

Case Examiner Decision
Isabelle Neary – SW119667
FTPS-23927

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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 1	14 July 2025
	Information requested Submissions requested
Preliminary outcome 2	4 September 2025
	Accepted disposal proposed – Warning order (5 years)
Final outcome	16 September 2025
	Accepted disposal – Warning order (5 years)

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1 and 2 being found proven by the adjudicators.
2. There is a realistic prospect of regulatory concern 1 being found to amount to the statutory ground of conviction or caution in the United Kingdom for a criminal offence and regulatory concern 2 amounting to the statutory ground of misconduct.
3. For regulatory concerns 1 and 2, there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and 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 warning order of 5 years. The social worker responded, accepting the disposal.

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 way of a self-referral by the social worker.
Date the complaint was received	On or around 17 October 2024.
Complaint summary	When renewing their registration, the social worker informed Social Work England that they had received two criminal convictions. One related to failing to provide a specimen of breath for analysis when suspected of drink driving, the other related to being in the possession of a bladed/sharp article in a public place. The regulator has added an additional regulatory concern to address the alleged delay in the social worker making them aware of the convictions.

Regulatory concerns

Whilst registered as a social worker;

1. On 29 March 2023, you were convicted of the following two criminal offences;

1.1 Possess knife blade/ sharp pointed article in a public place

1.2 Fail to provide specimen for analysis – vehicle driver

2. You failed to inform Social Work England of the criminal convictions you received, as outlined in regulatory concerns (1.1) & (1.2), within an appropriate timescale.

The matters outlined in regulatory concerns (1.1) and (1.2) amount to the statutory ground of a conviction or caution in the United Kingdom for a criminal offence.

The matter outlined in regulatory concern (2) amounts to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of conviction or caution in the United Kingdom for a criminal offence and/ or misconduct.

Preliminary issues

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

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

The case examiners initially paused consideration of the case on 14 July 2025 for the following reasons:

In most cases, the case examiners reach a decision based solely on the material that the investigators have provided. However, case examiners may request specific additional evidence or information, that is not part of the evidence provided, if they consider this is needed for them to make a fair decision. The case examiner guidance states that in such circumstances, they should adjourn their consideration of the case and formally request the information.

The same guidance provides direction that the case examiners must submit any request for information to the operations team in writing. Their request should clearly explain (both of the following):

- *What specific information the case examiners need to help them reach their decision.*
- *Why they need this information.*

Accordingly, the case examiners request the following:

1. *A copy of the adjudicators' determination that relates to the final order being amended from one of a conditions of practice order to one of a suspension order on or around 9 February 2022.*
2. *A copy of the adjudicators' determination that relates to the final order of suspension being extended beyond the initial period.*

The case examiners require both of the above in order to fully assess the risk of repetition in this case and the matter of current impairment. The information may also be pertinent to the case examiners' consideration of sanction, should the case progress to that point.

In addition, the case examiners request:

- *A copy of the social worker's application to renew their registration in 2023.*

The case examiners require this to establish what information the social worker provided to Social Work England in respect of the convictions they had received. There is a specific question within the renewal process that relates to such matters. The case examiners are mindful of the social worker's reported state of health around the time in question, however, dependant on what the evidence shows, the investigator may wish to consider whether it is necessary to add a regulatory concern in respect of making a false declaration, and whether this could amount to dishonesty.

Paragraph 68 of the case examiner guidance explains that a material amendment to the regulatory concerns may include adding a new regulatory concern, and provides an example of adding dishonesty.

If the investigator adds regulatory concerns in respect of the social worker's renewal declaration and dishonesty, or if any pertinent new evidence is obtained, the social worker must be provided with an opportunity to make further submissions.

The case was returned with the requested information on 18 August 2025 and the case examiners were able to proceed with their consideration of the case.

The realistic prospect test

Fitness to practise history

The case examiners have been informed that on 11 June 2021, the social worker agreed to an accepted disposal of a conditions of practice order for a period of two years. This order was subsequently reviewed on 19 October 2021 where the conditions of practice order was varied. It was further reviewed on 9 February 2022, where the panel imposed a suspension order for 16 months until 10 June 2023. The suspension order was reviewed on 3 May 2023 and extended to 9 March 2024. The suspension order has been reviewed again, with the last occasion being on 21 November 2024 and this was extended again until 26 November 2025.

