



Social worker: Martha Marawu

Registration number: SW109963

Fitness to Practise

Final Order Review Hearing

Date of meeting: 01 October 2025

Hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 12 November 2025)

Hearing outcome:

Revoke the conditions of practice order with immediate effect

Introduction and attendees:

1. This is the second review of a final conditions of practice order originally imposed for a period of 12 months by case examiners on 10 May 2024 following an accepted disposal. At a review on 1 April 2025, the previous reviewing panel determined that the existing conditions of practice should be varied and extended for a further 6 months making them due to expire on 12 November 2025.
2. Miss Marawu attended and was not represented.
3. Social Work England was represented by Ms Aslam, case presenter instructed by Capsticks LLP.

Adjudicators	Role
Gill Mullen	Chair
Christine Anne Rice	Social worker adjudicator

Hearings team/Legal adviser	Role
Jo Cooper	Hearings officer
Chiugo Eze	Hearings support officer
Sinead Roberts	Legal adviser

Service of notice:

4. Notice of this hearing was sent to Miss Marawu by email to an address provided by Miss Marawu namely their registered address as it appears on the Social Work England Register).
5. The panel of adjudicators had careful regard to the documents contained in the final order review service bundle as follows:
 - A copy of the notice of the final order review hearing dated 26 August and addressed to Ms Marawu at their email address which they provided to Social Work England;
 - An extract from the Social Work England Register detailing Ms Marawu's registered address;
 - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 26 August 2025 the writer sent by email to Ms Marawu at the address referred to above: notice of hearing and related documents;
6. Having had regard to Rules 16, 44 a (iii) , 44 b (iii) and 45 and all of the information before it in relation to the service of notice, the panel was satisfied that notice of this hearing had been served on Ms Marawu in accordance with the Social Work England Fitness to practise rules 2019 (as amended).

Preliminary matters:

7. During an initial discussion between the legal adviser, Ms Aslam and Miss Marawu, prior to the commencement of the hearing it became apparent that the bundles provided to the panel, legal adviser and Miss Marawu were incomplete, there was therefore a slight delay in starting the review hearing to ensure that all parties had the same papers.
8. Ms Aslam made an application for part of the hearing to be held in private. The panel accepted the advice of the legal adviser that the starting position for fitness to practise hearings is that they shall take place in public. However, in accordance with rule 32 (a) of Social Work England Fitness to Practise Rules 2019 (as amended) a panel may regulate their own proceedings and conduct hearings in the manner they consider fair, this may include determining whether a hearing, or part of it should take place in private.
9. The panel was advised that in determining whether to conduct a hearing or part of a hearing in private regard should be had to the physical or mental health of the social worker and any special category data which it may not be proportionate to make public.
10. The panel determined that the hearing should proceed partly in private [PRIVATE].

Review of the current order:

11. This final order review hearing is taking place under Paragraph 15(1) of Schedule 2 of The Social Workers Regulations 2018 (as amended) and Social Work England's Fitness to Practise Rules 2019 (as amended).
12. The purpose of this review is to review the current order, which is due to expire at the end of 12 November 2025. The order subject to review is a conditions of practice order, the conditions of which are as follows:

"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.

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 and can be the same person as your workplace supervisor.

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 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].

9.a. 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 yourself, and agreed by Social Work England. The workplace supervisor 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.

10. You must provide reports from your workplace supervisor 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 reporter referred to in these conditions on request.

11. a. You must make arrangements for an audit to be carried out by your workplace supervisor in relation to timeliness of assessments. The audit must be signed by your workplace supervisor.

b. You must provide a copy of this audit to Social Work England every 3 months and at least 14 days prior to any review or, alternatively, confirm that there have been no such cases.

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.”

