

Social Worker: Angela Joyce Parr

Registration Number: SW141343

Fitness to Practise

Final Order Review Hearing:

Date of Hearing: 13 October 2025

Hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 23 November 2025)

Hearing outcome:

Extend the current conditions of practice order for a further 12 months with effect from the expiry of the current order

Introduction and attendees

1. This was the first review of an order originally imposed by case examiners of Social Work England on 21 May 2024. The panel imposed a final order of conditions for 18 months, which was a disposal agreed with Ms Parr.
2. Ms Parr attended the hearing unrepresented:-
3. Social Work England was represented by Ms Saiqa Aslam, counsel instructed by Capsticks LLP.

Adjudicators	Role
Karen McArthur	Lay Chair
Jill Wells	Social Work Adjudicator

Hearings Team/Legal Adviser	Role
Poppy Muffett	Hearings Officer
Ruby Wade	Hearings Support Officer
Nathan Moxon	Legal Adviser

Review of the current order:

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

The allegations:

5. The regulatory concern that was subject to the final order is as follows:

“Whilst registered as a social worker:

1) You failed to handle confidential information in line with the law in that you disclosed confidential information about Person A without a legitimate or professional reason to do so.

The matters outlined in regulatory concern 1 amount to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct.”

6. In summary, that Ms Parr was the social worker of Person A's child. Ms Parr shared confidential information about Person A's mental health to a person she believed to be Person A's employer. Ms Parr accepts calling Person A's work to report to her that her child had gone missing. Ms Parr accepts that, during the conversation with the person who answered the call, who she believed to be Person A's employer, she disclosed details of Person A's mental health condition.

7. The data breach was deemed serious by Ms Parr's employer and the Information Commissioners Office were notified.
8. The case examiners noted that Ms Parr had previously received relevant training in respect of information governance.

Case Examiners' determinations:

9. The case examiners found that Ms Parr's actions breached the following standards within Social Work England Professional Standards (2019):

"I will:

2.6 Treat information about people with sensitivity and handle confidential information in line with the law.

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

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

10. In concluding misconduct, the case examiners noted that social workers are entrusted with highly sensitive data. They noted that it is essential that the public can trust that this information will only be shared when a social worker has a legitimate, professional reason to do so. As such, Ms Parr's actions were a serious departure from professional standards.
11. In concluding impairment, the case examiners noted that Ms Parr was undergoing her Assessed and Supported Year in Employment but that this should have increased her caution over sharing confidential information without managerial guidance. It also noted that Ms Parr had received data protection training. Whilst Ms Parr provided lengthy reflections, she has not adequately acknowledged that confidential information was shared without authority. The case examiners noted that it is unclear that Ms Parr fully accepts that her actions were wrong. She has not said what she would do differently in the future.
12. In concluding that there remains a risk of repetition, the case examiners noted the limited remediation, developing insight and lack of strategies to manage future risk.
13. Further, the case examiners concluded that breaching confidentiality goes to the heart of public confidence in the social work profession. Breaching confidentiality has the potential of undermining the public's trust and confidence in the social work profession. Members of the public would expect action to be taken by the regulator.
14. The case examiners concluded that a conditions of practice order would be appropriate as there was some reflection provided by Ms Parr which indicates a foundation for further insight and remediation. Workable conditions can be formulated to support Ms Parr and an 18-month period would allow her sufficient time to demonstrate strengthened practice within a full appraisal cycle.

15. The case examiners noted that Ms Parr did not accept the regulatory concern and did not accept that her fitness to practise was impaired. However, they noted that Ms Parr accepted having disclosed information relating to Person A's mental health to another, as alleged.
16. Upon being notified of the proposal, Ms Parr completed a response form on 15 April 2024, which included the following declaration:

"I have read the case examiners' decision and the accepted disposal guide. I admit the key facts as 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 and accept them in full."

Subsequent events:

17. Ms Parr has been working as a social worker for Lancashire and South Cumbria NHS Foundation Trust. Following complaints received about her, she was suspended from 10 April 2025 to 9 June 2025. Four complaints were upheld, as outlined to Ms Parr within a letter to her from her employer, dated 24 June 2025:

"1. During supervision, making threats about a member of staff G.J. where initially she advised she would stab member of staff, then correcting to say that she did not say stab, but slap GJ.