The case examiners are informed that the original conditions of practice order and subsequent suspension order were imposed in relation to the social worker's health and potential [REDACTED]

The case examiners are satisfied, with reference to the regulations and fitness to practise rules, that this history may be considered to be adverse.

They have therefore considered whether it would be fair and reasonable to take it into consideration.

Having done so, the case examiners have determined it is fair and reasonable to do so, at this stage, for the following reasons:

3. The previous and current order relate to the social worker's health and potential [REDACTED] The case examiners note that the evidence presented in respect of the current concerns referencing the social worker allegedly being [REDACTED] and as such, these matters are relevant and need to be considered in the round when looking at current impairment.
- The case examiners note that whilst the original order was imposed on 11 June 2021, there is currently a suspension order in place which expires and is subject to review on 21 November 2025. This was due to a number of panels being concerned that the social worker's health recovery was said to be in the initial stages and additional time was necessary to establish whether the social worker was fit to return to practise unrestricted.

The case examiners will therefore give consideration to this history as part of their assessment of this case.

Decision summary

Is there a realistic prospect of the adjudicators finding the social worker's fitness to practise is impaired?

Yes



No



The case examiners have determined that there is a realistic prospect of regulatory concerns 1 and 2 being found proven, that those concerns could amount to the statutory grounds of conviction or caution in the United Kingdom for a criminal offence in respect of concern 1 and misconduct in respect of concern 2, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst registered as a social worker;

1. On 29 March 2023, you were convicted of the following two criminal offences;

1.1 Possess knife blade/ sharp pointed article in a public place

1.2 Fail to provide specimen for analysis – vehicle driver

The case examiners have seen the certificate of conviction dated 29 March 2023 from Wigan Magistrates' Court which details the above convictions. The case examiners have also seen the MG5 case summary and MG11 statements from the police, which outline the circumstances leading to the convictions.

The statements outline that the social worker was found on 5 February 2023, in possession of a number of bladed articles and at the time, the police seized these items. The social worker also verbally refused to provide a specimen of breath for analysis, in relation their use of a motor vehicle whilst potentially under the influence of alcohol.

The social worker accepts the above concerns and provides context and information in respect of the circumstances leading to the arrests, which the case examiners will consider at the impairment stage of their decision.

The evidence, as presented, confirms that the social worker was convicted of the two criminal offences as outlined above.

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

2. You failed to inform Social Work England of the criminal convictions you received, as outlined in regulatory concerns (1.1) & (1.2), within an appropriate timescale.

The case examiners note that the regulatory concern cites a failure on behalf of the social worker, therefore the case examiners have considered what would be expected in the circumstances. In this instance, the case examiners have considered Social Work England Professional Standards (2019) which state:

As a social worker, I will:

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, as stated above, have seen the certificate of conviction which is dated 12 May 2023 and note that the social worker was arrested in February 2023 and convicted in March 2023. However, the regulator has confirmed that the social worker did not notify Social Work England of the convictions until October 2024, during the registration process.

The case examiners note that there is no specific timescale in respect of the professional standard as set out above. However, the reason why Social Work England needs to be aware of any matters that could impact on a social worker's fitness to practise, such as criminal convictions, is so that the regulator can carry out an assessment of risk and fulfil its overarching objective of protecting the public.

Any assessment of risk needs to be carried out at the earliest opportunity so that prompt steps can be taken to mitigate any risk. Social workers should have a good understanding of this, as risk assessing is central to social work practice.

Accordingly, the case examiners consider it fair to conclude that the professional standards would require a social worker to disclose any matters that could impact on

their fitness to practise ‘at the earliest possible opportunity’. The social worker has provided context behind their delay, but the case examiners do not consider it likely that this would be accepted as exceptional circumstances that could justify a period of around 19 months being the earliest possible opportunity that the social worker could inform Social Work England of their convictions. As such, the case examiners conclude that adjudicators are likely to find that the social worker’s declaration was not made in an appropriate timescale.

