

Case Examiner Decision
Catherine Mary Stewart –
SW15986
FTPS-23023

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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	
1 st Preliminary outcome	27 November 2024
	Information requested Submissions requested
2 nd Preliminary outcome	12 March 2025
	Accepted disposal proposed - removal order
3 rd Preliminary outcome	22 April 2025
	Accepted disposal proposed - removal order
Final outcome	13 May 2025
	Accepted disposal - removal order

Executive summary

The case examiners initially paused their consideration of this case to request amendments and an addition to the regulatory concern.

The case examiners subsequently reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1 and 2 being found proven by the adjudicators.
2. There is a realistic prospect of regulatory concerns 1 and 2 being found to amount to the statutory grounds of misconduct.
3. For regulatory concerns 1 and 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 was notified of their intention to resolve the case with a removal order. The case examiners, via the social worker's representative, subsequently received a request for amendments to their decision.

Having considered the request for amendments in line with their guidance, the case examiners remained of the view that it was not in the public interest for this matter to be referred to a final hearing and considered that the case could be concluded by way of an accepted disposal. As such, the case examiners requested that the social worker was again notified of their intention to resolve the case with a removal order.

The case examiners were subsequently informed that the social worker had accepted the proposed disposal (removal order).

Anonymity and redaction

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

In accordance with Social Work England's fitness to practise proceedings and registration appeals publications policy, the case examiners have anonymised the names of individuals to maintain privacy. A schedule of anonymity is provided below for the social worker and complainant and will be redacted if this decision is published.

Person Y

The individual (member of the public) to whom the concern(s) relate

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer.
Date the complaint was received	11 December 2023
Complaint summary	While commissioned as an independent social worker by the local authority to complete a parenting assessment, the social worker reported breaching professional boundaries with the person subject to the assessment, person Y. The reported breaches included the social worker exchanging unprofessional and inappropriate messages with person Y.

Regulatory concerns

As amended following the preliminary decision of the case examiners (27 November 2024):

The regulatory concerns for this case are as follows:

Whilst registered as a social worker:

1. Between or around November 2023 to January 2024, you failed to maintain professional boundaries with Person Y, an individual for whom you were completing a parenting assessment.
2. Your actions at concern [1] were sexually motivated.

Grounds of impairment:

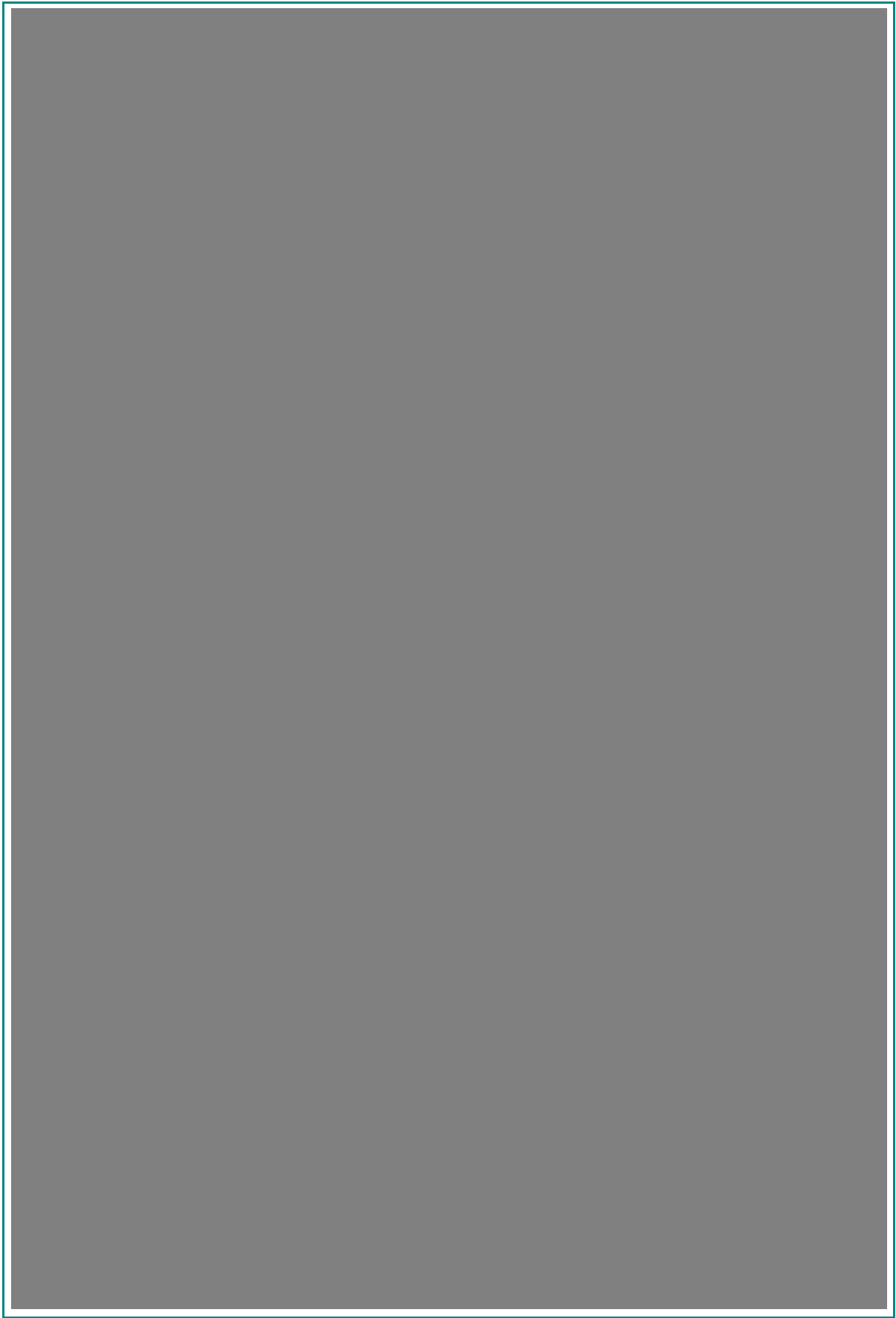
The matters outlined in regulatory concerns 1 and 2 amount to the statutory ground of misconduct.

