

ORDINANDS AND VOCATIONS

Early Questions to Candidates

Introduction

This is not like a normal job interview and the candidate needs to know that the process will be much more intrusive into their private life. They will need to be prepared for this.

1. **Residency status:** Someone needs to see a candidate's passport or other evidence that they are either a British Citizen or that they have indefinite leave to remain. In the event that a candidate has a visa please take note of all the details and be clear with the candidate that we will not sponsor its renewal nor will the diocese provide financial assistance to pay for a renewal.
2. **Five Guiding Principles:** A full discussion on the Five Guiding Principle and their implications need to take place before BAP. A statement of acknowledgement has to be made within the part 2 papers that the candidate assents to all of them.
https://www.churchofengland.org/sites/default/files/2017-10/the_five_guiding_principles.pdf
3. **Issues in Human Sexuality:** A statement that the candidate is content to live within these guidelines has to be included in the sponsoring papers part 2 so good to raise with them at an early stage.
<https://www.churchofengland.org/sites/default/files/2018-07/issues%20in%20human%20sexuality.pdf>
4. **Promoting a Safer Church:** A statement has to be made that the candidate has read, understood and is committed to the Church of England's policy on Promoting a Safer Church and that they understand the issues surrounding this policy.
<https://www.churchofengland.org/sites/default/files/2017-11/cofe-policy-statement.pdf>
5. **Marital status:** Full transparency on all aspects of a candidate's marital status. Is a Canon C4 required?
6. **Baptised and Confirmed:** Evidence that a candidate is baptised and episcopally confirmed?
7. **Sponsoring Bishop:** confirm expected sponsoring bishop; the default position is that candidates will be sponsored by their Area bishop except where the sending church has passed resolution(s) when candidates will be sponsored by the Bishop of Fulham or Maidstone as appropriate. Candidates may lodge a formal request with their ADO/AADO if they wish to be sponsored by a bishop other than as above. This request has to be justified and will be considered on theological grounds only.
8. **Health:** We are not permitted to ask any direct questions about health, but a good question to ask is whether the candidate knows of anything that might prevent them, or prove difficult for them, in training or carrying out the work and role of a priest
9. **Historic Abuse:** Separate guidelines are being issued on the handling of issues around candidates who may be survivors of historic abuse. Please be alert to any possibility of this being an issue

- 10. Finance:** Outline the financial support available during training (and ministry) in the Financial Principles Document. Emphasise the impact on finances and training of a change in circumstances (including family friendly policy) and the requirement to clear any debts (other than student loans) or put in place a clear plan to manage it before training starts.
- 11. Training Pathways and Funding:** The full costs of training (including accommodation at a residential college) are paid by the diocese. Choice of pathways will be based on academic and formation needs within the RME framework. Choice of pathway outside this framework must be approved before any commitment to ordinand or TEI can be made.

RME Band	Age at start (1 Sept)	2018/19 grant	Normal Pathway
1	Under 32	£15,753 each year for three years	3 years residential training
2	32 - 39	£15,753 each year for two years	2 years residential training
3	40 - 54	£6,777 each year for three years	3 years part time training
4	55+	£6,777 each year for two years	2 years part time training

- 12. Context Based Placements:** discuss options and be clear that the decision will be made by the ADO, the college and candidate in consultation.
- 13. Educational Needs:** support is available for those with special needs to help them in their theological training; it is good to know in advance so that plans can be put in place and funding arrangements made in good time.
- 14. London as an Exporting Diocese:** Be clear that we cannot guarantee a curacy in London and encourage all candidates for stipendiary ministry to think seriously about ministry outside London throughout the journey in selection and training. Suggest proactive action with dioceses with whom we have 'export' arrangements. (If they are considering Context-based training at St Mellitus, might they train at another SMC Hub?).
- 15. DBS Procedure:** Ask whether the candidate has a criminal record and tell them that they will need to complete the DBS procedure before going to BAP
- 16. Data Protection:** Make them aware of the privacy notices on correspondence and paperwork. <https://www.london.anglican.org/kb/data-protection/>