In reaching this conclusion, the case examiners note that the social worker has also been subject to the fitness to practise process in respect of another matter since June 2021 and subject to regular reviews. The case examiners have been presented with copies of previous decisions which relate to these reviews. The case examiners note, that at no time, did the social worker make the regulator aware of these convictions despite being in contact with them in respect of the other matters during this period.

The social worker accepts this concern. As stated, the case examiners note the social worker, in their submissions, has provided some context as to why they did not inform the regulator. The case examiners will consider this in subsequent sections of their decision.

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

Grounds

A conviction or caution in the United Kingdom for a criminal offence.

As set out in the facts section of this decision, the case examiners have seen documentation confirming that the social worker was convicted of two criminal offences.

As such, the case examiners are satisfied that adjudicators would find that the statutory ground of conviction or caution in the United Kingdom for a criminal offence is engaged.

Misconduct

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

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

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.

As a social worker, I will:

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 falling short of the standards may not always amount to misconduct. However, adjudicators in this instance may consider the alleged conduct to be a significant departure from the expected standards. The case examiners note the adjudicators may be concerned that the social worker is alleged to have failed to inform the regulator of two convictions.

The case examiners have seen the social worker's submissions which state that they were unwell at the time, they state, *'I have no excuse for not alerting SWE to what had happened; however, this was the last thing on my mind at this time....it wasn't until I [REDACTED] 5/8/24 that I began to think about my Social Work registration'*.

However, the case examiners note that the social worker was subject to other fitness to practise proceedings and was in contact with the regulator in respect of these. In particular, the case examiners note that the social worker represented themselves at a review hearing on 3 May 2023, shortly after they had received the two convictions. The case examiners note that the review hearing heard matters relating to the social worker's overall health and that the convictions in question appear to relate to behaviour conducted whilst under the influence of alcohol.

The case examiners acknowledge that the evidence suggests that the social worker was unwell at the time of the convictions, however the evidence suggests that the social worker was well enough to attend a hearing and represent themselves and put forward oral submissions. Therefore it may be reasonable to expect the social worker to have alerted panel members to the fact that they had received two convictions for behaviour which occurred when it appears that they were under the influence of alcohol. The evidence suggests that the social worker did not do so. Adjudicators may

consider this omission and failure to update the regulator for around 19 months altogether, as serious.

It is important that the regulator is informed of any matters that may affect a social worker's fitness to practise to consider whether any restrictions are required in order for them to practise safely. The case examiners note that in these circumstances, the social worker was already subject to a final suspension order and therefore was not in practice, so there was no risk to public protection. However, at the time of their review hearing, this information would have been relevant to the matters under consideration and would speak to whether the social worker was fit to return to full social work practice. This information would have informed the assessment undertaken by adjudicators during the review hearing and it may also have been a factor when considering public confidence in the social worker.

Where a social worker is alleged to have not updated the regulator of convictions which may affect their fitness to practise, this would not align with Social Work England standards, 5.2 and 6.6.

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

The case examiners are satisfied there is a realistic prospect of adjudicators finding the conduct outlined in regulatory concern 2 would engage the statutory ground of misconduct.

Impairment

In considering the personal element of impairment, the case examiners have considered the test set out in the case examiner guidance (2022), namely whether the conduct is easily remediable; whether the social worker has undergone remediation and demonstrated insight; and whether there is a high likelihood the matters alleged will be repeated.

The case examiners consider that it is possible to remediate the alleged concerns, in this case, through training and reflection and insight into how they may act differently in the future.

The case examiners note that the social worker is subject to a final suspension order, in respect of adverse physical or mental health, which expires and is subject to review on 21 November 2025. As set out in earlier sections of their decision, the case examiners have determined that it is fair and reasonable to take account of this adverse history and this is relevant to their assessment of current impairment.

