



Case Examiner Decision
Joseph Martin – SW125363
FTPS-21987

Contents

The role of the case examiners	3
Decision summary	4
The complaint and our regulatory concern.....	6
Preliminary issues	8
The realistic prospect test.....	9
The public interest.....	21
Accepted disposal	23

The role of the case examiners

The case examiners perform a filtering function in the fitness to practise process, and their primary role is to determine whether the case ought to be considered by adjudicators at a formal hearing. The wider purpose of the fitness to practise process is not to discipline the social worker for past conduct, but rather to consider whether the social worker's current fitness to practise might be impaired because of the issues highlighted. In reaching their decisions, case examiners are mindful that Social Work England's primary objective is to protect the public.

Case examiners apply the 'realistic prospect' test. As part of their role, the case examiners will consider whether there is a realistic prospect:

- the facts alleged could be found proven by adjudicators
- adjudicators could find that one of the statutory grounds for impairment is engaged
- adjudicators could find the social worker's fitness to practise is currently impaired

If the case examiners find a realistic prospect of impairment, they consider whether there is a public interest in referring the case to a hearing. If there is no public interest in a hearing, the case examiners can propose an outcome to the social worker. We call this accepted disposal and a case can only be resolved in this way if the social worker agrees with the case examiners' proposal.

Case examiners review cases on the papers only. The case examiners are limited, in that, they are unable to hear and test live evidence, and therefore they are unable to make findings of fact.

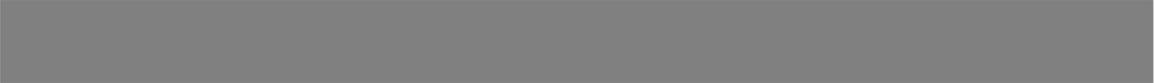
Decision summary

Decision summary	
Preliminary Outcome	21 January 2026
	Accepted disposal proposed – conditions of practice order 18 months
Final outcome	17 February 2026
	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 concern 1 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 lack of competence and/or capability.

- 
4. For regulatory concern 1, there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners do not consider it to be in the public interest for the matter to be referred to a final hearing and 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 duration. The social worker subsequently responded, confirming that they understood and accepted the terms of the proposed 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 the Fitness to Practise Publications Policy. Text in **blue** will be redacted from the published copy of the decision.

The complaint and our regulatory concern

The initial complaint

The complainant	The complaint was raised by way of a self-referral by the social worker
Date the complaint was received	29 March 2023
Complaint summary	The social worker made a self-referral to Social Work England on 29 March 2023 reporting that their employer had raised concerns about the quality and timescales of their assessments and commenced a formal capability process.

Regulatory concern

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

Regulatory concern 1:

1: Whilst registered as a social worker, you failed to demonstrate the necessary level of knowledge, skill and/or judgement of a social worker, including within:

1.1 The quality of your assessments

1.2 Assessments not being completed within appropriate timescales

1.3 The quality of and language used within professional recordings

Grounds of Impairment:

The matters outlined in the regulatory concern above amounts to the statutory ground of lack of competence or capability.

Your fitness to practise is impaired by reason of [REDACTED] lack of competence or capability.

Preliminary issues

Investigation		
Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>

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 concern 1 (all parts) being found proven, that the concern could amount to the statutory ground of lack of competence and/or capability, and that the social worker's fitness to practise could be found to be currently impaired.

Reasoning

Facts

Regulatory Concern 1

1: Whilst registered as a social worker, you failed to demonstrate the necessary level of knowledge, skill and/or judgement of a social worker, including within:

1.1 The quality of your assessments

1.2 Assessments not being completed within appropriate timescales

1.3 The quality of language used within professional recordings

The case examiners have reviewed the evidence bundle which includes capability meeting notes, performance action plans, an occupational health report, general practitioner report, capability assessment (CAS), supervision notes, direct

observations, four assessment reports, a reference from the current employer and the social worker's self-referral and submissions.

The case examiners note the following context indicated from the evidence provided.

The social worker was employed by the Local Authority in April 2020 in the Positive Living Options (PLO) Team. The social worker passed their Assessed Year in Employment (ASYE) in November 2021 and soon after was on [REDACTED] leave. On their return [REDACTED] the social worker was seconded to a review team (in Summer 2022) whose work was to focus on completing cases that were not actioned during the Covid-19 pandemic. This was fast paced work with an expectation that practitioners complete assessments within 28 days. The social worker had previously worked in a specialist long term team and by their own admission within their self-referral, acknowledged that they struggled with the change of pace. The social worker appears to have received no induction or training for their new role. They were returned to the PLO team five months earlier than expected in November 2022 following concerns about their work during the seconded period.

