

Case Examiner Decision
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FTPS-21879

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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	10 January 2025
	Information requested Submissions requested
Preliminary outcome	21 February 2025
	Accepted disposal proposed - conditions of practice order (18 months)
Preliminary outcome	08 April 2025
	Accepted disposal proposed - conditions of practice order (18 months)
Final outcome	17 April 2025
	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 (1.1, 1.2, and 1.3), 2 (2.1),
 being found proven by the adjudicators.

2. There is a realistic prospect of regulatory concerns 1 (1.1, 1.2 and 1.3) and 2 (2.1) being found to amount to the statutory grounds of misconduct [REDACTED]

3. For regulatory concerns 1 (1.1, 1.2 and 1.3) and 2 (2.1), 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 social worker submitted a request for amendments. No amendments were agreed, and the social worker was offered one final opportunity to consider the case examiners' proposal.

The social worker returned a completed accepted disposal response form on 17 April 2025 and accepted the proposal and the terms 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 have been marked for redaction in line with our Fitness to Practise Publications Policy. Text in [REDACTED] will be redacted only from the published copy of the decision and will therefore be shared with the complainant in their copy. Text in [REDACTED] 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.
Date the complaint was received	15 February 2023
Complaint summary	The social worker's former employer raised concerns with Social Work England with regards to the social worker not adhering to professional boundaries and failing to safeguard a child.
	The concerns are set out in full in regulatory concerns.

Regulatory concerns and concerns recommended for closure

Whilst registered as a social worker:

1. On or around the 14 February 2023 you failed to maintain a professional relationship with a family supported by the local authority in that you:
 - 1.1. Made inappropriate comments to the family.
 - 1.2. Shared your own personal historical information with the family.
 - 1.3. Repeatedly swore during a conversation with the family.
2. On or around the 03 February 2023 you failed to safeguard a child (child A) in that you:

2.1. Did not raise a safeguarding concern to a manager regarding bruising on child A's arm.

Grounds of impairment

The matters outlined at regulatory concerns 1.1, 1.2, 1.3, 2, [REDACTED] mount to the statutory ground of misconduct.

By reason of your misconduct your fitness to practise is impaired.

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 are aware of the need to consider cases expeditiously and the need to ensure fairness to all parties. However, the case examiners consider, bearing in mind their investigatory function and statutory duty, that further information is needed to be able to reach a decision on this case.

The case examiners have noted the case examiner guidance which states they should only request further information if it would not be possible to reach a decision without it. They are satisfied that their chosen course of action is consistent with the guidance.

The case examiner guidance states that case examiners must request information in writing and explain why it is required. As such, they request the following:

The case examiners would also request administrative amendment to regulatory concern 2.1. They would request that the word *your* be replaced with the word *a* and would therefore read as follows:

2. *On or around the 03 February 2023 you failed to safeguard a child (child A) in that you:*

2.1 Did not raise a safeguarding concern to a manager regarding bruising on child A's arm.

The case examiners do not consider this amendment to be a material change to the regulatory concern.

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 (1.1, 1.2 and 1.3), 2 (2.1) [REDACTED] being found proven, that concerns 1 (1.1, 1.2 and 1.3) and 2 (2.1) could amount to the statutory grounds of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst registered as a social worker:

- 1. On or around the 14 February 2023 you failed to maintain a professional relationship with a family supported by the local authority in that you:**
 - 1.1. Made inappropriate comments to the family.**
 - 1.2. Shared your own personal historical information with the family.**
 - 1.3. Repeatedly swore during a conversation with the family.**

The case examiners note that the concerns detailed in regulatory concern 1 relate to a telephone call, recorded by a service user. The telephone call recording, it is documented, was made on 14 February 2023, outside of work hours, and produced

by the service user on 15 February 2023 prior to a court hearing being held on the same day.

The case examiners have had sight of a complete transcript of the telephone call and the social worker does not deny the telephone call took place, nor the contents of the transcript.

