



Policy No: JSD/ORG/40	Authorised by: Davina Powell	Review Date: 2nd November 2022
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Position of Trust		

Policy Statement

Broadly speaking, a relationship built on trust can be described as one in which one party is in a position of power or influence over the other by the virtue of their work or the nature of their activity. It is vital that those in positions of trust understand the power this may give them over those they care for and the responsibility they must exercise as a consequence of this relationship.

Responsibility of Staff

It is important that staff recognise that power is an important factor in working professional relationships and that such power must be balanced in order that it does not become abusive. The Sexual Offences Act 2000 prohibits a person in a position of trust from having sexual relations with someone who cannot consent, which include minors and “very vulnerable people”. It is primarily used for the protection of young people who are above the age of consent but under the age of eighteen, or those with mental/learning disabilities.

Abuse of Power

The act of using one’s position of power in an abusive way can take many forms such as improper use of authority by someone in a position to do so. An abuse of power is different from usurpation of power, which is the exercise of a power which the offender does not actually have.

Introduction

This policy concerns people who work with or care for young people at risk, in a paid or voluntary capacity and who could be exposed to allegations of abuse or neglect.

These individuals are known as “People in Positions of Trust” (PiPoT).

Principles

The following principles are in place and should be followed for all cases where concern, suspicion or allegations arise in connection with a person working with a young people at risk who has:

- Behaved in a way that has harmed or may have harmed a young person at risk
- Possibly committed a criminal offence against or related to a young person at risk
- Otherwise behaved towards a vulnerable young person in a way that indicates she/he is unsuitable to work with a young person at risk
- Behaved in a way that has harmed children or may have harmed children which means their ability to provide a service to people at risk must be reviewed

- May be subject to abuse themselves which means their ability to provide a service to young people at risk must be reviewed.
- Has behaved in a way which questions a person's ability to continue providing a service to a young person at risk e.g. a conviction for grievous bodily harm

Any information sharing must follow the principles of the General Data Protection Regulation 2018 and SJD Homes' own Information Sharing Protocols. Information should only be shared with those entitled to see it and consent should be sought where necessary from the appropriate person. Where a PiPoT concern is identified, staff should follow policies and procedures.

Please note:

Where an allegation involves children within an Adult setting then refer to the appropriate policy - Safeguarding Children in an Adult Setting and inform the Local Authority Designated Officer (L.A.D.O). If the concerns do not meet safeguarding thresholds then a check must be made of the scope criteria applied to ensure the concerns are reported to the Adult Safeguarding team.

Training Statement

All staff need to be aware of this policy and in particular any changes to their circumstances which need to be shared because of its nature and potential impact on this policy.

Related Policies

- Codes of Conduct
- Disclosure and Barring Service
- Information Sharing Protocol
- Whistleblowing
- Adult Safeguarding
- Safeguarding children in an adult setting