

Case Examiner Decision

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SW130490

FTPS-21890

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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	23 December 2024
	Accepted disposal proposed – removal order
Final outcome	03 February 2025
	Accepted disposal – removal order

Executive summary

[REDACTED]

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1, 2, 3, 4 and 5 being found proven by the adjudicators. [REDACTED]
[REDACTED]
2. There is a realistic prospect of regulatory concerns 1, 2, 3, 4 and 5 being found to amount to the statutory grounds of misconduct.
3. For regulatory concerns 1, 2, 3, 4 and 5 there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners do not consider it to be in the public interest for the matter to be referred to a final hearing and have determined that the case could be concluded by way of accepted disposal, subject to the social worker's agreement.

As such, the case examiners requested that the social worker was notified of their intention to resolve the case with a removal order. The social worker subsequently accepted the proposed disposal of a removal order. Having revised the public interest in the case, the case examiners determined that an accepted disposal removal order was the most appropriate outcome in this case.

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 blue will be redacted only from the published copy of the decision, and will therefore be shared with the complainant in their copy. Text in red 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 previous employer.
Date the complaint was received	20 February 2023
Complaint summary	The complainant raised concerns after receiving information indicating that that the social worker may have been driving whilst disqualified [REDACTED]. During Social Work England's investigation, further concerns arose relating to information provided by the social worker to the regulator during their registration restoration process.

Regulatory concerns / concerns recommended for closure

As amended by the case examiners:

Regulatory concerns

Whilst registered as a social worker in 2023:

1. You did not provide relevant information as part of your restoration application including your new conviction dated 2 December 2022 and/or sentence of 9 January 2023 and your suspension from employment dated 19 January 2023.
2. You did not disclose your conviction dated 2 December 2022 and/or sentence of 9 January 2023, to Social Work England in appropriate timescales.
3. You did not inform your employer of your conviction of 2 December 2022 and/or sentence of 9 January 2023.

4. Your actions at regulatory concerns 1, 2, and 3 were dishonest.

Grounds of impairment

The matters outlined in regulatory concerns 1, 2, 3 and 4 amount to the statutory grounds of misconduct.



5. Whilst unregistered as a social worker in 2022:

On 2 December 2022, you were convicted of driving whilst disqualified and failing to provide a specimen of breath.