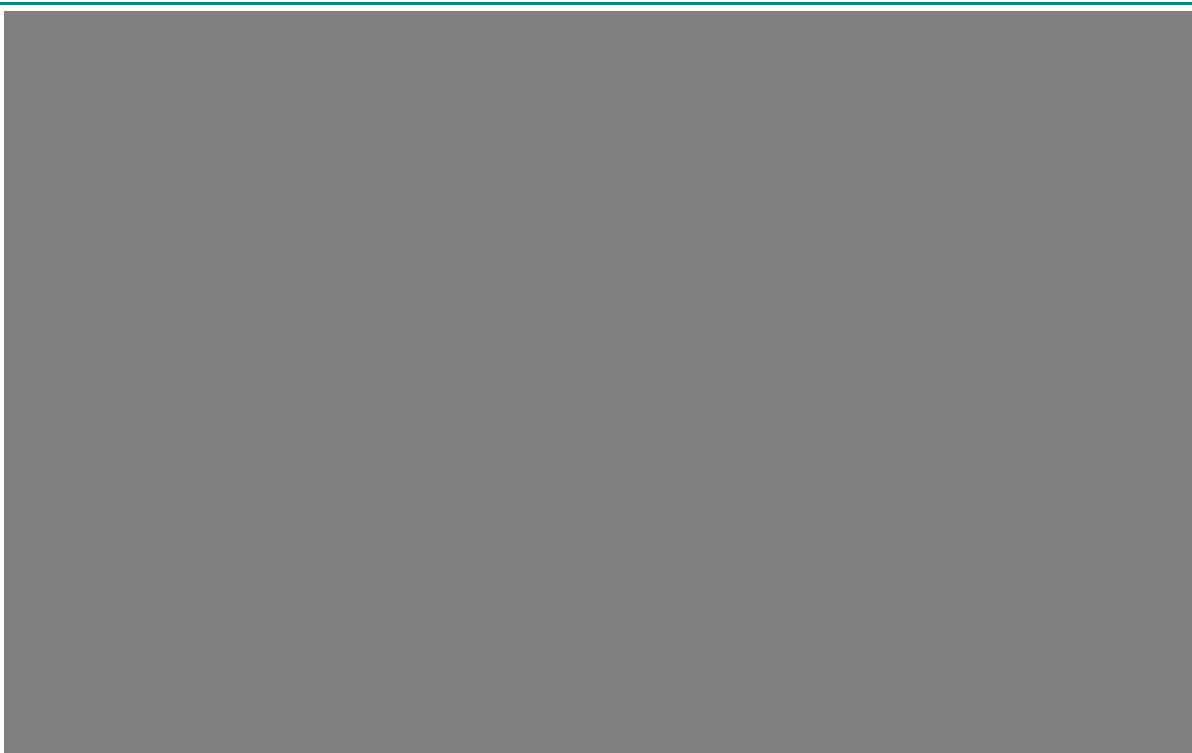
In this instance, the social worker has received two convictions and is alleged to have not informed the regulator for a period of 18 months about these convictions. Whilst the case examiners note that the health matters are linked to the convictions, when assessing the risk of repetition, they have focused their attention on the risk of the social worker offending again, as the health matters are being dealt with by the regulator in another substantive case.

The case examiners consider that the social worker has demonstrated some insight. The social worker has, in their submissions, understandably focused on their health. The social worker states that they were significantly unwell at the time and the case examiners are alert to the fact that given the final suspension order was in place at the time, the regulator had also assessed that the social worker was unwell and not fit to practise at that time and currently. They consider the social worker's health to be a mitigating factor in this instance. They note that the social worker has expressed remorse. They state, *'I deeply regret this incident and still feel a lot of shame and guilt around this'* in respect of the failure to provide a specimen of breath. In respect of carrying the knives/sharp objects, *'I will admit that I was not in my right mind when this incident took place and therefore, I can't say what was going through my head at the time'*. In terms of why they were carrying the knives, the social worker indicated that they intended to go camping and *'I think I was intending to use it as protection from wild animals or self-defence as I was planning to head up [REDACTED] alone. I did not know taking a knife in the car to go camping was illegal, but in hindsight it was a very stupid thing to do and is something I deeply regret'*.

The case examiners are of the view that the social worker's health was likely impacting upon their decision making at the time, however they consider that the social worker's insight is still developing, as the social worker does not appear to appreciate or address how the public may view this conduct and struggle to trust them in the future in light of this information.

Since the case examiners consider that the circumstances that led to the convictions are inextricably linked to their social worker's health, they have looked at what steps the social worker has taken to address their health. The case examiners have seen a number of reports in respect of the significant progress that the social worker has made over the last few years and in particular since the last review hearing. The case examiners note the probation report dated 6 May 2025, which is positive about the social worker's engagement with them in order to complete their community order. The probation report confirms that the social worker is no longer involved with them after successful completion of their order.

