

Case Examiner Decision
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FTPS-23410

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The role of the case examiners

The case examiners perform a filtering function in the fitness to practise process, and their primary role is to determine whether the case ought to be considered by adjudicators at a formal hearing. The wider purpose of the fitness to practise process is not to discipline the social worker for past conduct, but rather to consider whether the social worker's current fitness to practise might be impaired because of the issues highlighted. In reaching their decisions, case examiners are mindful that Social Work England's primary objective is to protect the public.

Case examiners apply the 'realistic prospect' test. As part of their role, the case examiners will consider whether there is a realistic prospect:

- the facts alleged could be found proven by adjudicators
- adjudicators could find that one of the statutory grounds for impairment is engaged
- adjudicators could find the social worker's fitness to practise is currently impaired

If the case examiners find a realistic prospect of impairment, they consider whether there is a public interest in referring the case to a hearing. If there is no public interest in a hearing, the case examiners can propose an outcome to the social worker. We call this accepted disposal and a case can only be resolved in this way if the social worker agrees with the case examiners' proposal.

Case examiners review cases on the papers only. The case examiners are limited, in that, they are unable to hear and test live evidence, and therefore they are unable to make findings of fact.

Decision summary

Decision summary	
Preliminary outcome	29 January 2025
	Accepted disposal proposed - removal order
Final outcome	28 February 2025
	Accepted disposal - removal order

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1.1, 1.2, 1.3, 1.4, 2, 3.1 and 3.2 being found proven by the adjudicators. [REDACTED]
2. There is a realistic prospect of regulatory concerns 1.1, 1.2, 1.3, 1.4, 2, 3.1 and 3.2 being found to amount to the statutory ground of misconduct.
3. For regulatory concerns 1.1, 1.2, 1.3, 1.4, 2, 3.1 and 3.2, there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and determined that the case could be concluded by way of accepted disposal.

As such, the case examiners requested that the social worker be notified of their intention to resolve the case with a removal order. The social worker responded and agreed to this proposal in full.

The case examiners have considered all of the documents made available within the evidence bundle. Key evidence is referred to throughout their decision and the case examiners' full reasoning is set out below.

Anonymity and redaction

Elements of this decision have been marked for redaction in line with our Fitness to Practise Publications Policy. Text in [REDACTED] will be redacted only from the published copy of the decision and will therefore be shared with the complainant in their copy. Text in [REDACTED] will be redacted from both the complainant's and the published copy of the decision.

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer [REDACTED]
Date the complaint was received	23 April 2024
Complaint summary	A concern was raised to the social worker's former employer on 4 January 2024 by another local authority, [REDACTED] where the social worker used to be employed as a social worker in children's services. The concern was raised via the LADO service at that previous authority. The concern involved allegations that the social worker had been in contact via Facebook Messenger with a 17-year-old service user, who was in receipt of services from the authority and had previously been on the social worker's caseload. The specific concerns in relation to the communication are captured in the regulatory concerns below.

Regulatory concerns and concerns recommended for closure

Whilst registered as a social worker:

1. On/around/between 24 September 2023 to 26 January 2024, you failed to maintain professional boundaries with the young person (YP), who you had previously worked with in a professional capacity, in that you:

1.1 Communicated and/or corresponded with the young person when you had no professional reason to do so.

1.2 Attempted to meet the young person on one or more occasions after you had no professional reason to do so.

1.3 Invited the young person to your personal home one or more times.

1.4 Sent the young person money one or more times.

2. On/around/between 24 September 2023 to 12 January 2024, you failed to make one or more appropriate safeguarding referrals following one or more disclosure(s) of physical harm and/or self-harm by the young person, YP.

3. On/around/between 9 December 2023 to 12 January 2024, you engaged in inappropriate and unprofessional communication with the young person, YP, in that you:

3.1 Made one or more critical comments about the young person's parents.

3.2 Made one or more critical comments about other professionals.

Grounds of impairment:

The matters outlined in regulatory concerns RC1, RC2, and RC3 amounts to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of your misconduct.

