

Cumbria Safeguarding Adults Board

Advice note for Position of Trust Leads when dealing with allegations against a Person in a Position of Trust (PiPoT)



1. This advice sheet is intended to equip Position of Trust Leads (PoT) with the information and advice they need to assure themselves that allegations against people in a position of trust are dealt with effectively and that adults at risk of abuse or neglect are safeguarded. This advice should be read in conjunction with the CSAB PiPoT Framework
2. The Care Act 2014 states that local authorities and their partners should have clear policies, in line with their local Safeguarding Adults Board (SAB) Framework, for dealing with allegations against people who work, either in a paid or unpaid capacity, with adults with care and support needs.
3. Cumbria Safeguarding Adults Board have published a PiPoT framework and process for how allegations against people working with adults who have care and support needs should be notified and responded to. Whilst the focus of safeguarding adults work is to safeguard one or more identified adults with care and support needs, there are occasions when incidents are reported that do not involve an adult at risk, but indicate, nevertheless, that a risk may be posed to adults at risk by a person in a position of trust ([Care Act Guidance 2014, 14.121](#)).
4. Each partner agency needs to provide assurance to Cumbria Safeguarding Adults Board that arrangements within their organisations to deal with allegations against people in a position of trust are functioning effectively.
5. Examples of concerns could include allegations that relate to a person who works with adults with care and support needs who has:
 - Behaved in a way that has harmed, or may have harmed, an adult with care and support needs or a child
 - Possibly committed a criminal offence against, or related to, an adult with care and support needs or a child
 - Behaved towards an adult or child in a way that indicates they may pose a risk of harm to an adult with care and support needs.
6. A 'person alleged to have caused harm' may also be a PiPoT identified within a safeguarding concerns or referral.
7. The NHS document [Safeguarding Children, Young People and Adults at Risk in the NHS: safeguarding accountability framework \(2013; updated 2019\)](#) states that the designated professional for safeguarding adults should be informed where there is an allegation that a member of staff in a Clinical Commissioning Group or primary care service has abused or neglected an adult in their personal life.
8. How to deal with allegations against people who work with children is clearly defined in [Working Together to Safeguard Children](#), with the clearly defined and commonly understood role of the Local Authority Designated Officer being central to this process.
9. The Designated Adult Safeguarding Manager role was removed as a requirement from the original Care Act draft guidance following consultation: an equivalent role or with the function attached and a nominated deputy is considered best practice.
10. The term 'Person in a Position of Trust', which is in common use by Safeguarding Adults Boards, has no clear, legal definition within the Care Act or any other legislation; the Disclosure and Barring Scheme does not recognise this term, but considers the parties with legitimate interest test for disclosure of information.
11. Agency policy should provide clarity as to how referrals should be made and how they will be dealt with, including who should inform the PiPoT that an allegation(s) have been made and how and when this should be undertaken; GDPR issues in relation to PiPoT referral information need to be clarified. An example from an operational policy of how the process works is included below from Manchester.

Thanks and acknowledgment to North West Regional ADASS for developing Hints and Tips when dealing with PiPoT.

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

