

| <b>Role</b>   | <b>Basic Awareness</b> | <b>Foundation</b> | <b>Leadership</b> | <b>Raising Awareness of Domestic Abuse</b> | <b>Safer Recruitment and People Management</b> |
|---|------------------------|-------------------|-------------------|--|--|
| Incumbents and clergy, including those with PtO*  | Yes                    | Yes               | Yes               | Yes  | Yes  |
| 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                | Yes  | 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.