

Case Examiner Decision
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FTPS-23801

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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	21 July 2025
	Accepted disposal proposed: Removal order
Final outcome	21 August 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, 2, 3 and 5 being found proven by the adjudicators. [REDACTED]
[REDACTED]
2. There is a realistic prospect of regulatory concerns 1, 2, 3 and 5 being found to amount to the statutory grounds of misconduct. [REDACTED]
[REDACTED]
3. For regulatory concerns 1, 2, 3 and 5, 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 social worker subsequently advised that they understood and accepted the terms of the proposed disposal 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 may be 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 former employer, [REDACTED]
Date the complaint was received	30 September 2024
Complaint summary	The complainant raised concerns that the social worker had falsified records.

Regulatory concerns

Regulatory concerns are clearly identified issues that are a concern to the regulator. The regulatory concerns for this case are as follows:

Whilst registered as a social worker on or around January 2024 to May 2024 you:

1. Did not maintain clear, accurate and up to date case records
2. Did not complete child in need visits and/or child in need review meetings within expected timescales.
3. Completed case records to indicate that visits to children subject to child in need plans had been completed when they had not.

[REDACTED]

5. Your conduct at (3) [REDACTED] was dishonest.

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

The matters outlined in regulatory concern 3, [REDACTED] and/or 5 amount to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct [REDACTED]

[REDACTED]

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	☐

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 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 on or around January 2024 to May 2024 you:

1. Did not maintain clear, accurate and up to date case records

The case examiners have reviewed a selection of case records provided by the former employer, a copy of their recording policy and child in need plan guide. With these in mind the case examiners specifically note the following examples:

- A child in need (CIN) meeting for child A took place on 7 February 2024. The minutes from this were not recorded on the employer's electronic recording system until 4 months later. The guide states that a copy of the Child in Need Plan and the minutes from every Child in Need Meeting should be provided within 5 working days of the meeting taking place. The recording policy states decisions or actions should be recorded within 24 hours of the event. As such,

the case examiners are satisfied the social worker did not maintain up to date case records.

- A CIN meeting for child B was recorded as taking place on 5 March 2024. It appears that professionals attended, however, the parent of child B did not. As such, the meeting was rearranged for 15 April 2024 and the social worker documents clearly why. The case examiners note however, that the summary of discussion includes the meeting minutes from a meeting held on November 2023. The case examiners are satisfied that by documenting minutes from a previous review meeting, that this was not an accurate record of the meeting of 5 March 2024. As such, the case examiners are satisfied the social worker did not maintain accurate case records.
- A record of a CIN meeting from January 2024 for child C only contains two lines in the summary of discussion. The case examiners understand this is where details of the discussion by those in attendance, although not verbatim, are expected to be recorded. The case examiners are satisfied that the brief summary does not capture the discussion and therefore is not sufficiently clear as to evidence how the child in need plan in place for child C is being met. As such, the case examiners are satisfied the social worker did not maintain clear case records.
- The social worker in their submissions accepts that there were delays in their recording, although they do not appear to accept their records were not clear or accurate.

The case examiners are satisfied there is sufficient evidence that the social worker did not maintain clear, accurate and up to date case records. There is a realistic prospect of adjudicators finding this concern proven.

2. Did not complete child in need visits and/or child in need review meetings within expected timescales.

The case examiners have reviewed the evidence including supervision and case records and note the following examples:

- Until September 2023, it appears the social worker was undertaking 8-weekly child in need visits and 6-monthly child in need review meetings. This appears to have been common practice for the social worker's team.
- Subsequently the social worker was expected to undertake 4-weekly child in need visits and 6-weekly child in need review meetings.

