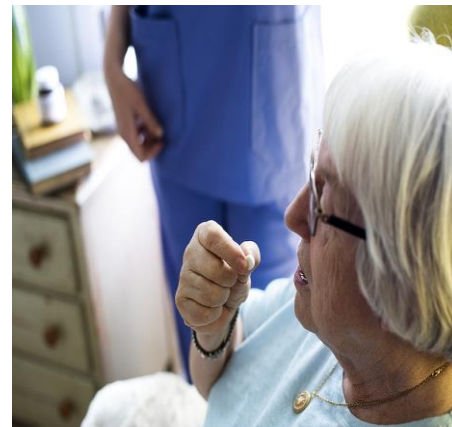


# Welcome to PIPOT Training

PIPOT – Person In a Position of Trust



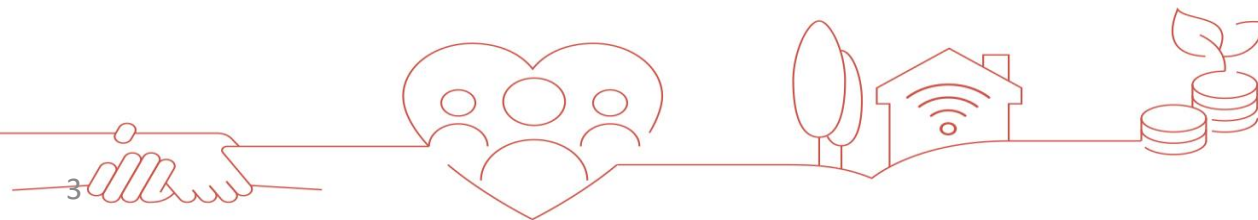
# Course Objectives

- To raise awareness of PIPOT process and when to make a referral and to whom, and the next stages of the process
- To identify the legal framework for the PIPOT process
- To identify the six key principles underpinning all safeguarding work
- To identify the key roles that are identified as a position of trust
- To enable the practitioners to confidence in reporting any PIPOT concerns
- To identify the circumstances when it is appropriate to make a PIPOT referral
- Potential PIPOT outcomes



# CARE AND SUPPORT Section 3 STATUTORY GUIDANCE

- Expectation that all Safeguarding Adults Boards would produce and agree a framework for responding to allegations against people working in a position of trust with adults with care and support needs.
- The PIPOT Process does not replace Safeguarding Adult Investigations and if a Safeguarding Referral is made, that process will continue.



## 6 Key Principles Underpinning All Safeguarding Work

- **1. Empowerment** – People being supported and encouraged to make their own decisions and informed consent
- **2. Prevention** – It is better to take action before harm occurs
- **3. Proportionality** – The least intrusive response appropriate to the risk presented
- **4. Protection** – Support and representation for those in greatest need
- **5. Partnership** – Local solutions through services working with their communities. Communities have a part to play in preventing, detecting and reporting neglect and abuse
- **6. Accountability** – Accountability and transparency in safeguarding practice



## Key roles that are considered a Position of Trust – not an exhaustive list

- Social care
- Health Services, including GPs
- Police
- Criminal Justice
- Housing
- Education
- Religious/Faith Leaders
- Commissioning Services
- Advocacy
- Independent Sector



# When is it appropriate to refer for a PIPOT

- 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.
- Behaved or may have behaved in a way that indicates they may not be suitable to work with children
- 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.
- This policy applies whether the allegation relates to a current or an historical concern. Where the allegation or concern is historical, it is important to ascertain if the person is currently working with adults with care and support needs or children and if that is the case, to consider whether information should be shared with the current employer.