Grounds of impairment

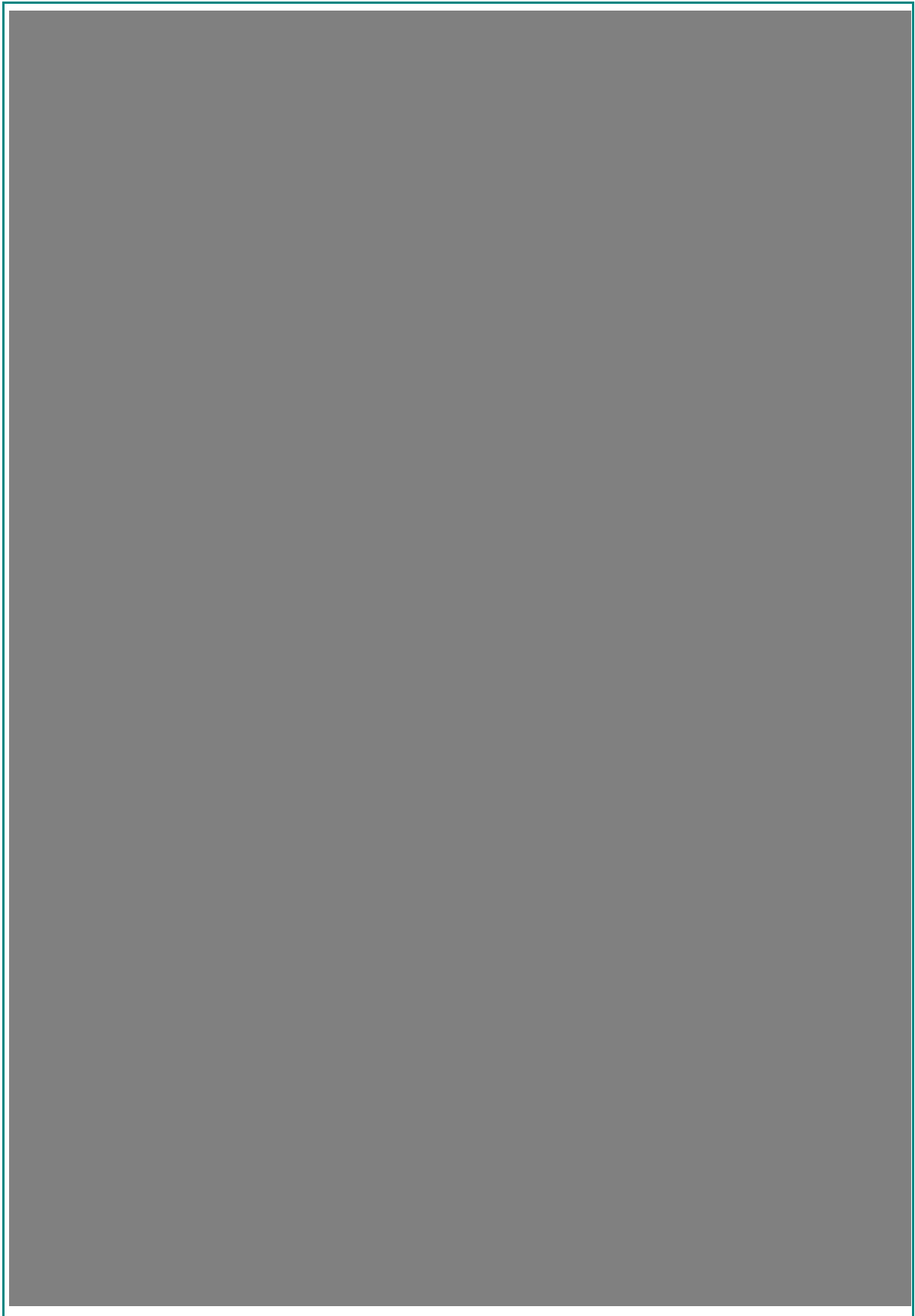
The matter outlined in regulatory concern 5 amounts to the statutory ground of a conviction or caution in the United Kingdom for a criminal offence if proven.



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, 2, 3, 4 and 5 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 in 2023:

1. You did not provide relevant information as part of your restoration application including your new conviction dated 2 December 2022 and/or sentence of 9 January 2023 and your suspension from employment dated 19th of January 2023.
2. You did not disclose your conviction dated 2 December 2022 and/or sentence of 9 January 2023, to Social Work England in appropriate timescales.
3. You did not inform your employer of your conviction of 2 December 2022 and/or sentence of 9 January 2023.

The case examiners have carefully considered all of the information presented to them in relation to concerns 1, 2 and 3 together, as the concerns rely on similar and/or linked evidence. The case examiners have particularly noted evidence of the following:

On 22 March 2023 Social Work England received an employer referral in relation to the social worker having been convicted on 9 January 2023. This conviction was for offences for which they were arrested on 30 October 2022, and related to driving while disqualified, and also failing to provide the police with a specimen of breath when reasonably required to do so.

On 28 March 2023 the social worker made a self-referral to Social Work England, outlining that on 30 October 2022 they had been arrested [REDACTED] for driving while disqualified, and for failing to provide the police with a specimen of breath without reasonable excuse. They further stated that they had been convicted on 9 January 2023 and received a community order with an alcohol abstinence requirement, rehabilitation activity requirement, a disqualification from driving for 36 months, and a fine.

Information from the police (MG05) outlines the circumstances leading to them arresting the social worker on 30 October 2022 on suspicion of being unfit to drive through drink or drugs, and subsequently refusing to provide a specimen of breath for analysis. Following police checks, which indicated that the social worker was disqualified from driving three months previously, the social worker was also arrested for driving while disqualified.

A memorandum of a court entry confirms the social worker's convictions for failing to provide a specimen of breath without reasonable excuse, and driving while disqualified. The convicting court date is given as 2 December 2022, and sentence date as 9 January 2023.

A supervision record for the social worker dated 6 December 2022, thus post-dating the social workers arrest on 30 October 2022 for driving offences, makes no reference to the social worker having reported the offences to their employer. The contents of the supervision discusses how the social workers' registration "*still has not been completed despite requested information being sent (to Social Work England) for restoration of his registration*". The content suggests to the case examiners that the employer was not aware of the social worker's arrest and the police investigation into their driving offences that occurred on 30 October 2022.

