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Who is a Person in Position of Trust?

A Person in Position of Trust is:

-An employee, student or volunteer who works with adults with care and support needs as part of their employment, studies or voluntary work,

AND

- their role carries expectation of trust

AND

- the person is in a position to exercise authority, power or control over an adult(s) at risk (as perceived by the adult at risk).

For example: health professionals, police, social workers, care home staff, domiciliary care staff, advocates, people running social groups. This is not an exhaustive list.

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Legal Framework and Statutory Guidance

The Care Act (2014) Statutory Guidance requires Safeguarding Adult Boards (SABs) to provide guidance/procedures for organisations to respond to allegations made about People in a Position of Trust (PiPoT).

Local Authorities and relevant partners, such as Police and NHS, and those providing care and support services, are required to have policies that align with the local SAB guidance.

Allegations against Persons in Positions of Trust may be connected to their professional or volunteer roles, or their private life, and can therefore arise inside or outside their workplace.

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Allegations

Allegations against people in a position of trust may come in many forms. It could be that the person has:

➤ Behaved in a way that has harmed or abused, or may have harmed or abused, an adult or child

➤ Committed, or is suspected of committing, a criminal offence.

➤ Behaved in a way that brings into question their credibility to work with adults or children.

Examples can be found in [the framework document](#).

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Reporting the concern / allegation

- Discuss the concern / allegation with your Line Manager, PiPoT or Safeguarding Lead.

If there is a crime – report it to the police via 999 (emergency) or 101 (non-emergency)

- If there are safeguarding concerns relating to an adult with care and support needs, [raise a safeguarding concern](#) with Adult Social Care via the online portal.

- If there are safeguarding concerns regarding a child / children, [contact the LADO](#) via the online portal.

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Further Information

[People in Positions of Trust \(PIPOT\) & Whistleblowing | Salford Safeguarding Adults Board](#)

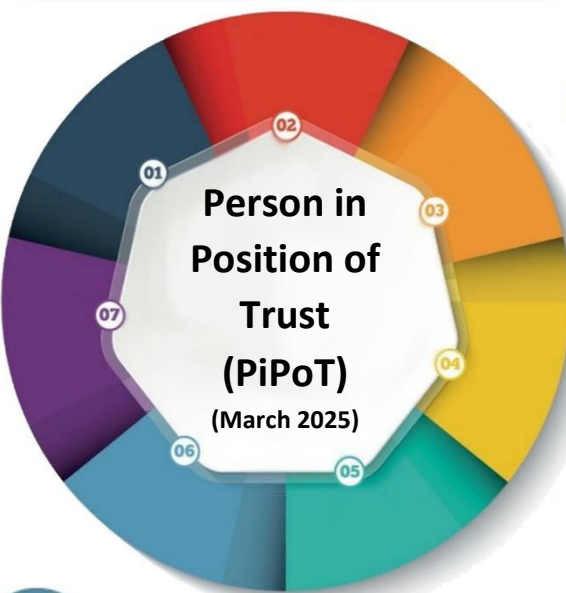
[North West Policy \(ADASS 2019\)](#)

[Disclosure and Barring Service \(DBS\)](#)

[Managing allegations against adults who work with children](#)

[Care and Support Statutory Guidance Paragraphs 14.120 to 14.132](#)

[SSAB Information on information sharing and Confidentiality](#)



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Responding to a concern as an employer

Respond to the concern in line with your organisation's PiPoT allegations policy.

- Support any police investigation or safeguarding enquiry that may be taking place.

- Discuss the allegations and work with your Safeguarding Lead/Human Resources Department to ensure robust risk assessments and decisions are made to manage any risks.

- Consider whether a referral is needed to the Disclosure and Barring Service (DBS), following the investigation. This is a legal duty.

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Sharing information with the person's employer

- If the concern / allegation suggests the person may present a risk to other adults who they work with, you need to consider whether the information should be shared with the person's employer.

- Follow internal policy and procedures.
- Ensure any information shared is accurate, proportionate, and compliant with GDPR/Data Protection Act 2018 principles.

- The Local Authority does not manage / co-ordinate or maintain a central record of PIPOT allegations.