

Church Roles

Please note this list is not prescriptive - eligibility decisions should always be made on the specific and individual duties within a role

Role	Eligibility	Level of Check / Notes	Preferred Title
BAPs	Eligible	Regulated Activity with children and adults (this is a paid role)	Trainee Minister
Bellringer	Not Eligible	Unless in a supervisory/teaching role with junior bellringers	Bellringer supervising Children
CAP Befriender	Eligible	Usually Enhanced, possibly Regulated Activity. See the flowchart and notes as this is dependent on individual role.	
CAP Centre Manager	Eligible	Regulated Activity with adults	
CAP Debt Counsellor	Eligible	Enhanced - Regulated Activity with adults if dealing with money on behalf of client	
Caretaker	Not Eligible	Unless they work in a school or their responsibilities include supervising children	Caretaker supervising children
Chalice Bearer	Not Eligible		
Childcare Practitioner	Eligible	Regulated Activity with children	
Children's Worker	Eligible	Enhanced if working on more than one occasion but Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	Church Children's Worker
Choir Chaperone	Eligible	Enhanced or Regulated Activity with children - see flowchart and notes	Choir Chaperone with Children
Choir Master	Eligible	Eligible only if supervising/teaching children or supervising those who do - then usually Enhanced and Regulated Activity with children	Choir Master with Children
Choir Member	Not Eligible	Unless also has chaperone or teaching role with junior choir members	Choir Supervising Children
Church Leader	Eligible	Regulated Activity with children and adults	
Churchwarden	Eligible	Enhanced (if a Trustee of a charity that works with children or adults at risk) or Regulated Activity depending on their role	Churchwarden / Trustee

Clergy	Eligible	Regulated Activity with children and adults	
Coffee or Tea Servers	Not Eligible		
Counsellor	Eligible	Enhanced if carried out frequently or intensively with adults or on more than one occasion with children and Regulated Activity if receiving referrals from healthcare professionals and/or if unsupervised with children	Counsellor / Counsellor in Regulated Activity
Creche Worker	Eligible	Enhanced with Regulated Activity if changing nappies/toileting children and/or not supervised	
Debt Advisor	Eligible	Enhanced if working frequently or intensively with adults at risk - Regulated Activity if dealing with money on behalf of client or providing counselling by means of a social services or health care professional referral	
Director of Music	Eligible	Eligible only if supervising/teaching children or supervising those who do - if so then usually Enhanced and Regulated Activity with children	Leader of Music Supervising Children
Driver of Adults at Risk	Eligible	Enhanced if carried out frequently or intensively - Regulated Activity if taking adults to or from a place where they receive health care (i.e. hospital, GP surgery, nursing home, etc. - not residential home) on one occasion or more	
Driver of Children	Eligible	Regulated Activity with children if frequently or intensively, Enhanced if on more than one occasion	
Elder	Not Eligible	Unless a Trustee and/or responsibilities include supervising the work of children or adults at risk	Trustee/Church Leader supervising children/adults at risk
Evangelist	Eligible	Enhanced if a Church of England commissioned Evangelist	Lay Minister/ Evangelist
Flower Arranger	Not Eligible		
Foodbank Worker	Not Eligible	Generally not eligible but see flowchart and notes	
Head Server	Eligible	Only eligible if supervising/teaching children on more than one occasion - if so then Enhanced and Regulated Activity with children	Head Server supervising children
Home Visitor	Eligible	Enhanced if frequently or intensively with adults	

Homeless Shelter Worker	Eligible	Enhanced and possibly Regulated Activity - see flowchart and notes - unless only serving food/refreshments or having a supervised 'friendly chat' in which case not eligible	
Hospital Chaplain	Eligible	Enhanced and usually Regulated Activity with adults and/or children	
Incumbent	Eligible	Regulated Activity with children and adults	
Junior Church Helper	Eligible	Enhanced if working on more than one occasion, but Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	
Junior Church Leader	Eligible	Enhanced if working on more than one occasion, but Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	
Lay Minister of Communion	Not Eligible		
Licensed Lay Minister (LLM)	Eligible	Enhanced and usually Regulated Activity depending on terms of license	
Minister	Eligible	Regulated Activity with children and adults	
Nightshelter Worker	Eligible	Enhanced and possibly Regulated Activity - see flowchart and notes - unless only serving food/refreshments or having a supervised 'friendly chat' in which case not eligible	
Nursery Manager	Eligible	Regulated Activity	
Nursery Worker	Eligible	Regulated Activity	
Open the Book Volunteer	Eligible	Only Regulated Activity if unsupervised	
Ordinand in Training	Eligible	Regulated Activity with children and adults (this is a paid role)	
Ordination Training Candidate	Eligible	Regulated Activity with children and adults (this is a paid role)	Trainee Minister
Organist	Not Eligible	Unless also has chaperone/teaching role with junior choir members	Children's Choir Supervisor
Overseas Children's Worker	Eligible	Usually Regulated Activity	