- The child in need plan guide states; ‘the attendees of the Child in Need Reviews may decide that less frequent reviews at up to 3 monthly intervals are required.’
- The evidence indicates that child C did not have a child in need review meeting between November 2023 and April 2024, a period of 5 months. While the case examiners note the April date was rearranged from February 2024 due to non-attendance of the parent (all professionals appear to have attended), the case examiners note the February date was still outside of the 6 week schedule. As such, the child in need review meeting was not completed within expected timescales.
- Case records for child C indicate they did not receive a child in need visit from at least 18 March to 16 April 2024. While the case examiners do not have a case record prior to 18 March, the case record for this date indicates the planned visit for that day did not go ahead. The case examiners consider it reasonable therefore, that child C was not seen for over 4 weeks, and as such, the child in need visits were not completed in expected timescales.
- The social worker in their submissions does not accept this concern, however, they acknowledge that review dates for some children on their caseload “*were repeatedly cancelled*” which caused delay...and “*was not helpful in meeting timescales when this happened.*” Further, they say that where visits were cancelled and there were delays they informed their managers of this. This could suggest the social worker is accepting they did not meet timescales in some cases.

The case examiners are satisfied there is sufficient evidence that the social worker did not complete child in need visits and child in need review meetings within expected timescales. There is a realistic prospect of adjudicators finding this concern proven.

3. Completed case records to indicate that visits to children subject to child in need plans had been completed when they had not.

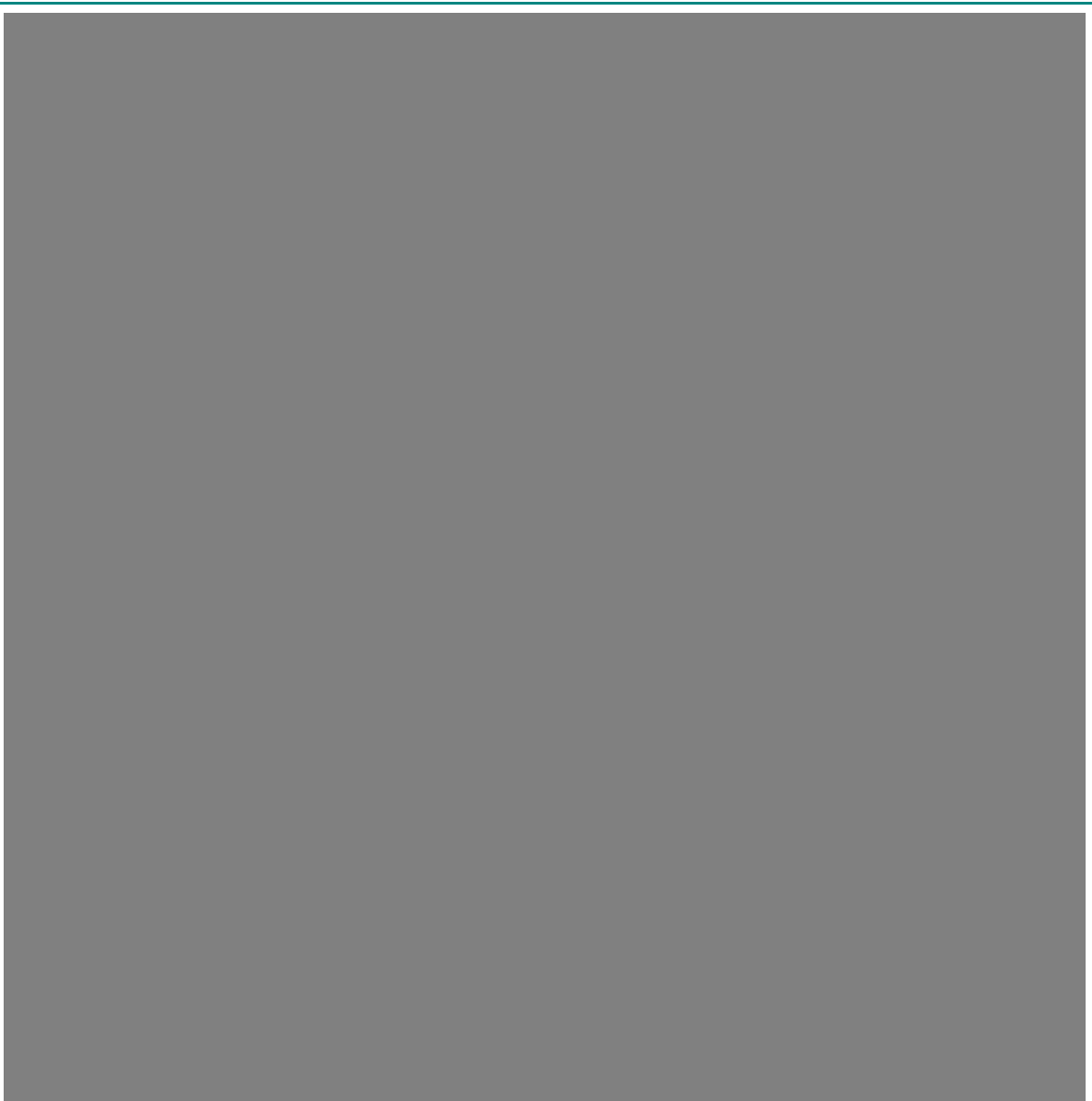
The case examiners have reviewed case records provided for children on the social worker’s case load. They note that for some records for the ‘type of contact’ the social worker has recorded ‘CIN visit’. The social worker has detailed in the main record content, however, that the child has not been seen and, in the examples given, the social worker has provided commentary on the reason for contact, and documents why the visit did not go ahead. The case examiners have also been provided examples where the social worker has recorded issues relating to CIN visits but under the type of contact ‘general’.

