

Position of Trust Framework: Responding to allegations and concerns against people working with adults with care and support needs

The Keeping Adults Safe in Shropshire Board (KASiSB) have adopted the West Midlands Position of Trust Framework for responding to allegations and concerns against people working with adults with care and support needs.

This requires partner agencies to be individually responsible for ensuring they adopt procedures for dealing with complaints or allegations about an individual(s) associated with their organisation, who may have behaved inappropriately or pose a risk toward adults with care and support needs whether this is in or out of their working hours. Partner agency's processes should align with the adopted Position of Trust Framework.

The framework and process applies to concerns and allegations about

- 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. Individuals in a 'position of trust', have direct contact with someone who needs support. Concerns could be about behaviour inside or outside the work place e.g. an employer discovers their member of staff has a history of domestic violence against their partner.

KASiSB requires partner agencies and the service providers to identify a designated Position of Trust lead or contact within their organisation to oversee the management of complaints / allegations made against an individual.

Process Summary

The KASiSB partner agency who first becomes aware of an allegation or concern will have first responsibility (Information Owner) for taking the appropriate action in line with the Framework.

If the information received indicates that an identifiable adult with care and support needs, or child, is experiencing or is at risk of abuse or neglect then the local Adult or Child Safeguarding Procedures should be followed. These can be found at:

Adult Safeguarding Process for Shropshire: <http://www.keepingadultssafeinshropshire.org.uk/multi-agency-procedures>.

Children's Safeguarding Processes for Shropshire: <http://westmidlands.procedures.org.uk/page/contents>.

The Information Owner must decide whether to disclose information to the employer of the individual and any relevant others taking their own legal advice where necessary

The Employer (if information is shared with them) must assess the risk and complete an investigation in line with their internal employment processes. It is possible that the conduct will not require an employer led investigation, but the employer should have a clear rationale why this is the case.

The Employer must take appropriate risk management action dependent on the outcome of the investigation (e.g. increased supervision or monitoring, disciplinary, redeployment or dismissal. Referrals to other agencies should also be considered for example, Disclosure Barring Service, and/or professional bodies like the Health and Care Professions Council, General Medical Council or other potential employer).