

BEFORE THE ADJUDICATORS OF SOCIAL WORK ENGLAND

IN THE MATTER OF:

SOCIAL WORK ENGLAND

and

IVA TCHAVDAROVA KOSOKO

(Registration Number: SW71922)

ALLEGATIONS

1. The allegations arising out of the regulatory concerns referred by Social Work England on 26 August 2021 are as follows:

(1) Between 1 September 2016 and 28 November 2019 whilst employed as an Area Manager for area one at Medway Council you demonstrated unprofessional behaviour towards your colleagues that amounted to intimidating and/or bullying type behaviour in that you,

(a) Said to [Private], 'You should see me as a General and you are my soldiers and you should not discuss anything in the area with other managers and you answer to me' or words to that effect.

(b) Said to [Private] in November or December 2018 after she raised concerns about you with a colleague 'How dare you, I am your first port of call, you should have come to me' or words to that effect.

(c) Told [Private] in August 2018 to review all of [Private]'s cases because she 'wasn't good enough' as a social worker without providing any explanation or basis.

- (d) Said to [Private] around January 2019 that you had been told that [Private]'s attendance at work and attitude was poor and that she was not a team player or words to that effect.*
- (e) Said to [Private] when the incident at 1(d) arose and she had returned to work the following day, 'that's a dog, if it was your child you would have left it with someone else to take care of them.'*
- (f) Shouted at [Private] on a date in December 2018 asking where she was when you knew or ought to have known that she was working from home.*
- (g) Saw that [Private] was struggling physically when she came into the office following the incident at 1(f) and chose to ignore it.*
- (h) Were aggressive towards [Private] when she amended a note that you had made on one of [Private]'s casefiles and said 'how dare you?'*
- (i) Targeted [Private] and were overly critical about her work.*
- (j) Said to [Private] 'I am your manager, not your level or words to that effect.'*
- (k) Belittled [Private] in January 2019 in front of social workers whom she line managed by undermining her decisions during a meeting.*
- (l) Told [Private] around March 2019 that she could have a newly-recruited social worker in her team only if she agreed to accept 20 cases that needed re-allocating.*
- (m) Shouted at [Private] when she later approached you to speak to you about 1(l).*
- (n) Shouted at [Private] around March 2019 about why she had not informed you of the death of a daughter's colleague accusing her of withholding information from you.*
- (o) Told [Private] that everyone was against her and that she should be careful about what she told colleagues because she was black or words to that effect.*

- (p) Communicated with the Practice Managers during your time at the Council in a snappy manner.*
 - (q) Communicated with [Private] in a way that made her feel subordinate and as though you could speak to her as though she was nothing and could push her about.*
 - (r) Communicated with [Private] in a manner that was aggressive when discussing a service user.*
 - (s) Communicated with [Private] and other members of staff in a manner that was blunt and rude using words such as 'you listen to me.'*
 - (t) Targeted social workers that were sat working at their desk and in front of others would hover and question them until they were reduced to tears.*
 - (u) Re-allocated service users to a different social worker if the social worker questioned decisions that you made about the case including but not limited to the case of [Private] and [Private].*
 - (v) Said to [Private] in 2018 'if you wish to progress in your career, you should learn not to challenge me.'*
 - (w) Ignored [Private] more than once following a Head of Service meeting where she had interrupted you saying that an issue had already been addressed*
- (2) Between 1 September 2016 and 4 March 2019 whilst employed as an Area manager for Area 1 at Medway Council you asked [Private] to write a poor employment reference for a departing colleague without having good reason to do so.*
- (3) Your conduct set out in Allegation (2) was dishonest.*
- (4) Your conduct set out in Allegation (2) was an abuse of trust.*

Your conduct set out in Allegations (1), (2,) (3) and (4) amounts to misconduct.