



Safeguarding Training matrix (updated 07/05/2024)

| Role                                    | Basic Awareness Pathway | Foundations Pathway | Leadership Pathway | Leadership (PtO course) Pathway | Local Safeguarding Leadership Course | Senior Leadership Pathway | Domestic Abuse Awareness | Safer Recruitment and People Management | Parish Safeguarding Officer Induction |
|---|-------------------------|---------------------|--------------------|---------------------------------|--------------------------------------|---------------------------|--------------------------|---|---------------------------------------|
| Adult & Child Group Helper              | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Adult Group Helper                      | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Adult Group Leader                      | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | Advisable                               | X                                     |
| After School Club Helper                | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Archdeacon                              | ✓                       | ✓                   | ✓                  |                                 |                                      | ✓                         | ✓                        | ✓                                       | X                                     |
| Bell Ringer                             | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Bell Ringer Captain                     | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | Advisable                               | X                                     |
| Bell Ringing Instructor                 | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Bishop                                  | ✓                       | ✓                   | ✓                  |                                 |                                      | ✓                         | ✓                        | ✓                                       | X                                     |
| Bishops Visitor                         | ✓                       | ✓                   |                    |                                 |                                      |                           | ✓                        | X                                       | X                                     |
| Candidate - Clergy/Ordinand/PtO/LLM/LPA | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | Advisable                               | X                                     |
| Candidate - BCM/BPP                     | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | Advisable                               | X                                     |
| Caretakers                              | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Chaplain                                | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | X                                       | X                                     |
| Children & Families Leader              | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | X                                       | X                                     |
| Children & Families worker              | ✓                       | ✓                   |                    |                                 |                                      |                           | Advisable                | X                                       | X                                     |
| Choir members (Diocese Policy)          | ✓                       |                     |                    |                                 |                                      |                           |                          |   |                                       |
| Churchwarden                            | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | ✓                                       | X                                     |
| Clergy                                  | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | ✓                                       | X                                     |
| Communion Helper-Server                 | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Creche Team Helper                      | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Creche Team Leader                      | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Curate                                  | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | ✓                                       | X                                     |
| Deacon                                  | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | ✓                                       | X                                     |
| Deanery Synod and Reps                  | ✓                       | ✓                   |                    |                                 |                                      |                           | Advisable                | Advisable                               | X                                     |
| Discernment Candidate                   | ✓                       | ✓                   |                    |                                 |                                      |                           |                          |   |                                       |
| Diocesan Secretary                      | ✓                       | ✓                   | ✓                  |                                 |                                      | ✓                         | ✓                        | ✓                                       | X                                     |
| Electoral Roll Officer                  | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Foodbank Manager                        | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | ✓                                       | X                                     |
| Gardener                                | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Healing Ministry Team                   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Holiday Club Leader                     | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | ✓                                       | X                                     |
| Home Group Leader                       | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Licensed Lay Minister/Reader            | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | Advisable                               | X                                     |
| Messy Church Helper                     | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Messy Church Leader                     | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | Advisable                               | X                                     |



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|--|-------------------------|---------------------|--------------------|---------------------------------|--------------------------------------|---------------------------|--------------------------|---|---------------------------------------|
| Nursery-Play Manager   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | ✓                                       | X                                     |
| Nursery-Play Support Worker  | ✓                       | ✓                   |                    |                                 |                                      |                           | Advisable                | X                                       | X                                     |
| Open the Book Team Leader  | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | Advisable                               | X                                     |
| Open the Book Team Member  | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Organist/Choir Leader/Choir Master/Director of Music                           | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Panel Members - Casework Group and Safeguarding Strategic Panel                | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        |   |                                       |
| Parent & Toddler Group Assistant   | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Parent & Toddler Group Leader  | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | Advisable                               | X                                     |
| Parish Safeguarding Administrator/DBS Verifier/Assistant PSO                   | ✓                       | ✓                   |                    |                                 |                                      |                           | Advisable                | ✓                                       | X                                     |
| Parish Safeguarding Officer (PSO)  | ✓                       | ✓                   | ✓                  |                                 |                                      |                           | ✓                        | Advisable                               | ✓                                     |
| Pastoral Visitor   | ✓                       | ✓                   |                    |                                 |                                      |                           | ✓                        | X                                       | X                                     |
| Pastoral Visitor Coordinator   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | ✓                        | X                                       | X                                     |
| PCC Member   | ✓                       | ✓                   |                    |                                 |                                      |                           | ✓                        | Advisable                               | X                                     |
| Permission to Officiate (PtO)  | ✓                       | ✓                   |                    | ✓                               |                                      |                           | ✓                        | X                                       | X                                     |
| Pioneer Ministry   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Prayer-Ministry Team   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Refreshment helpers  | ✓                       |                     |                    |                                 |                                      |                           |                          |   |                                       |
| Servers  | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Shop staff   | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Sidespersons   | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Spiritual Director   | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | X                                       | X                                     |
| Suffragan Bishop   | ✓                       | ✓                   | ✓                  |                                 |                                      | ✓                         | ✓                        | ✓                                       | X                                     |
| Tower Captains   | ✓                       | ✓                   |                    |                                 |                                      |                           |                          |   |                                       |
| Verger   | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Welcome Team   | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Young Leader (16-17) assisting with activities with children/vulnerable adults | ✓                       |                     |                    |                                 |                                      |                           | X                        | X                                       | X                                     |
| Youth Club-Group Coordinator   | ✓                       | ✓                   |                    |                                 |                                      |                           | Advisable                | X                                       | X                                     |
| Youth Club-Group Leader  | ✓                       | ✓                   |                    |                                 | ✓                                    |                           | Advisable                | Advisable                               | X                                     |
| Youth Club-Group Support Worker  | ✓                       | ✓                   |                    |                                 |                                      |                           | X                        | X                                       | X                                     |