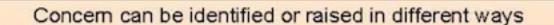
MANAGING CONCERNS AND ALLEGATIONS AGAINST PEOPLE WHO WORK WITH ADULTS WITH CARE AND SUPPORT NEEDS

Process for dealing with the concern about the person in a position of trust (POT concern)



e.g. Concern raised through partner / agency duties. e.g Police.

e.g. member of the public or other 3rd party informs the partner / agency. e,g. concern is raised through adult safeguarding referral/ enquiry e.g. information shared by LADO through Childrens processes.

Concern or allegation is identified or received by a relevant partner*, agency member of the local Safeguarding Adults Board, or other agency providing universal care and support services.

The **INFORMATION OWNER** is identified.

(This will usually be the agency or individual who first receives the information).

The information indicates an identifiable adult with care and support needs, or child, is experiencing or is at risk of abuse or neglect-

REFER TO / USE ADULT or CHILD SAFEGUARDING PROCESSES.

The INFORMATION OWNER

must decide whether it will disclose the information to the employee/volunteer's employer & any relevant others.

YES

If deciding to disclose, manage the disclosure in line with best practice and legal requirements for the sharing of information.

Information owner makes a clear record, giving the rationale of why the information has not been shared.

NO.

The Information Owner shares information with the employer (or volunteering manager).

The employer (or volunteering manager) assesses the risk, and may investigate allegations through internal employment processes where it is appropriate to do so.

The employer (or volunteering manager) takes risk management actions as appropriate to the individual case. (e.g. increased supervision or monitoring, disciplinary or dismissal. Referrals to other agencies- DBS, professional bodies like the HCPC, NMC).

The Information Owner considers making a notification of the disclosure to the relevant commissioning agency and / or regulator -

- e.g. Clinical Commissioning Group when the employee/volunteer is employed in the NHS,
 - Local Authority when employed in a commissioned social care provider service,
 - CQC when employed in a CQC regulated service.
 - OfSTED when employed in an OfSTED regulated service.

Commissioning and regulatory agencies can check/oversee employer actions as part of regulatory and contract monitoring processes.

NB. * "relevant partners" as defined in Section 6, Care Act 2014.