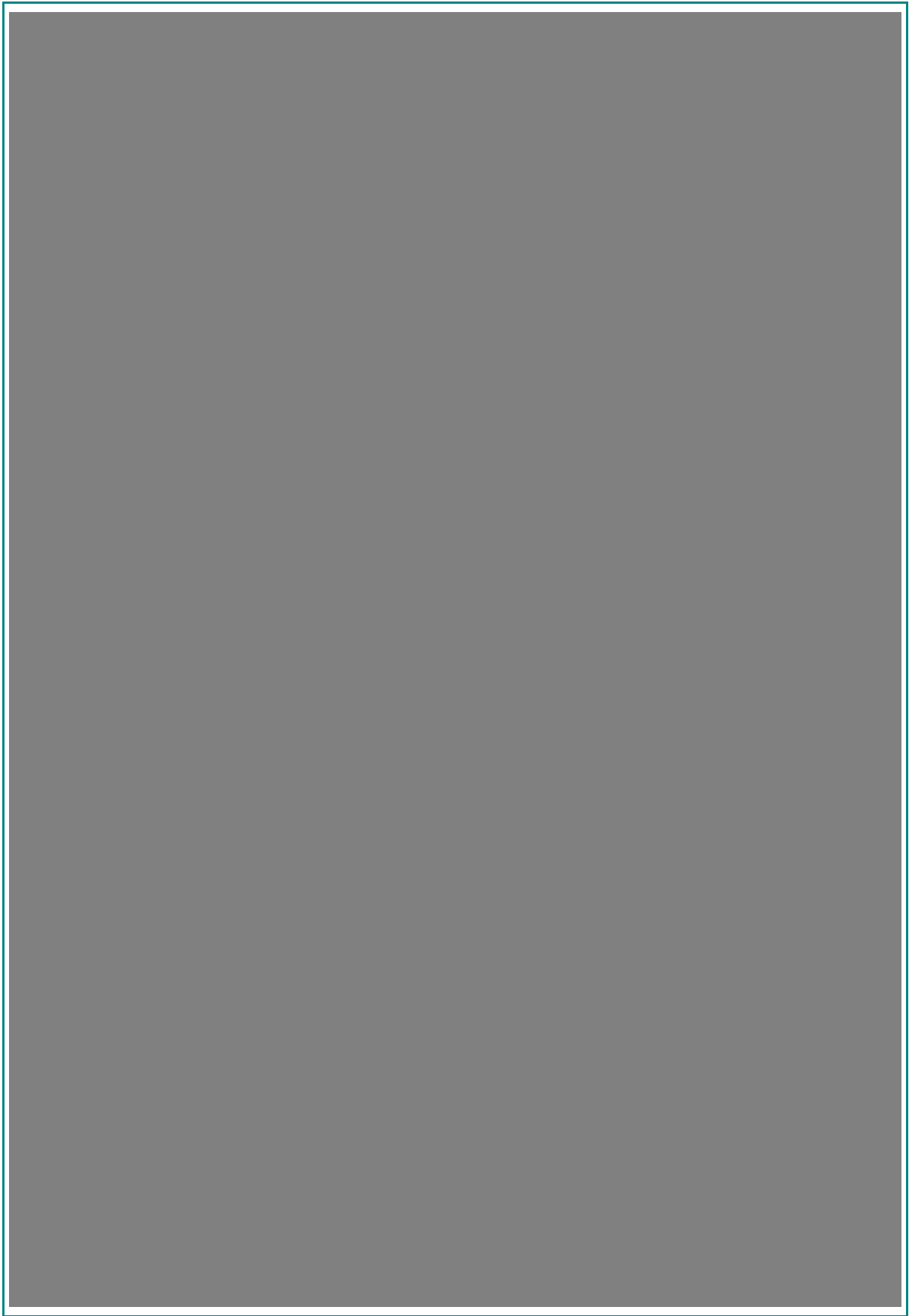
Your fitness to practise is impaired by reason of misconduct.

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 adverse 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 and 2 being found proven, that those concerns could amount to the statutory grounds of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst registered as a social worker:

1. Between or around November 2023 to January 2024, you failed to maintain professional boundaries with Person Y, an individual for whom you were completing a parenting assessment.

The case examiners have carefully considered all of the information presented to them in relation to concern 1, and have particularly noted the following evidence:

Information from the local authority (email 4 April 2024) states that:

- The social worker was employed by them as an independent social worker to complete parenting assessments. The local authority advises that the social worker was commissioned to conduct a parenting assessment of person Y, but

that this could not be used *“due to the social worker’s inappropriate communication”* with person Y.

- That person Y was considered vulnerable due to poor mental health and trauma, resulting in what they understand to be a diagnosis of PTSD. Person Y had on-going involvement of a mental health nurse and had the *“support of an advocate throughout our involvement”*.

An email from the social worker to their employer’s legal department, dated 11 December 2023. This outlines that:

- The social worker had completed all sessions with person Y *“without issue”*, had almost finished writing their report, and had no further meetings planned.
- That on 10 December 2023 (the previous day) they had had *“communication with (person Y) via messages on (their) work phone. These messages became flirtatious and were inappropriate. (The social worker) had been drinking wine but did not intend for the messages to take that turn. It just evolved that way. No images were exchanged, and it was not 'sexting', but the content of the messages was not work-related and was suggestive”*.
- The social worker acknowledges that they had not behaved professionally, that they had *“fully engaged in this conversation (with person Y)”*, and that it was a *“very stupid thing to do”*; they were unsure how to explain their behaviour.
- The social worker had found the work with person Y to be *“intense”* and felt it had taken an *“emotional toll on them”*.
- The social worker states that they allowed themselves to become too familiar with person Y, realises that there may be *“professional consequences”* and that they were *“ashamed and embarrassed”*.
- That they have apologised to person Y and were clear with them that *“they cannot communicate any further or see each other again.”*