We discussed during the meeting that it was evident that an inappropriate comment had been made by you about your colleague GJ. The comment was made to DZ and you have admitted saying you would 'slap' GJ. The fact find found that DZ had originally thought you had used the word 'stab' however had then apologised during your meeting with her as she may have misheard you. You advised during the fact find process and during our meeting, that at the time you [PRIVATE]. I am confident that you are aware of the appropriate route to raise any concerns in this respect so matters can be dealt with appropriate. Furthermore, I am satisfied that following our discussions you are aware that the comment that you made was highly inappropriate and against Trust values and behaviour expectations.

2. Altering the patient care plan and signing the consent without the consent of the patient, who had previously requested that A.P. did not have future contact with the patient.

By your own admission you altered the patients care plan without their consent to do so. You had done this following a conversation with the patient's brother and to assist the patient, there was no evidence to suggest that this had been done with intent to cause harm or upset. However, it is against practice and guidelines and on this occasion, it did cause upset to the patient as they were not aware that any changes to their care plan were taking place until they received the revised plan in the post.

There was no evidence to suggest that you had been advised not to have any contact with the patient prior to altering their care plan.

There had been a further allegation that you had potentially breached confidentiality due to sharing of information to the patient's brother without informed consent. However, whilst as stated above you had altered the care plan without consent, there was no evidence to suggest that you had breached confidentiality whilst doing so. You had listened and received information that informed the updates to the care plan but had not shared any personal information.

3. Unprofessional conduct and response following the conversation with TL about the breach of consent. Throwing Lanyard onto the table, leaving message on TL desk and sharing of information with other members of another team. (28th March 2025).

The evidence gathered as part of the fact find, found that you had reacted in a frustrated manner when LW spoke to you about the potential breach of consent. However, it is also recognised that at the time [PRIVATE]. Notwithstanding [PRIVATE], it is important that should a similar situation arise again in that management need to have what can be considered as a difficult conversation, that you are able to maintain a calm and professional manner that enables effective and constructive discussions to take place.

4. Inappropriate messages sent to the TL indicating that [PRIVATE]

By your own admission on 30th March 2025 you had sent text messages to LW that included information around [PRIVATE]. I am satisfied that you understand the inappropriateness of the content of the message you sent to LW and whilst there was inappropriate reference to [PRIVATE] there is no evidence or suggestion that this took place. I have taken account of [PRIVATE] that you say contributed to this."

18. The letter confirms that the findings constitute misconduct, rather than gross misconduct, and an agreed 12-month final warning was imposed, effective from 20 May 2025.
19. Ms Parr has provided a personal development plan, dated 15 September 2025. She has provided written reflections which includes the following:

"Following completing Data Security awareness (IG) training I am more understanding of Data Protection Act GDPR 2028 and what this legal framework means and applied to now and I implement this in my work on a daily basis when using my workplace computer system and every involvement with service users and their details and I do not share anything without their consent prior to the action."

20. Ms Parr has provided a list of training courses that she has completed, which includes a 4-hour data security awareness course on 4 May 2025 which she passed with 100%. She states, about that training:

“This was an online course which is required to be completed every 12 months to remain compliant. This course works through Data protection Act 2018, GDPR, gaining consent, what to look for in scam emails. I use the information daily in my role maintaining confidentiality, gaining consent from service users to record and share information and jointly work with service users to create their plans for their care support them appropriately. I maintain GDPR daily locking my laptop and not sharing access to anyone; I record everything I do as quick as I am able to due to the demands of my role at times this can be delayed however it is recorded in facts not opinion. I abide by the Data protection act 2018 not sharing information with anyone other than the service user or others who the service user has consented to share yet should there be a concern for safety of the service user I do explain that information will be shared in their best interest with appropriate services to support and maintain their safety and wellbeing.”

21. She also completed a 3-hour data security awareness course on 26 June 2025, for which she passed with 93%. She states the following about that training:

“This was a refresher in my daily knowledge of Data protection act 2018, GDPR, consent and how to maintain protected in emails, internet accessing and sharing of information. This I use on a daily basis, and I am extremely aware of the importance of maintaining the law and abiding with the policy and procedures in the workplace enabling trust, confidence and joint working with all and everyone I work with”

22. A report has been provided by Emma Prunty, Ms Parr’s workplace reporter, dated 26 September 2025. She details that in supervision Ms Parr has repeatedly voiced distrust of her colleagues and feels unsupported at work. In the report, she concludes:

“15. The implementation of a Formal Performance Process reflects LSCFT’s concerns regarding Mrs Parr’s professional conduct and the influence of her personal wellbeing on her fitness to practice. The frequency with which concerns are raised about Mrs Parrs conduct and practice continues to indicate that close supervision and monitoring is required.

