

Case Examiner Decision
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FTPS-21859

Contents

The role of the case examiners	3
Decision summary	4
The complaint and our regulatory concerns	7
Preliminary issues.....	9
The realistic prospect test	10
The public interest	20
Accepted disposal	22

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	25 October 2024
	Accepted disposal proposed - conditions of practice order (18 months)
Final outcome	2 December 2024
	Accepted disposal - conditions of practice order (18 months)

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1 (all parts) and 2 (both parts) being found proven being found proven by the adjudicators.
2. There is a realistic prospect of regulatory concern 1 (all parts) being found to amount to the statutory ground of lack of competence or capability. There is no realistic prospect of regulatory concern 2 (both parts) being found to amount to the statutory ground of misconduct, and this concern has therefore been closed at the grounds stage.
3. For regulatory concern 1 (all parts), 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 that the case could be concluded by way of accepted disposal.

As such, the case examiners requested that the social worker be notified of their intention to resolve the case with a conditions of practice order of 18 months.

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.

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer, Oxfordshire County Council
Date the complaint was received	2 December 2022
Complaint summary	The complainant reports initial concerns raised in 2021 regarding the social worker not completing: - child protection conference documentation and processes and; - looked after review processes and documentation in a timely way. 

Regulatory concerns

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

RC1: Around/between January 2021 to December 2022 you failed to keep case records and/or reports up to date for one or more service users by:

- 1.1 Not completing/updating plans following Children We Care For (CWCF) reviews.
- 1.2 Not completing/updating Child Looked After (CLA) Review recommendations.
- 1.3 Not completing/updating meeting minutes in a timely manner.
- 1.4 Not completing/updating QA monitoring forms in a timely manner.

1.5 Not completing/updating pathway plans in a timely manner.

1.6 Not completing IRO meetings within statutory timescales.

Grounds of impairment:

The matters outlined in regulatory concern (RC1) amount to the statutory ground(s) of misconduct and/or lack or competence.

Your fitness to practise is impaired by reason of your misconduct and/or lack or competence.

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 (all parts) and 2 (both parts) being found proven.

There is no realistic prospect of regulatory concern 2 being found to amount to the statutory ground of misconduct, and this concern has therefore been closed at the grounds stage.

The case examiners have determined that there is a realistic prospect of regulatory concern 1 being found proven, that this concern could amount to the statutory ground of lack of competence or capability, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

RC1: Around/between January 2021 to December 2022 you failed to keep case records and/or reports up to date for one or more service users by:

1.1 Not completing/updating plans following Children We Care For (CWCF) reviews.

1.2 Not completing/updating Child Looked After (CLA) Review recommendations.

1.3 Not completing/updating meeting minutes in a timely manner.

1.4 Not completing/updating QA monitoring forms in a timely manner.

1.5 Not completing/updating pathway plans in a timely manner.

1.6 Not completing IRO meetings within statutory timescales.

The case examiners have reviewed the evidence including performance and improvement support plans, case audits and reviews of the social worker's caseload, meeting minutes and supervision records. The case examiners note that they do not have primary evidence by way of case notes but are satisfied with the cogency of evidence provided, much of which contains case identifiers for the children involved. The case examiners have drawn on specific examples for the sub parts of the concerns below, however, note that these examples are not exhaustive.

Regarding 1.1. of this concern, the case examiners have had sight of evidence which suggests the social worker did not complete/update plans following Children We Care For (CWCF) reviews. For example, an audit of CWCF reviews allocated to the social worker, with case identifiers, indicates a significant number of reviews were not completed. The case examiners are satisfied there is sufficient evidence of this part of the concern being found proven.

Regarding 1.2 of this concern, there is evidence by way of an audit of the social worker's cases which suggests the social worker did not complete/update Child Looked After (CLA) Review recommendations. For example, in one case the CWCF review was noted to have been held on 2 September 2021. The evidence suggests the CLA Review Recommendations and Record of Meeting were not completed until 17 June 2022. The case examiners are satisfied there is sufficient evidence of this part of the concern being found proven.

Regarding 1.3 of this concern the case examiners have had sight of evidence which suggests the social worker did not complete/update meeting minutes in a timely manner. For example, the evidence relating to Child M indicates that the social worker held reviews in December 2021 and March 2022 but that at the time of the local employer's investigation (around May 2022) the meeting minutes had not been completed. These appear to have been completed in July 2022. The case examiners are satisfied there is sufficient evidence of this part of the concern being found proven.