Preliminary issues

Investigation		
Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	☒
	No	☐
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	☒
	No	☐
Are the case examiners satisfied that they have all relevant evidence available to them, or that adequate attempts have been made to obtain evidence that is not available?	Yes	☒
	No	☐
Are the case examiners satisfied that it was not proportionate or necessary to offer the complainant the opportunity to provide final written representations; or that they were provided a reasonable opportunity to do so where required.	Yes	☒
	No	☐

Requests for further information or submissions, or any other preliminary issues that have arisen



The realistic prospect test

Fitness to practise history

The case examiners have been informed that there is no previous fitness to practise history.

Decision summary

Is there a realistic prospect of the adjudicators finding the social worker's fitness to practise is impaired?	Yes	☒
	No	☐

The case examiners have determined that there is a realistic prospect of regulatory concerns 1.1, 1.2, 1.3, 1.4, 2, 3.1 and 3.2 being found proven, that those concerns could amount to the statutory ground of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst registered as a social worker:

1. On/around/between 24 September 2023 to 26 January 2024, you failed to maintain professional boundaries with the young person, YP, who you had previously worked with in a professional capacity, in that you:

1.1 Communicated and/or corresponded with the young person when you had no professional reason to do so.

The case examiners have seen the employer's management investigation report dated 3 April 2024. Within this report, the employer has stated that the social worker was involved with the young person whilst working for the authority in 2019. A further call note between the employer and the regulator states that the social worker was

allocated to work with the young person between 3 September 2019 and 3 February 2020.

The case examiners have seen screenshots of what appears to be dialogue between the social worker and the young person, and which indicates that the social worker has initiated such contact on 24 September 2023. The case examiners can see that at times, the young person appears to have not responded for a number of days or weeks and the social worker has initiated contact again, asking the young person if they are ok or if they want anything or any help.

The case examiners note that the social worker has shared personal photos of members of their family with the young person. The case examiners note that as the exchanges continue the social worker has signed off messages with 'much love' or kisses at the end of the messages. Whilst there is no suggestion that the social worker was seeking a romantic relationship with the young person, the messages appear to be very familiar and overly friendly, rather than of a professional nature.

The evidence suggests that at the time the social worker appears to have initiated contact, they had not been involved professionally with the young person for over three years and as such, they had no professional reason to contact them. Furthermore, the evidence suggests that the communication was initiated by the social worker and would not be viewed as professional in nature.

The social worker in their submissions has accepted this concern.

The case examiners consider there is a realistic prospect of adjudicators finding this concern proven.

1.2 Attempted to meet the young person on one or more occasions after you had no professional reason to do so.

The case examiners have seen screenshots of the dialogue between the social worker and the young person which indicate that the social worker has mentioned meeting up on more than one occasion. One message stated, *'I'll be in Brighton near your place on Tuesday, so I'll drop you a message and if your [sic] about I'll get you a costa'*. On another occasion, the social worker messaged, *'How are you? Did you want to meet for a coffee today?'*. In response to the young person stating that they have no money and are struggling, the social worker has messaged, *'If your [sic] fee tomorrow I'll get you some food'* and *'happy to come at the weekend'*. The case examiners have seen further messages suggesting that the social worker will come to see the young person.

As outlined above, the case examiners have seen at the time of the messages the social worker was no longer professionally involved with the young person and as such had no professional reason to meet them.

The evidence suggests that the social worker attempted to meet up with the young person on more than one occasion.

The social worker in their submissions accepts this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.

1.3 Invited the young person to your personal home one or more times.

The case examiners have seen screenshots of dialogue that appears to be between the social worker and the young person, and they have seen that the social worker has sent the young person their home address and said, *'I've got your back and happy to help'*.

The case examiners note a number of messages where the social worker has suggested that the young person come and carry out jobs at their home and they will pay them some money.

The case examiners have seen a further exchange, where the young person told the social worker that they had been 'kicked out' again, and when the social worker enquires whether they have anywhere to stay, the young person replied that they would try to get a cheap hotel. The social worker has responded, *'You're welcome to stay here'*.

The evidence suggests that on more than one occasion, the social worker has invited the young person to their home.

The social worker in their submissions has accepted this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.