Screen shots of messages sent between the social worker and person Y, during October and December 2023. These, in the opinion of the case examiners, appear to become increasingly friendly and familiar in tone during November and early December 2023, become high in volume and increasingly inappropriate and sexualised in tone by 9 December 2023. These messages include, for example:

- 26 November 2023: the social worker discussing their own health with person Y and joking with person Y about them having an ear infection.
- 27 November 2023: the social worker offering person Y a lift, later inviting them to call them if they want to “*chat about it*” or “*offload*”, and when person Y apologises for their manner, informing them that “*You’re alright. I get you*”.
- 3 December 2023: around 39 messages were exchanged between the social worker and person Y between 0935hrs and 2106hrs, including the social worker advising person Y to be “*the sunshine not the storm*”, and person Y thanking them for believing in them.
- 7 December 2023: The social worker saying they need to get some lunch and asking if they can bring some lunch over for person Y too and use person Y’s microwave. Later that day, the social worker messages person Y to say that they will miss them and adds a X (kiss) to their message, “*I’m going to miss you ... you look after yourself X*”.
- 9 December 2023: 25 messages are exchanged between the social worker and person Y during one hour in the evening, between 2119hrs and 2221hrs. These include the social worker, responding to person Y saying he would have liked to have met the social worker in different circumstances, stating “*Alright. Agreed. We did intense work together. In another life, right*”, and “*too much feeling*”. Following further messages which appear similarly inappropriate, the social worker apologises to person Y for their comments. After what appears to be no response from person Y for several minutes, the social worker messages person Y stating “*You can just screenshot it. Send it to your solicitor. End of*”.
- 10 December 2023: In excess of over 100 messages are exchanged between the social worker and person Y in just three hours between 0808hrs and 1110hrs. These messages commence with the social worker apologising for the messages the previous evening and acknowledging that “*it’s not really professional*” (to engage in the texting). However, within minutes of person Y first responding to their texts (0941hrs), once person Y confirms that they liked the texts, and that the social worker is “*fun*”, the social worker confirms that they “*enjoyed every ... minute of it*” (0949hrs). In response to person Y telling the social worker that they would like to see the social worker again, the social worker responds, “*I know, it’s inevitable* [REDACTED]”.

- As the messages proceed to become increasingly sexually implicit in nature



Throughout this exchange there is also reference to the fact that the social worker is writing up their professional report on person Y that same day. The social worker states that they “*are on the clock*”, which the case examiners consider implies that they are being paid for their work that day, and also that the social worker is keen to get the report written so that “*then they can pay me and I’ll be free of that rubbish*”.

- Messages recommence that evening (10 December 2023), and the social worker advises person Y that they have been “*freaking out about these messages all day. I’ve not behaved professionally. I’ve decided I have to tell the LA that I’ve sent you flirty messages and take the consequences*”. The social worker expresses concern that they know person Y will do anything to get their child back, and so the social worker cannot be “*100 percent sure*” that person Y will not send the messages to someone if they become aggrieved with the social worker. They state that “*those messages are career suicide and I need to get ahead of that*”. Person Y advises them that they will not risk the social worker’s job, and that the social worker needs to “*sort (their) head out*”. Over further messages that evening, the social worker states that they are going to take full responsibility for acting inappropriately and will inform the local authority. While person Y continues to reassure the social worker that they won’t say anything about the messages, the social worker states that “*C’mon. You send your solicitor everything. You know it*”; and that “*To be honest, those messages would not benefit you either. They’d probably use them against you*”.

Evidence provided by the social worker also indicates that there was communication between herself and person Y after they had self-reported their actions to the local authority and their professional involvement with person Y ceased. In submissions, dated 18 March 2023, the social worker advises that there had been “*some whatsapp communication following the disclosure I made. This was focused on ‘clearing the air’ and we ‘checked-in’ with each other over Christmas. This communication was plutonic. This ceased at the beginning of January, and I have not heard from him since.*(sic)”

The case examiners note that the social worker admits regulatory concern 1.

