A concern(s) is identified regarding a person in a position of trust's conduct in their personal life, which would potentially place others at risk (see PiPoT criteria)

PiPoT Criteria

Has the person...

- behaved in a way that has harmed, or may have harmed an adult or child?
- 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?

Does the person work in North Yorkshire?

Yes – Continue with this process
No – Refer to the relevant Local Authority guidance for PiPoT

Yes ↓

Who does the person in a position of trust work with?

Children → Notify the LADO within one working day and follow NYSCP Managing Allegations Against Staff Procedure

Adults → Does the concern(s) meet the criteria for a referral under PiPoT? (see PiPoT criteria)

They do not work with children or adults with care and support needs → Seek advice from local Human Resources regarding following appropriate policies

Does the concern(s) meet the criteria for a referral under PiPoT? **No** → Seek advice from local Human Resources regarding following appropriate policies

Yes ↓

Make a referral to HAS Safeguarding Team (NYCC) using the PiPoT Referral Form

HAS Safeguarding Team to determine if the concern meets the criteria for PiPoT?

No → Feed back to the referrer → Seek advice from local Human Resources regarding following appropriate policies

Yes ↓

Details of the PiPoT concern is recorded by the HAS Safeguarding Team (NYCC)

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HAS Safeguarding Team (NYCC) identifies relevant CCG or Police lead if appropriate

Lead agency ↓

Lead agency (LA, Police, CCG) initiates enquiries to establish risk

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Is a Managing Concerns Meeting required?

No → Is a disclosure to the employer and any relevant parties required? **No** → No further action

Yes ↓

Hold a Managing Concerns Meeting → Is a disclosure to the employer and any relevant parties required?

Yes ↓

If safe to do so, verify with the person in a position of trust if they have disclosed the concern(s) to their employer and any relevant parties, or if they intend to do so.

Agree timescales.

Notify employer and any relevant parties of concern(s) and risk(s), as required

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Employer to seek advice from local Human Resources regarding following appropriate guidance to manage risk

North Yorkshire Safeguarding Adults Board

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