1.4 Sent the young person money one or more times.

The case examiners have seen screenshots of dialogue that appears to be between the social worker and the young person, which indicate that the social worker has offered the young person money on more than one occasion. Furthermore, the case examiners have seen screenshots of money being paid into a bank account on more than one occasion, which was determined to be the bank account of one of the young person's parents.

The evidence suggests that the social worker sent money to the young person on more than one occasion.

The social worker in their submissions has accepted this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.

2. On/around/between 24 September 2023 to 12 January 2024, you failed to make one or more appropriate safeguarding referrals following one or more disclosure(s) of physical harm and/or self-harm by the young person, YP.

The case examiners have seen screenshots of dialogue that appears to be between the social worker and the young person, and they have seen reference to a number of self-harm, or physical harm episodes. These include, but are not limited, to the following messages from the young person to the social worker:

- *'I been stabbed 3 times since stopping working with you'*, the social worker has responded, *'oh no, that's terrible (crying emoji)'* and *'you certainly are a survivor then'* and *'who these people after you'*. The young person responds *'it's all over money. My friend got killed coz off [sic] it just praying I'm not next'*. The social worker responded, *'on no, the world has gone mad. I hope you can get out of this. You deserve better'*.
- *'I am in bed atm. Stopped cutting myself'*. The social worker responds, *'yeah please don't cut yourself up x'*.
- *'Making me do cochin [sic]. Cocain [sic]. From 1am to 9pm. Took my £30 and my Moncler hate [sic]. Hat'*. The social worker responds, *'f**cking hell mate'*. The young person responds stating *'hopefully they stick me in jail'* and *'I'll end up killing myself'*. The social worker responds, *'I really don't want that'* and the young person states *'how its looking'*.
- A photo of the young person's arm and the message *'stabbed my arm that's the gash'* after messaging the social worker that they were going to hospital. The social worker responds stating, *'I hope you get some help x'*.
- *'I tried to kill myself. I'm in ambulance now to hospital'*. The social worker responded stating *'Oh [name] mate. I'm sorry to here [sic] this. When did you do this?'*

- *'Yh kicked out again. Just gonna end it all, Got nothing no money for food'*. The social worker in response has offered to go and see the young person the following day.
- *"Just gonna have to rob someone for some cash"*, to which the social worker responds *"please be careful ..."*

The above messages, and others within the exchange, suggest that the young person was self-harming, that they had concerns that people were threatening them with harm, and they were involved with people using illicit substances. In addition, there is evidence of the young person informing the social worker that at times they were being pressurised for money, were homeless and had no money.

The case examiners have seen the employer's investigation report, in which the social worker was asked whether they ever took any action as a result of the messages that they received. The social worker responded that they had enquired about the young person getting medical help and they thought the young person was an adult by this stage.

The evidence suggests that the social worker did not make any referrals or respond to the concerns raised by the young person, which would be considered of a safeguarding nature.

The social worker in their submissions has accepted this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.

3. On/around/between 9 December 2023 to 12 January 2024, you engaged in inappropriate and unprofessional communication with the young person, YP, in that you:

3.1 Made one or more critical comments about the young person's parents.

The case examiners have seen screenshots as part of the alleged ongoing dialogue, from the social worker to the young person, which states *'don't let whatever your [sic] going through with your parents completely f**k you up'* as well as, *'you've not had the best role models in life, and I know a lot of stuff happened behind closed doors'*.

The case examiners have also noted that when the young person mentions that one of their parents would not give them money, the social worker responded, *'that's not helpful is it!'*.

The case examiners have seen a witness account from the young person's parents given to the regulator. They provided context to the situation with the young person and how they were trying to support the young person to make appropriate choices, as the young person had been asking for money in order to purchase tablets and that the young person *'was not in a good place'*.

The case examiners are of the view that the comments above can be viewed as critical of the young person's parents.

The social worker in their submissions has accepted this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.