From the evidence provided the case examiners understand that by recording the type of contact as a 'CIN visit' this was interpreted by the local authority's electronic recording auditing system as indicating that a visit had been completed, when in fact it had not. The evidence also indicates the social worker was aware this is what would happen as cases were discussed in performance meetings every Monday, and that business support would circulate lists of when visits were due using this automated data. When asked in interview if the social worker had been recording under the wrong headings to provide a more positive picture of their performance, they are recorded as stating; *"Yes, I was anxious. It was an error I didn't realise that this would be taken as a falsifying record and thought that it would have been seen that contact had been tried to be arranged and showing the attempts I had made. I had gotten into this pattern, as an error."*

The social worker in their submissions does not accept this concern, stating that they do not feel this statement to be a true reflection of their actions.

The case examiners are satisfied there is sufficient evidence that the social worker completed case records to indicate that visits to children subject to child in need plans had been completed when they had not. There is a realistic prospect of adjudicators finding this concern proven.





5. Your conduct at (3) [redacted] was dishonest.



In considering this concern, the case examiners have turned their mind to the test for dishonesty, which has two strands. The first is to see if there is anything that may demonstrate the social worker's actual state of knowledge or belief as to the facts at the time of the alleged concern. This is called a subjective test. The case examiners note that in interview the social worker appears to acknowledge that they have been recording incorrectly, but state that it was an error. The social worker repeats this in their submissions, stating that they could see where their error was in using the

wrong heading, but that they had no knowledge of this causing an issue on their employer's electronic recording system and had no intention to deliberately do so.

In considering this, the case examiners have specifically drawn on the evidence for child H. The case examiners note that there are four recorded child in need visits dated 5 February, 4 March, 8 April and 7 May 2024. All these visits did not go ahead, however, were recorded under 'CIN visit' with reasons provided in the main body of the records as to why they were unsuccessful. The case examiners note that the visit on 8 April was cancelled by the social worker themselves. The case examiners understand from the evidence that child in need visits were to be completed every four weeks, and to be rearranged as soon as possible if a child is not seen. The case examiners are of the view that the evidence indicates the social worker recorded a pattern of child H being seen every 4 weeks, despite this not being the case, and another visit for child H to be seen sooner was not arranged which the case examiners reasonably expect would have been the case. They are satisfied from the evidence, including information about the social worker being present at weekly performance meetings where outstanding visits were discussed but failing to highlight when any of their visits had not taken place, that the social worker was reasonably aware of this.

