

Social Worker: Jacqueline
Edmonds
Registration Number: SW109773
Fitness to Practise
Final Order Review Hearing:

Hearing Venue: Remote hearing

Date of hearing: 16 December 2024

Final Order being reviewed:
Conditions of practice order – expires 26 February 2026

Hearing Outcome:
Conditions of practice order varied – expires 26 February 2026

Introduction and attendees

1. This was an early review of an order originally imposed by a case examiner of Social Work England on 27 August 2024. The panel imposed a final order of conditions of practice for 18 months, which was a disposal signed by Ms Edmonds on 20 August 2024.
2. Ms Edmonds attended the review and was not represented. Ms Edmonds stated that she had been off ill from work but that she was fit and well enough to proceed with the hearing and wished for it to proceed.
3. Social Work England was represented by Ms Saiqa Aslam, counsel instructed by Capsticks LLP.

Adjudicators	Role
Sara Nathan	Lay Chair
Christine Moody	Social Work Adjudicator

Hearings Team/Legal Adviser	Role
Simone Ferris	Hearings Officer
Andrew Brown	Hearing Support Officer
Nathan Moxon	Legal Adviser

Preliminary matters – public / private hearing

4. The panel was satisfied that, pursuant to rule 37 and 38 of the Social Work England Fitness to Practise Rules 2019, parts of the hearing should be held in private.
[PRIVATE]

Review of the current order:

5. The final order review was decided in accordance with Part 5 of the Regulations, Schedule 2 paragraph 15(2) of the Regulations and Social Work England's Fitness to Practise Rules.

The allegations:

6. Ms Edmonds is employed by Wigan Council ("the Council") and referred herself to Social Work England on 17 October 2022 following her accepting a conditional

police caution on 30 August 2022 for two offences of common assault and an offence of entering an aircraft whilst drunk.

7. It was alleged that Ms Edmonds entered an aircraft whilst drunk at Manchester airport and when an effort was made to remove her, she lashed out and struck a member of the air crew. It was further alleged that she assaulted a custody officer at the police station.
8. In police interview she stated that she had little recollection of events. She was apologetic. Thereafter, however, she denied the allegations within submissions to Social Work England.
9. The regulatory concerns that were subject to the final order, are as follows:

“Whilst registered as a social worker:

1. On the 30 August 2022 you accepted a conditional police caution for:

- a. An offence of entering an aircraft drunk
- b. Two offences of common assault.

2. **[PRIVATE]**

The matters outlined in regulatory concern 1 amount to the statutory ground of conviction or caution.

[PRIVATE].

Your fitness to practise is impaired by reason of your conviction or caution

[PRIVATE].”

Case Examiners determinations:

10. **[PRIVATE]**

11. **[PRIVATE]**

12. The Case Examiners found that the behaviour resulting in the regulatory concerns could be remediated by demonstrating reflection and insight and by taking steps to address the underlying issues. They noted that, whilst she had accepted responsibility to the police, she had denied the allegations to Social Work England.

[PRIVATE] The Case Examiners therefore concluded:

*“...there is little evidence of insight and proper, meaningful reflection. The social worker’s submissions appear supercritical, lack consistency and are not supported by verifiable evidence. **[PRIVATE]** Given the absence of full insight and remediation, the case examiners are of the view that the risk of repetition is high”.*

13. It further considered that well-informed members of the public would be concerned if a finding of impairment were not made.

14. In considering appropriate sanction, the Case Examiners decide that the most appropriate sanction would be:

“...a conditions of practice order and decided this would provide a supportive framework within which the social worker could continue to practice. A conditions of practice order would provide oversight and monitoring, thus reducing the risk to the public. As the social worker is currently employed and appears to have a supportive employer, a conditions of practice order would seem to be workable and proportionate and would enable the social worker to work towards evidencing remediation.”

15. An 18-month order was considered appropriate as it would allow Ms Edmonds sufficient opportunity to develop full insight and to demonstrate remediation, **[PRIVATE]**.

16. Ms Edmonds responded to the proposed disposal, which included the proposed conditions of practice, on 15 November 2024. In that response she stated:

“I have read the case examiner 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”.

17. The following conditions were therefore imposed by consent from 27 August 2024 for a period of 18 months:

Condition 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.