16. Thematic similarities continue to arise, specifically around boundaries, professionalism, respect and accountability.

17. Ms Prunty wishes to highlight Mrs Parr [PRIVATE] and shared that she is trauma experienced. It is acknowledged by Mrs Parr [PRIVATE].

18. Mrs Parr has complied with the conditions on her practice, informing SWE of concerns around her practice within the required time frame.

19. It is Ms Prunty's professional opinion that Mrs Parr continues to benefit from close monitoring of her professional practice. Ms Prunty would have concerns about Mrs Parr's fitness to practice without additional supervisions, formal Performance Processes and the conditions set out by Social Work England.

20. In conclusion Ms Prunty believes that the conditions on Mrs Parr's practice remain appropriate and should remain in place at this time. Mrs Prunty would suggest that Social Work England consider an extension of Mrs Parr's conditions given the ongoing concerns about her conduct and practice. These concerns relate to Social Work England Professional Standards 2, 3, and 5, particularly regarding accountability, emotional resilience, and professional integrity."

23. Within undated written reflections, Ms Parr states that she has been treated unfairly by managers and supervisors and that she has a lack of trust in authority and management.

24. By email, dated 1 October 2025 Ms Parr stated that she contests "*everything*" in Ms Prunty's report. She said that she had not been consulted about the report and had not seen it until 30 September 2025.

Written submissions:

25. Within the notice of hearing, dated 11 September 2025, Social Work England primarily submitted that the panel should extend the conditions of practice order with a few variations. It noted that she had engaged appropriately with Social Work England but had been subject to complaints, as detailed above.

26. By email, dated 6 October 2025, Social Work England amended its submissions, by way of adding further conditions:

"Following the Notice of Hearing, Social Work England received a copy of the Social Worker's PDP and a report from the Social Worker's Reporter. Information from the Social Worker's Reporter indicated that the Social Worker's fitness to practise remains impaired and their employer recommend that the Social Worker remain under Conditions of Practice.

The Reporter confirms that the Social Worker has been placed on a Performance Plan following a further complaint by a service user and concerns regarding their professional boundaries, professionalism, respect, accountability and lack of role clarity.

The workplace report suggests a degree of unwillingness by the Social Worker to engage with the existing management structure.

Social Work England submits that there is new information that further supports that the Social Worker's fitness to practise remains impaired, there is, a risk to the public if she were allowed to practise unrestricted. It is also in the wider

public interest that the social worker's fitness to practise remain restricted given that she is party to a Performance Plan.

The Panel was previously invited to consider amendment to the existing Conditions of Practice, in light of the further information Social Work England considers that the Social Worker requires more support. Social Work England therefore seek to add a condition requiring the Social Worker to be subject to supervision, with the Social Worker's workplace supervisor and reporter required to provide reports every 3 months."

27. The following amended conditions are proposed:

"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.

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.

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 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 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. 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:

- Information governance*
- Information sharing*
- The role of the Local Authority Designated Officer (LADO)*
- Managing risk*

12. 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.

13. You must read Social Work England's Professional Standards (2019) and provide a written reflection 4 months after these conditions take effect, focusing on how your conduct, for matters relating to this case, sharing confidential information without consent or authority, was below the accepted standard of a social worker, outlining what you should have done differently.

14. You must keep your professional commitments under review and limit your social work practice in accordance with your reporter's advice.

15. You must not work as an independent social worker.

16. You must not be responsible for the administration and/or management of any independent social work practice/establishment.

17. You must not undertake any agency or locum posts of less than 6 months duration.

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 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.

19. You must permit Social Work England to disclose the above conditions, 1 to 18, to any person requesting information about your registration status.”

Evidence and submissions during the hearing:

28. By way of opening submissions, Ms Aslam, on behalf of Social Work England, relied upon the written submissions and maintained that a finding that Ms Parr’s fitness to practise remains impaired is necessary to protect the public and wider public interest. She argued that Ms Parr should be subject to a conditions of practice order for a further 12 months, within the terms as outlined within the submissions.
29. Ms Aslam stated that Ms Parr had engaged with the conditions without breach. She has generally reported subsequent complaints against her to Social Work England as required to do so by the conditions. She has provided various documents in readiness of the review.
30. However, there is a lack of evidenced insight into the regulatory concerns despite the passage of time and there therefore remains a risk of repetition. Members of the public would be surprised to learn of Ms Parr being allowed to return to unrestricted practise despite the lack of developed insight.
31. Ms Aslam stated that there have been subsequent concerns about Ms Parr’s practice since the imposition of the conditions which resulted in Ms Parr being issued, by agreement, a final written warning by her employer, which is to expire in May 2026.

