

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

The Church has an ambition to make a paradigm shift in its relationship with safeguarding. This requires recognition that safeguarding needs to move away from something that is in some respects external/ imposed upon the Church, to something that flows from within the soul of the Church. Safeguarding is at the centre of our faith, in our practice, in our worship, in praying, and in our believing. In other words, safeguarding needs to become integral to the very DNA of the Church rather than an appendage, with good safeguarding behaviours flowing naturally and intuitively. Theology, by which we simply mean clear thinking about God and the faith we share, has been interwoven into all our learning and development pathways. As the Independent Inquiry into Child Sexual Abuse (IICSA) identified, this will require a significant shift in the Church's culture. Safeguarding training is part of the process. The safeguarding learning pathways support participants in developing and maintaining the necessary values, beliefs, knowledge and skills to protect children, young people and vulnerable adults.

In the past, things have happened in churches where people didn't always recognise that something was wrong, or know what to do about it. The Independent Inquiry into Child Sexual Abuse, IICSA, [IICSA Independent Inquiry into Child Sexual Abuse](#), have looked at issues around the Church of England and published reports that show how things can go wrong, [Investigation reports | IICSA Independent Inquiry into Child Sexual Abuse](#). Safeguarding is everyone's responsibility, not just vicars/ clergy/ safeguarding officers, you never know what piece of the jigsaw that you might have which could help to prevent or stop abuse of any type and the impact on all concerned. Abuse has a far-reaching and significant impact on those who experience, or witness it, as well as on those connected with them or the situation.

The Church of England has comprehensively reviewed its safeguarding training, as part of its ongoing commitment to making church safer for everyone. Part of the review included identifying who needs to do which training, to make it easier for everyone to understand the requirements. Some decisions about which training is needed could be made locally by Bishop Martyn, in the Diocese of Leicester in addition to the required training, we have also gone with the recommendations of who needs to do the training because we are committed to safeguarding. The table is designed to help people to understand who needs to do which training.

Roles	Basic Awareness <sup>1</sup>	Foundation <sup>2</sup>	Safeguarding Leadership Pathway (VSLT)	PTO Pathway	Raising Awareness of 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
Advocate/ Independent Person for children, young people or vulnerable adult	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
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

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<sup>1</sup> 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. Main method, [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>2</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

Roles	Basic Awareness <sup>3</sup>	Foundation <sup>4</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Bell Tower Captains <sup>5</sup>	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

<sup>3</sup> 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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>4</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>5</sup> Required by Central Council of Church Bell Ringers. We plan to offer some specific leadership training courses with relevant case studies, please register your interest through the safeguarding bookings email: [SGBBookings@LeicesterCofE.org](mailto:SGBBookings@LeicesterCofE.org)

Roles	Basic Awareness <sup>6</sup>	Foundation <sup>7</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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 <sup>8</sup>	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

<sup>6</sup> 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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>7</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>8</sup> 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 <sup>9</sup>	Foundation <sup>10</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

<sup>9</sup> 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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>10</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

Roles	Basic Awareness <sup>11</sup>	Foundation <sup>12</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

<sup>11</sup> 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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

<sup>12</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

Roles	Basic Awareness <sup>13</sup>	Foundation <sup>14</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

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<sup>14</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

Roles	Basic Awareness <sup>15</sup>	Foundation <sup>16</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

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<sup>16</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)



Roles	Basic Awareness <sup>17</sup>	Foundation <sup>18</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management	Parish Safeguarding Officer Induction
Other roles, including local ministers as roles vary	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

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Roles	Basic Awareness <sup>19</sup>	Foundation <sup>20</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

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Roles	Basic Awareness <sup>21</sup>	Foundation <sup>22</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

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<sup>22</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

Roles	Basic Awareness <sup>23</sup>	Foundation <sup>24</sup>	Safeguarding Leadership (VSLT)	PTO Pathway	Raising Awareness of 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

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<sup>24</sup>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. [Safeguarding Training Portal \(cofeportal.org\)](https://www.cofeportal.org)

## Specialist Roles

Roles	Basic Awareness	Foundation	Safeguarding Leadership (VSLT)	Link Person Training <sup>25</sup>	Support Person Training <sup>26</sup>	Raising Awareness of 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	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management
Diocesan Director of Ordinand/Assistant Director of Ordinand	Yes	Yes	Yes	Yes	Yes	Yes

<sup>25</sup> Link Person training valid for 3 years. National Safeguarding Team Delivery

<sup>26</sup> 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 <sup>27</sup>	Raising Awareness of Domestic Abuse	Safer Recruitment and People Management
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 <sup>28</sup>	Yes	Yes	If line manager/ recruiting

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

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

## How To Complete Training

Basic Awareness, Foundation, Raising Awareness of Domestic Abuse and Safer recruitment can be completed online via the Church of England Safeguarding Training portal, [Safeguarding Training Portal \(cofeportal.org\)](https://cofeportal.org).

Some people may be able to complete online training with some support, especially setting up a portal account. Some churches have organised a volunteer to offer support, others purchased a low cost tablet that people could use to access the training. Where people share an email and both need to complete training then it is possible to email the portal helpdesk in advance with the relevant details, see [Safeguarding: Training Portal: Can I use my spouse or partner's email address to register on the site? \(cofeportal.org\)](https://cofeportal.org) for the details. Face to face training is available for those unable to access online training. An expression of interest form is available where there are enough people to consider local training. Please be aware that due to Covid restrictions there may be a delay in accessing face-to-face training.

We recognise that the amount of safeguarding training required by some roles has increased significantly, so suggest starting by focusing on those with direct ministry roles involving children, young people or vulnerable adults and then other roles.

Dates and booking details for the safeguarding leadership and PTO pathways can be found at [Diocese of Leicester | Training and Events \(anglican.org\)](https://anglican.org). Booking forms are emailed to [SGB bookings@LeicesterCofE.org](mailto:SGB bookings@LeicesterCofE.org)

If you have any questions or concerns about safeguarding training, including due to your life experiences, please contact Louise Warner, Safeguarding Training Officer, [Louise.Warner@LeicesterCofE.org](mailto:Louise.Warner@LeicesterCofE.org) or 07729628319