

Social worker: Jodie Chettle- Robb

Registration number: SW47220

Fitness to Practise

Final Order Review Hearing

Date of hearing: 04 November 2025

Hearing venue: Remote

Final order being reviewed:

Suspension order (expiring 16 December 2025)

Hearing outcome:

Take no further action, allow the current suspension order to lapse upon its expiry

Introduction and attendees:

1. This is the first review of a final suspension order originally imposed for a period of 12 months by case examiners on 12 December 2024.
2. Ms Chettle-Robb attended and was not represented.
3. Social Work England was represented by Mr Sobowale instructed by Capsticks LLP.
4. The panel of adjudicators conducting this review (the “panel”) and the other people involved in it were as follows:

Adjudicators	Role
Manuela Grayson	Chair
Jacqueline Telfer	Social worker adjudicator

Hearings team/Legal adviser	Role
Hannah Granger	Hearings officer
Heather Hibbins	Hearings support officer
Zill-e Huma	Legal adviser

Service of notice:

5. The panel observed that notice of this hearing was sent to Ms Chettle-Robb by email to an address provided by Ms Chettle-Robb (namely her registered address as it appears on the Social Work England Register) on the 2 October 2025.
6. 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 2 October 2025 and addressed to Ms Chettle-Robb at her email address which she provided to Social Work England;
 - An extract from the Social Work England Register detailing Ms Chettle-Robb’s registered email address;
 - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 2 October 2025 the writer sent by email to Ms Chettle-Robb at the address referred to above: notice of hearing and related documents;
7. The panel accepted the advice of the legal adviser in relation to service of notice.
8. Having had regard to Rules 16, 44 and 45 of the FTP Rules 2019 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 Chettle-Robb in accordance with Rules 44 and 45 of the FTP Rules.

Review of the current order:

9. 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).
10. The purpose of this review is to review the current order, which is due to expire at the end of 16 December 2025. The order subject to review is a suspension order.

The background

11. The complaint against the social worker was raised by her former employer and received by Social Work England on 10 July 2023. The concerns related to the social worker's professional conduct while allocated to the case of the children of Person A, who were subject to care proceedings. It was alleged that the social worker failed to maintain appropriate professional boundaries with Person A by engaging in personal communication and contact outside of work.
12. Specifically, the social worker was alleged to have followed and interacted with Person A on social media, shared her personal mobile number, and made a telephone call out of office hours to Person A on 24 May 2023 [PRIVATE]. During that call, she was said to have disclosed personal information about herself, become emotional when discussing her relationship with Person A, requested that the conversation not be shared with others, and inappropriately discussed matters relating to the forthcoming family court hearing, including the content of her assessment and how she might respond to specific questions in court.
13. The case examiners determined that there was a realistic prospect of the regulatory concerns (1a–f inclusive) being found proven and amounting to misconduct, and that the social worker's fitness to practise was currently impaired. However, they did not consider it to be in the public interest to refer the matter to a final hearing and proposed to resolve the case by way of accepted disposal. The social worker accepted this proposal in full, and a one-year Suspension Order was imposed on 12 December 2024.

Social Work England submissions:

14. Mr Sobowale, on behalf of Social Work England, made submissions to the panel. He began by confirming that the regulator's overall position in this review was one of neutrality. He clarified that Social Work England was not seeking to persuade the panel to take any particular adverse step against Ms Chettle-Robb, nor was it inviting the panel to take a lenient approach. Rather, the regulator's position was that the matter was properly one for the panel's determination, based on its assessment of the evidence of remediation and continuing professional development.
15. Mr Sobowale outlined the background to the case, reminding the panel that the matter had been disposed of by way of an accepted disposal, resulting in the imposition of a one-year Suspension Order in December 2024. That order followed findings of gross

misconduct relating to a serious breach of professional boundaries while Ms Chettle-Robb was employed as an agency social worker by Derbyshire County Council.