Condition 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.

Condition 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.

Condition 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 and medical supervisor referred to in these conditions on request.

Condition 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.

Condition 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.

Condition 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.

Condition 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].

[PRIVATE] *Condition 9.*

[PRIVATE] *Condition 10*

[PRIVATE] *Condition 11*

[PRIVATE] *Condition 12.*

[PRIVATE] *Condition 13.*

[PRIVATE] *Condition 14.*

Condition 15. You must not work as an independent social worker and must only work as a social worker at premises where other social workers are employed.

Condition 16. You must not undertake any agency or locum posts of less than 3 months duration.

[PRIVATE] *Condition 17.*

Condition 18. 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 17, 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 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.

Condition 19. You must permit Social Work England to disclose the following conditions to any person requesting information about your registration status: 1 to 8, 15, 16 and 18.

Events thereafter:

18. There has been contact between Ms Edmonds and a Social Work England case review officer. Social Work England has also corresponded with Ms Edmonds' employer **[PRIVATE]**.

19. Ms Edmonds provided details of a supervisor by 2 September 2024 and also sent an email asking whether she was now considered fit to practise. A telephone conversation was undertaken between herself and the review officer on 4 September 2024 in which she said that she required more time to provide information. She said that she was not expecting the conditions. **[PRIVATE]** She expressed frustration with the process and said that she may stop working as a social worker. Following the end of that telephone call the case review officer emailed her on the same day to reiterate that Ms Edmonds had signed the Case Examiners' decision and accepted the terms of their proposal and so was expected to comply with all of the conditions of practice.

20. In a further telephone conversation between Ms Edmonds and the case review officer, on 11 September 2024, she stated that she did not understand the conditions and feels unsupported. She said that the conditions were unexpected. It was noted that she had signed to accept the conditions and she replied that she did not understand what she was signing. She disputed that there were issues with her practice. **[PRIVATE.]**

21. Following that conversation, on the same day, the case review officer emailed Ms Edmonds to say that there is no legal route to appeal the conditions given that she had agreed to them. Ms Edmonds replied to say that she feels that she had been set up to fail and would not continue to work in social work.

22. A 'Teams' meeting was undertaken between Ms Edmonds, the case review officer and her employer on 10 October 2024. During that meeting she was given guidance on what was expected of her. **[PRIVATE.]** Her employer said that they would provide financial support to comply with that condition, but Ms Edmonds then stated that

she was unwilling to comply. She reiterated that she had not known what she was signing for when she agreed to the disposal. She said that the allegations arose out of an isolated incident in her personal life. **[PRIVATE.]** Her employer confirmed that they had no issue with her practice.

23. **[PRIVATE]**

24. **[PRIVATE]**

Written Submissions:

25. Within the notice of hearing, dated 4 November 2024, Social Work England submitted that the panel should replace the conditions of practice order with a suspension order for the remainder of the term:

“As matters stand Social Work England has significant concerns in respect of the Social Worker’s level of insight, reflection and remediation. The Social Worker appears not to have accepted the findings of the Case Examiners albeit that she consented to the matter being dealt with by way of accepted disposal on 20 August 2024.

*In her communications with Social Work England following accepted disposal she continues to minimise the seriousness of the events that led to the making of the referral **[PRIVATE]***

At present there is little to no remediation by the Social Worker and given their recent correspondence the risk of repetition therefore remains high.

*Social Work England submits that given the Social Worker’s current position regarding the index events, **[PRIVATE]** it would not be possible to formulate conditions of practice which would meet the risks. Consequently the Panel are invited to replace the Conditions of Practice Order with a Suspension Order.”*