They are also satisfied that the visit recording for child H of 7 May 2024, occurred after the social worker had been specifically warned on 10 April 2024 about the importance of accurate recording. While the informal warning given to the social worker appears to relate specifically to CIN reviews, rather than visits, the case examiners note that the social worker's team manager sent a subsequent written summary of the meeting to the social worker and others (dated 11 April 2024). In this they state that they had discussed the social worker having been *'present at a team meeting where we discussed ... the need for accurate recordings in case notes and meeting minutes and that it's concerning that despite all of these conversations you do not appear to be taking on board the guidance being given'*. This evidence also suggests that the social worker would have been aware that inaccurate recording in headers impacted on the employer's auditing system, and that the actions they took would have shown the social worker as having fewer outstanding CIN visits that they actually had. The case examiners are of the view that the social worker's actions therefore had the potential to present a more positive view of the social worker meeting more timescales, than they were.

In addition to inaccurately recording information for child H as illustrated above, the case examiners note that the social worker, after receiving the informal warning, also indicates in record headings that they conducted CIN visits (in type of contact) when

the main body of the record shows that the visits had failed to go ahead, for the following children:

Child A - 21 May 2024

Child B – 7 May 2024

Child E – 7 May 2024

Child F – 11 May 2024

Child G – 21 May 2024

Given the evidence above, the case examiners are satisfied that there is some evidence to indicate the social worker knowingly recorded failed or cancelled visits as completed child in need visits, when this was not the case, including when having been warned about the importance of accurate recording.

The case examiners have then considered the second strand of the test, whether the social worker's conduct was potentially dishonest by applying the objective standards of ordinary decent people. The case examiners are of the view that ordinary decent people would consider evidence of a social worker knowingly creating records that would indicate to their manager that visits to vulnerable children had been completed when that was not the case, particularly when having been warned about the impact of inaccurate recordings, to amount to dishonesty.