32. Further, Ms Prunty, Ms Parr's workplace reporter, has identified subsequent concerns in Ms Parr's practice. Whilst Ms Parr states that she had not seen Ms Prunty's report before it was submitted to Social Work England, there was no obligation upon Ms Prunty to provide it to Ms Parr in advance.
33. Ms Aslam stated that the proposed conditions ensure that the public and wider public interest are met whilst also giving support to Ms Parr.
34. In answer to questions from the panel, Ms Aslam stated that it was not being submitted that there should be direct supervision of Ms Parr, but that it should consist of fortnightly one-to-one supervision if granted. She stated that the condition to provide a Personal Development Plan remains appropriate as the document provided thus far has not been signed by Ms Parr's workplace reporter. Further, Social Work England would look to see if the Personal Development Plan has been implemented and followed. She argued that proposed condition 13, for written reflections, remains necessary as the reflections provided so far have not been sufficient to show adequate insight.
35. Ms Parr gave oral submissions.
36. Ms Parr stated that the Personal Development Plan was unsigned as her manager was away from work. She reiterated that she provided reflections at the time that the conditions were first imposed, together with those that have been provided for the review.
37. She stated that she had learnt a significant amount since the conditions of practice order was imposed. She has complied with the conditions. Subsequent issues in her workplace have been as a consequence of her being bullied by those in authority, which has not been adequately addressed. Nevertheless, this does not impact upon her ability to engage with service users.
38. Ms Parr stated that the report of Ms Prunty would have been different had Ms Parr's manager not been away from work and had an input. She said that there were errors in the report, such as whether she is under a formal performance process. She denied that she had been defensive and uncooperative in supervision. She had not felt safe during a specific supervision session and had asked politely to leave.
39. Ms Parr was asked whether she contends that her fitness to practise is no longer impaired and she replied that it is impaired due to her team's "dynamic". She said that she accepted that her fitness to practise remains impaired "to a certain point". She said that she agrees with everything that is being proposed by Social Work England. The panel was careful to ensure that this was Ms Parr's true view, rather than her feeling compelled to agree, and she replied that she believes that she has "met everything asked of me by Social Work England" but that "due to circumstances in the workplace currently, that have been ongoing since November last year, it has impacted on my practise to have blurred boundaries in regards to isolating myself away from the team and so extra conditions and supervision would be adequate in that regard".

40. Ms Parr argued that the proposed 12 month of conditions was too long and that the period should coincide with her Final Written Warning, which expires in May / June 2026.

Decision and reasons on current impairment:

41. 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.

42. The panel had regard to all of the documentation before it, including the decision and reasons of the case examiners which led to the agreed disposal. The panel also took account of the written submissions, oral submissions and oral evidence.

43. 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.

44. The burden is upon Ms Parr to provide evidence and information to show development of insight and remediation and she has not done so to the required standard. Whilst Ms Parr did not dispute that her fitness to practise remains impaired, the panel was careful to look behind that acceptance to analyse whether sufficient insight and remediation has been developed so as to adequately reduce the risk of repetition of the circumstances that led to the finding of misconduct.

45. The panel noted that, whilst Ms Parr provided a reflective statement, it does not demonstrate sufficient development of insight in relation to the misconduct that arose from the regulatory concern. She has not identified how she should have acted differently on the occasion that led to the regulatory concern, and how her actions could have impacted upon Person A as well as impact on public confidence in the social work profession. Whilst she has undertaken some relevant data protection training, she has failed to fully reflect on how the learning will impact on her actions on the future so as to ensure that the risk of repetition is reduced.

46. The panel therefore concluded that there had been insufficient development of insight and remediation since the order of conditions was imposed.

47. The panel reminded itself that Ms Parr had been subject to a finding of impaired fitness to practise on account of misconduct arising from a breach of confidentiality, and not performance. As such, the panel was conscious to limit its consideration on whether Ms Parr has adequately remediated and developed insight in relation to the misconduct that gave rise to the finding of impaired fitness to practice. However, it noted that complaint number two, as detailed at paragraph 17 above, includes the allegation that Ms Parr changed a document without consent of a service user. This concerned the panel as it demonstrates a repetition of Ms Parr acting without the consent of a service user.