The allegations which resulted in the imposition of the final order by way of accepted disposal were as follows:

13. Whilst registered as a social worker, on or around 02 November 2021, you:

1.1 Did not see child M as part of a section 47 enquiry.

1.2 Did not escalate to your manager that there were difficulties in arranging to see child M.

2. Whilst registered as a social worker, on or around 02 November 2021, you:

2.1 Recorded in a contact record that you had seen child M when this was not the case.

2.2 Recorded in the section 47 assessment that you had seen child M when this was not the case.

3. Your conduct at RC2 was dishonest.

4. Whilst registered as a social worker, on or around 04 November 2021, you:

4.1 Did not write to a family to request consent and advise that you were visiting their child (B).

4.2 Met with child B without parental knowledge or consent.

5. Whilst registered as a social worker you did not perform your role to the required standard in that you:

5.1 did not complete assessments in necessary timescales

5.2 did not conduct visits in necessary timescales and/or at all.

The above amount to the statutory ground of misconduct.

The previous final order review panel on 1 April 2025 determined the following with regard to impairment:

14. The case examiners recognised Miss Marawu's depth of insight and learning from past errors. However, since she hadn't practised since August 2022 she had not had the opportunity to demonstrate that she wouldn't repeat dishonest behaviour or falsify records, therefore they found a risk of repetition. The previous panel noted that Ms Marawu had continued to demonstrate insight and remorse, recognising that her actions could have put children at risk of harm.
15. The previous panel noted that Miss Marawu's workplace reporter had made positive comments, confirming that Miss Marawu, "seeks and receives clear and direct management instructions to ensure that she is seeking parental consent to agency checks and to seek management support if she does not understand something". Ms Marawu was also engaging in reflective practice with a private educator and receiving regular supervision.
16. Miss Marawu had been able to produce positive third party testimonials complimenting her practice. The panel further noted that whilst the team Miss Marawu was based in was described as "fast paced and intense" she was performing well, there had been no repetition of the behaviours that led to the concerns and no issues with Miss Marawu maintaining a work life balance.
17. The panel determined that Miss Marawu had remediated the concerns, so a finding of personal impairment was not appropriate. However, when considering the public element the panel noted that whilst Miss Marawu had worked without incident, she had only been in her social work role for a relatively short period of time and was still in her probationary period.
18. The panel concluded that Miss Marawu's previous actions had the potential to undermine public confidence in the social work profession and therefore the public would expect restrictions to be in place for a longer period of time to enable her to

demonstrate that she will not repeat her previous behaviours, the panel therefore found her to be impaired on the public component.

The previous final order review panel on 1 April 2025 determined the following with regard to sanction:

19. Having found Miss Marawu's fitness to practise to be impaired, the panel then considered sanction noting the purpose of any sanction was not to punish Miss Marawu, but to protect the public and the wider public interest.
20. Having found impairment on the public component the panel considered sanctions which would restrict the social worker's practice. The panel referenced the sanctions guidance which suggests that the panel may "*be reasonable to move beyond the lower sanctions (no action, advice or a warning) on this basis alone*". Therefore, the sanctions of no further action, advice or a warning were considered inappropriate on the basis that these outcomes would not restrict practice and therefore maintain public confidence in the profession and Social Work England as its regulator and by upholding proper standards of conduct and behaviour.
21. The panel took the view that the deficiencies identified with Miss Marawu's practice were capable of being remedied and was satisfied that the previous conditions of practice order had provided evidence that Miss Marawu is able and willing to comply with conditions and engage with supervision and Social Work England.
22. The panel determined that a varied conditions of practice order for a period of a further six months would provide sufficient time for Miss Marawu to demonstrate consistently the social work skills that would satisfy the public component of impairment as found by the panel. The panel considered that this additional time would also enable Miss Marawu to complete her probationary period.
23. The panel considered that the previous requirement for evidence of continued professional development was satisfied and so was no longer required. The panel therefore varied the existing conditions of practice to remove the need for evidence of continued professional development and extended the order for a further period of six months.

Social Work England submissions:

24. The panel today heard submissions from Ms Aslam as to the background and the previous panel's findings in relation to impairment and sanction.
25. Ms Aslam emphasised the following:
26. It is no longer necessary or proportionate to continue to restrict Miss Marawu's practice on the following basis:
27. The previous panel was satisfied that Miss Marawu had remediated to a considerable extent but noted that she had only been in a social work role for a relatively short period

of time. Miss Marawu has continued to work in that role and by the time of this review has had a further 6 months in that role.