The case examiners note the following key points from the evidence reviewed:

In relation to 1.1: The quality of your assessments

- Case audits conducted by the employer on the social worker's case load on 15 July 2022 and 17 October 2022 indicate that the social worker's performance did not meet the expected standards. These findings followed the social worker's transfer as a secondee to a new team where responsibilities included undertaking fast paced Care Act and Mental Capacity assessments for adults.
- The evidence indicates that the assessments completed by the social worker were repeatedly returned by management for further amendments rather than being signed off and that this continued once the social worker returned to the PLO team. Notably, one assessment required 14 separate revisions. During this time, the social worker was managing a case load of 13 cases.
- The feedback from management on the social worker's assessments which have been reviewed by the case examiners, indicates that the assessments did not consistently adopt a strength-based approach, and in some instances lacked accuracy. Furthermore, the evidence indicates that some of the social worker's assessments contained contradictory and/or unclear information, which contributed to confusion and necessitated repeated amendments. Supervision notes of 4 April 2023 indicate that inaccurate and/or contradictory

information was recorded by the social worker in relation to three service users.

- The evidence indicates that assessments were continually returned to the social worker for amendments because they may not have met the required standard. The social worker states in their self-referral to the regulator in March 2023 *'I have struggled to get my assessments through managers approval and i (sic) am seeing that some of my wording is clumsy but I have struggled to understand exactly what my manager wants. I requested training which I have only just managed to access through LCC'*
- The case examiners note from the Occupational Health assessment dated 20 January 2023 that the social worker was experiencing [REDACTED] and the CAS of 14 December 2023 recommended computer software adjustments which were still not in place, just prior to the social worker's dismissal in January 2024. The case examiners will consider these potentially mitigating factors later in this report.
- The case examiners have considered the social worker's submission that the quality of their work improved with each successive assessment. They note however, that the available evidence indicates that any improvement was minimal with assessments remaining below the required standard.
- The evidence suggests that there was a formal capability process in place for over a year to support the social worker in meeting the expected standard of practice, but reviews indicate that there was little improvement in the quality of the social worker's assessments.
- The evidence indicates that the social worker's knowledge, judgement and skill in undertaking Care Act and Mental Capacity assessments may not have been at the expected level and quality expected of a qualified social worker.

The case examiners conclude from the evidence provided that the assessments completed by the social worker appear to indicate that they did not meet the expected standard in terms of quality, they are therefore satisfied there is a realistic prospect of regulatory concern 1.1 being found proven by adjudicators.

In relation to 1.2: Assessments not being completed within appropriate timescales

- The case examiners note that there was no set time in the employers' policy for the assessments to be completed. The team within which the social worker was based however, worked to a reasonable 28-day turnaround based

on the Care Act 2014 guidance which states that assessments should be completed in a timely manner.

- The case examiners have noted, based on the available evidence, that the social worker was placed under formal capability procedures in March 2023 following an informal capability meeting in January 2023. Subsequently an action plan was established for the social worker, with regular reviews conducted to monitor progress.
- The evidence indicates that the monthly reviews of the action plans undertaken by the social worker's manager throughout 2023, suggests that required timescales were not met, despite the allocation of a significantly reduced caseload. The evidence suggests that a full case load averages at 18 cases and that the social worker's case load was 13 initially, reduced to 5 cases by October 2023.
- Records from one-to-one supervision meetings suggest the social worker was consistently unable to meet the deadlines set for assessment tasks and case recording, also that some cases had to be reallocated due to lack of progression in order to ensure that services users received a service.
- The case examiners also note from the evidence that some of the social worker's assessments remained incomplete after five months which is significantly beyond the 28-day timeframe.
- The evidence also indicates that a service user was not able to move home at the scheduled time because the social worker did not complete the required housing form on time. The case examiners note that the evidence suggests that there was potential for service users to be negatively impacted by delayed assessments.
- The case examiners note the social worker's submission that their assessments were completed within the 28-day timeframe but were subsequently returned for more work due to quality issues. However, the case examiners consider that if assessments are not finalised, approved and of an acceptable standard within the prescribed timeframe then the deadline has not been met.

The case examiners are satisfied that the evidence appears to indicate that the social worker did not complete tasks within appropriate timescales.