16. He explained that Social Work England had not had the opportunity to consider Ms Chettle-Robb's reflective statement in advance of the hearing because it had been received late. However, he confirmed that he himself had had the opportunity to review the reflective statement the day before the hearing. Having done so, he acknowledged that the statement demonstrated considerable reflection and insight into the circumstances that led to the misconduct and the impact it had on others, as well as on Ms Chettle-Robb herself.
17. Mr Sobowale referred the panel to the additional documentation provided by Ms Chettle-Robb, including a letter from [PRIVATE]. He accepted that these materials provided further evidence of insight and reflection which had not previously been before the regulator. He indicated that Social Work England accepted that Ms Chettle-Robb had taken meaningful steps to address the personal issues contributing to her misconduct, including [PRIVATE] and reflective work with Ms Goddard.
18. However, Mr Sobowale drew attention to what he described as an absence of evidence of formal continuing professional development (CPD) undertaken during the period of suspension. He noted that, although there was clear evidence of reflective practice and personal growth, there was no record of structured CPD or formal training activities which would ordinarily be expected to demonstrate that a social worker had kept their professional knowledge and skills up to date.
19. Mr Sobowale accepted that the panel may take the view that some of the reflective work completed with Ms Goddard could properly be regarded as professional development for the purposes of this review. Nonetheless, he submitted that it would have been preferable if Ms Chettle-Robb had also undertaken some further formal CPD or structured learning relevant to her professional practice. He observed that while Ms Chettle-Robb's reflective work and personal insight were significant positive steps, there remained limited evidence of continuing professional learning of the kind expected of a social worker seeking to return to the register after a period of suspension.
20. In conclusion, Mr Sobowale reiterated that Social Work England remained neutral as to the outcome of the review. He stated that if the panel was satisfied that there was sufficient evidence of remediation, reflection, and continuing professional development, the regulator would not oppose the Suspension Order being allowed to lapse upon its expiry in December. However, if the panel was not satisfied that adequate evidence of CPD or remediation had been demonstrated, then the regulator would invite the panel to consider extending the Suspension Order for a further six months to enable Ms Chettle-Robb to undertake additional formal CPD and demonstrate ongoing professional development. He confirmed that Social Work England had no further submissions to make and that the matter was properly one for the panel's independent judgment.

Social worker submissions:

21. Ms Chettle-Robb relied upon her written reflective statement and answered the panel's questions on affirmation. Ms Chettle-Robb submitted that she had received a 12-month Suspension Order in December 2024 for gross misconduct while employed as an agency social worker at Derbyshire County Council between 2022 and 2023. She accepted that her misconduct consisted of making a telephone call to a parent and service user outside of working hours whilst under the influence of alcohol, during which she disclosed personal information, shared her personal telephone number, and discussed ongoing court proceedings. She accepted that this behaviour constituted a serious breach of professional boundaries and the Social Work England standards and expressed deep remorse and shame for her actions.
22. Ms Chettle-Robb explained that prior to this incident, she had been a qualified social worker for over 15 years and had maintained a good professional reputation, supporting both students and newly qualified social workers. She stated that her conduct had caused significant damage to her professional standing and accepted that her actions would understandably make any potential future employer cautious about her suitability to return to practice. She also informed the panel that there had been an earlier incident in 2022 which resulted in her dismissal from Cafcass for [PRIVATE], for which she also expressed remorse. She said that she was grateful to Derbyshire County Council for offering her a second chance following her dismissal from Cafcass, and she regretted having caused further difficulties for the local authority, her colleagues, and the families she worked with.
23. Ms Chettle-Robb acknowledged that her misconduct had far-reaching consequences, including damaging public confidence in the profession and causing distress to service users and colleagues. She explained that, following her departure from social work, she committed herself to understanding the factors that had led to her behaviour. She confirmed that she was under the influence of alcohol at the time of the incident and accepted that this was a significant contributing factor. [PRIVATE].
24. [PRIVATE]
25. Ms Chettle-Robb informed the panel that she also engaged in reflective supervision with her former practice educator, Ms Zuzia Goddard, who is a senior lecturer in social work. She met Ms Goddard monthly to reflect on the causes of her misconduct and completed various reading and reflective exercises, including studying theories of professional boundaries and Erikson's stages of development. She explained that these sessions helped her to identify underlying personal vulnerabilities, including a desire to be liked and a tendency to overshare with service users with whom she shared common life experiences. She now understands how such traits can compromise professional boundaries and has developed strategies to prevent future breaches, including maintaining strict professional communication protocols and openly discussing potential vulnerabilities with supervisors.