26. Ms Edmonds provided the following written submissions, dated 2 December 2024:

*Approximately 3 years ago I was travelling to gran Canaria **[PRIVATE.]** At the time we were just coming out of Covid and the airports were in a state of disarray such as, flights were being cancelled, there were long ques and delays. On the day we had spend long periods queuing, we had not eaten and decided to have a couple of prosecco’s. Our flight got delayed and I unintentionally had over the limit to fly. We were approached on the plane and asked to leave the flight and they informed my partner was intoxicated. **[PRIVATE.]** I was advised I was not following pilot orders and was ripped out of my seat by police. Escorted of the flight. Wrestled to the floor had my hands put in cuffs behind my back, whilst the police officer put his knee on my back. This caused me to become distressed as I could not breath. I asked if he could get up and he continued to lean on me. I continued to struggle to breath and started to kick out. Although did not actually assault anyone. Although, I felt wrongly treated on the day and the fact I lost my*

holiday, my luggage and my money. I accepted guilt and accepted a conditional caution. The reason Accepted this was due to the fact I did not feel strong enough to be taken through court proceedings [PRIVATE.] I have been open and honest through out and have informed both my management and self-referred to social work England. The investigation has been ongoing for approx. 3 years and is causing me a significant amount of distress. Despite this I have managed to maintain my mental wellbeing and fitness to practice. My management can also vouch for this.

I am seeking for the investigation to be brought to a close with no conditions or restrictions attached. As I feel that throughout the 3 years investigation I have more than demonstrated my fitness to practice. As I have not been under any suspension, capabilities, restrictions or had any sick leave over the investigation period. There has also been no further incidents. Apparently, I recently signed an accepted disclaimer but I had no understanding what this was and it was not explained to me. On going through the 19 conditions with my management, it has come to our attention that I would be unable to fulfil my role. Particularly under condition 15. As I am a hospital social worker, an Approved mental health professional and I also cover the emergency duty team. All of which I would not be able to fulfil if I was working from a registered office full time. [PRIVATE.] The conditions have made me feel oppressed, [PRIVATE], preventing me from professional development and breaching my article 5 and 8 Human Rights.

[PRIVATE]

Evidence:

27. The panel had regard to the bundles of documents which contained the Case Examiners' report and relevant correspondence thereafter. It also noted that Ms Edmonds had been subject to a complaint made by a service user in September 2024 and communicated to Ms Edmonds on 7 October 2024.
28. The panel heard oral evidence from Mark Shorrocks. He stated that he is a principal social worker and mental health lead at the Council and was previously Ms Edmonds' line manager until about March 2024. He knows Ms Edmonds' practice well, having worked with her for 5-6 years and being her direct line manager for up to four years. He understands the background of the regulatory proceedings, and had originally advised Ms Edmonds to self-refer. [PRIVATE.] She works as a social worker and one day a week works as an AMHP. There have been no concerns about her AMHP practice, which he continues to oversee.
29. He said that she is dedicated, committed and knowledgeable, particularly in relation to legislation. She will challenge other professions when appropriate. She is a core member of the small hospital social work team and the AMHP service.
30. Mr Shorrocks said that he has read the Case Examiners' decision and the conditions. He cannot recall Ms Edmonds sharing the report with him before she agreed to the

conditions. He accepted that the incident that gave rise to the police caution was “*of concern...a concerning incident*” but he had not seen repetition of the alleged behaviour or anything otherwise affecting her work.

31. Mr Shorrocks said that Ms Edmonds is embarrassed by the incident and had found it difficult to rationalise. He understands the concerns that Social Work England have about her level of insight and reflection. **[PRIVATE.]**
32. Mr Shorrocks is aware that Ms Edmonds has been made subject to a complaint, dated 18 September 2024, that she was notified about on 7 October 2024. He said that it was perhaps something that the Council could have notified Social Work England about earlier, rather than Ms Edmonds being required to do so, especially as she had been on annual leave at the time.
33. Ms Aslam outlined Social Work England’s argument that the conditions of practice are not workable and should be replaced with a suspension order. Mr Shorrocks replied that, given Ms Edmonds had accepted the conditions, the Council would expect her to comply with them. He said that the Council’s preferred outcome of the review was revised conditions. The Council would be happy for Ms Edmonds to continue her employment with the Council whilst subject to amended conditions.
34. The panel heard evidence from Ms Edmonds **[PRIVATE]** and was managing a busy workload. **[PRIVATE.]** She said that she was “*ripped off*” the plane by a six-foot officer and she had lashed out. She denies that she assaulted anyone and said that she had only accepted the caution as she did not “*have the strength*” to fight the allegation or to face the potential financial penalty from the aviation authority. She said that these should all be considered as mitigating circumstances. **[PRIVATE.]**
35. During cross-examination, she stated that she does not accept that her fitness to practise remains impaired.
36. She agreed that the caution received could impact upon public confidence in the social work profession and accepted that her fitness to practise may have been impaired at that time **[PRIVATE]**. She is remorseful. **[PRIVATE]**.
37. **[PRIVATE]**.
38. **[PRIVATE]**.
39. **[PRIVATE]**.
40. **[PRIVATE]**.
41. **[PRIVATE]**.
42. In relation to the complaint received by the Council from a service user in September 2024, Ms Edmonds accepted that she received it on 7 October 2024 and did not bring it to the attention of Social Work England. **[PRIVATE.]** She was not accessing her emails but she had spoken to her supervisor who told her that she had notified Social Work England.