The social worker, within the call, is documented as sharing non-recent personal information with the service user, including [REDACTED]

The case examiners note the following examples, taken from the telephone transcript:



The social worker is documented swearing throughout the conversation:

- *“you’re clearly not bloody stupid”*
- *“I know that I fucked up but maybe it was good that I fucked up I don’t really know”*
- *“If you just wanted to be a fucker and make money”*
- *“This fucking assessment was mad”*
- *“Shit”*

The case examiners note that the complainant questioned whether the social worker had consumed alcohol prior to making the call due to some elements of the call seeming confused, however this is denied by the social worker.

The social worker, within their submissions to the regulator, states that the situation arose due to not being provided with a work phone. It is documented the social worker (and the agency team they worked in) had been advised to acquire a SIM card for work calls rather than being issued with a work phone.

The social worker states that there was a history of a high level of contact from the service user. The social worker states previous practitioners had blocked the number of the service user due to the high level of contact.

The purpose of the call is not documented within any case records. The social worker, within their submissions to the regulator states:

'I had absolutely no intention to collude with the mother and carer about the proposed placement. I was trying to encourage the mother not to be anxious and to attend the court hearing the following morning. I was trying to assure the mother about going to the placement to protect the child and ensure assessments could proceed. I had worked hard to achieve this placement and I can see in hindsight that I was trying to be liked by the mother to persuade her not to worry.'

When considering regulatory concern 1 in totality, the case examiners must turn their minds to whether the matters outlined in concerns 1.1, 1.2 and 1.3 would amount to a breach of professional boundaries. In doing so, the case examiners have taken into account Social Work England professional standards and supporting/associated guidance. The case examiners have assessed the evidence against the following questions that they formulated from information contained within the standards and guidance.

- Would the social worker's alleged actions suggest a clear and professional relationship has not been maintained with the service user?
- Would the social worker's alleged actions suggest their relationship with the service user was becoming inappropriate, or be an indicator of a personal relationship?
- Would the social worker's alleged actions blur the boundaries of the professional relationship?

The case examiners are satisfied, from the evidence presented and detailed above, that the answers would be affirmative for each of the questions posed and the concerns raised could be found to amount to a breach of professional boundaries.

The case examiners are satisfied there is a realistic prospect that regulatory concern 1 would be found proven by adjudicators.

2. On or around the 03 February 2023 you failed to safeguard a child (child A) in that you:

2.1. Did not raise a safeguarding concern to a manager regarding bruising on child A's arm.

The case examiners note that it is not disputed that the social worker was sent a picture of potential bruising on a child on 03 February 2023 out of work hours.

The case examiners note that the social work evidence template (SWET), completed by the social worker, states the social worker was contacted by a service user out of work hours and they responded to the message and called the service user.

During the call it is documented that the social worker was informed Child A had bruising to their upper left arm and a picture of the bruising was sent to the social worker at 21:56.

The social worker documents that they advised the service user that Child A needed to be seen by a doctor but there is no further action recorded by the social worker until 06 February 2023 when a manager was informed of the concern and a referral made for a child protection medical.

The case examiners note, from documentation provided by the complainant, that Child A was subject to safeguarding procedures prior to the bruising being identified.