Regarding 1.4 of this concern the case examiners have had sight of evidence which suggests the social worker did not complete/update QA monitoring forms in a timely manner. For example, an audit of the social workers cases indicates there were approximately 87 children who did not have QA forms completed routinely. In one case it is noted the review was completed in May 2022, but as of July 2022 the QA check had not been fully completed and the document was outstanding. The case

examiners are satisfied there is sufficient evidence of this part of the concern being found proven.

Regarding 1.5 of this concern the case examiners have had sight of evidence which suggests the social worker did not complete/update pathway plans in a timely manner. For example, an audit of the social workers cases suggest that a pathway plan should be completed 3 months before a child turns 16. In one case, the child is noted to have already turned 16. The case examiners are satisfied there is sufficient evidence of this part of the concern being found proven.

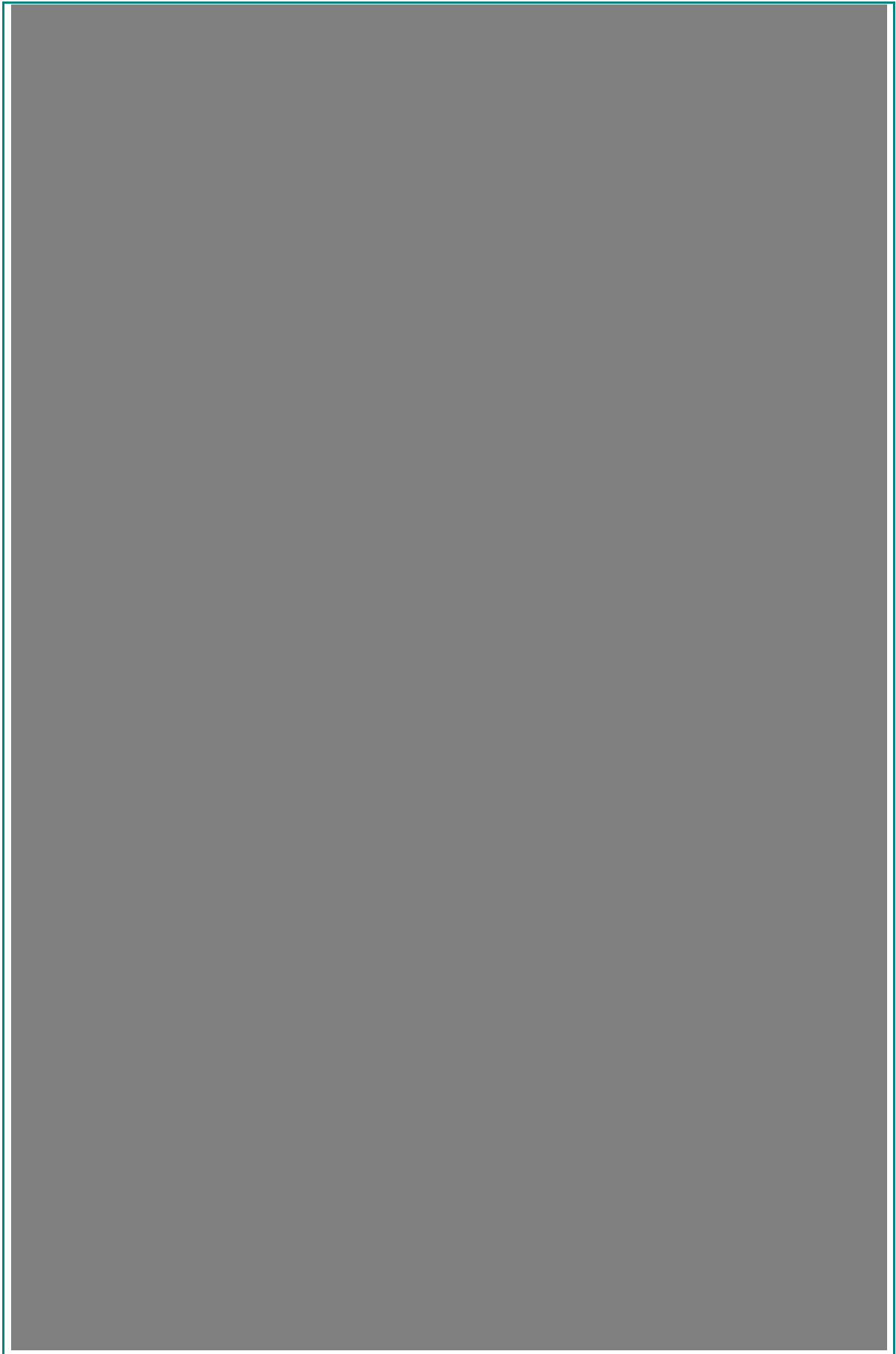
Regarding 1.6 of this concern the case examiners have had sight of evidence which suggests the social worker did not complete IRO (review) meetings within statutory timescales. The case examiners have been provided with a copy of the former employer's IRO Handbook which specifies how often review meetings should be held i.e. the first review of a child's case within 20 working days of the date on which the child becomes looked after; the second review no more than three months after the first; and the third and subsequent reviews no more than six months after the previous one. For example, in one case the child's review meeting was due to be held on 9 September 2022 but was not held until 24 January 2023.