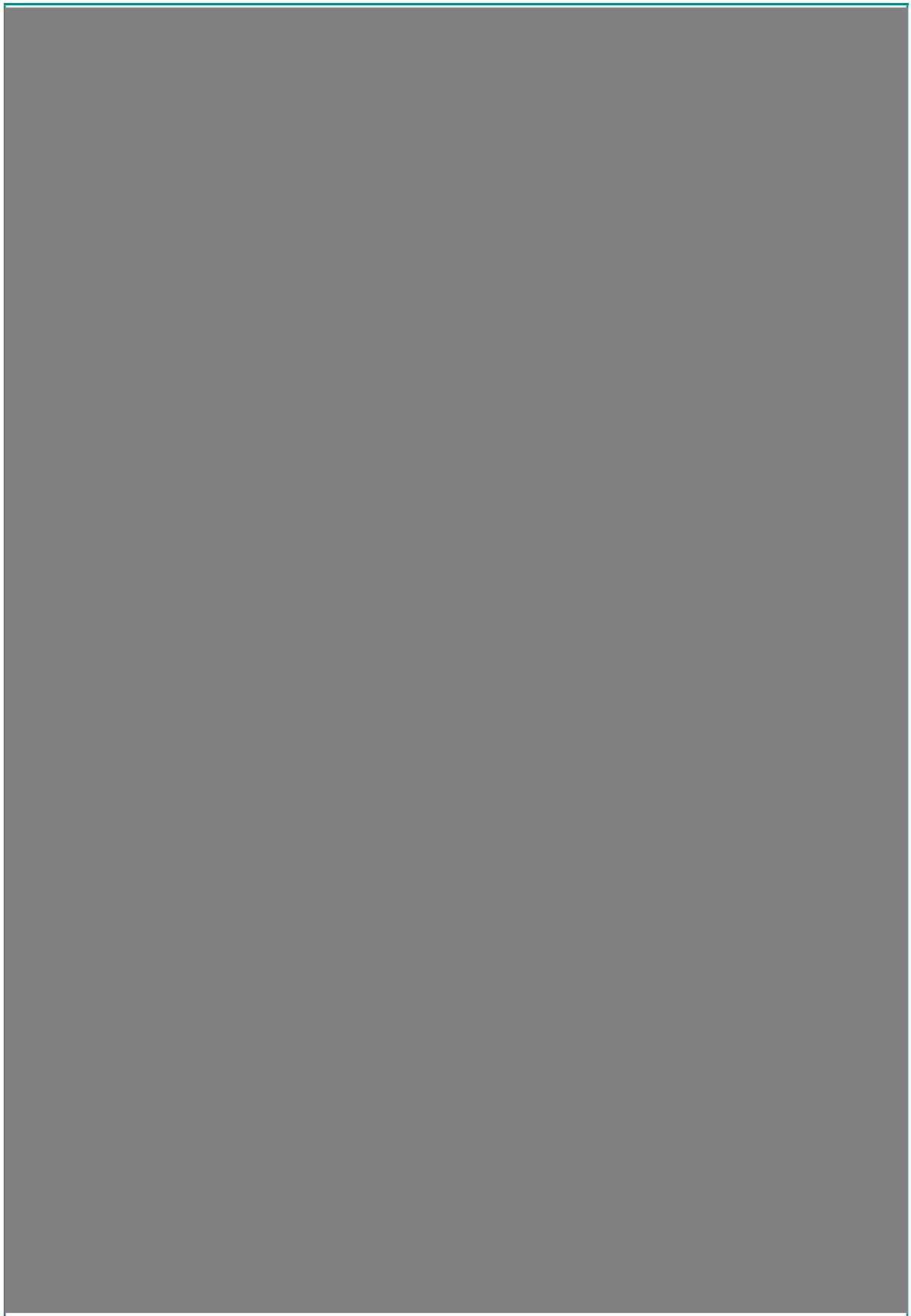
3.2 Made one or more critical comments about other professionals.

The case examiners have seen screenshots as part of the alleged ongoing dialogue, from the social worker to the young person. At one point the social worker was talking about leaving their previous post and states, *'I felt gutted that I had to leave Brighton at the time did [sic], I knew that I wanted to do so much more to help you but there are some nasty people out there, even in my job. I can't be around that sh*t!'* Further, she states, *'Between me and you that team was f**cked and that's why both [another worker] and I had to move out the way we did'*. There are also comments in respect of the young person's new social worker where the social worker states that, *'you kiiiicked off and gave the new social worker some verbal (laughing emoji'* and in response, the young person comments that, *'it p**ssed me off she was trying to be like you but I didn't even speak to her for the first two weeks'*. The social worker appears to have responded with two laughing emojis and stated, *'no one could possibly be like me'*.