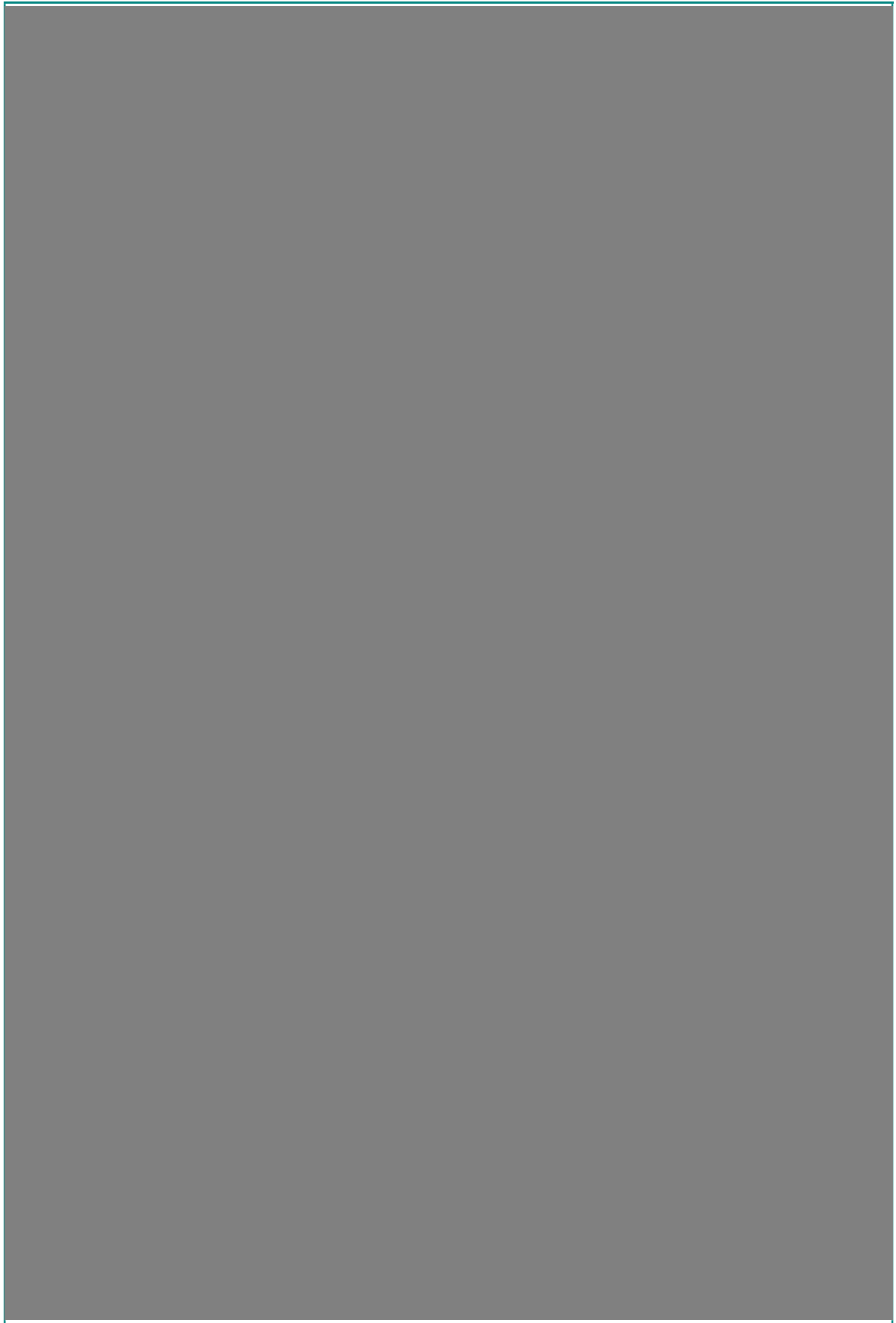
The expectation set out by the complainant is that the social worker would contact a manager if alerted to a bruise on a child. If out of hours and their own manager was unavailable then the out of hours service, emergency duty team (EDT) should have been contacted. By alerting a manager or EDT, action would have been taken to ensure the child was safeguarded and any relevant investigations undertaken, without delay.