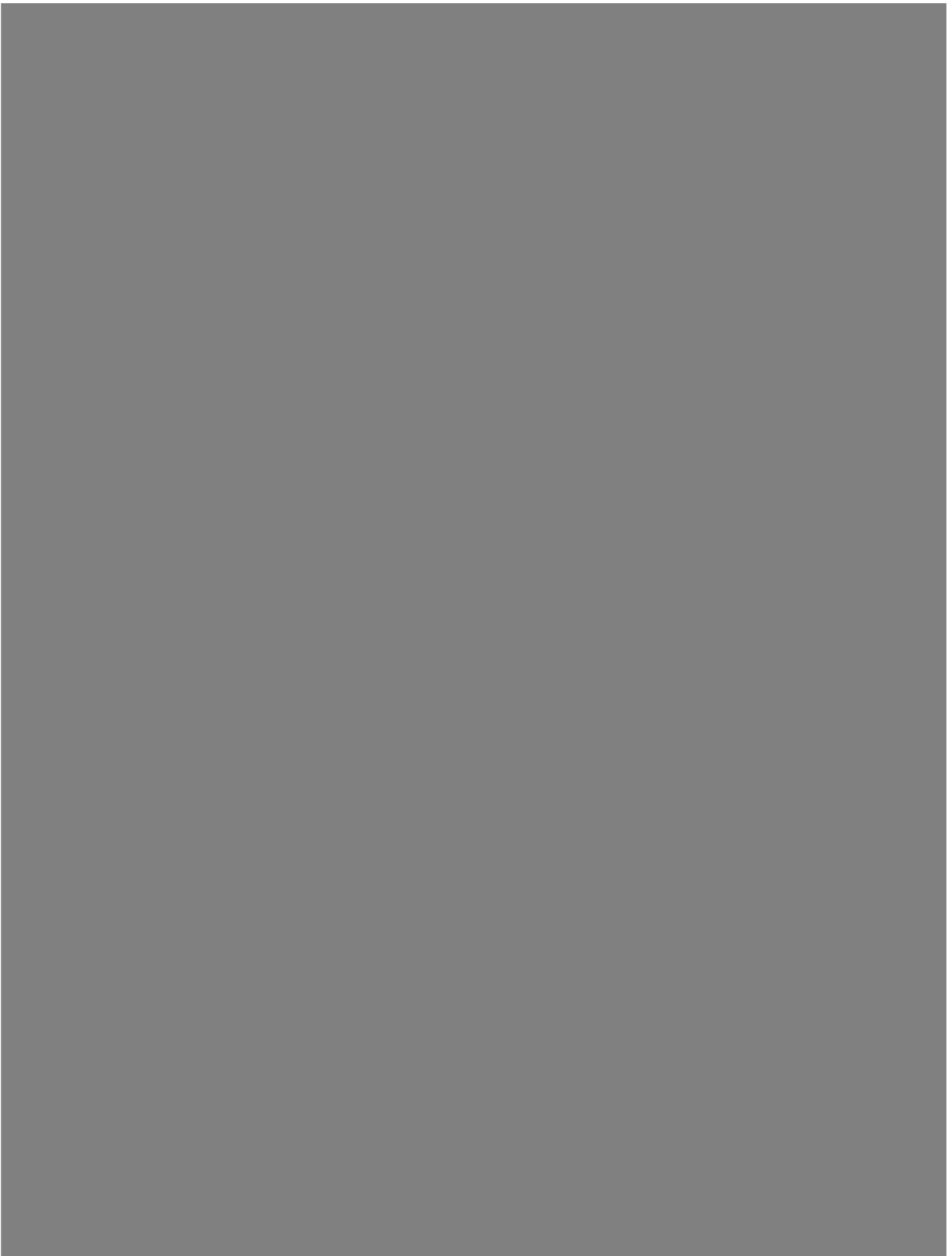
The case examiners are satisfied there is sufficient evidence that the social worker's conduct at (3) was dishonest. There is a realistic prospect of adjudicators finding this concern proven.

To conclude, the case examiners have found a realistic prospect of regulatory concerns 1, 2, 3 and 5 to be found proven on the basis of facts. [REDACTED]

Grounds

The matters outlined in this case have been presented on the grounds of misconduct

[REDACTED]



Misconduct

Regulatory concerns 1, 2, 3 and 5 have been put forward for the statutory ground of 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 Social Work England professional standards, which were applicable at the time of the concerns:

As a social worker, I will:

2.1 Be open, honest, reliable and fair.

3.8 Clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.

3.11 Maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.

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 while at work, or outside of work.

In this case it is alleged the social worker did not maintain clear, accurate and up to date case records, and did not complete child in need visits and/or child in need review meetings within expected timescales. Additionally, it is alleged they completed case records to indicate that visits to children subject to child in need plans had been completed when they had not, and that their conduct in doing so was dishonest.

The case examiners note that it is important social workers maintain clear, accurate and up to date records and that visits and review meetings are completed within expected timescales. As highlighted in Social Work England's professional standards guidance (2020), promptly and accurately documenting such decisions and actions provides a clear record of work with children on the social worker's case load, and helps to provide a continuity of support if children are transferred between social workers. The case examiners are mindful that in supervision in October 2023, when the frequency of visits appear to have doubled and reviews increased, the social

worker voiced concerns over being unable to keep up with the workload. Additionally, if cancelled for some reason, the social worker's ability to meet the expected timescales would be beyond their control. However, there is also evidence to suggest the social worker's child in need visits appeared to be up to date in December 2023 and the social worker had regular opportunities to discuss this with their manager. Recording in such a way as to suggest that children have been seen when they have not can put children at risk of harm. The case examiners understand a child in need to mean, for example, that a child's health or development is likely to be significantly impaired, or further impaired, without the provision of services. In one example, the records suggest the social worker did not see child H for at least 4 months. This could have meant that their health or development could have been significantly impaired as a result of not being seen. While the evidence does not suggest there was any actual harm, the case examiners consider potential harm to be just as serious.