The case examiners consider that the comments above can be viewed as critical about other professionals.

The social worker in their submissions has accepted this concern.

The case examiners are satisfied there is a realistic prospect of adjudicators finding this concern proven.



Grounds

Misconduct

The case examiners are aware that there is no legal definition of misconduct, but it generally would consist of serious acts or omissions, which suggest a significant departure from what would be expected of the social worker in the circumstances. This can include conduct that takes place in the exercise of professional practice, and also conduct which occurs outside the exercise of professional practice but calls into question the suitability of the person to work as a social worker.

To help them decide if the evidence suggests a significant departure from what would be expected in the circumstances, the case examiners have considered the following standards, which were applicable at the time of the concerns, namely Social Work England professional standards (2019). The case examiners consider the social worker may have breached the following standards:

As a social worker, I will:

2.3 Maintain professional relationships with people and ensure that they understand the role of a social worker in their lives.

3.4 Recognise the risk indicators of different forms of abuse and neglect and their impact on people, their families and their support networks.

3.12 Use my assessment skills to respond quickly to dangerous situations and take any necessary protective action.

As a social worker, I will not:

5.2 Behave in a way that would bring into question my suitability to work as a social worker whilst at work, or outside of work.

The case examiners are aware that falling short of the professional standards may not always amount to misconduct. However, adjudicators in this instance may determine that the social worker has significantly departed from these standards and as such the statutory ground of misconduct is engaged. The case examiners note the adjudicators may be concerned that the social worker, when no longer professionally involved with the young person, approached them and made contact on social media. Furthermore, they pursued this, by continuing to contact, where there had been gaps in communication from the young person. It is alleged that they encouraged the young person to meet them, sent them money, made critical comments about the young person's parents as well as other professionals. Furthermore, when the young person raised matters of a safeguarding nature, it is alleged that the social worker took no action in response to these.

Social workers are expected to maintain professional boundaries at all times and the ability for social worker to maintain these boundaries is fundamental to their role. Furthermore, safeguarding is a basic tenet of the social work profession and failure to act on matters of a safeguarding nature would be viewed very dimly by both adjudicators and the public.

The case examiners have seen some mitigation put forward by the social worker that due to their [REDACTED] they were not making reasonable judgements. However, the case examiners note that the alleged conduct took place over a period of around four months and the social worker on the majority of occasions appears to have initiated the contact. The case examiners further note that the social worker did not raise any concerns with their employer during this period that they were [REDACTED] [REDACTED] and this appears to have had no impact on their practice within the workplace at this time. The case examiners are of the view, that despite the mitigation put forward by the social worker, the alleged conduct is so serious that adjudicators would be of the view that the statutory ground of misconduct is engaged.

The case examiners note the social worker, in their submissions, states that they were attempting to assist the young person and that they were not aware that they were still a child. However, the social worker was aware that they had had previous social work intervention and as such, even if they had been a young adult, the young person would have been viewed as extremely vulnerable in these circumstances. The case examiners note that the young person and their parents were spoken to within the employer's investigation. The case examiners note that the young person was described as becoming emotionally dysregulated when they were initially contacted by the local authority about the social worker's alleged actions, and were trying to be protective of, and defend the social worker's actions. However, after being provided with support, the young person shared that the communications from the social worker had made them feel '*uncomfortable and weird*,' and that on a number of

occasions, they made up excuses to say no to the social worker when the social worker suggested meeting. The professional who visited the young person summarised that there was a direct correlation between the contact with the social worker and a deterioration in the young person's mental health and wellbeing, as well as an increase in their substance misuse. The case examiners are therefore of the view that there is evidence that social worker's alleged actions caused actual harm to the young person.

Where it is alleged that a social worker has not maintained professional boundaries with service users, this would not align with Social Work England standard 2.3 and 5.2.

Where it is alleged that a social worker has not reported matters of a safeguarding nature, this would not align with Social Work England standards 3.4 and 3.12.