The case examiners are of the view that there is a realistic prospect of regulatory concern 1.2 being found proven by adjudicators.

In relation to 1.3: The quality of language used within professional recordings.

- The case examiners note that the evidence suggests that the social worker used language that may not have aligned with a strength-based approach and may have been stigmatising towards individuals with disabilities.
- They also note that the social worker accepts this regulatory concern attributing their difficulties in written expression to [REDACTED].

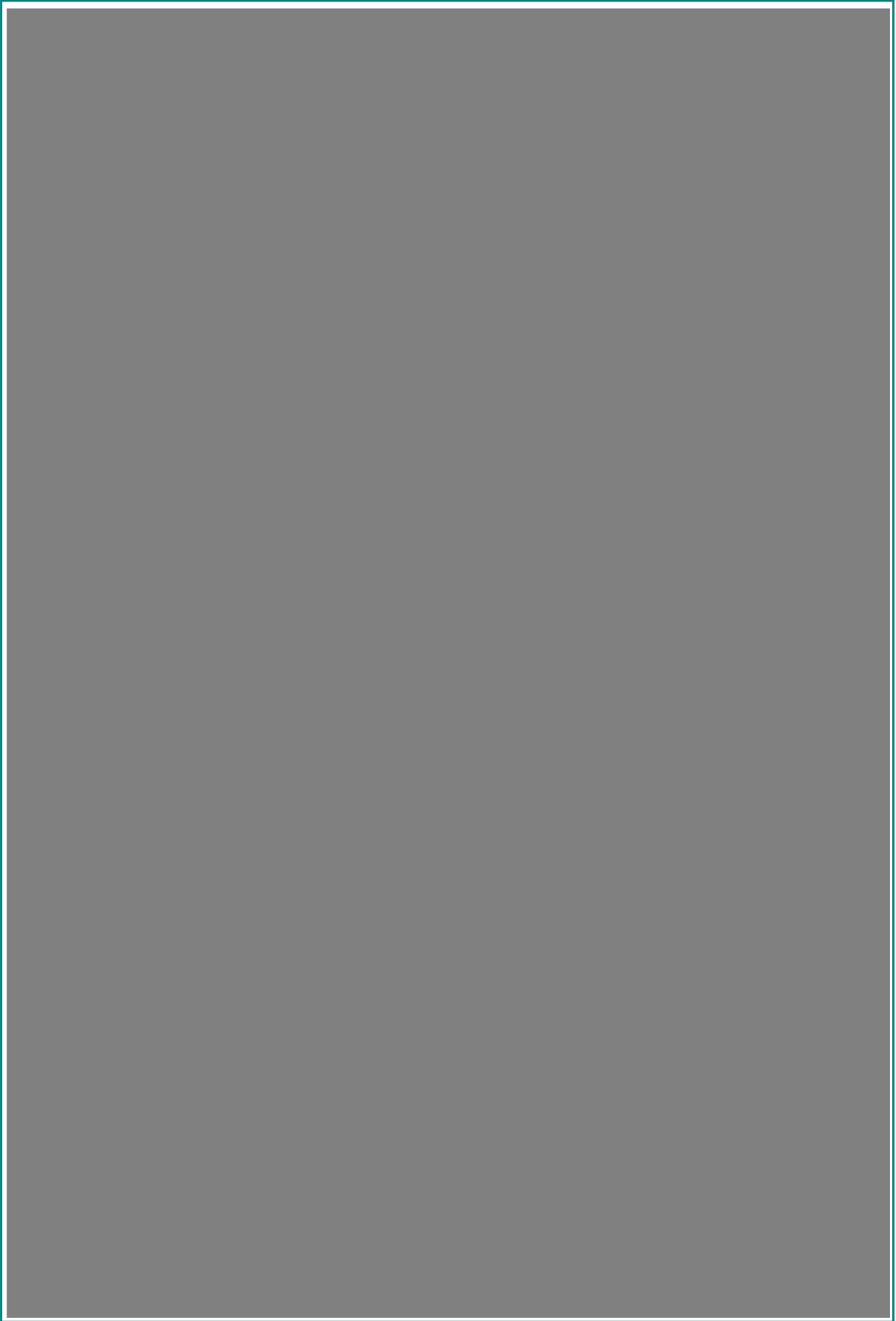
The case examiners are therefore satisfied there is a realistic prospect of regulatory concern 1.3 being found proven by adjudicators.