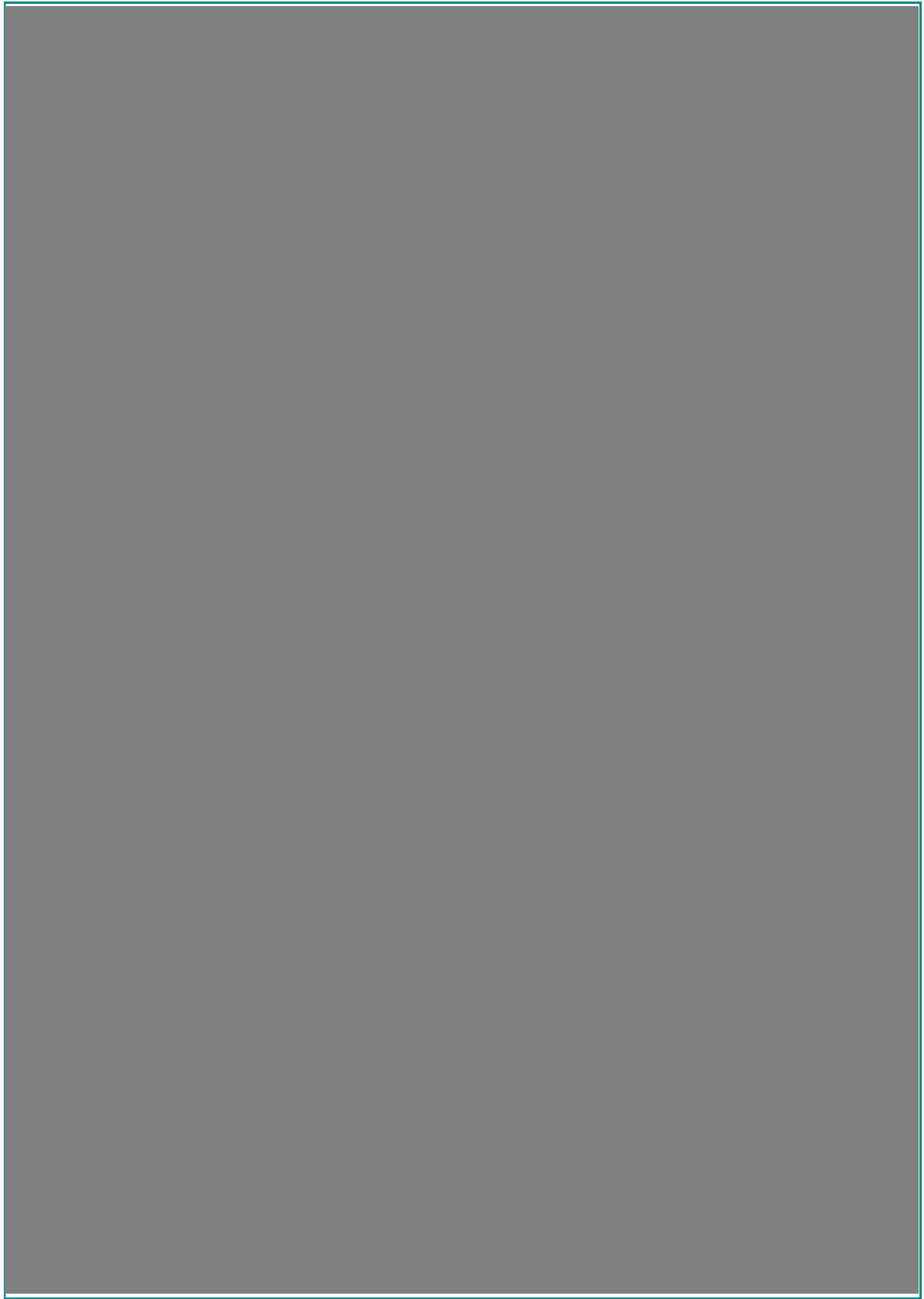
As the overarching regulatory concern cites a failure on the part of the social worker, the case examiners have turned their minds to what was required in the circumstances and assessed the evidence to see if it suggests the social worker adhered to this.

Safeguarding is a key facet of social work and professional standards guidance sets out that *'social workers have a responsibility to stay alert to and investigate suspected harm, neglect or abuse and, where risk has been identified, agree plans to address it urgently.'*

Whilst the case examiners note that the social worker was not in work when contacted by the service user, the social worker responded to the message and was made aware of Child A having an unexplained injury. The case examiners have not been presented with any information to suggest that the social worker took affirmative action, on receipt of the safeguarding concern, to safeguarding Child A, which in this case would be to inform EDT of the concerns passed to them.

The case examiners are satisfied there is a realistic prospect that regulatory concern 2 would be found proven by adjudicators.