If the matters were to be found proven, the case examiners conclude the conduct described is likely to suggest a significant departure from the professional standards detailed above.

The case examiners are satisfied there is a realistic prospect of adjudicators finding these matters amount to the statutory ground of misconduct.

Impairment

Personal element of impairment

In considering the personal element of impairment, the case examiners have considered the test for personal impairment as set out in the case examiner guidance (2022), namely whether the conduct is remediable; whether the social worker has undergone remediation and demonstrated insight; and whether there is a likelihood the matters alleged will be repeated. The guidance also reminds the case examiners that they should take into account whether the social worker has admitted the allegations, any relevant previous history and any testimonials that have been provided.

The case examiners note there is no previous adverse history in respect of this social worker.

The case examiners are of the view that the conduct did not arise from a character flaw such as dishonesty, and as such it may be possible to remediate in a variety of ways such as additional training and reflection.

The case examiners are of the view that the social worker has shown some insight into the alleged conduct, which the case examiners consider has been developing over time. The case examiners note comments within the employer's investigation that the social worker was lacking in insight and minimising the alleged conduct. In their

submissions to the regulator, the case examiners have seen that the social worker's insight has developed since that time. However, the case examiners remain concerned that the social worker's submissions suggest that they do not appear to recognise the seriousness of their conduct and the impact upon the young person and their family.

The social worker has not fully considered what they should have done differently. The case examiners would have liked to see deeper insight into how the social worker's alleged actions may impact on public confidence and also the potential impact on the young person and their family.

In terms of remediation, the case examiners note that the social worker has provided a number of reflective pieces.

The case examiners note that the social worker has been subject to an interim suspension order since 6 June 2024 and as such they have not worked in a social work capacity.

The case examiners have concluded that the alleged conduct was serious, and whilst the social worker has demonstrated some reflection, they consider that this is incomplete and that the social worker has been unable to demonstrate their learning in a social work capacity. As such, the case examiners consider there is a risk of repetition.

Public element of impairment

The case examiners next considered whether the social worker's actions have the potential to undermine public confidence in the social work profession, or the maintenance of proper standards for social workers. Public interest includes the need to uphold proper standards of conduct and behaviour and the need to maintain the public's trust and confidence in the profession.

The case examiners have reminded themselves that the public interest includes responding proportionately to regulatory concerns. However, they consider that the adjudicators may determine that a member of the public would be concerned where a social worker is alleged to have not maintained professional boundaries, by approaching a vulnerable child, offering to meet them outside of their professional remit, offering them money and not acting on concerns the young person has raised of a safeguarding nature. Adjudicators may consider that the public would be extremely concerned about a social worker acting in this manner and they may not have confidence in their abilities to practise safely in the future.

The case examiners consider that the evidence suggests that emotional harm was caused to the young person as a result of the social worker's actions.

The case examiners are of the view that in these circumstances, members of the public would expect a finding of impairment.

Accordingly, the case examiners are satisfied that there is a realistic prospect of the adjudicators making a finding of current impairment.

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?	Yes	☐
	No	☒

Referral criteria

Is there a conflict in the evidence that must be resolved at a hearing?	Yes	☐
	No	☒
Does the social worker dispute any or all of the key facts of the case?	Yes	☐
	No	☒
Is a hearing necessary to maintain public confidence in the profession, and/or to uphold the professional standards of social workers?	Yes	☐
	No	☒

Additional reasoning

The case examiners note that the social worker has accepted all the facts and that they are currently impaired; they therefore consider that they are able to dispose of the case via accepted disposal and it is not necessary to refer this to a public hearing.

Interim order

An interim suspension order is already in effect.

Accepted disposal

Case outcome		
Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☐
	Conditions of practice order	☐
	Suspension order	☐
	Removal order	☒
Proposed duration	Where a social worker is removed from the register, there is no defined end to the finding of impairment. A social worker that has been removed from the register may only apply to be restored to the register 5 years after the date the removal order took effect. The adjudicators will decide whether to restore a person to the register.	