Having considered the evidence provided in relation to all sub sections of regulatory concern 1, the case examiners are satisfied that the evidence suggests that the social worker failed to demonstrate the necessary level of knowledge, skill and/or judgement of a social worker, including within the quality of assessments, completion timescales of assessments and the language used within the assessment reports.

In conclusion, the case examiners consider that there is a realistic prospect of adjudicators finding regulatory concern 1 (all parts) proven, should this case be referred.

Grounds





Lack of competence and/or capability

The case examiners' guidance explains that lack of competence and/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 a 'fair sample', but it suggests a sample sufficient to show the social worker's usual standard of work over a period of time. The case examiners consider that they have been presented with a fair overview of the social worker's practice covering a period

of 13 months, plus evidence that the quality of work and timescales of assessments likely did not meet the standards that would be expected of a qualified social worker.

The case examiners have had sight of a wide range of capability documents that suggest the social worker did not have the knowledge, skill or competence required to undertake their role. These include:

- Informal capability meeting notes dated 11 January 2023
- Standards and expectations letter dated 17 February 2023
- Stage One Review of performance dated 8 March 2023
- Outcome of stage one review dated 23 March 2023
- Performance actions plans dated 20 March 2023, 25 April 2023, 10 May 2023
- Stage two review meeting outcome dated 28 April 2023
- Stage two review meeting outcome dated 16 May 2023
- Outcome of formal capability hearing dated 11 October 2023
- Outcome of reconvened capability hearing dated 5 March 2024.
- Monthly one to one supervision notes.
- Reports of direct observations of the social worker's practice.

The case examiners note that the evidential documents above suggest that despite the implementation of a formal structured capability process alongside a significantly reduced caseload, increased supervision and supported practice, the social worker was not able to demonstrate sustained improvement in their practice at the expected standard and rate. The case examiners have not seen evidence to suggest dishonesty, behavioural or attitudinal issues, rather they consider that the concerns may relate to the social worker's inability to consistently apply professional knowledge and skills in practice. Therefore, more likely reflecting concerns related to capability and competence [REDACTED].

The case examiners also considered the mitigating circumstances, outlined above, and whether the capability concerns could be solely attributed to these factors. They conclude that these factors do not sufficiently mitigate the concerns for the following reasons as indicated by the evidence provided:

- The occupational health assessment and GP report suggest the social worker's disclosed health condition [REDACTED] did not prevent the social worker from carrying out their duties.
- [REDACTED]
- The evidence suggests that although the recommended computer software was not supplied by the employer, reasonable adjustments were in place to support the social worker [REDACTED] including access to alternative software, the option to book quiet workspace as required and permission to work from home on some days.
- The evidence indicates that the social worker may not have been provided with a mentor/buddy but was provided with increased supervision, opportunities for shadowing and joint working during the capability period.

Overall, the evidence indicates that despite a robust support plan and reduced caseload during the capability process of 12 months duration, the social worker was unable to complete statutory assessments to expected standards within required timescales, and this had the potential to have an adverse impact on service users.

The case examiners consider that the ground of lack of competence and/or capability is the appropriate ground to proceed on and has a realistic prospect of being found engaged by adjudicators.

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 regard to the concern before the regulator, the case examiners have given thought to their guidance, and they note that they should give consideration to whether the matters before the regulator are easily remediable, and whether the social worker has demonstrated insight and/or conducted remediation to the effect that the risk of repetition is highly unlikely.

Whether the conduct can be easily remedied

The case examiners are of the view that the conduct can be easily remedied through relevant training, learning and development around strength-based assessments and report writing plus reflection. They note that once support was in place, the social worker did show some signs of improvement.

Insight and remediation

The case examiners have reviewed the social worker's submissions and documentary evidence and note that although the social worker does not accept the regulatory concern in its entirety, they have expressed the view that their practice was below expected standards and that over time they believe there was an improvement. The social worker states in their referral to the regulator:

'My practice has not been perfect, but I do strive to uphold the social work values outlined by Social Work England. I believe my practice overall is in keeping with the professional standards. [REDACTED] that my written work did not meet my manager's standards, which is a subjective viewpoint. I believe that my writing was to an acceptable standard but also accept that this something (sic) I have always struggled with, and there was room for improvement. I was, and still am, reflective and open to learning in this area'

The case examiners also note from the social worker's final submission that they have given some consideration to the impact of their practice on service users. They state:

[REDACTED]