Having reviewed the evidence summarised above, the case examiners are satisfied that there is evidence of communication by the social worker that would suggest a failure by them to maintain professional boundaries with Person Y.

The case examiners are therefore satisfied that there is a realistic prospect of adjudicators finding concern 1 proven.

2. Your actions at concern [1] were sexually motivated.

The case examiners note their guidance which advises them that sexual misconduct covers a wide range of conduct, which includes pursuing an inappropriate sexual relationship, and any other misconduct of a sexual nature, such as sexual touching and inappropriate comments.

In considering whether the social worker's actions were sexually motivated, the case examiners have considered whether the conduct was done either in pursuit of sexual gratification or in pursuit of a sexual relationship.

Having considered the nature and content of the communications sent by the social worker to person Y, as outlined above for concern 1, the case examiners are satisfied that there were messages sent by the social worker which were overtly sexually explicit, and were therefore likely to have been sent in pursuit of sexual gratification. As such, the case examiners consider it reasonable to infer from this evidence that the social worker's actions were sexually motivated.

The case examiners are therefore satisfied that there is a realistic prospect of adjudicators finding concern 2 proven.

Grounds

The case examiners are aware that misconduct is generally considered to 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 Social Work England's professional standards for social workers, which were applicable at the time of the concerns. Having done so, they are of the view that 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.

2.7 Consider where conflicts of interest may arise, declare conflicts as early as possible and agree a course of action.

As a social worker I will not:

5.1 Abuse, neglect, discriminate, exploit or harm anyone, or condone this by others

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

The case examiners' guidance reminds them that social workers hold privileged positions of trust and that a social worker's role often requires them to intensely engage with people over extended periods of time when those people may be highly vulnerable. It is essential to the effective delivery of social work that the public can trust social workers implicitly. Any abuse of trust by a social worker is a serious and unacceptable risk in terms of public protection and confidence in the profession as a whole. It also outlines that the abuse of a professional position to pursue a sexual or improper emotional or social relationship with a service user is a serious abuse of trust. Many people will be accessing social care for reasons that increase their vulnerability and that of their family.

In addition, the professional standards guidance outlines that social workers should maintain clear and professional relationships with people. Social work is a relationship-based profession, and as such, it is important that social workers are alert to relationships becoming inappropriate. This guidance also sets out that, with the authority, knowledge and influence a social worker has in the professional relationship a power imbalance is always present. This is important to acknowledge alongside personal values, views and motivations to ensure that they do not influence the relationship.

The case examiners consider that the social worker's actions as alleged represent a significant breach of the professional standards required, such as to amount to serious misconduct. Person Y is identified as a vulnerable person, and the case examiners consider that by engaging in the alleged sexually motivated conduct the social worker placed person Y at risk of emotional harm. Further, there is evidence of potential abuse of power on the part of the social worker, who by completing a parenting assessment of person Y at the time, could have unfairly influenced legal decisions regarding person Y's access to their child. The social worker's alleged behaviour also calls into question their ability to remain impartial when completing

the said assessment report on the same day during which they were exchanging messages of a sexually explicit nature and demonstrating a sexual attraction to person Y.

The case examiners are therefore satisfied that there is a realistic prospect of adjudicators finding misconduct proven.

Impairment

Assessment of impairment consists of two elements:

1. The personal element, established via an assessment of the risk of repetition.
2. The public element, established through consideration of whether a finding of impairment might be required to maintain public confidence in the social work profession, or in the maintenance of proper standards for social workers.

Personal element

With regards to the concerns before the regulator, the case examiners have given thought to their guidance, and they note that they should give consideration to whether the matters before the regulator are easily remediable, and whether the social worker has demonstrated insight and/or conducted remediation to the effect that the risk of repetition is highly unlikely.

Whether the conduct can be easily remedied

The case examiners are aware that allegations that include sexual motivation are difficult to remediate. While it would be possible for the social worker to attempt remediation, this would require evidence from them that they understood the causes and actions of their alleged behaviour and had remediated to such a degree that a risk of future repetition was highly unlikely.

