

## Appendix D – Case Examples

### **Case example 1: Physical, sexual abuse with coercion and control.**

Referral from a therapeutic and addiction service alleging a worker in a volunteering capacity with the service had been allegedly engaging in a physical and sexual relationship with a vulnerable service user who had care and support needs, plying them with Alcohol.

Unexplained bruising also noted with coercive and controlling behaviour.

Initial concerns dealt with through the safeguarding adults' procedures with a referral to the Lancashire PiPOT. The employing agency was contacted to conduct a risk assessment and gain immediate safety assurances. The agency confirmed that the person alleged was asked to step down from their volunteering role and not to make any contact with the service user or any other vulnerable persons whilst enquiries were ongoing. The police were also notified. In due time and in collaboration with the safeguarding enquiry process/Police, the employing agency confirmed that they had instigated disciplinary procedures with the outcome that the person alleged was released from their volunteering role and no longer involved with them in any capacity whatsoever either in volunteering or paid work. The person alleged was reported to DBS service. CQC also notified.

### **Case example 2: Financial abuse.**

Referral from family member that an LCC commissioned home care worker from an agency was taking money from their parent. The initial concerns dealt with through the safeguarding adults' procedures with a referral to the Lancashire PiPOT.

Contact was made with the employing agency to confirm that they were aware, ensure they undertook a risk assessment and confirm their initial actions. The agency confirmed the Carer (person alleged) had been suspended with immediate effect and reported to the Police and that they were cooperating with the Police and the safeguarding enquiry.

On conclusion of the safeguarding enquiry process the Carer's contract was terminated by the employer and he was dismissed for gross misconduct and CQC, LCC Contracts and Disclosure and Barring Service (DBS) notified.

### **Case example 3: Psychological and Emotional abuse.**

Referral from an employee of a residential care home that a colleague working in the same home was shouting and being verbally abusive to residents. Also smelling of Alcohol on duty. Safeguarding Alert raised with a referral to the Lancashire PiPOT.

The concerns were discussed with the employer and assurances gained that the employer (home care agency) was aware and had taken appropriate risk assessment/actions. Initially the staff member was suspended pending enquiries and on conclusion of the enquiries a disciplinary hearing was held by the employers and the staff member was dismissed from the service. Information shared with the CQC, LCC Contracts and referral to the Disclosure and Barring Service (DBS).

### **Case example 4: Domestic Abuse.**

Referral by Lancashire Police who attended a domestic incident at the home address where it was reported that the daughter had been verbally and physically aggressive towards her parents. The daughter was arrested and given initial bail conditions. Daughter said to be working for the NHS in a local hospital. A Safeguarding alert was also raised for the parents. PiPOT contacted the NHS hospital trust managers to confirm employment status and if the person was in regulated activity with adults or children. She was confirmed as being in 'Bank work'. An immediate risk assessment was undertaken by the employers and restrictions put in place to prevent any further shifts being picked up. Subsequently, it was confirmed that her contract with the NHS had ended due to other issues, and she was no longer in any regulated activity. No Police action was taken due to mitigating circumstances.