43. Ms Edmonds stated that, when the conditions were imposed, she did not understand that they were conditions. She believes that she was set up to fail.
44. Ms Edmonds was asked by the panel what conditions she believed were unworkable and she said that it was the majority and that she feels “*entrapped*”. Having to disclose them restricts her professional development and she is unable to obtain new roles. She said that she feels like she had been left to her own devices for three years and that conditions should have been imposed on her far earlier: she is in a different place in her life now. She would prefer not to have any conditions imposed but would have them as a preference over suspension as she loves her job. She said that any conditions “*would have to be more realistic*”.

Oral Submissions:

45. At the outset of the hearing Ms Aslam stated that a number of conditions have proved to be unworkable. **[PRIVATE.]** Further, whilst condition 6 requires Ms Edmonds to notify Social Work England of any complaints, she failed to notify of a complaint by a service user that was submitted on 7th October 2024. **[PRIVATE.]**
46. In closing submissions, Ms Aslam argued that the evidence has crystallised the position of Social Work England that a more restrictive sanction be imposed in light of the lack of insight, remediation or reflection. She accepted that there was a lapse of time between the index incident and the imposition of conditions, but that was due to the requirement of a fair and full investigation. She said that there had been no change of circumstances since the index incidence and the Case Examiners’ decision and that Ms Edmonds’s fitness to practise remains impaired and that a restriction is required to protect the public and wider public interest.
47. **[PRIVATE.]**
48. Ms Aslam reminded the panel that Ms Edmonds denies the need for conditions and does not believe they are workable. She is only stating a willingness to comply with them so as to avoid suspension. She had failed to comply with the condition to notify Social Work England of the complaint that she was notified of on 7 October 2024. Whilst she says that she was off work after 7 October 2024, she told the panel that it was at a time after that date that she commenced her leave and was unable to say how long after.
49. **[PRIVATE.]**
50. In response, Ms Edmonds stated that given the lapse of time, and the fact that the incident was isolated, it cannot properly be said that there is a risk of repetition. She has practised in social work since that incident without regulatory concerns save for the one complaint in October 2024. She has started to undertake AMHP practice educator work and undertake emergency duty work.
51. **[PRIVATE]**

52. [PRIVATE]

53. [PRIVATE]

Early review of the final order:

54. The panel was satisfied that the requirements for an early review have been met, namely new evidence relevant to the order has become available after the making of the order. That new evidence is Ms Edmonds, having agreed to the conditions of practice, now saying that she is unwilling to comply.

Decision and reasons on current impairment:

55. The panel was reminded by the legal adviser that the Social Work Regulations 2018 do not provide a right of appeal against a disposal agreed between the Case Examiners and social worker and that, in any event, appeals are brought before the High Court and not a panel of adjudicators. The hearing was therefore not to be treated as an appeal but instead as a review of the order in light of Ms Edmonds' expression that she is unwilling to comply with the conditions that she had previously agreed.

56. In considering the question of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances. It took into account the decision of the Case Examiners. However, it exercised its own judgement in relation to the question of current impairment.

57. The panel had regard to all of the documentation before it, including the decision and reasons of the Case Examiners. The panel also took account of the written submissions.

58. The panel heard and accepted the advice of the legal adviser. In reaching its decision, the panel was mindful of the need to protect the public and the wider public interest in declaring and upholding proper standards of behaviour and maintain public confidence in the profession.

