓	✓ ***		
Bell Tower Captains	✓	✓	✓ ****		
Servers	✓				
Vergers	✓	✓			
Volunteers/staff: working with children, young people, or vulnerable adults including:					
Supervisors of work with children/young people/vulnerable adults.	✓	✓	✓ ***		✓

Examples include: • Sunday School Leader • Messy Church Leader • Dementia Café Leader • Open the Book Leader • Youth Group Leader					
Assistant/helper working with children/young people/vulnerable adults Examples include: • Sunday School Helper • Messy Church Helper • Dementia Café Helper • Open the Book Helper Youth Group Helper	✓	✓			✓
House Group Hosts/Leaders	✓	✓	✓****		✓
Church Volunteers and Group Members including:					
Welcomers	✓				
Refreshment helpers	✓				
Flower arranger	✓				
Choir Members/Music Group members (inc. sound/AV)	✓				
Organist / musician	✓				
Bell ringers	✓				
Church Administrative Staff	✓				
Caretakers	✓				
Lightwave group helper	✓				
Occasional Helpers	✓ R				
DBF Employees and Associates					
DSAP Members	✓	✓			
Diocesan Secretary	✓	✓	✓	✓	
DBF Staff	✓				
Director or Mission & Ministry	✓	✓	✓	✓	✓
HR Director	✓	✓	✓	✓	✓
Safeguarding Team Members; Training	✓	✓	✓		✓
Safeguarding Team Members; Administration	✓	✓	✓		✓
Safeguarding Team Members; DSO & ADSO	✓	✓	✓	✓	✓

*It would not normally be expected that the role of a Church Warden requires Leadership training, however if the parish is in Vacancy, or if the Church Warden leads services, they will be required to complete their Leadership training.

** There are some holders of the title 'Director of Music' within small parish churches, where their role does not include many of the responsibilities connected with that of a Cathedral Director of Music. Therefore, all directors of music should be assigned an appropriate training level dependent on their job role rather than job title.

*** The role, responsibility and influence of group leaders varies across parishes. If the group leader can "significantly influence the culture of that Church body" they must complete the Leadership module.

**** Work with the Suffolk Guild of Ringers continues to add clarification for all Bell Tower Captains. As with directors of Music, their job role varies from parish to parish therefore their required level of training is determined by job description rather than job title.

✓ R It is recommended that people in this role complete this level of training. This is a recommendation and not a mandatory requirement.

“Safer Recruitment and People Management” is a training module in the Toolkit Pathway, available online via the National Portal. All people in any role that is involves the recruitment of volunteers or paid staff should complete this module. For example, interview panel members for a member of clergy, Parish Safeguarding Officers and Clergy who are recruiting congregation members to join parish groups such as those that work with children, young people or vulnerable adults.