Further, the case examiners note that honesty is key to good social work practice. Social workers are routinely trusted with access to private spaces (such as people's homes), and highly sensitive and confidential information (such as case notes). Allegations of dishonesty can represent a risk to the public or to the wider public interest, such as confidence in the profession or maintenance of the professional standards. In this case the evidence suggests a pattern of dishonesty that continued for some months.

In considering Social Work England's Standards, and the applicable guidance, the case examiners consider these matters viewed together are serious and would represent a significant departure from the professional standards expected of them. The case examiners therefore consider that there is a realistic prospect of these concerns amounting to misconduct.

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 consider that some of the alleged conduct could be easily remedied, for example, by undertaking further training or accessing further support which appears to have been suggested by the social worker's former employer. The case examiners are mindful that allegations of dishonesty can be more difficult to remediate, as this may suggest a character or attitudinal flaw.

Insight and remediation

The case examiners have not been provided with any evidence of remediation. They note that since leaving their position with their former employer the social worker has not been employed in a social work post, and states that, because of this, they have *"not been able to complete any reflective work or continue in my professional training"*. The social worker limits any evidence of reflection to the impact on them in *"having to take the decision to resign from my role in social work which I have found a hugely rewarding and enjoyable career"*. The social worker also advises that due to challenges in their private life, they feel unable to return to work as a social worker at the current time.

When considering insight the case examiners note that a social worker is entitled to deny the facts but can still demonstrate understanding of why the public would be concerned by their alleged behaviour and how to reduce the risk of repetition. While the social worker appears to have acknowledged issues with timescales and recording, and has demonstrated some insight into how personal challenges [REDACTED] [REDACTED] at the time the concerns arose may have impacted on their well-being and performance at work, they have not demonstrated any understanding of the potential impact their alleged actions may have had on, and the risk posed to the children allocated to them, others involved in the care of the children or their employer.

Risk of repetition

Taking the above into account, the case examiners are of the view there remains a risk of repetition.

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.

The case examiners are of the view that a member of the public would be concerned regarding allegations of a social worker not maintaining clear, accurate and up to date case records, and not completing child in need visits and/or child in need review meetings within expected timescales. This is compounded by allegations the social worker completed case records to indicate that visits to children subject to child in need plans had been completed when they had not, and that their conduct in doing so was potentially dishonest.

The case examiners consider these allegations relate to fundamental tenets of social work, in that they relate to record keeping and providing a service to prevent a child's health or development from being significantly impaired, or further impaired.

Adjudicators may consider there is potential risk of harm to the wider public in terms of their ability to trust and have confidence in a social worker who is alleged to have acted in this manner. Furthermore, the social worker's actions may undermine public confidence in the social work profession. The case examiners also consider that such conduct, if proven, is a significant departure from the professional standards and that there is a risk of repetition. As such, the case examiners consider there is a realistic prospect of adjudicators finding the social worker currently impaired.

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

With reference to their case examiner guidance (2022) the case examiners have given careful consideration to whether there is a public interest in these matters proceeding to a hearing.

The case examiners have noted that the social worker does not consider their fitness to practise to be currently impaired, although they appear to acknowledge the difficulties in meeting timescales, they state;

“I cannot accept in my honest opinion that my fitness to practise in relation to my professional knowledge, skills, character and health was impaired. Although I was experiencing ongoing stress and difficulty in meeting timescales, I do not feel it was a result of any impairment in the areas given.”