Information from the employer confirms that while the social worker had advised them of a previous driving conviction on 28 August 2022 which resulted in a ban from driving, but that information regarding the social worker's subsequent driving offences and convictions was not reported to them by the social worker. During the employer's disciplinary interview with the social worker on 17 February 2023, the social worker referred to there being an incident that had occurred at the end of October 2022, and which he had to attend court for. However, the social worker declined to provide more information about what this was in relation to, saying that it was not relevant.

A letter to the social worker, dated 22 March 2023, confirming their suspension, also outlines that the social worker had not disclosed their second conviction (of December 2022) to their employer.

Information from Social Work England's senior registration and advice officer, dated 7 March 2024, confirms that:

- The social worker's temporary status was removed on 6 October 2020.
- The social worker was not registered between 6 October 2022 and 26 January 2023.
- On 6 October 2022 the social worker made an application for restoration to the register, confirming that their last date of practising as a social worker was 6 October 2022, and also declaring a criminal conviction of 26 August 2022 (relating to driving a motor vehicle while above the prescribed limit for alcohol) for an offence that occurred on 30 July 2022.
- The social worker was advised on 26 January 2023 that their application for restoration had been accepted.
- There is no record of the social worker having advised the registration team of any change in circumstances, and did not declare their conviction as part of their restoration application, despite the restoration process being ongoing at the time their conviction occurred. They state that *"as their application was still open and on going when this conviction took place we would expect an applicant to disclose this to us."*

The case examiners have also noted a document which appears to be the social worker's application for restoration to the social worker register, following their removal on 6 October 2022. While this is undated, reference in the application is made to the social worker's previous drink driving conviction and disqualification from driving on 26 August 2022, following an incident on 30 July 2022. The restoration application includes a reflective statement from the social worker in which they advise that they recognise *"the seriousness of this conviction and that I have fallen*

below the standards expected from a social worker. I recognize that as a social worker I have a duty to conduct myself in a manner that justifies the public trust and confidence in me and my profession. I make no excuse for my actions.

I'm deeply upset that my actions and conviction could have undermined public trust and confidence in the profession, and I have felt great shame and embarrassment about this. I respectfully request you take into consideration my remorse”.

While this document is undated, a DBS certificate dated 14 November 2022 is recorded as being attached to the restoration application. As such, the case examiners note that this would have been sent subsequent to the social worker's further arrest of 30 October 2022 for driving related offences.

The case examiners have also had sight of an email sent by the social worker to the regulator on 31 October 2022, the day after their arrest for further driving offences. In this email the social worker asks for an update on the progress of their restoration application and states “*please let me know if there is anything else I can provide*”. No reference is made by the social worker of their arrest for similar offences to those that prompted their removal from the temporary register, and which are being considered during the restoration process. A further email from the social worker sent to the regulator on 30 November 2022, two days prior to their court date of 2 December 2022 where they pleaded guilty to further driving offences, similarly makes no mention of the driving offences concerned.

The case examiners are satisfied that the above provides cogent evidence that:

- the social worker did not provide relevant information as part of their restoration application, including that of their conviction and sentence.
- the social worker's self-referral to Social Work England in relation to their conviction and sentence was not timely as it did not occur until 28 March 2023, over three and a half months after the conviction date
- the social worker did not inform their employer of their conviction and sentence, and instead the evidence suggests he sought to conceal it from them.

The case examiners are therefore satisfied that there is sufficient evidence to support a realistic prospect of adjudicators finding concerns 1, 2 and 3 proven in relation to the facts.

4. Your actions at regulatory concerns 1, 2, and 3 were dishonest.

When considering dishonesty, the case examiners have applied two tests, in line with relevant case law. Firstly, they have assessed the evidence to establish what adjudicators may determine the social worker's actual state of knowledge or belief was at the relevant time (the subjective test). Secondly, they have considered whether the social worker's conduct could be deemed as dishonest by the standards of ordinary, decent people (the objective test).

