

PiPoT- Persons in positions of trust

What is PiPoT?

PiPoT (Persons in Positions of Trust) is a policy and procedure to provide a process for investigating allegations made against staff or volunteers. That a person in a position of trust has abused their position and caused distress, wrongdoing or abuse/ a crime towards a person with care and support needs. The Hull Safeguarding Adults Board are first responsible for receiving referrals of concern reference a PiPoT and have first responsibility to respond and make further referrals to safeguarding adults' team.

Who is a PiPoT?

A PiPoT can be someone within the health and social care sector/ education sector/ police and criminal justice sector/ housing sector- but this is not limited and can apply to anyone working or volunteering with vulnerable people within the community. Including staff and volunteers working within the VCSE (Voluntary, Charity and Social Enterprise) sector.

Background

The care and support statutory guidance [Care and support statutory guidance - GOV.UK](#) highlights that each safeguarding adults board should establish and agree a process for organisations to respond effectively to allegations and concerns raised about a person who may have harmed or pose a risk to adults with care and support needs.

All agencies are obligated to raise safeguarding concerns, should they arise. This is stated under the multi-agency safeguarding procedures [Multi-agency safeguarding arrangements – Hull Collaborative Partnership](#). Should an organisation become aware of concerns that a PiPoT may have;

- Behaved in a way that has harmed an adult at risk
- Committed a criminal offence against an adult at risk
- Behaved in a way that indicates they may be unsuitable to work with adults at risk.
- Has been or is under investigation for allegations of abuse and is employed/volunteering where there are adults with care and support needs.

A referral to PiPoT should be in relation to conduct outside of working hours. Conduct from within the organisation during working hours should be dealt with through the organisations usual safeguarding internal process and referred via a safeguarding adults referral [Worried about an adult | Hull](#).

Where a PiPoTs conduct towards an adult at risk also makes them unsuitable to work with children- This must be referred to the LADO (Local Authority Designated Officer) [The Local Authority Designated Officer \(LADO\) – Hull Collaborative Partnership](#).

Concerns should be considered in relation to the 10 types of abuse;

- Physical
- Sexual
- Psychological
- Neglect
- Self-Neglect
- Domestic Abuse
- Financial
- Modern Slavery
- Discrimination
- Organisational

The Process

All organisations should have clear policy and procedures for working with adults with care and support needs. This process should be followed as well as the PiPoT process when dealing with a concern in relation to an adult with care and support needs.

In the first instance, the person raising a PiPoT concern should immediately discuss with the Local Authority adults safeguarding team. Then complete a referral form so they can gather as much information as possible [PliPoT-Referral-Form-2023.docx](#). This will assist in deciding as to whether the concern should be referred into the PiPoT process or dealt with through the Local Authority Safeguarding Teams.

Once a PiPoT referral is made to the local authority they will investigate and gather further information to then decide on what should happen next. As a referrer you may be contact to provide further information where necessary.

To read the PiPoT process in full- use [5.2 Person in Position of Trust \(PiPoT\) Policy – Hull Adult Social Care APPP Resource](#)

Where can I get further guidance and support?

All VCSE (Voluntary, Charity and Social Enterprise) organisations in Hull can request safeguarding support through Forum CIO- Please contact Amy Elton to inquire-

Amy Elton

Amy.elton@forumcio.org.uk

Support offered Includes;

- Writing and reviewing policy and procedure
- Training
- Supervision and advice
- Tools and resources
- DBS information and advice
- Safer recruitment advice and support
- Safeguarding updates

References

National Council for Voluntary Organisations- <https://www.ncvo.org.uk/help-and-guidance/involving-volunteers/>

Forum CIO- <https://northbankforum.org.uk/>

PiPoT Link- [5.2 Person in Position of Trust \(PiPoT\) Policy – Hull Adult Social Care APPP Resource](#)

Hull Collaborative Partnership- [Multi-agency safeguarding arrangements – Hull Collaborative Partnership](#)

Direct Gov- [Care and support statutory guidance - GOV.UK](#)