59. The burden is upon Ms Edmonds to provide evidence and information to show development of insight and remediation and she has not done so sufficiently. She has been inconsistent as to whether she accepts the wrongdoing that she previously admitted to the police, when accepting the caution, and to Social Work England, when accepting the Case Examiners' decision. Her argument that she did not understand what she was agreeing to when she accepted the conditions is surprising given that she is an educated professional who, in her work as a social worker, will be adept at reading and understanding documents and the consequences of her actions. The panel noted that thereafter she has been provided support by Social Work England, as evidenced by the substantial communication between herself and the case review officer. She has continued to engage with her regulator throughout.

60. The early review is necessary because Ms Edmonds has expressed that she had not been able to comply with all of the conditions of practice order, despite having agreed to that disposal. **[PRIVATE]**
61. Further, in light of the lack of evidence of developing insight and remediation, together with Ms Edmonds's lack of willingness to adequately comply with the conditions, the panel concluded that members of the public would be concerned if her fitness to practise was not found to be impaired and that such a finding would undermine public confidence in the profession. Such a finding would similarly fail to uphold professional standards.
62. In reaching those decisions, the panel reminded itself that Mr Shorrocks, who knows Ms Edmonds' practise and who is extremely supportive of her skills as a social worker, agrees that her fitness to practise remains impaired until she addresses the issues outlined by the Case Examiners.

Decision and reasons on sanction:

63. Having found Ms Edmonds' fitness to practise is currently impaired, the panel then considered what, if any, sanction it should impose in this case.
64. The panel considered the submissions made on behalf of Social Work England. The panel also took into account the Impairment and Sanctions Guidance published by Social Work England.
65. The panel was mindful that the purpose of any sanction was not to punish Ms Edmonds, but to protect the public and the wider public interest. The public interest includes maintaining public confidence in the profession and Social Work England as its regulator and upholding proper standards of conduct and behaviour.
66. The panel applied the principle of proportionality by weighing Ms Edmonds's interests with the public interest and by considering each available sanction in ascending order of severity.
67. The panel considered that taking no action, or issuing advice or a warning, would not adequately reflect the serious nature of Ms Edmonds's misconduct. They would not adequately protect the public as they would not restrict her practice. The panel had assessed there to be a real and present risk of repetition, and so considered that the public cannot currently be adequately protected unless Ms Edmonds's practice is restricted.
68. The panel took into account paragraph 76 of the Guidance, which states:

"In some cases, the decision makers may determine that the social worker's impairment poses a current risk to public safety. If so, it may be reasonable to move beyond the lower sanctions (no action, advice or a warning) on this basis alone. This is because these outcomes will not address the risk to the public as they do not restrict the social worker's practice."

69. Further, taking no action, or issuing advice or a warning, would not maintain public confidence in the profession or promote proper professional standards in light of the particularly serious nature of the misconduct.
70. The panel next considered whether a conditions of practice order would be sufficient to protect the public and wider public interest. The panel noted paragraph 114 of the Guidance which provides that conditions of practice may be appropriate in cases where the failure is capable of being remedied and the social worker has demonstrated insight.
71. Whilst there has been a failure by Ms Edmonds to demonstrate developed insight, she has expressed a degree of regret and remorse and acknowledged that the caution was such that would have undermined public trust in the social work profession. The panel has identified the potential in Ms Edmonds to develop the level of insight and to reflect upon the regulatory concerns.
72. Further, and materially, the panel noted that Ms Edmonds has no history of regulatory concerns, either before or after the police caution. Her practice has been praised by Mr Shorrocks who has no concerns about her ability as a social worker. Since the index incident, she has progressed in her career which includes working as an AMHP practice educator. She has demonstrated a commitment towards her social work practice which is consistent with Mr Shorrocks's evidence that she is a "*dedicated, committed and knowledgeable*" social worker. The panel found his evidence to be particularly balanced and helpful.
73. For those reasons, the panel was satisfied that conditions of practice would be appropriate and proportionate to protect the public and wider public interest, whilst also ensuring that Ms Edmonds can continue to service the public and utilise her skills and benefit for the good of service users.
74. The panel concluded that the suspension order sought by Social Work England would be disproportionate in these circumstances where:
- i. There are no previous or subsequent regulatory concerns;
 - ii. The index incident is of significant age;
 - iii. There has been the development of some limited insight;
 - iv. Ms Edmonds has the support of her manager who states there is no concern over her practice; and
 - v. She has demonstrated a commitment to social work.

