

Roles in the Church and CRB disclosure

All those who regularly work with children or vulnerable adults in a regulated activity should have enhanced CRB checks.

Holders of the following church-related roles are therefore among those who will almost certainly need to be CRB-checked:

- All clergy (stipendiary and non-stipendiary, including all chaplains and retired clergy with a licence and permission to officiate)
- Readers and Licensed Evangelists
- Pastoral Assistants, where the role specifies relevant work, including all Southwark Pastoral Auxiliaries;
- Commissioned and Non-Commissioned Lay Workers, including lay ministers, youth, children and family workers;
- Musical Directors, Organists, Choir leaders, where the activity includes children;
- All Tower Captains, Ringing Masters and Adults Ringers who train/teach children (u18);
- Youth Club (u18) leaders & helpers;
- Sunday School (u18) teachers & helpers;
- Leaders and Assistant Leaders of Church Parent & Toddlers Group;
- Parish Safeguarding Officers;
- PCC-approved Home Visitors for schemes that are wholly or mainly for families with children or vulnerable adults;
- Leaders, Assistants and Drivers for PCC-approved luncheon clubs or other community activities that are wholly or mainly for vulnerable adults.

Holders of the following roles may need to be CRB-checked, only if there is frequent or intensive work with or responsibility for groups wholly or mainly of children or vulnerable adults, and it falls within the definition of a Regulated Activity:

- Churchwardens
- Head server, minimum two adults per group
- Sacristan/verger
- Church/church hall cleaners/caretakers.

Mixed age groups

Those who have a 'rank and file' (membership) role in mixed-age groups will not normally be able to get CRB checks, unless they hold another relevant role which falls within the definition of a Regulated Activity, or there are specified aspects of their role which mean the person will be responsible for children under 18 or vulnerable adults. However, there needs to be at least one person other than the leader who has a CRB check to keep an eye on the welfare of any young people involved during and around the group activity. It may be more convenient to have several such people so that at least one is present, or a rota could be worked.

Sixteen and seventeen year olds

The occasional presence of a sixteen or seventeen year old in a group which is otherwise composed of adults does not make the group a mixed-age group in the sense given above. However, a group which has children under sixteen (even if only one) is such an activity

Occasional helpers

Those who help regularly with Regulated Activity, even if only occasionally, should apply for CRB checks.

Transport

Those who transport children or vulnerable adults on behalf of the church will need to be CRB-checked. Transport also includes escorting children from one place or church activity to another. Private arrangements among parents are exempt.

Parents attending church events

Parents attending Sunday School, Parents and Toddlers groups or similar, where contact with other peoples' children is likely to be incidental and where there are CRB-checked leaders supervising the activity, are not counted as being engaged in regulated activity and therefore do not require CRB disclosures.

Pastoral visiting for families with children or vulnerable adults

Those who are engaged in pastoral visiting or appointed as pastoral visitors for the general congregation will not normally be required to obtain CRB disclosures. The definition of vulnerable adults for CRB purposes is restricted mainly to those in receipt of care, in nursing homes or receiving specific services targeted to them.

The statements above are not exhaustive; if you are unsure about whether groups you work with fit the definition of 'vulnerable adults', or if you are in doubt about where a role fits, contact your Diocesan Safeguarding Adviser.