

**PiPoT ADULT REFERRALS INDICATOR MATRIX**

Indicators Matrix PiPoT= Tiers 1-4			
<p><b>Tier 1: Incident that does not need PiPoT input but may be a conduct issue. This would not need managing under PiPoT framework and should be recorded internally by the employer.</b></p>	<p><b>Tier 2: Incident which might require PiPoT logging incident and ‘No Further Action taken’. Employer should ensure this information is recorded internally.</b></p>	<p><b>Tier 3: Incident which requires consideration of referral to other agency such as police/Regulatory Body/LCC/NHSE and requires an Allegations Management Strategy Meeting</b></p>	<p><b>Tier 4: Incident which requires immediate suspension/ police referral/ arrest/ immediate action to protect vulnerable adult and may require a Section 42 strategy meeting or Risk strategy meeting under allegations Management</b></p>
<p>Complaint made by parent /carer/family member or professional or comment made that does not seem to have any corroborating evidence. There is no injury seen, or witness accounts do not corroborate the allegation, the manager feels confident this does not meet the threshold for a referral but is intending to investigate further.</p> <p>In such cases the relevant employer/manager may wish to have a consultation discussion with the Safeguarding lead/PIPOT, and both can make a record of the discussion and agree it will be dealt with internally in case further information comes to light.</p>	<p>Member of staff alleged to have acted or reacted in a way considered inappropriate but not harmful; complaint about such an incident, to outside agency e.g., CQC other provider agency, who have referred to LCC/PiPoT for further enquiries; allegation made but employer/manager believes at this point they can deal with this internally and are checking under PiPoT framework for information only.</p> <p>This category also includes volunteers and professionals where there are domestic issues which require them to inform their line manager (for example a section 42 investigation) but the employer/manager is clear there</p>	<p>Allegation made which meets the threshold for referral and management under PiPoT Framework and appears in the first instance to meet the threshold for referral to police / Social Care or other professional body.</p> <p>Such cases may not always involve a serious injury but present as a breach of the position of trust the professional or volunteer was in.</p> <p>A proportion of these types of referrals may result in a ‘no crime’ outcome from police, but the allegations process must be followed as the referring information met the threshold.</p>	<p>Allegation made with credible corroborating evidence, where a vulnerable adult has been injured or harmed or is at risk of significant harm.</p> <p>Behaviour by the professional or volunteer which is deemed to be extremely concerning towards an adult they are caring for and requires immediate suspension.</p> <p>Allegation by a member of the professional/ volunteer’s family which is so serious it requires immediate consideration by employer.</p>

	<p>are no risks presented by this person in their place of work.</p> <p>These are incidents where an escalation to a police referral would be considered a disproportionate response.</p> <p>These cases are likely to meet the threshold for a confidential record to be kept under the PiPoT framework, with the knowledge of the person concerned and their employer/manager.</p>	<p>Where there are concerns the individual works within multiple settings and the risk and information is deemed warranted to share with other employers or commissioning bodies.</p> <p>It is essential in these cases that there is a clear outcome and this is communicated to the professional/volunteer. These referrals can result in a note on future DBS checks and could have an impact on the professional/ volunteer's future career.</p>	
<p><b>Physical abuse</b></p>			
<p>Examples:</p> <p>Adult in residential services involved in a confrontation and making accusations where there were several witnesses and there is an incident report that appears to refute the Adult's account that they were harmed.</p> <p>An allegation that is made second or third hand and facts are not clear, or the professional alleged to have done this was not there at the time; or there is confusion about the account.</p>	<p>Examples: Adult accusing professional of pushing them, when it appears they were being guided away from a situation</p> <p>Worker seen to be pulling an adult away from a situation, family member other professional considers this is done roughly but professional claims it was to remove the adult from a confrontation where they may have been harmed/ may have harmed another person.</p> <p>Professional or volunteer accused of domestic abuse</p>	<p>Examples: a credible disclosure by an adult or family member/professional that uses the word 'hit' or 'hurt'; yet there is no injury seen and no corroborating evidence.</p> <p>Restraint that has caused an injury to the person being restrained.</p> <p>An incident witnessed, where there is a physical exchange between staff and a vulnerable adult. It is unclear whether self-defence or retaliation was</p>	<p>Examples: A vulnerable adult has clearly been injured or could have been injured as a direct result of the actions of a professional or volunteer.</p> <p>Incident within the professional/ volunteers home life that is of high risk and high level of concern and may cause concern regarding their ability to practice within their professional capacity.</p>