Insight and remediation

The case examiners have noted some evidence of insight and remediation on the part of the social worker. This includes submissions regarding personal challenges [REDACTED]

[REDACTED]
that the social worker was experiencing at the time the concerns arose. [REDACTED]
[REDACTED]

The social worker also contends that alcohol consumption impacted on their behaviour, advising that *“I know alcohol use is not an excuse, but as soon as started to sober up, I retracted the sentiments expressed to Person Y and made the decision to self-disclose”*(sic).

In addition, the case examiners note that the social worker did inform their employer of their inappropriate communications with person Y shortly after their communications with them became sexual in nature, and they have since ceased practising as a social worker. The social worker advises that they have *“made changes to my life and have continued to develop (their) emotional intelligence”*. The social worker expresses embarrassment and shame regarding their actions.

However, the case examiners are concerned that the social worker’s reflections focus largely on themselves being vulnerable and manipulated by person Y and the social worker advises that they should never have been required to work alone with person Y to complete the assessment. The social worker’s reflections do not demonstrate the impact their conduct may have had on person Y, as a vulnerable service user, nor do they demonstrate any understanding of how they may have abused the trust placed in them by person Y.

The social worker’s notes and draft assessment of person Y show that the social worker was clearly aware of person Y’s vulnerabilities, in which they had a harmful history with alcohol; had experienced mental health issues; had *“very little by way of wider family support”* and had *“a small group of friends and stays in, mostly”*. The social worker does not consider or address how their actions as a professional had the potential to place person Y at risk of emotional and/or psychological harm.

There is no evidence presented to the case examiners of the social worker engaging in any additional remediation with regards to their alleged behaviour towards person Y; for example, there is no evidence of further safeguarding or professional boundary training.

Risk of repetition

In the absence of evidence of insight and remediation into the potential adverse impact of the social worker’s alleged actions on person Y, the case examiners consider the insight and remediation shown to be limited and are unable to conclude that the future risk of repetition is low.

Public element

The case examiners have 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.

A failure to maintain professional boundaries and of sexually motivated behaviour, has the potential to seriously undermine public trust in social workers and to damage the reputation of the profession, if subsequently found proven.

The case examiners are of the view that in all the circumstances of this case, taking into account the gravity of the alleged conduct, the public would expect a finding of impairment if the concerns were found proven.

Accordingly, the case examiners are satisfied that there is a realistic prospect of 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 have given careful consideration to whether a referral to a hearing may be necessary in the public interest. The case examiners have noted the following:

- The case examiners guidance reminds them that “*wherever possible and appropriate, case examiners will seek to resolve cases through accepted disposal. This is quicker and more efficient than preparing and presenting a case to a fitness to practise panel*”.
- While the social worker does not accept that their fitness to practise is currently impaired, the accepted disposal process will also provide the social worker with the opportunity to review the case examiners reasoning on grounds and impairment and reflect on whether they do accept a finding of impairment.

- It is open to the social worker to reject any accepted disposal proposal and request a hearing if they wish to reject the case examiners finding on facts and grounds or explore the question of impairment in more detail.

The case examiners are aware that a case cannot be concluded through an accepted disposal process where a social worker does not agree that they are currently impaired. At this stage, however, the case examiners' proposal for an accepted disposal process does not mark the conclusion of the case, as that requires a response from the social worker for the case examiners' consideration. It is also subject to a final review of the case by the case examiners, who may still determine to send the matter to a public hearing, following any response received.

Interim order

An interim order may be necessary for protection of members of the public	Yes	☐
	No	☒
An interim order may be necessary in the best interests of the social worker	Yes	☐
	No	☒

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 have had regard to Social Work England's impairment and sanctions guidance (December 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.

The case examiners determined that taking no further action was not appropriate in a case of serious misconduct which includes allegations of sexually motivated behaviour. Taking no further action is not sufficient to mark the seriousness with which the case examiners view the social worker's alleged conduct and fails to safeguard the wider public interest.