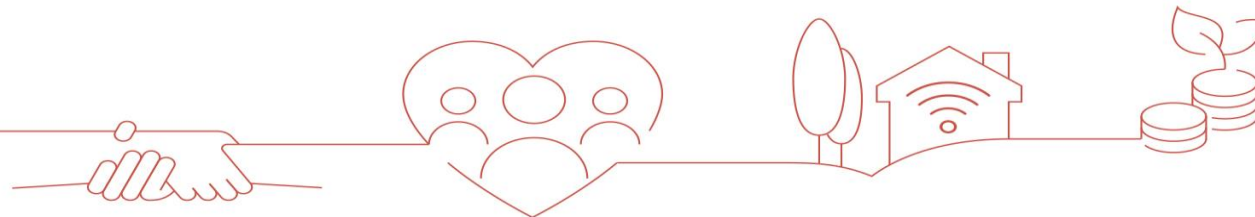




# Does the Safeguarding Adult Unit Manage all the PIPOT concerns?

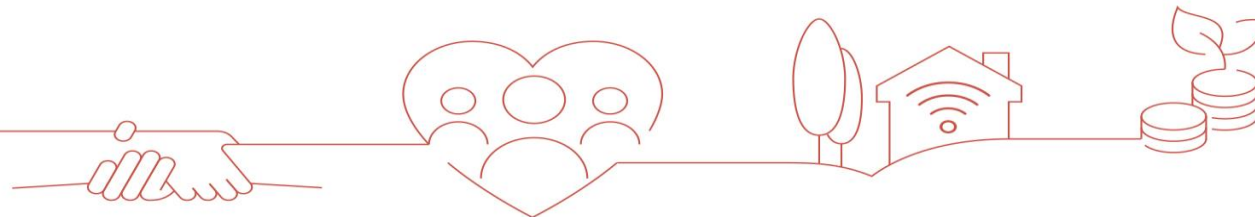
NO

- Allegations against a PIPOT must be raised with the Safeguarding Lead responsible for the employee when the conduct of the person may impact on their suitability to work with adults with care and support needs.
- The policy does not cover complaints or concerns raised about the quality of the care or professional practice provided by the person in a Position of Trust. Concerns or complaints about quality of care or practice should be dealt with under the relevant agency or individual complaint, competence, or representations processes.



# Process for PIPOT

- Contact to be made within own agencies relevant PIPOT Lead or Equivalent (e.g. Safeguarding Lead)
- The PIPOT/Safeguarding Lead will assess the information provided and undertake preliminary enquiries (within a specific timeframe agreed by the agency)
- The individual agency policy and procedures will dictate human resources and escalation procedures
- Where information is received by a partner agency regarding another partner agency's employee, the receiving agency's PIPOT/Safeguarding Lead will liaise with the employee's agency PIPOT/Safeguarding Lead.
- If an allegation is made regarding an employee who works with both adults and children the Local Authority Designated Officer will also be informed.
- If an allegation is made regarding an employee of St Helens Local Authority, a PIPOT referral should be made and sent to [safeguardingadults@sthelens.gov.uk](mailto:safeguardingadults@sthelens.gov.uk).



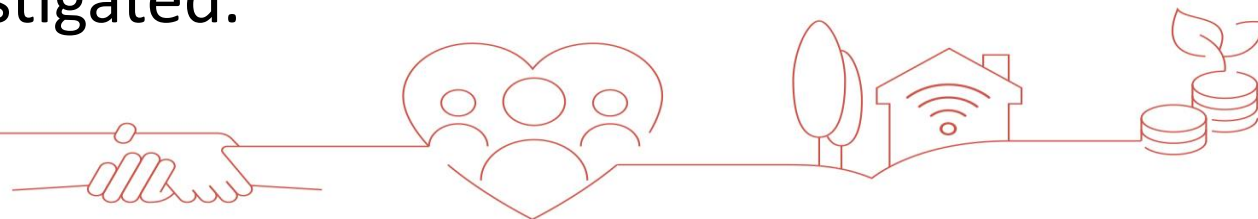


# Data Protection and Information Sharing

If the PIPOT's Agency does not have a Designated Safeguarding Lead or a PIPOT process, the Local Authority will provide advice guidance and support (if required).

The Data Protection Act 2018 and the General Data Protection Regulations recognise information should be shared when there are safeguarding concerns raised in order to protect adults with care and support needs and reduce any risks to the adult, or others. The information owner is identified as the data controller.

Throughout this process is also the need to ensure confidentiality is maintained and guard against any unwanted publicity while an allegation is being investigated.



