



ALL TOGETHER, MORE SUPPORT

Allegations Against People in Position of Trust (PiPoT) Protocol

The aim of the protocol is to provide an agreed framework and process for responding to allegations and concerns against people working with adults with care and support needs.

The PiPoT Protocol applies equally to Voluntary Community and Social Enterprise (VCSE) organisations as it does for Statutory organisations. It is important to understand that people working for VCSE organisations with adults who have care and support needs are also people in positions of trust.

Background:

The care and support statutory guidance formalised the expectations on local Safeguarding Adults Boards to establish and agree a framework and process for how allegations against people working with adults with care and support needs (i.e. those in a position of trust) should be notified and responded to.

While the primary focus of Adult Safeguarding work is to safeguard one or more identified adults with care and support and support needs, there will be occasions where a risk or potential risk may be posed by a person who works with adults with care and support needs, but where there is no specific adult at risk identified. Where such concerns are raised about someone who works with adults with care and support needs, it will be necessary for the employer (or student body or voluntary organisation) to assess any potential risk to adults with care and support needs who use their services, and, if necessary, to take action to safeguard those adults.

The PiPoT Protocol provides an overarching framework on the approach and process to follow when responding to allegations and concerns relating to people who work in a position of trust with adults who have care and support needs.

This framework and process applies to concerns and allegations about:

- a person who works with adults with care and support needs in a position of trust, whether an employee, volunteer or student (paid or unpaid); and,
- where those concerns or allegations indicate the person in a position of trust poses a risk of harm to adults with care and support needs.

These concerns or allegations could include, for example, that the person in a position of trust 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.

Roles and responsibilities:

Section 5 of the PiPoT Protocol outlines key roles and responsibilities. Any employer, student body, or voluntary organisation who is responsible for a person in a position of trust where there is a concern or allegation raised are expected to:

- **Respond:** ensure that the risk is assessed, investigated where appropriate through internal employment processes, and that risk management actions are identified and implemented as appropriate to the individual case.
- **Report:** ensure all adult or child safeguarding concerns that result from a concern about a position of trust are reported.
- **Notify:** where appropriate, notify and refer to external agencies
- **Feedback:** provide feedback at regular intervals to the relevant Local Authority (if there is a related safeguarding enquiry) and to their commissioning agency (if they have one).
- **Share information:** where it is known the person in a position of trust also has other employment or voluntary work with adults with care and support needs or children.
- **Refer to DBS:** If an organisation removes an individual (paid worker or unpaid volunteer) from work with an adult with care and support needs (or would have, had the person not left first) because the person poses a risk of harm to adults, the organisation must make a referral to the Disclosure and Barring Service.
- **Record:** the information and decisions clearly, including the rationale for any decision made. The safety and protection of adults with care and support needs must be central to decision making.