

Matrix for Scotland – Levels of Mandatory Training

	Introductory	Advanced	Trustee	Leadership	Recommended Bespoke Modules
Synod Safeguarding Administrator.			✓		All
Managers of Synod Safeguarding Administrator.			✓		Line Manager training
Moderator	✓	✓	✓	✓	All
Church Safeguarding Coordinators	✓	✓			Spiritual Abuse Domestic Abuse Online Safety Safeguarding Children and Young People Safeguarding Adults Verifiers and Safer Recruitment Church safeguarding Coordinators E-learning this can be found here
Deputy Safeguarding Coordinators	✓	✓			Spiritual Abuse Domestic Abuse Online Safety

					Safeguarding Children and Young People Safeguarding Adults
Synod Safeguarding Committees and Reference Groups	✓				
Active Ministers and CRCWs including retired ministers who meet the requirements of active ministry)	✓	✓	As required (if they also act as a trustee)	✓	Spiritual Abuse Domestic Abuse Online Safety Safeguarding Children and Young People Safeguarding Adults Supporting Survivors
Children's and Youth Workers including lead volunteers	✓	✓			Safeguarding Children and Young People Online Safety
Regular children's and youth work helpers (working under supervision)	✓	✓			Safeguarding Children and Young People Online Safety
One-off or occasional children's and youth work helpers (working under supervision)	✓				
Managers of children's, youth and Adult' workers	✓	✓			Safeguarding Children and Young People Online Safety

Adult Workers including regular volunteer helpers and Leaders.	✓	✓			Safeguarding Adults Modern Slavery Drug and Alcohol Abuse and the links to Safeguarding Refugees and Asylum Seekers
Volunteers for one-off events (Adult groups)	✓				
Adult Workers including volunteer leaders	✓				Safeguarding Adults Modern Slavery Drug and Alcohol Abuse and the links to Safeguarding Refugees and Asylum Seekers
Pastoral Visitors	✓				Domestic Abuse Safeguarding Adults Modern Slavery Supporting Survivors

Worship Leaders and Assembly Accredited Lay Preachers	✓				Domestic Abuse Safeguarding Adults Supporting Survivors
URC Trustees and Synod Trustees			✓		
Elders/Deacons as Trustees			✓		Elders as Trustees Domestic Abuse Safeguarding Adults Supporting Survivors
Church Secretary	✓				Verifier and Safer Recruitment
Serving Elders/Deacons	✓	✓		✓ where there is no Minister and as required by the church.	Domestic Abuse Safeguarding Adults Supporting Survivors
Synod Clerk			✓		Safer Recruitment Any others as directed by line management and relevant to your role.

Chaplains and Ministers on the Roll in other roles	✓	✓			
---	---	---	--	--	--

If a role is not mentioned, then the role holder must speak to their SSO for clarification on the level of training needed. Further clarification can be found in the flow chart. Please answer the questions regarding your responsibilities to determine the level needed.

Please note that there may be other bespoke modules relevant to your role so please consider what is appropriate in your own church. This will vary from church dependent on what groups you run or communities you may be involved with.

Training Pathways for Other Church Roles in Scotland