With regard to the subjective test, the case examiners are of the view that there is evidence to suggest that the social worker knowingly and deliberately withheld evidence of their arrest and conviction from their regulator and employer. They had previously self-referred a similar conviction, and had been removed from the temporary register for social workers as a result of this. As such, the case examiners consider that the social worker was aware of the need and process to report a conviction, and also of both the seriousness and potential consequences of such a conviction on their request to be restored to the social worker register. Further, they provided reflections on the gravity of their first conviction related to driving over the prescribed limit, and the impact on the profession, but failed during the restoration period to provide information of the second conviction. The case examiners consider that the social worker would have had a motive for failing to disclose the required information, i.e. that it would highly likely prevent them from being restored to the register, and/or dismissed by their employer. The evidence suggests they purposefully withheld the information from both Social Work England and their employer to avoid such a consequence. If adjudicators find this to be the case, then this is likely to be considered to be knowingly dishonest.

With regards to the objective test, the case examiners have concluded that ordinary decent members of the public would consider that a social worker purposefully failing to provide information relating to having been arrested and convicted for criminal offences, with a view to avoiding their restoration to the social work register being rejected, and / or being dismissed from their employment, was acting dishonestly.

Having applied the relevant tests for dishonesty, the case examiners consider that there is a realistic prospect of adjudicators finding concern 4 proven in relation to concerns 1, 2 and 3.

Concerns being recommended for closure

Concerns being recommended for closure are concerns raised by the complainant, for which no evidence has been found during the investigative process or where the

evidence obtained negates the concerns. Decisions regarding concerns being recommended for closure remain the remit of the case examiners.

Whilst unregistered as a social worker in 2022:

5. On 2 December 2022, you were convicted of driving whilst disqualified and failing to provide a specimen of breath.

The case examiners have had sight of a certified copy of a memorandum of conviction relating to the social worker dated 9 January 2023. This confirms that on 2 December 2022, the social worker pleaded guilty and was convicted for the following offences:

“On 30/11/2022 ... when suspected of having been in charge of a vehicle and having been required to provide a specimen or specimens of breath for analysis ... failed without reasonable excuse to do so”, and

“On 29/10/2022 ... drive a motor vehicle... on the road while disqualified from holding or obtaining a driving licence”.

On 9 January 2023 the social worker was sentenced in relation to these offences, which included a community order with an alcohol abstinence requirement, and a 36 month period of disqualification from driving.

The case examiners consider there to be a realistic prospect of adjudicators finding concern 5 proven in relation to the facts.





Grounds

The case examiners have been asked to consider the grounds of misconduct for concerns 1-4. They 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 the relevant professional standards in place at the time, Social Work England: Professional Standards (2019).

From the evidence presented to them and considered above, they are of the view that a number of professional standards may have been breached by the social worker, including the following:

2.1 Be open, honest, reliable and fair

3.1 Work within legal and ethical frameworks, using my professional authority and judgement appropriately.

5.2 Not behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.

6.6 Declare to the appropriate authority and Social Work England anything that might affect my ability to do my job competently or may affect my fitness to practise, or if I am subject to criminal proceedings or a regulatory finding is made against me, anywhere in the world.

The case examiners are aware that if dishonesty is subsequently found proven, as alleged at concern 4 in relation to concerns 1, 2 and 3, this represents a particularly significant departure from the required standards. Honesty is a fundamental tenet of social work and is critical to public safeguarding and the confidence held in social workers. The evidence in this case indicates that in concealing their arrest and subsequent conviction from both their employer and regulator, the social worker may have been dishonest over an extended period of time, for reasons which appear to have been deliberate by the social worker to prevent them from having their restoration application denied and/or being dismissed by their employer.

The case examiners are thus of the view that there is a realistic prospect of adjudicators finding the grounds of misconduct proven for concerns 1-4.

In relation to concern 5, the case examiners have been asked to consider the grounds of a conviction or caution in the United Kingdom for a criminal offence. Having had sight of a copy of memorandum of conviction relating to the relevant offences, the case examiners consider there to be cogent evidence to support these grounds.

The case examiners are of the view that there is a realistic prospect of adjudicators finding the grounds of a conviction or caution in the United Kingdom for a criminal offence proven for concern 5.