In summary, the case examiners are satisfied there is sufficient evidence to find parts 1.1 to 1.6 of this concern proven. The case examiners have turned their mind to the overarching issue. Keeping case records and or reports up to date is a key responsibility of social workers. The case examiners are satisfied there is sufficient evidence to suggest that around/between January 2021 to December 2022 the social worker did not do this for one or more service users, and that this would amount to a failure.

The social worker, in their submissions, accepts the key facts of the concern. They state; *"I accept I did not consistently keep case records and/or reports up to date for one or more service users."*

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





Grounds

This case has been presented on the grounds of misconduct and/or a lack of competence or capability for regulatory concern [REDACTED]

[REDACTED] regarding regulatory concern 1, the case examiners' guidance encourages them to (where possible) identify the appropriate statutory ground to proceed on, as this provides clarity as to the basis of Social Work England's case against the social worker. The case examiners are reminded, however, that in some cases they may not always be in the best position to identify one ground over another. The case examiners will consider each independently.

Lack of competence or capability

The case examiners' guidance explains that lack of competence or capability suggests a standard of professional performance which is unacceptably low. It means a social worker has demonstrated that they may lack the knowledge and skills to do their work in a safe and effective manner. This must usually be demonstrated over a fair sample of a social worker's work. There is no set definition of 'fair sample', but it suggests a sample sufficient to show the social worker's usual standard of work over a period of time.

In this case the case examiners note that the social worker had 138 of their cases audited. 84 of these cases (over 60%) were found to have practice and or wider safeguarding concerns. The case examiners have been provided with examples of these. The case examiners are satisfied that the evidence provided represents a 'fair sample' of the social worker's standard of work over a period of time.

The case examiners understand that while the social worker was an experienced worker with approximately 11 years' experience at the time of the concerns, this was their first independent reviewing officer role (IRO). The case examiners also note that the social worker appears to have started their role during the COVID-19 pandemic,

indicating their induction took place virtually and for most of their time with their former employer they worked virtually. The case examiners are mindful that this will have had some impact on the social worker, for example, reduced opportunities to network with their colleagues and others and benefit from their experience. The evidence suggests that, as part of a performance improvement plan, when the social worker's diary and actions were organised for them, they were able to demonstrate some improvement. This suggests to the case examiners that the social worker lacked the knowledge and skills to be able to do this themselves.

The case examiners consider there is a realistic prospect of the adjudicators finding regulatory concern 1 (all parts) amounts to lack of competence or capability.

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 (2019) standards, which were applicable at the time of the concerns:

3.2 As a social worker, I will use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.

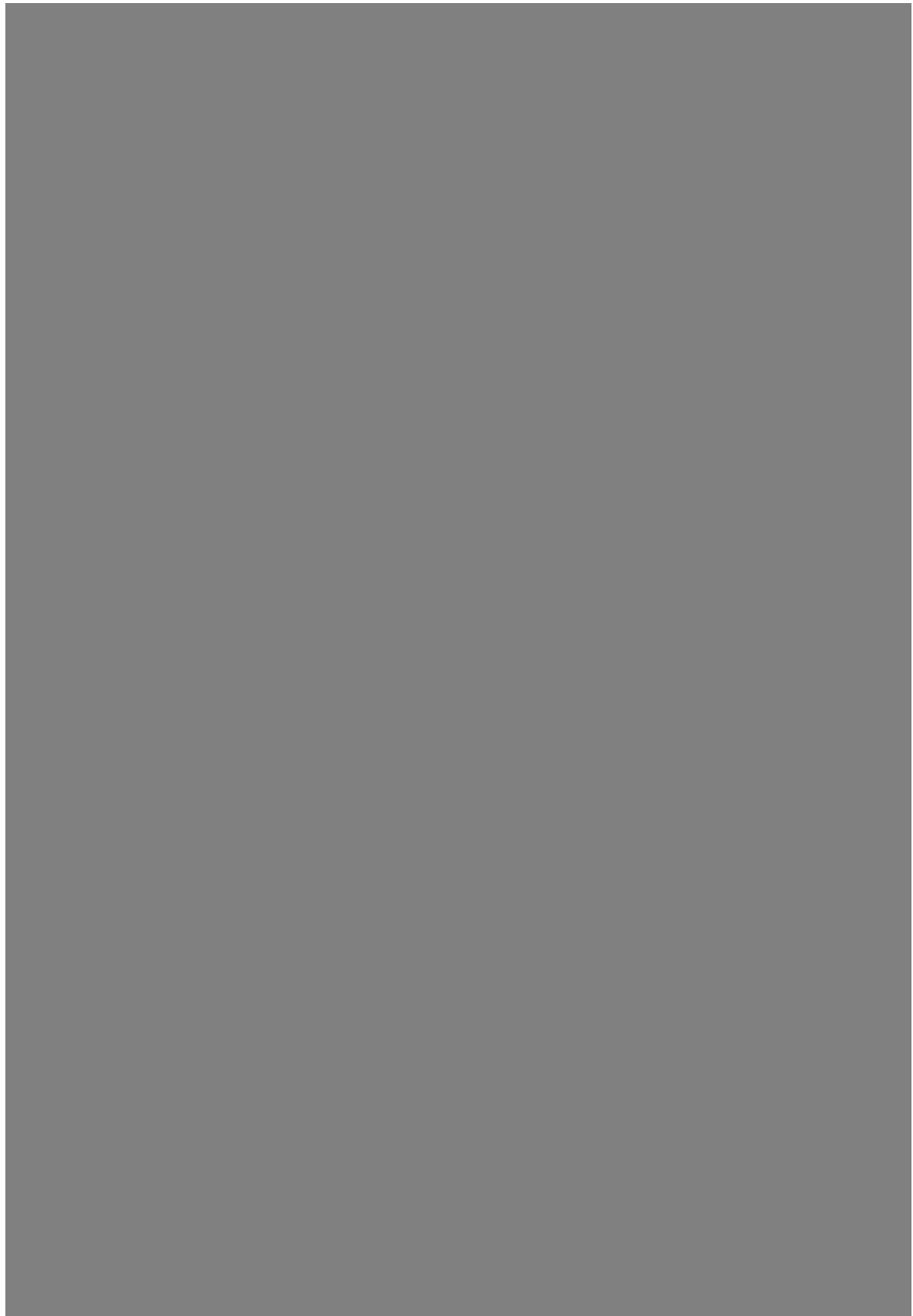
3.4 As a social worker, I will recognise the risk indicators of different forms of abuse and neglect and their impact on people, their families and their support networks.

3.8 As a social worker, I will clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.

3.9 As a social worker, I will make sure that relevant colleagues and agencies are informed about identified risks and the outcomes and implications of assessments and decisions I make.

3.11 As a social worker, I will maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions.

5.2 As a social worker, I will 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.



The case examiners have determined above that there is a realistic prospect of adjudicators finding regulatory concern 1 amounts to the grounds of lack of competence or capability. However, the concern was also presented under the statutory grounds of misconduct, and they will therefore consider this.

The case examiners note that maintaining accurate, clear, objective, and up-to-date records is an essential part of social work. Documenting decisions and actions provides a clear record of work with people. These records are open to scrutiny and help to provide a continuity of support if people are transferred between social workers. They can help to protect people and social workers (Professional Standards Guidance, 2020).

In this case the social worker is alleged to have failed to keep case records and/or reports up to date for one or more service users for almost two years. The case examiners note that the case records/and or reports appear to relate to specific responsibilities required to be completed by an IRO as detailed within the IRO Handbook. The case examiners are mindful that if a social worker knew what to do but did otherwise, this is more likely to point towards misconduct than a lack of competence or capability. The case examiners note that the social worker refers to a limited induction, high caseload and poor supervision. Further, the evidence suggests the social worker's performance improved once they received the support of an experienced IRO who helped the social worker develop efficient and reliable administrative systems, and from a colleague who provided administration support typing up the social worker's minutes and recommendations once these were completed. It appears prior to this role that no concerns had been raised regarding the social worker's practice.

While it could be said the social worker's performance fell short of what was expected, the case examiners are of the view the evidence points towards the social worker lacking the necessary knowledge or skills to complete the tasks assigned to them.