Grounds

Regulatory concerns 1,2,

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.

Social Work England: Professional Standards (2019)

Promote the rights, strengths and wellbeing of people, families and communities

As a social worker, I will:

1.7 Recognise and use responsibly, the power and authority I have when working with people, ensuring that my interventions are always necessary, the least intrusive, proportionate, and in people's best interests.

Establish and maintain the trust and confidence of people

As a social worker, I will:

2.3 Maintain professional relationships with people and ensure that they understand the role of a social worker in their lives.

2.5 Actively listen to understand people, using a range of appropriate communication methods to build relationships.

Be accountable for the quality of my practice and the decisions I make

As a social worker, I will:

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

3.2 Use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.

3.3 Apply my knowledge and skills to address the social care needs of individuals and their families commonly arising from physical and mental ill health, disability, substance misuse, abuse or neglect, to enhance quality of life.

3.4 Recognise the risk indicators of different form of abuse and neglect and their impact on people, their families and their support network.

3.12 Use my assessment skills to respond quickly to dangerous situations and take any necessary protective action.

3.15 Recognise and respond to behaviour that may indicate resistance to change, ambivalent or selective cooperation with services, and recognise when there is a need for immediate action.

Maintain my continuing professional development

As a social worker, I will:

4.8 Reflect on my own values and challenge the impact they have on my practice.

Act safely, respectfully and with professional integrity

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.

Regulatory concern 1

Whilst the concern before the regulator, from the evidence available, would appear to be an isolated incident, due to the nature of the concern the case examiners consider it to be particularly serious. The evidence would suggest that the social worker failed to maintain professional boundaries, and in doing so, impacted on family court proceedings.

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

As such, the case examiners are satisfied there is a realistic prospect of adjudicators finding the matters amount to misconduct.

Regulatory concern 2

The case examiners are aware of Social Work England's professional standards guidance (2020) which states social workers have a responsibility to stay alert to and investigate suspected harm, neglect or abuse and, where risk has been identified, agree plans to address it urgently.

In this case the social worker's responsibility was to take action to safeguard Child A after information was shared with them which would indicate potential risk. From information gained from the complainant it was known there were active safeguarding concerns regarding Child A, and whilst the case examiners note the contact with the social worker was out of work hours, the social worker did not respond appropriately to the concern. The social worker, on receipt of the safeguarding information, should have contacted a manager or EDT with the information they held to ensure any potential risk was managed without delay and Child A was safeguarded.

If the matters were to be found proven, the case examiners conclude the alleged conduct, be it that this relates to an isolated matter, is serious, and is likely to suggest a significant departure from the professional standards detailed above. They are satisfied the apparent lack of action in respect of such serious risks could have had extremely serious consequences. As such, despite the isolated nature of the concerns, these are likely to be considered particularly grave, which is the benchmark

for decision makers to take into account when assessing if isolated matters may amount to misconduct.

As such, the case examiners are satisfied there is a realistic prospect of adjudicators finding the regulatory concerns amount 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 the conduct in relation to the remaining concerns 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 evidencing any support they have accessed, completing relevant associated training, and/or a critical reflection addressing the concerns raised.

Insight and remediation

The social worker has provided submissions to the regulator. Whilst the case examiners consider the submissions detailed in their content, they are not satisfied that the social worker has provided a clear understanding or explanation as to their conduct in regulatory concerns 1 and 2, given they state this was not usual practice for them. Furthermore, the social worker has not addressed in full the wider impact of this conduct and has not set out how they would prevent this conduct being repeated in future practice.

The case examiners are not satisfied that the social worker has provided a significant level of insight or demonstrated any remediation.

Risk of repetition

Taking the above into account, the case examiners are of the view that the social worker has not sufficiently demonstrated their understanding of the risk their alleged conduct posed and whilst stating the conduct would not be repeated has not offered tangible means by which this could be evidenced.

Having considered the evidence available to them, the case examiners consider the risk of repetition to remain high.

Public element

The case examiners have next considered whether the social worker's actions have the potential to undermine public confidence in the social work profession, or the maintenance of proper standards for social workers.

