

Summary guidance – PIPOT – People in Positions of Trust

This is to be read alongside the PIPOT policy
(<https://www.barnsley.gov.uk/media/14479/protocol-for-procedures.pdf>)

What is a PIPOT? (see pages 3 + 4) – A PIPOT is defined as any worker or volunteer who in any setting, (including their private lives)who has

- ✓ Behaved in a way that has harmed or may have harmed an adult with care and support needs.
- ✓ Possibly committed a criminal offence against or related to an adult with care and support needs.
- ✓ Behaved towards an adult with care and support needs in a way that indicates s/he is unsuitable to work with adults with care and support needs.
- ✓ Behaved in a way that has harmed children or may have harmed children which means their ability to provide care or other service to adults with care and support needs must be reviewed.
- ✓ May be subject to abuse themselves and this may mean their ability to provide a service to adults with care and support needs must be reviewed.
- ✓ Behaved in a way which questions their ability to provide a service to an adult with care and support needs which must be reviewed e.g. conviction for grievous bodily harm against an adult who does not have care and support needs.

What authority do we have to investigate PIPOT concerns?

- ✓ The Care Act (2014) requires Safeguarding Adults Boards to develop a process to manage PIPOT concerns (page 2)

What should I do if I identify PIPOT concerns?

- ✓ Share with your named PIPOT lead, if unsure who this is discuss with a senior manager. Do not share any information with the alleged PIPOT.
- ✓ If an adult with care and support needs has been harmed or is at risk of harm take any immediate actions to reduce the risk of harm if possible and send a safeguarding concern into Adult Social Care. (ADD link to concern form) . (see page 5)
- ✓ Refuse any requests by the alleged PIPOT to resign from paid employment (taking advice from HR colleagues, if required)
- ✓ Consider if a referral to the DBS is required at this time. (page 6)

Who will need safeguarding?

Any adult (aged 18 or over) who:

- ✓ has needs for care and support (whether or not the local authority is meeting any of those needs)
- ✓ is experiencing, or at risk of abuse or neglect

- ✓ as a result of those care and support needs is unable to protect themselves from either the risk of, or the experience of abuse and neglect.

What happens if children have been harmed or are at risk of harm as well as adults?

- ✓ If necessary, advice should be taken from the Barnsley Local Authority Designated Officer (LADO) who manages concerns about workers and volunteers working with children. The LADO will provide support to manage any enquiries
- ✓ A referral should be made to Children's Social care to support an assessment of the needs of the child(ren) (page12)

How will the allegation be investigated?

- ✓ Existing processes will be used – disciplinary, criminal, safeguarding, LADO etc.
- ✓ If more than one investigation process is required, e.g. – disciplinary, criminal and safeguarding a planning meeting will be coordinated to address all the issues relating to the case. (page 15)
- ✓ The templates may be useful to record the investigations (page 17). Robust records must be kept.

What happens if the allegations are substantiated?

- ✓ If appropriate a right of reply must be supported – e.g. employment tribunal
- ✓ A referral should be made to the Disclosure and Barring Service (page 6)
- ✓ Referrals to appropriate professional body – e.g Nursing and Midwifery Council
- ✓ Appropriate disciplinary action should be taken in line with internal policy
- ✓ Alleged source of harm details should be recorded by Adult Social Care

What happens if the allegations are malicious?

- ✓ Records and evidence must be kept showing that a robust enquiry has been completed that exonerates the adult (page 15)

Who else will be told about the allegation?

- ✓ Information will be shared to protect the adult and to make sure a robust enquiry is completed (page 7)
- ✓ The number of PIPOT cases will be shared with the Safeguarding Adults Board each quarter, this will not include an identifying information
- ✓ Regulators, if appropriate, e.g. Care Quality Commission (CQC)