Introduction
This is not like a normal job interview and it is important for the candidate to be prepared that the
discernment process will be much more intrusive into their private life. The following items are important
topics to be discussed with them at an early stage of the process; some are roadblocks and will prevent the
candidate progressing until they are resolved. This is primarily the items on page 1.

1. **Residency status**: Candidate’s passport or other evidence that they are a British Citizen or they have
   indefinite leave to remain. For EU citizens they must have settled status (pre-settled status is not
   sufficient). If a candidate has a visa take note of all the details and be clear with them that we will not
   sponsor its renewal nor will the diocese provide financial assistance to pay for a renewal.

2. **Essential Church Policy**: the following three documents must be discussed with the candidates
   before stage 1 with each being affirmed appropriately on the stage one:
   a. **Five Guiding Principles**: the candidate has read, understood and assented to these.
      [Link to Five Guiding Principles]
   b. **Issues in Human Sexuality**: the candidate has read, understood and is content to live within
      these guidelines
      [Link to Issues in Human Sexuality]
   c. **Promoting a Safer Church**: the candidate has read, understood and confirms they are committed
      to this policy.
      [Link to Promoting a Safer Church]

3. **Marital status**: Full transparency on all aspects of a candidate’s marital status. Is a Canon C4 required?

4. **Baptised and Confirmed**: Evidence that a candidate is baptised and episcopally confirmed? This is
   expected for attendance at a BAP and will absolutely be needed before a candidate can be ordained.

5. **Safeguarding**: All candidates must complete the Basic (formerly C0) and Foundation (formerly C1)
   modules before attending Stage 1. It is recommended that the Basic module is completed early in the
   process and the foundations module before any placements are undertaken.
   [Link to Safeguarding Training]

6. **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 and be
   prepared to refer to the Safeguarding team.

7. **DBS Procedure**: Ask whether the candidate has a criminal record and tell them that they will need to
   complete an enhanced DBS procedure before doing any placements and Stage 1. If they have been
   convicted of a ‘great crime’ they will require dispensation from the Archbishop of Canterbury before
   they are ordained.

8. **Personal Finance**: Outline the financial support available. Emphasise the requirement to clear any
   debts (other than student loans) or put in place a clear plan to manage it before training starts so that
   any debt may be cleared before ordination.

9. **Social Media**: We recognise that candidates are likely to have a social media presence. We ask that
   they sign up to the Church of Englands digital charter which pledges to make social media and the web
   more positive places [Link to Digital Charter]

10. **Age Restrictions**: Candidates will not normally be older than 58 when they begin training.
11. **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.

12. **Sponsoring Bishop:** Confirm expected sponsoring bishop; the default position is for candidates to be sponsored by their Area bishop except where the sending church has passed resolution(s) and candidates will be sponsored by the Bishop of Fulham or Maidstone as appropriate. Candidates may lodge a formal request with their ADO if they wish to be sponsored by a bishop other than as above. This request must be justified and will be considered on theological grounds only. [Link to process](#).

13. **Training Pathways and Funding:** Full costs of training are paid by the diocese. This includes accommodation for full time training. Choice of pathway based on academic and formation needs within the RME framework below. Choice of pathway outside this framework to be approved before any commitment to ordinand or TEI can be made.

<table>
<thead>
<tr>
<th>RME Band</th>
<th>Age at start (1 Sept)</th>
<th>Normal Pathway</th>
</tr>
</thead>
<tbody>
<tr>
<td>1</td>
<td>Under 32</td>
<td>3 years residential training</td>
</tr>
<tr>
<td>2</td>
<td>32 - 39</td>
<td>2 years residential training</td>
</tr>
<tr>
<td>3</td>
<td>40 - 54</td>
<td>3 years part time training</td>
</tr>
<tr>
<td>4</td>
<td>55+</td>
<td>2 years part time training</td>
</tr>
</tbody>
</table>

14. **Context Based Placements:** discuss options and be clear that the decision will be made by the ADO, the college and candidate in consultation.

15. **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.

16. **London as an Exporting Diocese:** We have limited curacies available and release around 40% of our ordinands at the end of training. Important to be clear about this and encourage all candidates for stipendiary ministry to think seriously about ministry outside London. Suggest proactive action with dioceses with whom we have ‘export’ arrangements and if they are considering context-based training this is now available across all St Mellitus hubs and other TEIs outside London.

17. **Data Protection:** Make them aware of the privacy notices on correspondence and paperwork. [Link](https://www.london.anglican.org/kb/data-protection/)

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