The case examiners are of the view that a member of the public would be extremely concerned about an allegation that a social worker failed to maintain professional boundaries and failed to safeguard a child. The case examiners consider both elements of the concerns relate to fundamental tenets of social work including safeguarding and making and maintaining effective professional relationships.

Adjudicators are likely to consider there is potential risk of harm to the wider public in terms of a social worker who failed to safeguard a child and to trust and have confidence in a social worker who is alleged to have failed to maintain professional

boundaries. The concerns 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 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

The case examiners conclude that offering accepted disposal is proportionate for the following reasons:

- The social worker is clear that they accept that their conduct fell short of the standards expected of them.
- The accepted disposal process will provide the social worker 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 public hearing if they wish to explore the question of impairment in more detail.
- 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.

- There is no conflict in evidence in this case and the social worker accepts the facts.

Interim order

An interim suspension order is already in effect.

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 the regulatory concerns being found proven by adjudicators. Furthermore, they found a realistic prospect that the concerns, if proven, could amount to the statutory grounds of misconduct.

The case examiners have also found a realistic prospect that adjudicators could find the social worker's fitness to practise is currently impaired.

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.

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.

No further action

The case examiners considered taking no further action. However, the case examiners considered that this would not be appropriate in this instance because they are not satisfied that a finding of impairment alone would protect the wider public interest.

Furthermore, the case examiners have concluded there is a lack of insight and remediation, and therefore some restriction to practice may be necessary.

Advice or Warning

The case examiners next considered whether offering advice or a warning would be sufficient. An advice order will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners believe that issuing advice is not sufficient to mark the seriousness with which they view the alleged misconduct, and again it would not adequately protect the public.

A warning order implies a clearer expression of disapproval of the social worker's conduct than an advice order. However, the case examiners are not satisfied that a warning order would send a strong enough message to the social worker, and particularly, the wider social work profession. Furthermore, a warning order is not likely to be appropriate where there is a lack of insight and a risk of repetition, and again it would not adequately protect the public.

Conditions of practice

The case examiners then considered a conditions of practice order. The case examiners have consulted their guidance, which 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 social worker has not demonstrated full insight, the case examiners note that they have shown some reflection into the circumstances of the case, and that this could offer an opportunity to develop further insight and remediation. The case examiners are of the view that workable conditions can be formulated that would support the social worker to develop the requisite insight and remediate their practice. Additionally, the order is subject to review, which can be extended or replaced with a different order if necessary.

Having concluded that a conditions of practice order is the appropriate outcome in this case, the case examiners went on to consider the length of time for the order. The case examiners consider that 18 months would allow the social worker sufficient time to demonstrate strengthened practice within a full appraisal cycle. They consider that any longer period, given that some insight and remediation has already been demonstrated, would be unnecessary and punitive.

Suspension or Removal Order

The case examiners went on to test the suitability of the conditions of practice order by considering the next most severe sanctions, a suspension order and a removal order. Having considered their guidance, the case examiners did not consider these orders to be proportionate.

Although, the concerns are serious, the case examiners consider that the public can be protected with an appropriate conditions of practice order.

To conclude, 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 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.

Content of the conditions of practice

Conditions 1 to 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, 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 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.
4. You must provide reports from your reporter to Social Work England every 3 months and at least 14 days prior to any review.
5. 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.
6. 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.
7. 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.
8. 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].
9. You must work with your reporter to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:
 - The importance of making professional relationships and maintaining professional boundaries with service users.
 - The impact on service users when professional boundaries are not maintained.
 - Responding effectively to safeguarding concerns, including out of hours.

- The importance of management oversight when a safeguarding concern is raised.

10. You must provide a copy of your personal development plan to Social Work England within 4 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

11. You must read Social Work England's 'Professional Standards' (July 2019) and provide a written reflection 6 months after these conditions take effect, focusing on how your conduct in respect of professional boundaries and safeguarding was below the accepted standard of a social worker, and outlining what you should have done differently.