- 28. Miss Marawu has continued to work with Social Work England and has complied with all the conditions.
- 29. Reports from Miss Marawu's employer have been positive and supportive, whilst there have been changes in supervisor there have been no concerns relating to Miss Marawu's compliance with the conditions imposed by the last panel.
- 30. Social Work England had been concerned to learn that there had been 3 complaints received in respect of Miss Marawu in June 2025. However, Miss Marawu's employers were satisfied that further investigation of these was not necessary. They also stated that it is common for social workers in her role to receive complaints and cited personal difficulties at that time that Miss Marawu was dealing with.
- 31. [PRIVATE]
- 32. Social Work England therefore invited the panel to consider that there was sufficient evidence of remediation and accordingly the conditions of practice order may be revoked with immediate effect.

Social worker submissions:

- 33. Miss Marawu chose not to give evidence but made the following submissions:
- 34. [PRIVATE]
- 35. Miss Marawu explained how difficult it has been working under intense scrutiny, but was appreciative of the support she had been given by her managers.
- 36. Miss Marawu finds her current work in the MASH team very difficult and challenging but feels that she has grown in this team and has been able to tap in to additional expertise due to the team structure which brings her in to contact with lots of different managers. Miss Marawu hopes to stay working in the MASH team for now.
- 37. Miss Marawu does not believe that she is impaired or would pose a risk to the public if allowed to work without restriction.

Panel decision and reasons on current impairment:

- 38. 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 previous panel and the case examiners. However, it has exercised its own judgement in relation to the question of current impairment. The panel also took into account Social Work England's 'Impairment and sanctions guidance'.
- 39. The panel had regard to all of the documentation before it, including the decision and reasons of the case examiners and the previous review panel and the documentation in

the bundle this included the positive testimony from managers, Miss Marawu's reflections on the incident, her continued professional development, workplace and audit reports from her current employer. The panel also took account of the submissions made by Ms Aslam on behalf of Social Work England and those made by Miss Marawu.

40. 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.
41. The panel received and accepted legal advice in respect of impairment. The panel was reminded that the issue of impairment was a matter of judgement for the panel and that it was necessary to have regard to the personal and public components together with the wider public interest. The wider public interest includes protecting service users, protecting public confidence in the profession and the regulatory process and declaring and upholding proper standards of conduct and behaviour.
42. Whilst there is no statutory definition of impairment of fitness to practise the panel was directed to a number of cases containing judicial guidance on the matter of impairment including *CHRE v NMC & Grant* [2011] EWHC 927 (Admin).

"In determining whether a practitioner's fitness to practise is impaired by reason of misconduct, the relevant panel should generally consider not only whether the practitioner continues to present a risk to members of the public in his or her current role, but also whether the need to uphold proper professional standards and public confidence in the profession would be undermined if a finding of impairment were not made in the particular circumstances".

In addition, the panel was further directed to the test formulated by Dame Janet Smith in her Fifth report from Shipman which is set out below.

"Do our findings of fact in respect of the doctor's misconduct, deficient professional performance, adverse health, conviction, caution or determination show that his/her fitness to practise is impaired in the sense that s/he:

a. has in the past acted and/or is liable in the future to act so as to put a patient or patients at unwarranted risk of harm; and/or

b. has in the past brought and/or is liable in the future to bring the medical profession into disrepute; and/or

c. has in the past breached and/or is liable in the future to breach one of the fundamental tenets of the medical profession; and/or

d. has in the past acted dishonestly and/or is liable to act dishonestly in the future

