

# Person in a Position of Trust (PIPOT)

## A Learning Brief

### 1. What is a PIPOT?

Anyone can be in a 'position of trust': The Care Act (2014) defines People in Positions of Trust (PiPoT) as: *"people who work in paid or unpaid capacity, including celebrities and people undertaking charitable duties with adults with care and support needs"*.

*Further reading: Care And Support Statutory Guidance paras 14.120 to 14.132*

### 2. Who is in a Position of Trust?

People are likely to have contact with adults at risk of abuse and harm as part of their employment or voluntary work where the role carries an expectation of trust, where the person in trust can exercise authority, power or control over an adult when working with adults with care and support needs.

### 3. Policies

The Care Act 2014 requires the local authority, relevant partners and those providing care and support services to have clear policies in place for dealing with allegations against anyone working in a position of trust.

Allegations against people in a position of trust may come in many forms.

### 4. Allegations against a Person in a Position of Trust

- Behaved in a way that has abused, or may have abused an adult or child
- Committed or is suspected of committing a criminal offence
- 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.

The above is not an exhaustive list. Any allegations about a person in a position of trust should be discussed with a suitable senior manager with authority and independence to act.

### 5. Help When Raising a concern

All concerns should be handled in line with your organisations allegations Policy. Working in partnership with your own Human Resources Department (who will advise on any employment actions to take) and with other agencies is essential to ensure robust risk assessment and any subsequent decisions and actions to be taken.

### 6. Advice when there are allegations

All organisations should have a nominated lead to provide advice on and have oversight of cases involving allegations against people in a position of trust. This would usually be the Safeguarding Lead.

The Local Authority have a Safeguarding Adult Manager who organisations should inform of any allegations against staff involving an adult at risk.

### 7. Outcome

Staff should be supported during the process and following the outcome.

Depending on the outcome of enquiries and due processes ensure you consider referral to professional bodies and the DBS.