[REDACTED]



The evidence presented suggests that the social worker has undertaken significant remediation in respect of their health and they have also engaged with the programme outlined by the court to address the conduct which led to the convictions.

The case examiners have also seen a report from the social worker's current employer, where they are working in a non-registered role as a group facilitator, assisting people who have complex needs and have been homeless or at risk of homelessness. The manager advised that the social worker has, *'been an asset to the organisation, bringing their previous professional experiences and personal experiences. [The social worker] has always acted in a professional[sic] manner'*.

Further, in respect of not informing the regulator, the case examiners note that the social worker did declare the conviction on their registration renewal application in October 2024. Further, they note that there has been no further incidents or concerns since the conduct occurred.

Taking all of the above into consideration, the case examiners acknowledge the significant progress that the social worker has made, however taking account of the other ongoing fitness to practise proceedings, the case examiners are alert to the fact that the social worker is still suspended and considered not to be fit to return to safe practice. In light of this and the developing insight, the case examiners have concluded that a risk of repetition remains.

Public element of impairment

The case examiners next considered whether the social worker's actions have the potential to undermine public confidence in social workers and whether this is a case where adjudicators may determine that the public interest requires a finding of impairment. Public interest includes the need to uphold proper standards of conduct and behaviour and the need to maintain the public's trust and confidence in the profession.

The case examiners in light of the fact that one of the convictions relates to potential driving whilst under the influence of alcohol, have considered mitigating and aggravating factors in line with the Drug and Drink Driving Guidance. In cases, where there are no aggravating factors, they note that a finding of impairment is unlikely. The case examiners consider that the following are aggravating factors:

- Failure to report criminal proceeding to regulator
 - Disqualified from driving for 17 months
 - Circumstances where the social worker was unreasonably unco-operative with police
4. The social worker was also convicted for carrying a knife

The case examiners consider the following to be mitigating factors:

- The social worker has shown some remorse and some insight
- Otherwise of good character
- Social worker's health explains some of the conduct.

In this instance, the case examiners have identified a number of aggravating factors.

The case examiners have reminded themselves that the public interest includes responding proportionately to regulatory concerns. However, they consider that the adjudicators may determine that a member of the public would be concerned where a social worker has been convicted of two offences, one involving carry a knife in a public place as well as refusing to co-operate with the police by providing a breath specimen when suspected to have been driving whilst under the influence of alcohol.

The public may be very troubled that a social worker was carrying a knife in a public place and when stopped by the police, refused to co-operate. This has the potential to seriously undermine public trust in social workers and to damage the reputation of the

profession. Furthermore, they may be concerned that despite being subject to a fitness to practise process already and appearing at a hearing, the social worker did not update the regulator in respect of their convictions.

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

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

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?

Yes

☐

No

☒

Referral criteria

Is there a conflict in the evidence that must be resolved at a hearing?

Yes

☐

No

☒

Does the social worker dispute any or all of the key facts of the case?

Yes

☐

No

☒

Is a hearing necessary to maintain public confidence in the profession, and/or to uphold the professional standards of social workers?

Yes

☐

No

☒

Additional reasoning

The case examiners note that the social worker accepts the key facts and that they are currently impaired.

Accepted disposal

Case outcome

Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☒
	Conditions of practice order	☐
	Suspension order	☐
	Removal order	☐
Proposed duration	5 years	

Reasoning

In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's 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 considered taking no further action. They note paragraph 95 of the sanction's guidance which states, when decision makers find impairment, an outcome of 'no further action' is rare. Further, the case examiners are of the view that two convictions relating to carrying a knife in a public place, not co-operating with the police and then not informing the regulator to be extremely serious, and that taking no further action does not reflect their consideration of the public interest in this case.

The case examiners next considered whether offering advice would be sufficient in this case. An advice order will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. However, the case examiners consider that advice would not be sufficient to mark the seriousness with which they view the social worker's conduct.