The case examiners do not consider there is a realistic prospect of the adjudicators finding regulatory concern 1 (all parts) amounts to misconduct.

The case examiners will now consider impairment regarding regulatory concern 1.

Impairment

Assessment of impairment consists of two elements:

4. The personal element, established via an assessment of the risk of repetition.
5. 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 the conduct in relation the allegation is remediable, in that the social worker could demonstrate their understanding of what has gone wrong and what steps they could take to ensure this does not happen again, for example, by completing relevant associated training and/or a critical reflection addressing the concern raised.

Insight and remediation

The social worker in their submissions has given an example of what they would or could do differently in future, for example, ensuring better organisation and time management of their workload by allocating one day a week to maintain case records. The social worker could arguably be said to have considered the potential impact of their alleged conduct on the children involved, although they do not address this directly. They state; *“I have also stepped down from management into the role of a Senior Social Worker upon reflecting that I was not performing the role of IRO and Child Protection Chair to the best of my ability.”*

The social worker does not demonstrate their understanding of why the public would be concerned by the alleged conduct.

The case examiners have endeavoured to illustrate the context of the alleged concerns. While the social worker has referred to further reflection and training, they have undertaken, the case examiners have not had sight of evidence of this.

Finally, the case examiners are mindful that testimonials which provide up to date, credible information about the social worker's current practice can be relevant when exploring current impairment. The case examiners have been provided with a testimonial, and supporting evidence, from the social worker's former employer from September 2023 until May 2024. The social worker was employed in an agency role. The case examiners note concerns have been raised regarding the social worker's performance and lack of adherence to assessment timescales, like those in this case. The case examiners are not clear what role the social worker was employed in.

Risk of repetition

Taking the above into account, the case examiners are of the view that the social worker has not demonstrated a sufficient level of insight and remediation. Further, as similar concerns appear to have been raised in a subsequent role, the case examiners are of the view there is 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 that a social worker failed to keep case records and/or reports up to date for one or more service users. The case examiners consider the allegations relate to fundamental tenets of social work.

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 lacks the necessary knowledge or competence undertake their role. Allegations of failing to keep case records and/or reports up to date are serious and the case examiners are of the view that given the alleged conduct in this case, a failure to find impairment may undermine public confidence in the profession and fail to maintain the professional standards expected of social workers. The case examiners have also concluded that there is a risk of repetition.

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 carefully considered whether there is a public interest in these matters proceeding to a hearing.

Whilst the case examiners have determined there is a realistic prospect that adjudicators would find the public interest is engaged in this case, they are of the view that the public interest can be satisfied by their decision, and the reasons for that decision, being published on Social Work England's public register which can be found on its website. The publication of this decision will provide the social worker with an opportunity to reflect on and gain further insight into the circumstances of this case.

The case examiners note there is no conflict in the evidence in this case and the social worker does not dispute any of the key facts, appearing to accept the concerns that have passed through the realistic prospect test in full.

Further, the case examiners recognise that not all professionals will have an innate understanding of how and when the public interest may be engaged, or how exactly this might impact upon findings concerning current fitness to practise.

In this case the social worker does not address whether they accept their fitness to practise is impaired. The accepted disposal process will provide the social worker with an opportunity to review the case examiners' reasoning on impairment and reflect on whether they are able to 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.

Lastly, public interest also entails the need for proportionate decision-making. The case examiners consider it is in the public interest to bring this matter to a prompt conclusion, whilst also ensuring the public remains adequately protected.

For the reasons stated, the case examiners have decided it is not in the public interest to refer this matter to adjudicators; rather they will write to the social worker and ask them to agree to dispose of this case without the need for a hearing.

Accepted disposal

Case outcome

Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☐
	Conditions of practice order	☒
	Suspension order	☐
	Removal order	☐
Proposed duration	18 months	

Reasoning

The case examiners are satisfied there is a realistic prospect of regulatory concern 1 (all parts) being found proven by adjudicators. Further, they have found a realistic prospect that the concern, if proven, would amount to the statutory ground of lack of competence or capability. 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 have 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 have had regard to Social Work England's 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 are aware that where a social worker's fitness to practise is potentially impaired, they will usually need to ensure the public is protected through some action by the regulator. The case examiners have decided that such protection cannot not be met by taking no further action, issuing advice, or providing a warning order.

