



Staffordshire and Stoke-on-Trent
Adult Safeguarding Partnership Board
Abuse must stop



Person in a Position of Trust Guide

Further Reading

Staffordshire and Stoke-on-Trent Safeguarding Procedures [Section 42: Adult Safeguarding Enquiry Procedures \(ssaspb.org.uk\)](#)

PiPoT can be found under Section 9

West Midlands PiPoT Framework
[WM Adult PoT Framework v2.0.pdf \(safeguardingwarwickshire.co.uk\)](#)

Who does this apply to?

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

All agencies should have clear policies in place for responding to allegations against people working in a position of trust.

What happens next?

Staff should be supported throughout the process. Appropriate referrals should be made to the Disclosure and Barring Service and/or the relevant body responsible for professional registration.

The legal duty to refer to DBS also applies where a person leaves their role to avoid a disciplinary hearing and the employer/volunteer organisation feels they would have dismissed the person based on the information they have.

What kind of concerns?

This could include allegations that the person 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 in a way that indicates they may **pose a risk of harm** to adults with care and support needs

Their **conduct**, either inside or outside the workplace, may impact on their suitability to work as PIPOT.

Outcome

Only the employer has the authority to suspend, redeploy or make other changes to the PiPoT'S working arrangements.

Any organisation completing an internal investigation should provide feedback at regular intervals to the relevant Local Authority (if there is a related safeguarding concern) and other involved parties.

Enquiry and parallel processes

It is expected that every organisation has internal investigation process in place.

If a criminal investigation is required, this will take priority over an organisation's internal investigation.

The Local Authority will decide if a Safeguarding Enquiry is required. The referrer or manager may be contacted for further information.

What do I need to do?

Make the situation as safe as possible for the adult. Refer to your own organisations policy on escalating concerns.

If there are any concerns that a member of staff (paid or unpaid) has abused or neglected an adult, you have a duty to report these concerns to the Local Authority. If a crime has occurred or may have reoccurred, report this to the Police immediately