The case examiners note that the current employer's reference (albeit not in relation to a social work role) also speaks to the social worker's remediation to some extent. The employer states:

'I have no concern on Joseph and his performance, as I said we have had to make reasonable adjustments for him, and he has taken our recommendations onboard, he has dealt with some difficult service users and has shown compassion to all off his service users'

The case examiners are of the view that the social worker has demonstrated some insight into their professional conduct, as evidenced by the content of their self-referral to the regulator and their written submissions. They acknowledge the impact

that their personal circumstances had on their practice and they have shown willingness to embrace training opportunities. However, the case examiners acknowledge that it can be difficult for social workers who do not fully accept the concern(s) to provide full insight and remediation. They acknowledge the social worker's right to refute the regulatory concern but, in this case, consider that the concern is supported by substantial and cogent evidence. The case examiners are of the view therefore that the social worker's insight and remediation is still developing and is not yet complete.

Risk of repetition

Since dismissal from their social work post in February 2024, the social worker has not been employed in a social work role. Since May 2024, the social worker has been employed in a support role, working with adults at an organisation whose work is commissioned by the Local Authority. In this role, the social worker is not responsible for conducting statutory assessments but is required to support individuals and prepare written reports. Although the case examiners are encouraged by the positive reference from the social worker's current employer attesting to the quality of their practice, they do not yet have evidence that the social worker has demonstrated tangible remediation in a social work role so are not reassured that the social worker's alleged conduct would not be repeated if the social worker found themselves in a similar situation in future.

Having considered the evidence available to them, the case examiners consider that the risk of repetition remains at present.

Public element

The case examiners must now consider the public interest in this matter.

A social worker who is deemed not to have the expected level of competence or capability to practise, undoubtedly has the potential to undermine public confidence. A lack of competence and/or capability is also likely to be considered a significant departure from professional standards.

In addition, there must be consideration given to potential risk to the public. A social worker who lacks competence and/or capability, has the potential to place service users at risk of harm. In this case, the evidence suggests that there was potential for services users to be placed at risk of harm due to delayed assessments. As such, it is likely the public would expect that a finding of current impairment is made by adjudicators to maintain public confidence in regulation of the profession.

In considering both the personal impairment and public interest test, 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	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

Referral criteria

Is there a conflict in the evidence that must be resolved at a hearing?	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>
Does the social worker dispute any or all of the key facts of the case?	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>
Is a hearing necessary to maintain public confidence in the profession, and/or to uphold the professional standards of social workers?	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

Additional reasoning

The case examiners have concluded that the public interest is engaged. However, they are satisfied that this interest may be appropriately fulfilled by virtue of the accepted disposal process.

Whilst the matter before the regulator is serious, the case examiners are not of the view that it is so serious that a hearing might be necessary to maintain public confidence in the social work profession, or in Social Work England's maintenance of the standards expected of social workers. In addition, there is no conflict in evidence in this case and there is not a dispute regarding facts at the core of this case

The case examiners have noted however that the social worker has indicated to the regulator that they do not consider their fitness to practise to be currently impaired. The case examiners considered however that they could reasonably and legitimately offer the social worker the opportunity to reconsider the question of impairment, and an offer of accepted disposal. In reaching this conclusion, their reasoning is as follows:

- There is no conflict in evidence in this case, and the social worker accepts the facts.
- The social worker accepts that their conduct fell short of the standards expected of them.
- 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.
- 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.

The case examiners are also of the view that the public would be satisfied to see the regulator take prompt, firm action in this case, with the publication of an accepted disposal decision providing a steer to the public and the profession on the importance of adhering to the professional standards expected of social workers in England.

Accepted disposal

Case outcome

Proposed outcome	No further action	<input type="checkbox"/>
	Advice	<input type="checkbox"/>
	Warning order	<input type="checkbox"/>
	Conditions of practice order	<input checked="" type="checkbox"/>
	Suspension order	<input type="checkbox"/>
	Removal order	<input type="checkbox"/>
Proposed duration	18 months	

Reasoning

Having found that there is a realistic prospect that the social worker’s fitness to practise is currently impaired, the case examiners then considered what, if any sanction they should propose in this case. The case examiners have taken into account the Sanctions Guidance (2022) published by Social Work England. They are reminded that the purpose of a sanction is not to punish the social worker but to protect the public and wider interest. The case examiners have borne in mind the principle of proportionality and fairness in determining the appropriate sanction.