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 11, above:

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

08 April 2025

The social worker completed the accepted disposal response form and returned this on 02 April 2025. Within the form they responded: *'I appreciate the case examiners considerations in these matters and agree to a conditions of practice order of 18 months duration.'*

Furthermore, the social worker included the following under suggested amendments:

'I did report the safeguarding concern to a manager on Monday morning the 06 February 2023. There would never be a delay in reporting to a manager during office hours. The concern is that I did not raise a safeguarding concern earlier, to EDT when I was off duty.

Outside office hours the only manager available is an Emergency Duty Team manager, however, the procedure for Social Workers is only to report to EDT. (I have only ever contacted EDT after discussion with a manager, during office hours by email or whilst I am working.)

Without seeing the child directly or the child being assessed by a doctor, we never make an assumption and would always describe as 'marks' not bruises.

Therefore, I suggest 'in a timely way' is added and 'Emergency Duty Team' rather than a manager and 'marks' rather than bruises.

2. On or around the 03 February 2023 you failed to raise a safeguarding concern about a child (child A) in a timely way, in that you:

2.1 Did not raise a safeguarding concern to the Emergency Duty Team regarding marks on child A's arm when you were off duty.

(I responded to the safeguarding concerns immediately with the Carer on the 03 February 2023. I rang the Carer and suggested she call police as it was late in the evening. I followed this up early the following morning, calling the Carer on the 04 February 2023.)

The word 'family' is not correct, it implies that these concerns took place in front of child A's family, when only the child's mother and her friend were present during the phone call. Neither the mother's or the friend's family were present and the father

was unknown. Only child A was ‘open’ to the local authority at the time, the mother and the friend were not being supported by the local authority.

Therefore, I suggest family is changed to ‘mother and friend’ and supported to ‘open’.

1. On or around the 14 February 2023 you failed to maintain a professional relationship with a mother whose child was open to the local authority in that you:

1.1. Made inappropriate comments to the mother and her friend during a phone conversation.

1.2. Shared your own personal historical information with the mother and her friend during the same phone conversation.

1.3. Repeatedly swore during the same phone conversation with the mother and her friend.’

Case examiners’ response

08 April 2025

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and they determined that the case could be concluded by way of accepted disposal. As such, the case examiners proposed to resolve the case with a conditions of practice order of 18-month duration.

The social worker responded to the proposal on 02 April 2025, and whilst including information within the suggested amendments section, did not directly suggest any amendments to the case examiners’ decision but rather suggested amendments to the way the regulatory concerns were drafted.

The case examiners are satisfied with the way the regulatory concerns are drafted and will not be seeking to amend them.

The case examiners have not been presented with any new information by the social worker, in the form of suggested amendments, and have considered again all documentation made available to them in the evidence bundle.

The case examiners note that it is set out to the social worker, within the accepted disposal response form that, *‘the Social Workers Regulations 2018 do not permit the case examiners to change the sanction. For example, the suspension cannot be changed to conditions of practice.’* Any suggested amendments should address

factual inaccuracies and/or suggested redactions. Having reviewed the social worker's response form, and considered their decision report, the case examiners did not identify anything that they would consider factually inaccurate.

The case examiners concluded that the social worker's fitness to practise was likely to be found impaired but that the public interest could be met through a prompt conclusion, published decision and conditions of practice order, rather than through a public hearing. The case examiners remain satisfied, after considering the social worker's response, that this case may be fulfilled through the accepted disposal process.

To conclude, the case examiners have decided to propose, to the social worker, for a final time, a conditions of practice order (18 months). 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 14 days to respond.

Should the social worker not agree with the proposal, set out in the case examiners' report, they have the opportunity, within the accepted disposal response form to decline the proposal and proceed to a public hearing.

Response from the social worker

17 April 2025

The social worker responded by email on 17 April 2025 and returned the accepted disposal response confirming: *'I have read the case examiners' decision and the accepted disposal guidance. I admit the key facts set out in the case examiners 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

17 April 2025

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 enact a conditions of practice order, with a duration of 18 months.