	assault on own family member but there have never been any concerns at work about him/her.	involved. The matter needs full investigation.	
<b>Sexual abuse</b>			
Disclosure from an adult that they are uncomfortable seeing the person concerned because he/she 'makes her feel funny when he looks at her' but no other concerns or complaints expressed.	A professional or volunteer makes an inappropriate remark that appears to be naive rather than potentially grooming or acts in a way (in person or via social communication) that could be deemed unprofessional.	An adult that requires physical examination indicates that the professional has touched him/her in the genital area inappropriately.  A professional or volunteer has been sending inappropriate sexual, messages to a person whom they are having contact within a professional capacity.	Professional or volunteer arranging to meet a vulnerable adult outside the work environment and asking them not to tell anyone and making inappropriate contact through social media with sexual overtones.  Evidence that professional has had sexual contact with a vulnerable adult when they were deemed to be in a position of trust.
<b>Emotional abuse/ neglect</b>			
An adult alleging, she/he feels bullied/unfairly treated by a professional/volunteer.	A worker who is heard to shout inappropriately at the vulnerable adult as one-off incident.  Other Professional/family member witnessed to ignore a vulnerable adult in distress and speak rudely to them, but further context not known.	A staff member where there have been several complaints about poor practice and standards of care; Adults in their care are not always having their health needs met and seen to be treated in a way that causes concern to observing professionals.	Making racist or derogatory remarks to a person in the presence of witnesses or there is evidence this has taken place such as social media.  Safeguarding S42 is ongoing where there is credible concerns/evidence that a

	There is an administration of medication by a staff member which has not caused harm to an adult.	There is an administration of medication by a staff member which has potentially placed the adult at risk of significant harm and there are wider concerns regarding the conduct of this staff member (ie under influence of alcohol/substances).	vulnerable adult has suffered neglect which has caused harm.
<b>Suitability</b>			
Low level domestic altercation at home, children not present. Police are called by the employee no further action is taken the employee informs their employer and is open and transparent regarding the difficulties they are experiencing.  The employer can record the information internally.	Police share an incident Log regarding a low-level domestic incident, children not present. Police are taking no further action however informed PiPoT as they are aware the alleged perpetrator works with children & vulnerable adults. Does not meet threshold for PiPoT framework intervention, so no further action but the employer should record the information internally.	Police share an incident report with PiPoT regarding a Domestic Abuse incident the perpetrator was charged with assault on the partner. Police are investigating the matter. The information should be shared with the employer and a meeting/discussion takes place so the police can share appropriate information with the employer given that the employee works with children and vulnerable adults.	Police share a serious Domestic Abuse report with PiPoT and information suggests an assault from alleged perpetrator on another adult within the home. The other adult is seriously injured. The alleged perpetrator works with children and vulnerable adults has been released on police bail the incident did not involve children however was deemed as serious assault.
<b>Suggestion actions by the employer</b>			
Employer/Managers/safeguarding lead to investigate further to satisfy themselves this matter does not meet the threshold for a referral outside the organisation	Investigate further with a clear view that this could be escalated to a full investigation under PiPoT framework if more information comes to light.	Implementation of PiPoT Framework for organisation and consideration of what actions are required under the procedures. This may or may not include referral to police and/or other	Implementation of Organisations PiPoT framework and consideration what actions are required under the procedures.

APPENDIX E

and identify any appropriate actions.	If no further information is discovered, offer reflection/supervision/ training, and make a record of this on the professional or volunteer's personnel file.	agencies. If you need advice contact Local Authority	This will include referral to other agencies as appropriate (e.g police/Local Authority/NHS)
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