
 Safeguarding Training Matrix - updated 27/11/2025	Renewed every 3-years at the highest module level, if in same role. e.g. renew Basic Awareness	Renewed every 3-years at the highest module level, if in same role. e.g. renew Foundations but nor Basic Awareness	Renewed every 3-years at the highest module level, if in same role. e.g. renew Leadership Pathway but not Basic Awareness or Foundation modules	Renewed every 3-years at the highest module level, if in same role. e.g. renew Local Leadership but not Basic Awareness or Foundation modules	Renewed every 3-years at the highest module level, if in same role. e.g. renew Senior Leadership but not Leadership Pathway, Basic Awareness nor Foundation modules	Renewed every 3-years	Renewed every 3-years	
Role	Basic Awareness Pathway	Foundations Pathway	Leadership Pathway	Local Safeguarding Leadership Course	Senior Leadership Pathway	Domestic Abuse Awareness	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Adult & Child Group Helper	✓	✓				✓		
Adult Group Helper	✓	✓				Advisable		
Adult Group Leader	✓	✓		✓		✓	Advisable	
After School Club Helper	✓	✓				✓		
Anna Chaplains	✓	✓	✓			Advisable		
Anna Friends	✓	✓						
Archdeacon	✓	✓	✓		✓	✓	✓	
Bell Ringer	✓							
Bell Ringer Tower Captain/Leader	✓	✓		✓		Advisable	Advisable	
Bell Ringer Instructor	✓	✓				✓ - If instructing U18s otherwise Advisable		
Bishop	✓	✓	✓		✓	✓	✓	
Bishops Council	✓	✓		✓		✓	Advisable	
Bishops Visitor	✓	✓				✓		
BCM/BPP	✓	✓		✓		✓		
Candidate - Clergy/Ordinand/LLM/LLW/LPA/Reader in training	✓	✓	✓			✓	inands during IME1	
Caretakers	✓							
Chaplain - Armed Forces/Police/Hospitals/HMP	✓	✓	✓			✓		
Children & Families Ministry Leader/Pastor	✓	✓		✓		✓	Advisable	
Children & Families worker	✓	✓				✓		
Choir members (Diocese Policy)	✓							
Churchwarden	✓	✓		✓		Advisable	Advisable	
Clergy holding a license	✓	✓	✓			✓	✓	
Communion Helper - Server	✓							
Creche Team Helper	✓	✓				✓		
Creche Team Leader	✓	✓		✓		✓		
Curate	✓	✓	✓			✓	✓	
Deacon	✓	✓	✓			✓	✓	
Deanery Synod and Reps	✓	✓				Advisable	Advisable	
Discernment Candidate	✓	✓						
Diocesan Secretary	✓	✓	✓		✓	✓	✓	
DSAP Members	✓	✓				Advisable		
Electoral Roll Officer	✓							
Flower Arrangers	✓							
Foodbank Manager	✓	✓		✓		✓	Advisable	
Gardener	✓							
Healing Ministry Team Leader	✓	✓		✓		Advisable		
Holiday Club Leader	✓	✓		✓		✓	✓	
Home Group Leader	✓	✓		✓		Advisable		
Lay Service Leader	✓	✓		✓		✓		
Lay Worship Leader	✓	✓		✓		✓		

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Role	Basic Awareness Pathway	Foundations Pathway	Leadership Pathway	Local Safeguarding Leadership Course	Senior Leadership Pathway	Domestic Abuse Awareness	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Licensed Lay Minister/Reader/Worker	✓	✓	✓			✓	Advisable	
Local Church Group (LCG)	✓	✓				Advisable		
Messy Church Helper/Assistant	✓	✓				✓		
Messy Church Leader	✓	✓		✓		✓	Advisable	
Nursery-Play Manager	✓	✓		✓		✓	✓	
Nursery-Play Support Worker	✓	✓				✓		
Open the Book Team Leader	✓	✓		✓		✓	Advisable	
Open the Book Team Member	✓	✓				✓		
Organist/Choir Leader/Choir Master/Director of Music	✓	✓		✓		✓ - If instructing U18s otherwise Advisable		
Parent & Toddler Group Assistant	✓	✓				✓		
Parent & Toddler Group Leader	✓	✓		✓		✓	Advisable	
Parish Safeguarding Administrator/DBS Verifier	✓	✓				Advisable	✓	
Parish Safeguarding Officer (PSO)	✓	✓	✓			✓	✓	✓
Pastoral/Home Visitor	✓	✓				✓		
Pastoral/Home Visitor Coordinator/Leader/LPA	✓	✓		✓		✓		
PCC/Lay Chapter Member	✓	✓				Advisable		
PCC Secretary	✓							
Permission to Officiate (PtO)	✓	✓	✓			✓		
Pioneer Ministry Leader	✓	✓		✓		Advisable		
Prayer-Ministry Leader	✓	✓		✓		Advisable		
Prayer-Ministry Team	✓	✓				Advisable		
Refreshment helpers	✓							
Servers	✓							
Shop - Staff/Assistants/Helpers	✓							
Sidespersons	✓							
Spiritual Director	✓	✓		✓		✓		
Suffragan Bishop	✓	✓	✓		✓	✓	✓	
Verger	✓	✓				Advisable		
Welcome Team	✓							
Worship Group Leader	✓	✓		✓		Advisable		
Young Leader (16-17) assisting with activities with children/vulnerable adults (to be completed in the presence of a parent/adult)	✓							
Youth Club-Group Coordinator	✓	✓				✓		
Youth Club-Group Leader	✓	✓		✓		✓	Advisable	
Youth Club-Group Support Worker/Assistant/Helper (18 years +)	✓	✓				✓		