

Safeguarding Training Requirements Diocese of Leicester (Safeguarding Learning and Development Framework 2021) November 2021

Safeguarding training is valid for 3 years and is repeated at the highest level required. Specialist modules are also valid for 3 years.

Roles	Basic Awareness ¹	Foundation ²	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Administrator	Yes	No, unless children/ young people or vulnerable adults involved or recruiting/ line managing	No	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Associate ministers	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Authorised ministers	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Bell Ringers	Yes	No, unless training/ supervising children/ young people or vulnerable adults	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No

¹ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

²It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ³	Foundation ⁴	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Bell Tower Captains ⁵	Yes	Yes	Yes	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Bishop's Council	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
BMO Leadership team	Yes	Yes	Yes	No	Yes	Yes	No
Children/Family Worker Employed	Yes	Yes	Yes	No	Yes	Yes	No
Children/Family Worker Volunteer	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Choir Master/Leader	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No

³ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

⁴It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

⁵ Required by Central Council of Church Bellringers

Roles	Basic Awareness ⁶	Foundation ⁷	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Choir Member	Yes	No, unless supervising children/ young people or vulnerable adults	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Church Wardens	Yes	Yes	No, unless going into/in vacancy, or playing a lead role in shaping the culture of the church ⁸	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Church/Cathedral/fresh expressions of church/ BMO Officers/ volunteers	Yes	No, unless children/ young people or vulnerable adults involved	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Clergy	Yes	Yes	Yes	No	Yes	Yes	No

⁶ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

⁷It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

⁸ Churchwardens, leadership training should be completed if a church is preparing for, or in, interregnum or the churchwarden has a lead role in shaping the culture of the church body. A form will be available to help churches clarify the role specific training decision.

Roles	Basic Awareness ⁹	Foundation ¹⁰	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Clergy PTO	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	Yes	Yes	No, unless line manager/recruiting	No
Diocesan Board of Patronage	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	Yes	No
Diocesan staff involved in recruiting staff/ volunteers/DBS checks/ line managing	Yes	Yes	No, unless play a lead role in shaping the culture of the diocese/ministry area	No	No, unless providing pastoral support	Yes	No
Diocesan Staff roles involving children, young people and vulnerable adults	Yes	Yes	No, unless in leadership play a lead role in shaping the culture of the diocese/ministry	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No

⁹ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

¹⁰It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ¹¹	Foundation ¹²	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Diocesan Staff/Trustees	Yes	No	No, unless in a leadership role or play a lead role in shaping the culture of the diocese	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Diocesan DBF Finance Committee/Trustees	Yes	Yes	No, unless in a leadership role or play a lead role in shaping the culture of the diocese	No	No, unless providing pastoral support	Yes	No
Employed Ministry Worker	Yes	Yes	Yes	No	Yes	Yes, if line manager/recruiting	No
Evangelists, Authorised	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Evangelists, Authorised, PTO/ Emeritus	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Growing Faith Worker, employed	Yes	Yes	Yes	No	Yes	Yes, if line manager/recruiting	No
Growing Faith Worker, volunteer	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No

¹¹ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

¹²It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ¹³	Foundation ¹⁴	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Leaders of Fresh Expressions of Church/ Intercultural Worshipping Communities	Yes	Yes	Yes	No	Yes	Yes	No
Members of Diocesan Safeguarding Advisory Panel	Yes	Yes	No, unless in a leadership role or play a lead role in shaping the culture of the diocese	No	Yes	No, unless line manager/recruiting	No
Messy Church Leaders	Yes	Yes	Yes	No	Yes	Yes	No
Messy Church Volunteers	Yes	Yes	No, unless playing a lead role in shaping the culture of Messy Church	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Minster Community Leadership Team	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Ministry trainees	Yes	Yes	If role would lead to it, before independent placement	No	Yes, before placements	No, unless line manager/recruiting	No

¹³ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

¹⁴It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ¹⁵	Foundation ¹⁶	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Music Group Leaders	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/ BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Music Group members	Yes	No unless supervising children/ young people or vulnerable adults involved	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Organist	Yes	No unless children/ young people or vulnerable adults involved	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No

