

# North Lincolnshire Safeguarding Adults Board



## Managing allegations against People in a Position of Trust (PiPoT)

### Introduction

The Care Act 2014 and the Care and Support Guidance established the statutory requirement for all Safeguarding Adults Boards and partners to 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.

This document should be read in conjunction with the Safeguarding Adults Board policy and procedure for managing concerns around people in positions of trust with adults who have care and support needs which is available on the [Safeguarding Adults Board website](#).

### Who is a Person 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.

Allegations that relate to a person who works with adults with care and support needs could include:

- concerns that person has behaved in a way that has harmed or may have harmed an adult or child
- possibly committed a criminal offence against, or related to, an adult or child
- behaved towards an adult or child in a way that indicates they may pose a risk of harm to adults with care and support needs

For example, an individual who:

- has been accused of abusing their mother and is a care worker in a home for adults with learning disabilities
- is accused of GBH/ABH and is also employed as a housing tenancy support officer
- is accused of burglary and is employed as a district nurse
- has children subject to child protection procedures as a result of emotional abuse and neglect and is employed in a day centre for adults with dementia
- works as a discharge coordinator and is accused of sending direct messages to a patient via social media, crossing professional boundaries

This is not an exhaustive list, and allegations may relate to the individual's behaviour at work, home or in another setting.

The PiPoT process does not cover complaints or concerns raised about the quality of the care or professional practice provided by the person in a position of trust. Concerns or complaints about quality of care or practice should be dealt with under the relevant processes e.g. complaints and HR processes.

## Managing allegations

Individual organisations, including student bodies and voluntary organisations, are responsible for responding to allegations regarding any person working for them in a position of trust with adults with care and support needs and for undertaking all necessary action in line with their internal management process.

This process should include:

- risk assessment and responses to immediate risk
- consideration of welfare of staff member
- consideration of how any potential risk will be managed whilst it is being investigated
- consideration of interface with other processes (LADO, adult and children's safeguarding, criminal, and, or internal HR processes)

**Safeguarding any adult at risk in PiPoT cases remains a priority. Where an adult with care and support needs is at risk of abuse or neglect, a safeguarding referral must be made to the NLC Safeguarding Adults Team.**

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.

There should be a clear distinction between:

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

Each case must be dealt with individually by acting on the 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.

Partner agencies and 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.

## Expectations of partner agencies

The Safeguarding Adults Board expects all partner agencies working in North Lincolnshire to:

- Have clear and accessible policies and procedures in place for responding to allegations against persons in a position of trust
- Familiarise themselves with the [SAB policy and procedure for Managing concerns around People in Positions of Trust \(PiPoT\) when working with adults who have care and support needs](#)
- Ensure that they have robust employment practices in place, including reference checks and relevant Disclosure and Barring Service checks
- Clearly identify who their agency's PiPoT Lead is
- Ensure that information relating to PiPoT concerns are shared and escalated outside of their organisation (in circumstances where this is required)

- Train staff to understand their safeguarding responsibilities
- Provide information to the SAB on a quarterly basis for assurance purposes

## Further advice and guidance

If you require further advice and guidance around PiPoT, you can contact the NLC PiPoT Lead by email [safeguardingadultreferrals@northlincs.gov.uk](mailto:safeguardingadultreferrals@northlincs.gov.uk) or by calling the NLC Safeguarding Team on 01724 297000.

Other useful sources of information include:

- [NL SAB Policy and Procedure for Managing concerns around People in Positions of Trust \(PiPoT\) when working with adults who have care and support needs](#)
- [Persons in a Position of Trust – Lunch and Learn session – Isle of Wight Safeguarding Adults Board video](#)