**Clarification regarding the Leadership level training and Bell Tower Captains**

Note from the National Safeguarding Team:

The NST have received a number of enquiries regarding Tower Captains and whether they are required participants for the Leadership Pathway. The key section of the Safeguarding Learning and Development Framework here is section 3.3 on p22, under Required Attendees:   
    
*It should also, according to the local context, include such other people who significantly influence the culture of that Church body. These may include, for example, lay ministry staff employed by a PCC or Bishops’ Mission Order, locally appointed leaders of new worshipping communities, focal ministers, and Churchwardens\*. The requirements for attendance for people in local leadership roles will be determined by agreement between the Bishop/Dean and their respective safeguarding adviser. Where there is a determination that someone must undertake this pathway, that person then becomes a required attendee.*   
    
This is being interpreted in some dioceses as including all tower captains and ringing masters etc and the last sentence above makes it clear that once this determination has been made, the attendance of these officers etc becomes mandatory.  This is causing some disquiet among some people in the ringing community.   
    
All ringers are required to do Basic Awareness, many will also need to do Foundation depending on local circumstances. For Leadership, a conversation needs to happen between Dioceses and diocesan associations of bell ringers around their level of “culture setting”. There is no blanket mandate Tower Captains have to complete the Leadership Pathway.    
    
Training for bell ringers and Tower Captains may therefore look something like the below:   
    
Bell ringers – all to complete Basic awareness   
Tower captains and those teaching children - complete Foundation   
Tower captains at prominent towers (including Cathedrals, towers with frequent visitors or people learning), District chair / district safeguarding lead – to complete Leadership   
    
It should also be noted that in all matters regarding safeguarding training, it is the DSA and their team who should make the decisions about how to apply the Framework and no individual parish should be making decisions on this that are outside of the policy adopted by the diocese.