Social Work England's sanction guidance states that an outcome of no further action will not be appropriate where there is any continuing risk to the public of the social worker behaving in the same way again. The same guidance goes on to say that an outcome of advice or a warning is not appropriate where the social worker poses a current risk to the public, given that neither sanction directly restricts a social worker's practice. The case examiners have determined that there is a risk of repetition in this case, and therefore none of the three sanctions detailed above are appropriate.

The case examiners next considered a conditions of practice order. They note that conditions of practice may be appropriate in cases where (all of the following):

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

The case examiners have determined that the social worker has demonstrated some insight, i.e. by stepping down from the IRO role and recognising they weren't performing their role to the best of their ability. As identified within the impairment section of this determination, the case examiners consider the alleged conduct is capable of being remedied. The case examiners note that the social worker has engaged with Social Work England's investigation. The case examiners are of the view appropriate, proportionate and workable conditions can be put in place and that the social worker can and will comply with the conditions which will enable the regulator to maintain oversight and supervision of the social worker's practice. Finally, the case examiners are satisfied the social worker does not pose a risk of harm to the public by being in restricted practice.

The case examiners are mindful that the length of time conditions of practice orders are in place should be long enough for the social worker to complete any necessary remediation. Given the factors involved in this case, and the nature of the allegations, the case examiners consider 18 months to be appropriate.

Finally, the case examiners tested the appropriateness of a conditions of practice order by considering suspension. This would prohibit the social worker from practising for a period of time. While they have concluded that there is a realistic prospect of adjudicators finding there to be a lack of competence or capability, they are of the view suspension from the register would be a disproportionate and punitive outcome in this case. The case examiners do not consider suspension is appropriate

as they consider there are workable conditions to protect the public or the wider public interest.

The case examiners have decided to propose to the social worker a conditions of practice order of 18 months duration. 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 21 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.

Content of the conditions of practice

Conditions 1-13 (inclusive) should be in place for an 18-month period. In accordance with paragraph 15 of Schedule 2 of The Social Workers Regulations 2018 (as amended), the regulator must review the conditions of practice order before its expiry. The social worker and/or Social Work England can seek early review if new evidence becomes available to suggest the current order needs to be varied, replaced or removed.

1. You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.
2. You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter or workplace supervisor referred to in these conditions.
3. a. At any time you are providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a reporter nominated by you and approved by Social Work England. The reporter must be on Social Work England's register.

b. You must not start or continue to work until these arrangements have been approved by Social Work England.

3. You must provide reports from your reporter to Social Work England every 3 months and at least 14 days prior to any review and Social Work England will make these reports available to any workplace supervisor referred to in these conditions on request.
4. You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.
5. You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.
6. You must inform Social Work England if you apply for social work employment / self-employment (paid or voluntary) outside England within 7 days of the date of application.
7. You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].
8.
 - a. At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the supervision of a workplace supervisor nominated by you, and agreed by Social Work England. The workplace supervisor must be on Social Work England 's register.
 - b. Your workplace supervisor must review your practice at least once every month in one-to-one meetings and/or case-management supervision. These meetings must be focused on all areas of the concerns identified in the conditions (i.e. adhering to timescales, record keeping).
 - c. You must not start or continue to work until these arrangements have been approved by Social Work England.

10. You must work with your workplace supervisor, to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- a. completing assessments and supporting documentation to timescales

11. You must provide a copy of your personal development plan to Social Work England within 12 weeks from the date these conditions take effect and an updated copy 2 weeks prior to any review.

12. You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at 1 to 12 above:

- a. Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.

- b. Any locum, agency or out-of-hours service you are registered with or apply to be registered with in order to secure employment or contracts to undertake social work services whether paid or voluntary (at the time of application).

- c. Any prospective employer who would be employing or contracting with you to undertake social work services whether paid or voluntary (at the time of application).

- d. Any organisation, agency or employer where you are using your social work qualification/knowledge/skills in a non-qualified social work role, whether paid or voluntary.

You must forward written evidence of your compliance with this condition to Social Work England within 14 days from the date these conditions take effect.

13. You must permit Social Work England to disclose the above conditions, 1 to 12, to any person requesting information about your registration status.

Response from the social worker

The social worker submitted a completed accepted disposal response form on 22 November 2024, which included the following declaration:

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 note that the social worker has accepted the proposed disposal as outlined by them. The case examiners have considered the public interest in this matter. They have not been presented with any new evidence that might change their previous assessment and therefore remain satisfied that the public interest in this instance can be fulfilled through the accepted disposal process.

The case examiners therefore direct that the regulator impose a conditions of practice order (18 months).