Reasoning
In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's Sanctions Guidance (2022) and reminded themselves that the purpose of sanction is not to punish the social worker, but to protect the public and the wider public interest. In determining the most appropriate and proportionate outcome in this case, the case examiners considered the available options in ascending order of seriousness. <u>No further action, advice or warning:</u> With reference to the regulator's sanctions guidance (December 2022), the case examiners noted that in cases where a risk of repetition remains, the outcomes of no further action, advice or warning are not appropriate as they will not restrict the social worker's practice. The case examiners are satisfied that in this case, given the seriousness of the social worker alleged conduct, such outcomes are inappropriate. <u>Conditions of practice order:</u>

The case examiners next considered a conditions of practice order. The case examiners considered paragraph 114 of the guidance which states:

Conditions of practice may be appropriate in cases where (all of the following):

- the social worker has demonstrated insight.
- the failure or deficiency in practice is capable of being remedied.
- appropriate, proportionate, and workable conditions can be put in place.
- decision makers are confident the social worker can and will comply with the conditions.
- the social worker does not pose a risk of harm to the public by being in restricted practice.

The case examiners were of the view that whilst the social worker has shown some developing insight, this remains incomplete. Furthermore, the social worker has indicated in their submissions that they are not intending to work in a social work setting again. The case examiners also considered that the public interest in this case would require a more serious sanction, so that public confidence could be maintained.

Suspension order:

The case examiners went on to consider whether a suspension order might be an appropriate sanction.

The case examiners have considered the guidance, which states:

Suspension may be appropriate where (all of the following):

- the concerns represent a serious breach of the professional standards.
- the social worker has demonstrated some insight.
- there is evidence to suggest the social worker is willing and able to resolve or remediate their failings.

In this instance, whilst the social worker has engaged with the regulator and provided a number of reflective pieces, and shown some developing insight, their submissions suggest that they are not willing or able to remediate. The social worker stated, *'I still care deeply about helping people, but I recognise that I must do so in a setting that is less emotionally draining and where I can be more effective without risk of burnout or*

crossing professional lines'. Further, they state, 'I've come to realise my skills and values can be better suited in role where I can support others without compromising my own well-being' and 'I now see that my skills are better applied in a different capacity and one that aligns with my current understanding or boundaries'.

The social worker has accepted the concerns and that they are currently impaired, however they have indicated that they are unwilling or able to remediate at this stage and no longer consider that they are suited to the role of social worker.

The case examiners therefore consider that a suspension order would not be appropriate in this instance.

Removal order:

The case examiners therefore went on to consider whether a removal order may be the only outcome sufficient to protect the public, maintain confidence in the profession, and maintain proper professional standards for social workers in England. The case examiners consider that in light of the social worker's serious abuse of trust and position by the persistent contact with a vulnerable child over several months, there is no other outcome available to them that would provide the level of assurance needed in respect of these three criteria.

The case examiners note again that whilst the social worker's insight is developing, the social worker recognises themselves that they may no longer be suited to the role of a social worker. In the case examiners' view, a removal order is the only sanction available that will safeguard public confidence.

To conclude, the case examiners have decided to propose to the social worker a removal order. They will now notify the social worker of their intention and seek the social worker's agreement to dispose of the matter accordingly. The social worker will be offered 28 days to respond. If the social worker does not agree, or if the case examiners revise their decision regarding the public interest in this case, the matter will proceed to a final hearing.

Response from the social worker

The social worker responded on 26 February 2025 and confirmed that they had read and understood the terms of the proposed disposal.

They confirmed that, *'I have read the case examiners' decision and the accepted disposal guide. I admit the key facts set out in the case examiner decision, and that my fitness to practise is impaired. I understand the terms of the proposed disposal of my fitness to practise case and accept them in full'*.

Case examiners' response and final decision

The case examiners are satisfied that the social worker has read and accepted the proposed accepted disposal of a removal order. The case examiners have again considered the public interest in this matter and, as they have not been presented with any new evidence that might change their previous assessment, they are satisfied that it remains to be the case that the public interest in this case can be fulfilled through the accepted disposal process. The case examiners therefore direct that Social Work England implement a removal order.

The case examiners note that there is an interim order currently in effect, which will be revoked upon enactment of the agreed order.