The case examiners also concluded that offering advice or a warning to the social worker was unlikely to be appropriate in a case of serious misconduct, and where the risk of repetition had not been determined to be highly unlikely. The case examiners

believe this is applicable in this case due to the limited insight and remediation demonstrated by the social worker to date.

Next, the case examiners turned their minds to conditions of practice. The primary purpose of a conditions of practice order is to protect the public whilst the social worker takes any necessary steps to remediate their fitness to practise. Conditions are most commonly applied in cases of lack of competence or ill health. The sanctions guidance states that conditions are less likely to be appropriate in cases of character, attitudinal or behavioural failings. The case examiners carefully considered if conditions of practice may be appropriate in this case, but note that any conditions must be appropriate, proportionate and workable. In light of the social worker providing limited evidence of insight and remediation, together with evidence that the social worker is not currently in practice, the case examiners do not consider conditions of practice to be appropriate or workable. Further, the case examiners consider that in the circumstances of this case, conditions would not protect the public and wider public confidence and would not reflect the seriousness of the alleged concerns.

As such, the case examiners went on to consider suspension. The sanctions guidance states that suspension is appropriate where no workable conditions can be formulated that can protect the public or the wider public interest and where the case falls short of requiring removal from the register. The case examiners have given careful consideration to whether suspension would be an appropriate sanction; however, they specifically note from their guidance on sanctions that:

“In all cases of serious sexual misconduct, it will be highly likely that the only proportionate sanction is a removal order. If decision makers decide that a sanction other than a removal order would be appropriate, they must fully explain why they have made that decision”.

While the case examiners are aware that every case must be considered on its own merits, in light of the absence of any insight and remediation shown by the social worker regarding the potential impact on person Y by their alleged actions, the case examiners do not consider that this is a case which *“falls short of requiring removal from the register”*. They, therefore, do not consider a suspension order to be appropriate.

The case examiners next turned their minds to a removal order. Given the serious nature of the allegations, which includes a failure to maintain professional boundaries and sexual motivation, the case examiners are of the view that no other outcome than a removal order can protect the public, maintain confidence in the

profession, and maintain proper professional standards for social workers in England.

To conclude, the case examiners have decided to propose to the social worker a removal order. They request that the social worker is notified of their proposal 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.

First response from the social worker

The case examiners have been provided with a copy of an email sent to Social Work England on 8 April 2025 by the social worker's representative. This email indicates that an email was also sent on 7 April 2025 to the regulator, requesting amendments on behalf of the social worker:





Case examiners' first response and decision

The case examiners have considered the social worker's requests for amendments, as outlined by their representative, in line with their guidance. Having done so, the case examiners have amended their report to address one factual inaccuracy regarding the social worker's employment.

The case examiners are not of the view that it is necessary or appropriate for them to make the further amendments requested by the social worker.

The case examiners have next considered whether, in light of the social worker's requests (via their representative), it remains appropriate for them to make a further offer to the social worker of an accepted disposal (removal order). In particular, the case examiners have considered their guidance and whether the social worker's requests would indicate that it is now in the public interest for the matter to instead proceed to a hearing in public.

The case examiners have concluded that it does remain appropriate and in the public interest to reoffer the social worker an accepted disposal of a removal order.

The case examiners guidance sets out that “*the case examiners may re-notify the social worker of the original proposal on one occasion only. This will be referred to as the ‘final proposal’. The social worker will not be permitted to request amendments to this final proposal*”.

The case examiners request that the social worker is notified of their final proposal and seek the social worker’s agreement to dispose of the matter accordingly. The social worker will be offered a further 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.

Second response from the social worker

On 12 May 2025 the social worker responded to the proposed accepted disposal as follows:

“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”.

The case examiners’ second response and final decision

The case examiners have reviewed their decision, paying particular regard to the overarching objectives of Social Work England:

- The protection of the public
- Maintaining confidence in the social work profession
- The maintenance of professional standards.

The case examiners remain satisfied that an accepted disposal removal order is a fair and proportionate way to conclude this matter, and is the minimum sanction required to protect the public and the wider public interest.