¹⁵ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

¹⁶It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ¹⁷	Foundation ¹⁸	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Other roles	Yes	No unless children/ young people or vulnerable adults involved	No, unless in leadership play a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No
Pastoral Assistants	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Pastoral Assistants PTO/Emeritus	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
PCC Members/Lay Chapter member	Yes	Yes	No, unless in leadership play a lead role in shaping the culture of the church/cathedral	No	Yes	No, unless line manager/recruiting	
People involved in recruiting volunteers or paid roles, including DBS	Yes	Yes	No, unless in leadership play a lead role in shaping the culture of the church	No	No, unless providing pastoral support	Yes	No
Pioneers	Yes	Yes	Yes	No	Yes	Yes	No
Pioneers PTO/Emeritus	Yes	Yes	Yes	No	Yes	Yes	No

¹⁷ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

¹⁸It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ¹⁹	Foundation ²⁰	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Readers	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No
Readers PTO/ Emeritus	Yes	Yes	No	Yes	Yes	No, unless line manager/recruiting	No
Safeguarding Co-ordinators/ Leads	Yes	Yes	Yes	No	Yes	Yes	Yes
Spiritual Directors	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes	No, unless line manager/recruiting	No
Vacancy In See Committee	Yes	Yes	No	No	No	Yes	No
Vergers	Yes	Yes	No, unless in leadership play a lead role in shaping the culture of the church/cathedral	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Vulnerable adult related worker, employed	Yes	Yes	Yes	No	Yes	No, unless line manager/recruiting	No

¹⁹ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

²⁰It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ²¹	Foundation ²²	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Vulnerable adult related volunteers	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes	No, unless line manager/recruiting	No
Worship Group Leaders	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Worship Group Members	Yes	No unless supervising children/ young people or vulnerable adults involved	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	No, unless providing pastoral support	No, unless line manager/recruiting	No
Youth Worker, Employed	Yes	Yes	Yes	No	Yes	Yes	No

²¹ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

²²It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Roles	Basic Awareness ²³	Foundation ²⁴	Safeguarding Leadership (VSLT)	PTO Pathway	Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Youth Worker, Volunteer	Yes	Yes	No, unless playing a lead role in shaping the culture of the church/ cathedral/fresh expression/BMO	No	Yes, if providing pastoral support	No, unless line manager/recruiting	No

²³ It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

²⁴It is recommended this course is repeated if previously completed before March 2020 and wouldn't otherwise be repeated, due to a significant review of safeguarding training.

Specialist Roles

Roles	Basic Awareness	Foundation	Safeguarding Leadership (VSLT)	Link Person Training ²⁵	Support Person Training ²⁶	Domestic Abuse	Safer Recruitment and People Management
Link Person	Yes	Yes	No	Yes	No	Yes	No unless line manager/recruiting
Support Person	Yes	Yes	No	No	Yes	Yes	No unless line manager/recruiting

Role	Basic Awareness	Foundation	Safeguarding Leadership (VSLT)	Diocesan/Assistant Directors of Ordinands Pathway	Domestic Abuse	Safer Recruitment
Diocesan Director of Ordinand/Assistant Director of Ordinand	Yes	Yes	Yes	Yes	Yes	Yes

²⁵ Link Person training valid for 3 years. National Safeguarding Team Delivery

²⁶ Support Person training, valid for 3 years. National Safeguarding Delivery dependent on numbers.

Diocesan and Cathedral Senior Staff

Role	Basic Awareness	Foundation	Safeguarding Leadership (VSLT)	Senior Leadership ²⁷	Domestic Abuse	Safer Recruitment
Diocesan and Suffragan Bishops Archdeacons Deans Executive Chapter Members/ Residentiary Canons Bishop's Chaplains Diocesan Secretaries/ Chief of Staff/Chief Executive/Cathedral Administrators Directors of Communications Directors of ministry Registrars Diocesan and Cathedral Safeguarding Officers Directors of Music/ Masters of Choristers HR Directors Senior Chaplains to the Armed Forces Leaders of Religious Communities	Yes	Yes	Yes ²⁸	Yes	Yes	If line manager/ recruiting

²⁷ Senior Leadership, delivered by National Safeguarding Training Team. Diocese and cathedral senior teams trained individually.

²⁸ Individual cases may need clarification with National Safeguarding Training team due to similarities with Senior Leadership Pathway