The case examiners are reminded by the guidance that they should consider mitigating and aggravating factors when considering which sanction may be appropriate or proportionate. In relation to this case the mitigating circumstances were outlined earlier in this report and are summarised below:

- The social worker was experiencing health and personal challenges.

The aggravating factors are:

- The social worker’s capability was called into question despite being provided with a robust support plan to assist them in carrying out their role including a reduced case load, increased supervision, shadowing opportunities, specific training, supervisor guidance and access to employee services [REDACTED]

In determining the most appropriate and proportionate outcome in this case, the case examiners have considered the available options in ascending order of seriousness.

No further action

The case examiners commenced by considering whether it may be appropriate to reach a finding of impairment, with no requirement for any further action. The case examiners were satisfied that in this case, and considering the seriousness of the concern raised, that a finding of no further action would be insufficient to protect public confidence.

Advice

The regulator's sanctions guidance explains that advice would set out steps a social worker should take to avoid repeating conduct that contributed to a concern. The case examiners consider that advice would not be sufficient to mark the seriousness with which they view the social worker's alleged conduct.

Warning

The case examiners next considered whether a warning order would be sufficient. A warning order would not however directly restrict practice and may not be sufficient to protect the public where there have been significant concerns about the quality of a social worker's practice, and the risk of repetition remains.

Conditions of Practice

The case examiners next considered a conditions of practice order. The case examiners have consulted paragraph 114 of the guidance which states, conditions of practice may be appropriate in cases where all the following apply:

- 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.
- The decision makers are confident that the social worker can and will comply with the conditions.
- The social worker does not pose a risk to the public by being in restricted practice.

The case examiners consider that the above factors apply in this case, although the social worker's insight is not yet complete. They have therefore determined that this option could deliver public protection by some restriction of practice, whilst offering

the social worker the opportunity to develop insight and acquire the knowledge and skills to practise safely and competently with support and supervision in place. The case examiners consider that there is no evidence to suggest that the social worker would not comply with the conditions of practice order and they consider that this would be a route for the social worker to return to a social work post should they wish to do so.

The case examiners consider that a conditions of practice order of 18 months duration will afford the social worker sufficient time to demonstrate improved practice and include a full appraisal cycle. The case examiners are of the view that any time frame above 18 months would be disproportionate.

Suspension Order and Removal Order

The case examiners went on to test the suitability of the conditions of practice order by considering the most severe sanctions, a suspension order and a removal order. Having considered the guidance, the case examiners are of the view that these orders would be disproportionate given the developing insight demonstrated and the mitigation of the social worker's personal circumstances at the time of the concern.

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- 15 (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 or workplace supervisor referred to in these conditions.

3a. 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. This can be the same person as your workplace supervisor.

3b. 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 and Social Work England will make these reports available to any workplace supervisor referred to in these conditions on request.

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].

9a. 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.

9b. 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:

- The completion of assessments within timescales.
- The quality of assessment reports.
- The quality of and language used within assessment reports and professional records.
- Adhering to local policy and procedure with regarding to assessment completion.

11. 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.

12a. You must undertake 14 hours of CPD in relation to the importance of carrying out accurate strength-based assessments (7 hours) and writing quality assessment reports (7 hours).

12b. You must provide evidence of CPD undertaken to Social Work England within 6 months of these conditions taking effect.

13. You must read Social Work England's 'Professional Standards' (July 2019) and provide a written reflection 4 months after these conditions take effect, focusing on how your conduct, for matters relating to this case, was allegedly below the accepted standard of a social worker, outlining what you should have done differently. Your reflection should focus on the following:

- The importance of adhering to local policy and procedure regarding the undertaking of assessments and assessment reports.

14. 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 13, 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.

15. You must permit Social Work England to disclose the above conditions, 1 to 14, to any person requesting information about your registration status.

Conditions 1-15 (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.

Response from the social worker

The social worker provided a response on 10 February 2026 and confirmed *'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

Having been advised of the social worker's response, the case examiners have again turned their minds as to whether a conditions of practice order remains the most appropriate means of disposal for this case. They have reviewed their decision, paying particular regard to the overarching objectives of Social Work England, i.e. protection of the public, the maintenance of public confidence in the social work profession, and the maintenance of proper standards. Having done so, the case examiners remain of the view that an accepted disposal by way of a conditions of practice order of 18 month's duration is a fair and proportionate disposal and is the minimum necessary to protect the public and the wider public interest.