26. Ms Chettle-Robb submitted that she has used her time during suspension to rebuild her life and apply her learning. She has established two self-employed businesses: one providing horse transport and another as a McKenzie Friend supporting litigants in person in family proceedings. Through the latter, she has had opportunities to apply her insight and test her ability to maintain professional boundaries while working with vulnerable clients. She stated that she has successfully managed these relationships appropriately and sought reflective discussions with social work colleagues to reinforce good practice.
27. Ms Chettle-Robb accepted that her previous dismissals and suspension would raise legitimate concerns for any potential employer. However, she submitted that her experience has been a powerful deterrent against any repetition of misconduct and that she now has greater insight into her personal limits and professional responsibilities. She explained that she is not seeking an immediate return to full-time social work practice, given her current family responsibilities, including [PRIVATE], alongside running her businesses and maintaining her sobriety.
28. Ms Chettle-Robb stated that, in the longer term, she hopes to regain her registration to enable her to undertake limited, short-term assessment work in the private sector, which she considers would be more manageable and less emotionally demanding than a long-term statutory role. She accepted that the panel must be satisfied that she has demonstrated sufficient remediation and insight and confirmed her willingness to comply with any further recommendations the panel considers necessary. She expressed her continuing remorse, commitment to professional ethics, and determination never to repeat the mistakes that led to her suspension.

Legal Advice:

29. The legal adviser advised the panel that this review was conducted under paragraph 15(1) of Schedule 2 to the Social Workers Regulations 2018, as amended. The purpose of the review was to consider whether Ms Chettle-Robb's fitness to practise remained impaired in light of developments since the imposition of the final order. The legal adviser reminded the panel that the process is forward-looking and protective, as set out in the case of *Khan v General Pharmaceutical Council* [2017] 1 WLR 169, and not an opportunity to revisit or challenge the original findings or sanction.
30. The panel was further advised to adopt a structured, two-stage approach. First, it must determine whether the social worker's fitness to practise remains impaired, having regard to the steps taken towards remediation, the level of reflection and insight demonstrated, the risk of repetition, and the wider public interest. Secondly, if impairment were found, the panel should then decide what sanction, if any, is appropriate and proportionate, beginning with the least restrictive outcome and moving upwards only if necessary. The legal adviser emphasised that the review process is protective rather than punitive and that the panel must balance the interests of the social worker with the need to maintain public confidence in the profession and the regulatory process.

Panel decision and reasons on current impairment:

31. 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 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'.
32. 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.
33. The panel took all the information before it into account, including the written and oral evidence of Ms Chettle-Robb, the submissions of Mr Sobowale on behalf of Social Work England, and all the relevant documentation contained within the hearing bundle. The panel was mindful that this review was conducted under paragraph 15(1) of Schedule 2 to the Social Workers Regulations 2018, as amended, and that its task was to determine whether Ms Chettle-Robb's fitness to practise remains impaired. The panel recognised that the review process is protective, not punitive, and that its focus is forward-looking, assessing current impairment and the risk of future harm to the public, as set out in *Khan v General Pharmaceutical Council* [2017] 1 WLR 169 (SC (Sc)).
34. The panel noted that this case was disposed of by way of an accepted disposal in December 2024, resulting in the imposition of a one-year Suspension Order following findings of gross misconduct. The misconduct arose from Ms Chettle-Robb making a telephone call to a service user outside of working hours while under the influence of alcohol, during which she disclosed personal information and discussed ongoing court proceedings. The panel took into account the significant breach of professional boundaries and the impact such conduct would have had on public confidence in the profession.
35. The panel noted Social Work England adopted a neutral stance at this review, neither urging extension nor lapse of the Suspension Order and leaving the outcome to the panel. Mr Sobowale confirmed the regulator had not considered Ms Chettle-Robb's reflective statement in advance due to late service, though he personally reviewed it the day before and accepted it showed substantial insight. While acknowledging meaningful reflective and rehabilitative work, the regulator maintained there was limited evidence of formal CPD during suspension. It was therefore for the panel to decide whether the work with Ms Goddard and other activities constituted sufficient remediation and CPD for a return to practice.
36. The panel carefully considered the evidence of Ms Chettle-Robb, who gave detailed oral testimony by way of answering the panel's questions and relied upon her written reflective statement. She accepted full responsibility for her misconduct and expressed genuine remorse and shame for her actions. The panel acknowledged her open and candid account of the personal and professional circumstances that contributed to her