48. In light of the lack of evidence of adequate insight and remediation, together with the repetition of Ms Parr acting without the consent of a service user, the panel found that there remains a real risk of repetition of Ms Parr's failings and that a finding that her fitness to practise is impaired remained necessary to protect the public.
49. Further, in light of the lack of evidence of full insight and remediation, the panel concluded that members of the public would be seriously concerned if her fitness to practise was not found to be impaired and that such a finding would undermine public confidence in the social work profession. Such a finding would similarly fail to uphold professional standards.
50. The panel was therefore satisfied that Ms Parr's fitness to practise continues to be impaired by reason of misconduct.
51. The panel considered that a further review panel would be assisted by a reflective statement from Ms Parr addressing how she believes she should have acted differently and how the behaviour that resulted in the finding of impaired fitness to practise would have foreseeably impacted upon Person A and the public confidence in social workers.

Decision and reasons on sanction:

52. Having found Ms Parr's fitness to practise is currently impaired, the panel then considered what, if any, sanction it should impose in this case.
53. 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.
54. The panel was mindful that the purpose of any sanction was not to punish Ms Parr, 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.
55. The panel applied the principle of proportionality by weighing Ms Parr's interests with the public interest and by considering each available sanction in ascending order of severity.
56. The panel considered that taking no action, or issuing advice or a warning, would not adequately reflect the serious nature of Ms Parr'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 Parr's practice is restricted.
57. 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.
58. The panel next considered whether a conditions of practice order would be sufficient to protect the public and wider public interest.

59. The panel noted paragraph 114 of the Guidance which provides that conditions of practice may be appropriate in cases where the social worker has developed insight; the failure or deficiency in practice is capable of being remedied; appropriate, proportionate, and workable conditions can be put in place; decision makers are confident the social worker can and will comply with the conditions; and the social worker does not pose a risk of harm to the public by being in restricted practice.
60. Save for the lack of adequate insight, the panel considered that each of the factors contained within paragraph 114 apply to Ms Parr's current circumstances. It did note that Ms Parr had been subject to conditions of practice for the past 18 months and has not taken the opportunity to provide adequate evidence that she has developed insight and remediation in that time.
61. Nevertheless, the panel was satisfied that a further period of conditions would be appropriate and proportionate. Whilst Ms Parr's lack of trust in authority is hindering her progress, she has engaged with supervision and the regulatory proceedings and has undertaken some relevant training. In all of the circumstances, the panel considered that Ms Parr should be given a further opportunity to develop and demonstrate full insight and remediation whilst continuing to practice.
62. The panel agreed that there should be variations to the conditions in light of all of the circumstances. The panel concluded that this should include supervision to ensure regular monitoring of her work, albeit considered that monthly supervision would be sufficient given the narrow concerns that gave rise to the finding of misconduct. The panel therefore approved the conditions as proposed by Social Work England, albeit with some minor amendments.
63. It considered that a further period of 12 months would be appropriate to give Ms Parr sufficient opportunity to develop insight and remediation and to demonstrate that the risk of repetition has been adequately reduced.
64. The conditions of practice order is therefore varied and extended for 12 months in the following terms:

"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.

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.

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 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 one-to-one 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. Supervision meetings should be held at least monthly.

9b. You must not start or continue 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. 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:

- Information governance*
- Information sharing*
- Managing risk*

12. You must provide an agreed and signed copy of your personal development plan to Social Work England every 12 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

13. You must read Social Work England's Professional Standards (2019) and provide a written reflection specifically related to the behaviour that gave rise to the finding of misconduct 4 weeks prior to the next review, which should address the following:

- a. how you should have acted differently during the incident that led to the finding of misconduct;*
- b. how you would act again in a similar situation;*
- c. how your actions could have impacted upon Person A;*
- d. how your actions could impact on public confidence in the social work profession.*

14. You must keep your professional commitments under review and limit your social work practice in accordance with your reporter's advice.

15. You must not work as an independent social worker.

16. You must not be responsible for the administration and/or management of any independent social work practice/establishment.

17. You must not undertake any agency or locum posts of less than 6 months duration.

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 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.

19. You must permit Social Work England to disclose the above conditions, 1 to 18, to any person requesting information about your registration status.”

Right of appeal:

65. 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:

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

66. 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.

67. Under Paragraph 15(1A) of Schedule 2 of The Social Workers Regulations 2018 (as amended), where a social worker appeals against a decision made under sub-paragraph (1), the decision being appealed takes effect from the date specified in that sub-paragraph notwithstanding any appeal against that decision.

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

Review of final orders:

69. 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).

70. 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

71. 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>