



People in a Position of Trust (PiPoT)

1. Background

The Care Act 2014 and the Care and Support Guidance established the statutory requirement for all Safeguarding Adults Boards and partners should have policies and procedures in place for responding to allegations against any person who works with adults, in either paid or unpaid capacity, in a position of trust.

A **position of trust** is where someone is likely to have contact with adults at risk as part of their employment or voluntary work. In addition, that person's role carries an expectation of trust, and they are 'in a position' to exercise authority, power over an adult at risk.

There should be a clear distinction between:

- An allegation
- A concern about the quality of care or practice, or
- A complaint

2. Why it matters

Dealing with these situations can be complex due to the competing requirements of balancing individual rights to confidentiality against obligations to disclose information in order to safeguard adults at risk.

Partner agencies and the service providers they commission are individually responsible for ensuring that information relating to adult position of trust concerns are shared and escalated outside of their organisation, where this is required and appropriate.

Each case must be dealt with individually by acting on its own facts, and with reference to the relevant legislation and Information Sharing Protocols particularly, in order to demonstrate justification and proportionality. Legal advice may be sought due to the legal complexities involved and to ensure an organisation is acting in accordance with the law.



3. What you need to do?

- You need to be trained so you understand your safeguarding responsibilities.
- You need to include as part of your Safer Recruitment Policy.
- You need to ensure you know where to access the PiPoT Policy.
- You need to know who your PiPoT Lead is.
- If you have attended the PiPoT briefing, have you disseminated the information to colleagues?

Safeguarding an adult at risk in PiPoT cases remains a priority and a referral must be made to the Service Manager, Adult Safeguarding Team. The information should be submitted using the PiPoT reporting tool.

If you need to raise a PiPoT concern, or speak to the PiPoT Lead for further advice and guidance please email safeguardingadmin@northlincs.gov.uk or telephone – **01724 297000**

4. Information

Examples of concerns could be that a person in a position of trust has behaved in a way that has harmed or may harm an adult at risk by (these are not limited to):

- Involving them in a criminal offence such as Cuckooing.
- Financial coercion or control.
- Omission of care that the individual needs to keep well, as a form of control.

The LSAB requires all partner agencies to be individually responsible for ensuring they adopt the principles of the PiPoT policy and practice guidance and maintain clear organisational procedures for dealing with PiPoT concerns.

It is Partner agencies and the service providers they commission who are responsible for ensuring information relating to PiPoT concerns are shared and escalated outside of their organisation (in circumstances where this is required).

Ensuring information shared is appropriate and proportionality as each organisation is responsible for making this judgement in each PiPoT case, as they are the information and data owner.

Any non-partner organisations should report all PiPoT concerns in the first instance to their line manager (or on call manager) who should then contact the Safeguarding Adults Team PiPoT Lead.

Please familiarise yourself with the Guidance for **Managing Concerns around People in Positions of Trust (PiPoT) when working with adults who have care and support needs.**