Where a social worker does not accept impairment, case examiner guidance suggests that a referral to hearing may be necessary in the public interest. However, the case examiners are of the view that the accepted disposal process will provide the social worker an opportunity to review the case examiners consideration of the

test for dishonesty, and their reasoning on impairment. In doing so, the social worker can 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 explore the question of impairment in more detail. The case examiners note there is no conflict in the evidence in this case and the social worker, while not appearing to accept the concerns in full, does not dispute any of the key facts.

The case examiners are of the view that the risk of repetition can be managed, and they have a number of sanctions available to them in order to satisfy the public that this risk is being managed without the need for this to be examined within a public hearing. The case examiners are also of the view that the public would be satisfied to see the regulator take prompt, firm action in this case, with the publication of an accepted disposal decision providing a steer to the public and the profession on the importance of adhering to the professional standards expected of social workers in England.

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

The case examiners are satisfied there is a realistic prospect of some of the concerns being found proven by adjudicators. Furthermore, they found a realistic prospect that the concerns, if proven, would amount to the statutory grounds of misconduct. The case examiners have also found a realistic prospect that adjudicators would find the social worker's fitness to practise is currently impaired. The case examiners decided however, that it is not in the public interest to refer this matter to a final hearing.

In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's impairment and sanctions guidance (2022) and reminded themselves that the purpose of a sanction is not to punish the social worker but to protect the public and the wider public interest. Furthermore, the guidance requires that decision makers select the least severe sanction necessary 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 sanctions in ascending order of seriousness.

The case examiners considered that taking no further action would not be appropriate in this instance as the conduct was too serious and it would not satisfy the wider public interest. The case examiners noted earlier that they consider there to be a risk of repetition. The evidence indicates the alleged concerns relate to fundamental tenets of social work and include dishonesty.

The case examiners next considered whether offering advice or a warning would be sufficient. Advice will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners do not believe that issuing advice is sufficient to mark the seriousness with which they view the social worker's alleged conduct.

A warning order is likely to be appropriate where (all of the following):

- The fitness to practise issues is isolated or limited
- There is a low risk of repetition
- The social worker has demonstrated insight

The case examiners consider they have illustrated in their decision that the above criteria do not apply, as the allegations do not appear to be isolated, and the case examiners have not found the social worker to have demonstrated sufficient insight or a low risk of repetition. The case examiners, therefore, are not satisfied that a warning order is sufficient.

The case examiners then considered a conditions of practice order. The case examiners are aware that 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.

Paragraph 114 of the sanctions guidance 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.

Whilst the case examiners are mindful the social worker has engaged with their regulator's investigation, there is no evidence of remediation and the case examiners do not consider the social worker to have demonstrated sufficient insight. Further, the social worker is not in a social work post and has not been since leaving their social work role with their former employer, therefore appropriate, proportionate, and workable conditions cannot be put in place. Taking the above into consideration, the case examiners do not consider a conditions of practice order to be appropriate.

The case examiners then considered a suspension order. Social Work England's sanction guidance (2022, paragraph 138) states that 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

As illustrated above the case examiners are of the view the social worker has not demonstrated any insight and remediation. Further, there is limited evidence to suggest they are willing (or able) to resolve or remediate their failings at this time, due to their personal circumstances.

Case examiner guidance indicates that a removal order must be made where the case examiners conclude that no other outcome would be enough to protect the public, maintain confidence in the profession or maintain proper professional standards for social workers in England. Additionally, (paragraph 149) a removal order may be appropriate in cases involving dishonesty, especially where persistent and/or concealed. In this case the evidence suggests a pattern of dishonesty over a period of 5 months to indicate children had been seen when they had not.

Therefore, the case examiners conclude that a removal order is the appropriate and proportionate outcome in this case; and represents the minimum sanction necessary to maintain and uphold the public's confidence.

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

On 21 August 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”.

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.