Parent and Toddler Group Helper	Not Eligible	Unless they supervise activities with children in which case normally Enhanced - see flowchart and notes	
Parent and Toddler Group Leader	Eligible	Usually eligible for Enhanced Check in Regulated Activity if the role includes supervising/caring for/toileting children away from parent/carer	
Parish Administrator	Not Eligible		
Parish Secretary	Not Eligible		
Pastor	Eligible	Regulated Activity with children and adults	
Pastoral Assistant	Eligible	Enhanced if carried out frequently or intensively - Regulated Activity if doing shopping and therefore taking money	Pastoral Worker
Pastoral Team Member	Eligible	Enhanced if carried out frequently or intensively - Regulated Activity if doing shopping and therefore taking money	Pastoral Worker
Pastoral Visitor	Eligible	Enhanced if carried out frequently or intensively - Regulated Activity if doing shopping and therefore taking money	Pastoral Worker
Pastoral Worker	Eligible	Enhanced if carried out frequently or intensively - Regulated Activity if doing shopping and therefore taking money	
PCC Member	Eligible	Enhanced as they are Trustees of a charity that works with children or adults at risk - whether or not a Church checks all its PCC members is a matter for local determination and should be confirmed with the appropriate diocese.	PCC/Trustee
Prayer Team Member	Not Eligible	Unless regularly praying unsupervised with children	
Premises Manager	Not Eligible	Unless they work in a school or their responsibilities include supervising children	
Reader	Eligible	Often Regulated Activity with children or Enhanced with Adults, although this can differ according to core responsibilities and role - post-licensing renewals subject to diocesan policy	Lay Minister/Reader
Sacristan	Not Eligible	May qualify if also a Server - follow guidance for that role	

Safeguarding Officer	Eligible	Eligible if supervising those engaged in a Regulated Activity or working with children or adults at risk - for Church of England the role is also eligible if the applicant serves on the PCC (see PCC role notes)	Safeguarding Officer Supervising Regulated Activity
Server	Not Eligible	Unless in a supervisory/teaching role with junior servers	Server Supervising Children
Sidesperson	Not Eligible	Unless specifically designated to supervise/toilet children	Steward Supervising Children
Steward	Not Eligible	Unless specifically designated to supervise/toilet children	Steward Supervising Children
Street Pastor	Eligible	Only eligible for a basic disclosure	
Sunday School Assistant	Eligible	Enhanced if working on more than one occasion - Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	Sunday School Helper
Sunday School Helper	Eligible	Enhanced if working on more than one occasion - Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	
Sunday School Leader	Eligible	Enhanced if working on more than one occasion - Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	
Sunday School Teacher	Eligible	Enhanced if working on more than one occasion - Regulated Activity if role includes taking children to the toilet or they work frequently or intensively unsupervised	
Support Worker	Eligible	Usually Enhanced, possibly Regulated Activity - see flowchart and notes	
Tower Captain	Eligible	Eligible if supervising/teaching children or supervising those who do - then Enhanced and Regulated Activity with children	Bellringer Leader Supervising Children
Treasurer	Not Eligible	Unless they are also a Trustee of a charity that works with children or adults at risk - see notes under 'Trustee'	Trustee of Charity
Trustee	Eligible	Only eligible for Enhanced Check if Trustee for a charity that works with children or adults at risk	Trustee of Charity

Verger	Not Eligible	It is highly unlikely that your verger will be eligible at all, unless there is a specific duty/role within the job description for working with children and/or vulnerable adults. Any contact is likely to be deemed to be incidental to the main purpose. That said there may be eligibility, if there are any duties which mean they are directly engaged or have substantial contact with children/vulnerable adults (such as where they are authorised to provide pastoral care).	
Welcomer	Not Eligible	Unless specifically designated to supervise/toilet children	
Worship Leader	Not Eligible	Unless also has chaperone/teaching role with child members in which case 'Children's Worship Leader' should be the position applied for	
Youth Camp Worker	Eligible	Usually in Regulated Activity	
Youth Worker	Eligible	Enhanced if working on more than one occasion and often Regulated Activity if working weekly, intensively or overnight not supervised	