The case examiners next gave careful consideration to whether a warning order might be suitable, given that it would show clear disapproval of the social worker's conduct. The case examiners have concluded that there is a risk of repetition in this case, and

their sanctions guidance suggests that warnings may not be appropriate in such circumstances. The sanctions guidance suggests that a warning may be appropriate where the fitness to practise issues are isolated, there is a low risk of repetition, and the social worker has demonstrated insight. Furthermore, the guidance states that decision makers should consider issuing a warning order where they cannot formulate any appropriate or proportionate conditions of practice, and a suspension order would be disproportionate.

In this instance, the case examiners consider that the conduct appears isolated in nature, and the social worker has demonstrated some insight, further they are mindful of the social worker's health at the time and consider this to be a significant mitigating factor. Whilst the case examiners consider that there is a risk of repetition, they note that the alleged conduct took place outside of the workplace and in the social worker's personal life, therefore conditions would not be appropriate. Furthermore, they consider that suspension would be a disproportionate sanction, given that the social worker has undertaken significant remediation to address matters relating to their health, they have engaged with the regulator, and they have accepted, within the linked substantive case, that they are not fully fit to return to full practice and remain suspended in this regard. The case examiners are of the view that to suspend the social worker for matters in respect of the convictions, would be disproportionate and unfair. Therefore, the case examiners determined that a warning was the most appropriate and proportionate response in this case and was the minimum necessary to protect the public and the wider public interest. A warning will serve as a signal that any repetition of the behaviour that led to the concerns is highly likely to result in a more severe sanction.

In considering the duration of the warning, the case examiners have had regard to the sanctions' guidance which states, '1 year may be appropriate for an isolated incident of relatively low seriousness. In these cases, the primary objective of the warning is to highlight the professional standards expected of social workers. 3 years may be appropriate for more serious concerns. This helps to maintain public confidence and highlight the professional standards. The period also allows more time for the social worker to show that they have addressed any risk of repetition. 5 years may be appropriate for serious cases that have fallen only marginally short of requiring restriction of practice'.

The case examiners consider five years to be proportionate in this case to maintain public confidence and to send a message to the public, the profession and the social worker about the standards expected from social workers. While the case examiners recognise that the matter is reported to be isolated, they do not consider the matter to be one of 'relatively low seriousness', and they consider that the social worker requires additional time to fully address the risk of repetition. The case examiners consider a

social worker in receipt of two convictions, one of which related to carrying a knife to be extremely serious, however in light of the mitigating factors, they are of the view that this falls marginally short of suspension. They consider a five year warning is proportionate to reflect the seriousness with which the regulator views this conduct. Whilst the social worker has undertaken some reflection and taken steps to address matters relating to their health, the case examiners consider that the public would expect a warning to mark the seriousness and additional time is required to ensure that the social worker fully reflects and has space to ensure that they are fully fit to return to safe practice. To confirm, the case examiners are satisfied that a warning of five years duration is the proportionate sanction.

To conclude, the case examiners have decided to propose to the social worker a warning order of five-years 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 warning

The case examiners formally warn the social worker as follows:

Receiving a conviction relating to the carrying of a knife/sharp blade in public, as well as refusing to provide a specimen when suspected of driving whilst under the influence of alcohol are serious matters. Furthermore, not providing this information to the regulator in a timely manner means that the regulator is not alert to all the risks. Your decision on the occasion that led to your convictions demonstrated a serious lack of judgement. You put yourself and members of the public at risk of harm.

Your convictions could have an adverse effect on the public's confidence in you as a social worker. It may also damage the reputation of the social work profession.

The case examiners remind the social worker of the following Social Work England professional standards (2019):

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.

As a social worker, I will:

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.

This conduct should not be repeated. Any further criminal offences or matters brought to the attention of the regulator are likely to result in a more serious outcome.

Response from the social worker

On 13 September 2025 the social worker responded to the proposed accepted disposal stating: “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 considered the public interest in this matter and, as they have not been presented with any new evidence that might change their previous assessment, they are satisfied that it remains to be the case that the public interest in this case may be fulfilled through the accepted disposal process. The case examiners therefore direct that the regulator impose a warning order of a 5 year duration.

The social worker is already subject to a final suspension order which is due for review on 21 November 2025. Adjudicators may wish to consider the information contained within this determination when conducting a review of the substantive case.