**What Happens if the Safeguarding Adults Unit Receive a PIPOT referral**

**Head of Service will review information**

**If internal, will liaise with Head of Service/Team Manager and Police**

**Manager Liaises with HR**

**Set up a Strategy Meeting**

**Identify Next Steps – EG suspension, Police Investigation, HR Investigation**

**Reconvene Strategy**

**Discuss Findings**

**PIPOT Outcome**

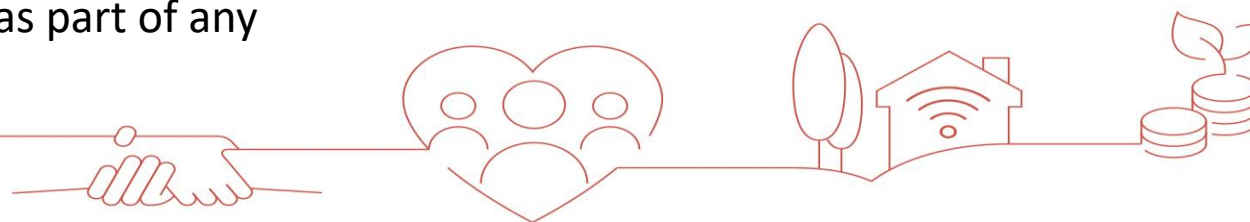
**Referral to Appropriate Body – eg – Social Work England, DBS etc**



# Possible Outcomes of a PIPOT

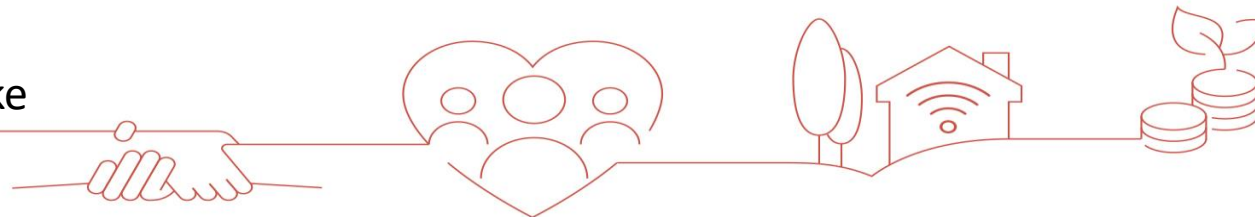
## Criminal Investigation

- If a Section 42 Safeguarding Adults concern has been raised and is progressing through the process, there will be a need to determine whether PIPOT actions need to be taken as part of and separate to the safeguarding enquiry, for example a criminal investigation may take precedence over the internal disciplinary processes.
- In relation to criminal investigations, the Police will need to determine whether the individuals contact in their private life needs to be shared with the employing agency under Common Law Police Disclosure Scheme. Any historical concerns against a person who no longer works with adults would be referred to the Police in the first instance. It is the responsibility of the Police to liaise with appropriate organisations as part of any investigation.
- **SUBSTANSIATED:** there is sufficient evidence to prove the allegation.
- **UNSUBSTANSIATED:** there is insufficient evidence to either prove or disprove the allegation. There term therefore does not imply guilt or innocence.
- **UNFOUNDED:** to reflect cases where there is no evidence or proper basis which supports the allegation being made. It may also mean the person making the allegation has not been aware of the circumstances or misinterpreted what they saw.
- **MALICIOUS:** there is sufficient evidence to disprove the allegation and there has been a deliberate act to deceive. If there is a malicious allegation made by another staff member disciplinary action regarding that member of staff would be considered. The police should be asked if action appropriate against the person responsible.
- **SECTION 42 ENQUIRIES:** If a Safeguarding referral has been made, the outcome will be determined as part of the overall safeguarding enquiry.
- **CRIMINAL INVESTIGATION:** Outcome will be determined by the Police.
- **REFERRAL TO OTHER AGENCY:** There maybe circumstances when the allegations need to be shared with other agencies, this will be on a case by case basis with.
- **REFERRAL TO OTHER LOCAL AUTHORITY:** If the person is working in another LA consideration will be given to sharing the information as appropriate.



# Case Exercises

- Mr Jones works as a taxi driver, there are concerns that he is drinking heavily and is supporting service user's to and from their day services.
- Is this a PIPOT?
- What action would you take?
- Mrs French previously worked in a care home, there were allegations made and she left work prior to any disciplinary action, you are aware she is currently working for another care home in a different area
- Is this a PIPOT ?
- What action if any would you take?
- Mrs Walsh previously worked as a Support Worker for an agency in a service user's own property, he has capacity and has decided to access direct payments, he employs his support worker but is also in a relationship with her. There are allegations of abuse however lack of evidence for the Police to prosecute
- Is this a PIPOT
- What action would you take



Any  
Questions?