75. **[PRIVATE]**

76. The panel therefore varies the conditions of practice order to read as follows, with expiry to remain on 26 February 2026:

Condition 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.

Condition 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.

Condition 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.

Condition 4. You must provide reports from your reporter to Social Work England every 6 months and at least 14 days prior to any review.

Condition 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.

Condition 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.

Condition 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.

Condition 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].

[PRIVATE] *Condition 9.*

[PRIVATE] *Condition 10.*

[PRIVATE] *Condition 11.*

Condition 12. You must provide, by 1 May 2025, a reflective piece detailing your understanding of the impact of your behaviour that led to the caution on public confidence in social workers and the reputation of the profession.

Condition 13. You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at 1 to 12, above:

- 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 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.

Condition 14. You must permit Social Work England to disclose the following conditions to any person requesting information about your registration status: 1 to 8, 12 and 13.

77. The conditions of practice order will be reviewed before it is due to expire. During that review the burden will be upon Ms Edmonds to show that her fitness to practise is no longer impaired.
78. These conditions have not been reached by agreement. They have been decided as appropriate and proportionate by the panel of adjudicators and the expectation is that they are complied with by Ms Edmonds fully.
79. Ms Edmonds must understand that if she fails to comply with the conditions, it is highly unlikely that her fitness to practise will be considered to be anything other than impaired. Ms Edmonds has access to a case review officer if for any reason she does not understand a condition. The panel is satisfied that the conditions have been worded in a manner that can be understood by a person of Ms Edmonds' education and professional experience.
80. Similarly, the burden is upon Ms Edmonds to read fully and carefully this determination, the conditions of practice and all subsequent documentation from Social Work England and Capsticks about the fitness to practice proceedings,

including the review before the order is due to expire. The next panel may consider failure to do so to be an indication of a lack of insight and / or remediation.

Right of appeal:

81. Under Paragraph 16(1)(b) of Schedule 2 of The Social Workers Regulations 2018 (as amended), the social worker may appeal to the High Court against:

- the decision of adjudicators:
 - i. to make an interim order, other than an interim order made at the same time as a final order under paragraph 11(1)(b),
 - ii. not to revoke or vary such an order,
 - iii. to make a final order,
- the decision of the regulator on review of an interim order, or a final order, other than a decision to revoke the order.

82. Under Paragraph 16(2) of Schedule 2 of The Social Workers Regulations 2018 (as amended) an appeal must be filed before the end of the period of 28 days beginning with the day after the day on which the social worker is notified of the decision complained of.

83. Under Paragraph 15(2A) of Schedule 2 of The Social Workers Regulations 2018 (as amended), the decision of a review under sub-paragraph (2) takes effect from the date on which the regulator completes the review notwithstanding any appeal against that decision.

84. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

85. Under regulation 15(1), 15(2) and 15(3) of Schedule 2 of The Social Workers Regulations 2018 (as amended):

- 15(1) The regulator must review a suspension order, or a conditions of practice order, before its expiry.
- 15(2) The regulator may review a final order where new evidence relevant to the order has become available after the making of the order, or when requested to do so by the social worker.
- 15(3) A request by the social worker under sub-paragraph (2) must be made within such period as the regulator determines in rules made under Regulation 25(5).

86. Under Rule 16(aa) of the Fitness to Practise Rules 2019 (as amended), a social worker requesting a review of a final order under paragraph 15 of Schedule 2 must make the request within 28 days of the day on which they are notified of the order.

The Professional Standards Authority

87. Please note that in accordance with section 29 of the National Health Service Reform and Health Care Professions Act 2002, a review decision made by Social Work England's panel of adjudicators can be referred by the Professional Standards Authority ("the PSA") to the High Court. The PSA can refer this decision to the High Court if it considers that the decision is not sufficient for the protection of the public. Further information about PSA appeals can be found on their website at:

<https://www.professionalstandards.org.uk/what-we-do/our-work-with-regulators/decisions-about-practitioners>