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 where dishonesty is alleged, if subsequently found proven this can be considered a character flaw which is difficult to remediate. In this case, there is evidence to indicate that the social worker may have been repeatedly dishonest, for the purpose of being restored to the register of social worker's and retaining their employment. Nonetheless, the case examiners are aware that every case has to be considered on its own merits, and as such consider that if the social worker was able to demonstrate an understanding of the seriousness of dishonesty and the safeguarding risks caused by their alleged actions, had shown remediation through training, and presented compelling reflections on how they would avoid a repetition of such behaviours, then this could assist in them achieving remediation.

In relation to the social worker's conviction, the case examiners also consider that given that it indicates a pattern of road traffic offending, this can also be difficult to remediate, but could be addressed through further training and compelling reflections.

Insight and remediation

The case examiners have not been provided with any evidence of insight and remediation in relation to any of the concerns in this case. The social worker has not engaged with the regulator or provided submissions in relation to these concerns.

Further, the case examiners note that the social worker's conviction, which resulted in them receiving a community order with an alcohol abstinence requirement, and being disqualified from driving for 36 months. This occurred when they were already disqualified from driving. Further, evidence from public and police witnesses recorded in a police report indicates that the social worker was suspected to be "*drunk*" at the time of the offences that led to their conviction at concern 5. In failing to comply with a reasonable police request to provide a specimen of breath, the social worker prevented the police from being able to analyse the degree of any alcohol in their breath while driving.

There is evidence to suggest that the social worker sought to conceal their further driving offences from their employer and regulator, while at the same time providing reflections on their first driving offence during a restoration process. The case examiners are of the view that the social worker's actions demonstrate a lack of

transparency, as well as a pattern of criminal offending which placed the public at risk of harm in relation to driving while disqualified, and when potentially 'drunk'.

Risk of repetition

In the absence of insight and remediation from the social worker, and in light of evidence indicating a pattern of dishonesty and more than one road traffic offence, the case examiners consider the risk of repetition to be high.

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.

Dishonest conduct and repeated convictions for road traffic offences which placed the public at risk of harm, 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 and apparent pattern of dishonesty and repeated offending, 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 carefully considered 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 has not provided submissions in relation to the concerns in this case, the case examiners are of the view that the social worker should be afforded the opportunity of an accepted disposal proposal to consider the case examiners’ assessment of the evidence presented to them, and reflect on whether they accept their findings in relation to the facts and grounds of the concerns.

- The accepted disposal process will also provide the social worker with the opportunity to review the case examiners reasoning on 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 accept the facts and agree that they are currently impaired. At this stage, the case examiners' proposal for an accepted disposal process does not mark the conclusion of the case, as that would require a response from the social worker for the case examiners' consideration, and is also subject to a final review of the case by the case examiners, who may determine to send the matter to a 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 which includes a pattern of road traffic offending, allegations that the social worker has been repeatedly dishonest, where the evidence indicates that this was motivated for self-interest. 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 have considered offering advice or a warning to the social worker, but they note the sanctions guidance which states these outcomes do not directly

restrict practice. Further, the guidance makes it clear that this outcome is unlikely to be appropriate where there is a continuing risk to the public of the social worker behaving in the same way again. The case examiners believe this is applicable in this case due to the pattern of dishonesty and of road traffic offending, and a lack of 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 not providing submissions and appearing to not engage with the investigation, together with evidence that the social worker is not currently in practice, the case examiner do not consider there to be sufficient information to suggest that the social worker would comply with conditions of practice. Further, the case examiners consider that in the circumstances of this case, conditions would not protect the public and wider public confidence, and also 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, but where the case falls short of requiring removal from the register. The case examiners gave careful consideration to whether suspension would be an appropriate sanction; however, they specifically noted the following points from their guidance.

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*

When a suspension order may not be appropriate

Suspension is likely to be unsuitable in circumstances where (both of the following):

- *the social worker has not demonstrated any insight and remediation*

- *there is limited evidence to suggest they are willing (or able) to resolve or remediate their failings*

Having done so, the case examiners were of the view that as the social worker had shown no insight or remediation, and had provided no evidence to suggest that they were willing or able to remediate, then suspension was not appropriate in this case.

The case examiners then turned their minds to removal. In light of the serious nature of the allegations which include repeated dishonesty and road traffic offending, 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 (subject to the regulator allowing additional days at their discretion to allow for delays over the forthcoming festive period). 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

On 02 February 2025 the social worker returned their completed accepted disposal response form, confirming as following:

"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 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.