43. The panel first considered whether Miss Marawu's fitness to practise remains impaired.

44. The panel noted that the last panel found Miss Marawu to be impaired on the public element only, as they had been satisfied that Miss Marawu had effectively remediated the initial concerns, so a finding of personal impairment was not appropriate. The panel shared the views of the previous panel and case examiners that Miss Marawu had demonstrated insight and sufficient remediation to mean that a finding of personal impairment was not necessary.
45. The panel noted that Miss Marawu had effectively complied with the previously imposed conditions of practice orders and fully co-operated with Social Work England. Miss Marawu's management reports had been very positive and demonstrated that she was proactively addressing the areas she needed to focus on. The reports evidenced that Miss Marawu had developed her skills and appeared to have a greater understanding of the requirements of her role.
46. [PRIVATE]
47. The panel was satisfied that a member of the public reading the reports from Miss Marawu's managers would be satisfied that she had been able to effectively remediate and improve her practice to a sufficient level to no longer pose a risk to the public, or require the level of scrutiny on her actions necessary when subject to conditions of practice. The panel was reassured that since the last review Miss Marawu had been able to demonstrate that she was able to perform effectively in her role successfully passing her probationary period. Furthermore, the reports provided by her managers and audits of her files were consistently positive, recording that Miss Marawu was able to deal with cases in a timely way with "pace and purpose", she produces "good quality work", was able to meet deadlines, where possible, and where not possible was able to appropriately escalate this to managers.
48. The most recent workplace report of 17 September 2025 was made at a time her managers were aware of the [PRIVATE] but they were unanimous in stating that having worked with Miss Marawu, they considered her to be fit to practise without restriction. The panel was impressed by the managers' comments in relation to Miss Marawu's upward trajectory which highlighted Ms Marawu's commitment to families, their wellbeing and the safeguarding of children.
49. The panel considered that having worked for her employer for a longer period Miss Marawu had been able to demonstrate that she had sufficient insight and was confident that there would not be a repeat of her previous behaviours if faced with a similar situation in the future. The panel considered that Ms Marawu had recognised her mistakes and via her practice reflections and submissions demonstrated that she has been able to learn from these and to make positive changes to her behaviour. By way of example, it is clear from the audit reports and her managers' reports that she now escalates any necessary matters to managers, such as if she hasn't been able to contact families or isn't confident that adequate safe planning is in place, and thus ensures that children are kept safe. Miss Marawu is now able to meet deadlines and where this is not possible, Miss Marawu is able to escalate and seek help from her

managers. Her managers state that Miss Marawu has learnt to be open and honest and her work is transparent. She has shown integrity and trustworthiness.

50. The panel considered that a well-informed member of the public, aware of the steps Miss Marawu has taken, the positive evidence of their current practice and Social Work England's ongoing scrutiny, would not consider that confidence in the profession would be undermined by revoking the order. On the contrary, revocation demonstrates that the regulatory process is proportionate and responsive to the evidence of remediation. Accordingly, the panel found that Miss Marawu's fitness to practise is no longer impaired on public interest grounds.

Decision and reasons:

Revoke the conditions of practice order with effect immediately

51. The panel concluded that the conditions of practice should be revoked with immediate effect on the basis that Ms Marawu's fitness to practise is no longer impaired because she had demonstrated sufficient evidence of remediation.
52. Miss Marawu has shown sustained insight (initially recognised at the case examiner stage) into the impact of her behaviour and has recognised that it was wrong and the potential impact it could have had. The panel considered the underlying concern in relation to Miss Marawu's conduct has now been remediated.
53. The panel was satisfied that Miss Marawu has taken positive steps to reflect and remediate on the concerns. References from Miss Marawu's managers provide credible, independent assurance of Miss Marawu's current competence and safe practice.
54. There has been evidence in the form of workplace and reports that Miss Marawu has been able to work effectively in a social work role for a sustained period and her managers, together with Social Work England do not consider that a restriction on her practice is necessary.
55. There has been no repetition of the behaviour and the risk of a similar incident occurring in future is low.
56. The panel considered allowing the current order to lapse on expiry but concluded that continuing the order and maintaining conditions beyond the hearing would be disproportionate on the basis that there was no continuing impairment or risk to the public. The panel therefore determined that the current order should be revoked with immediate effect.

The Professional Standards Authority

57. 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>