behaviour, [PRIVATE]. The panel found that Ms Chettle-Robb had demonstrated a deep and sustained level of insight into the causes of her misconduct, its impact on others, and the steps necessary to ensure it would not recur.

37. The panel took particular note of Ms Chettle-Robb's evidence regarding [PRIVATE], and the report from her reflective supervision assessor, Ms Zuzia Goddard, which confirmed that Ms Chettle-Robb had demonstrated insight, self-awareness, and a commitment to professional growth.
38. The panel further noted Ms Chettle-Robb's evidence of the extensive reflective work undertaken with Ms Goddard, including reading academic literature, applying theoretical models such as Erikson's eight stages of development, and exploring her professional boundaries, vulnerabilities, and motivations. The panel accepted that this reflective work was highly structured and academically grounded and was equivalent to formal CPD in both quality and depth.
39. The panel also accepted Ms Chettle-Robb's explanation that she had continued to apply social work knowledge and skills in her current role as a McKenzie Friend, where she supported vulnerable clients in family proceedings. The panel found that this work had allowed her to maintain professional competencies, exercise judgment, and practise key social work skills, including assessment, communication, and report writing, all within clear professional boundaries.
40. The panel considered Ms Chettle-Robb's evidence that she had taken deliberate and effective steps to prevent future boundary breaches, including maintaining separate professional and personal communication channels, setting clear limits on personal disclosure, and seeking reflective supervision and peer support when faced with potential ethical or emotional challenges. The panel found these measures to be realistic, practical, and effective in mitigating the risk of repetition.
41. In relation to CPD, the panel accepted that Ms Chettle-Robb had not uploaded formal training records to the Social Work England portal but found her explanation credible that she believed such updates were unnecessary during a period of suspension. The panel was satisfied that, in substance, she had undertaken significant and relevant continuing professional development through reflective practice, academic reading, and professional engagement with peers and mentors. The panel agreed that this learning had meaningfully contributed to maintaining her professional knowledge, judgment, and awareness of standards.
42. Having considered all the evidence, the panel concluded that Ms Chettle-Robb had demonstrated full insight and effective remediation. The panel found that she had addressed the personal and professional factors that contributed to her misconduct and that the risk of repetition is extremely low. The panel therefore determined that her fitness to practise is no longer impaired.
43. In reaching this conclusion, the panel also considered the wider public interest, including the need to maintain confidence in the social work profession and the

regulatory process. The panel considered that the 12-month Suspension Order had already served as a sufficient and proportionate mark of the seriousness of Ms Chettle-Robb's misconduct and the importance of upholding professional standards. The panel concluded that no further restriction on her practice was necessary or proportionate.

44. The panel determined that the Suspension Order should be allowed to lapse upon its expiry in December 2025. The panel was satisfied that this outcome appropriately reflects the public interest, recognises the extensive remediation and insight demonstrated by Ms Chettle-Robb, and allows her the opportunity, if she so wishes, to return to practice in the future.
45. **Accordingly, the panel determined that Ms Chettle-Robb's fitness to practise is no longer impaired and directed that the Suspension Order be allowed to lapse upon its expiry.**

Right of appeal:

46. 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:
- a. 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,
 - b. the decision of the regulator on review of an interim order, or a final order, other than a decision to revoke the order.
47. 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.
48. 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.
49. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

50. 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).

51. 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

52. 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>