



Social worker: Kaleigh Crofts

Registration number: SW106943

Fitness to Practise

Final Order Review Hearing

Date of hearing: 02 December 2025

Hearing venue: Remote hearing

Final order being reviewed:

Conditions of practice order – (Expiring 01 January 2026)

Hearing Outcome: Vary and 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 is the second review of a final conditions of practice order originally imposed for a period of 18 months by agreement between Ms Crofts and Social Work England as an accepted disposal by her on 27 June 2023, which was enacted on 03 July 2023.
2. The first review took place on 18 November 2024, when the conditions of practice order was varied and extended for 12 months. Ms Crofts did not attend the first review and was not represented.
3. Ms Crofts attended this review hearing and was represented by Ms Laura Sheridan, Advice and Representation Officer from the British Association of Social Workers (BASW).
4. Social Work England was represented by Ms Jennifer Holdsworth, case presenter from Capsticks LLP and its written submissions are set out within the notice of hearing letter.

Adjudicators	Role
Hermione McEwen	Lay adjudicator and Chair
Louise Fox	Social worker adjudicator

Hearings team/Legal adviser	Role
Paige Swallow	Hearings officer
Molly-Rose Brown	Hearings support officer
Louise Cotton	Legal adviser

Preliminary matters:

5. The possibility was raised that private and personal matters may be brought up during the hearing. The panel heard and accepted the advice of the legal adviser in relation to holding the hearing in private. The panel was satisfied that, pursuant to rule 38 of the Fitness to Practice Rules 2019, parts of the hearing should be held in private. This was limited to those parts of the hearing and subsequent written decision in which there was mention of Ms Crofts' private personal health and sensitive matters. However, it was not necessary to go into private session during the hearing as none of the parties referred to any such matters during their submissions or responses to panel questions.

Review of the current order:

6. 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).
7. The purpose of this review is to review the current order, which is due to expire on 01 January 2026. The order subject to review is a conditions of practice order, the conditions of which are as follows:

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 and may also be your supervisor.*
- 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/supervisor to Social Work England every 4 months and at least 14 days prior to any review and Social Work England will make these reports available to any further workplace supervisor referred to in these conditions on request. The reports should focus on your ability to rectify the shortfalls in the following areas of your practice:

- *Safeguarding practice which should include consideration of identifying and responding appropriately to risk and working safely with vulnerable people.*
- *Undertaking assessments including analysis of risk.*
- *Time management, including timely contact and visits to service users/families and facilitation of multi-agency meetings.*
- *Maintaining accurate and contemporaneous records.*

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].

Condition 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 you, 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.*

Condition 10. You must only work as a social worker when you will have access to a supervisor at all times during working hours, whether in person or remotely.

Condition 11.

- a) You must only work for an agency or as a locum with the prior written agreement of your workplace supervisor/reporter.*
- b) You must provide the written agreement from your workplace supervisor/reporter to Social Work England at least 24 hours prior to any agency, locum duties commencing. You must have access to your supervisor at all times during your working hours.*

Condition 12. You must continue to undertake annual CPD.

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 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.

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

Background

8. A referral was raised by Ms Crofts' former employer, Derbyshire County Council ("the council") on 5 October 2020.
9. At the time of the alleged events, Ms Crofts was employed in the disabled children's team. The Council raised a series of concerns about Ms Crofts' competence and conduct in her role, including failure to safeguard vulnerable service users, produce quality assessments, and complete work in a timely manner.
10. Ms Crofts was employed by the Council from December 2015 to December 2020 until her resignation. During her employment she was subject to a management improvement process from July 2019, and formal performance capability procedures in January 2020, due to concerns that her practice had still not met the required standards. On or around 1 October 2020, an audit of Ms Crofts' cases was conducted, and a significant safeguarding concern was identified in respect of a vulnerable child. Ms Crofts was suspended on 29 October 2020 pending a formal investigation, but she resigned before its conclusion.
11. An investigation was undertaken by Social Work England Case Examiners, which identified the regulatory concerns referred to below.

The regulatory concerns acknowledged by Ms Crofts, which resulted in the accepted disposal and conditions of practice order are as follows:

Whilst working as a registered social worker at Derbyshire County Council, between July 2019 and October 2020 you:

1. Failed to safeguard service users in that you:

a. Did not act upon management direction in a timely manner;

- b. Did not recognise and respond to risk appropriately;*
 - c. Did not maintain timely contact with families on your caseload, including a lack of visits and/or a failure to meet statutory timescales for visits;*
- 2. Failed to produce single assessments to the required standards for service users which includes:*
 - a. Delay to completion of assessments and/or*
 - b. Inclusion of a clear, detailed analysis of risks to families.*
- 3. Failed to update child plans adequately in that:*
 - a. You did not include key details including support accessed and requested by families;*
 - b. There were significant delays between meetings/visits taking place to families and subsequent recording of notes/updates to plans.*
- 4. Failed to maintain your diary management including invites for Child in Need meetings not being sent in a timely manner to the appropriate parties.*

The matters outlined in regulatory concerns (1a), (1b), (1c), (1d), (2a), (2b), (3a), (3b) and (4) amount to the statutory grounds of misconduct and/or lack of competence or capability

Your fitness to practise is impaired by reason of misconduct and/or lack of competence or capability.

The previous final order review panel on 18 November 2024 determined the following with regard to impairment:

12. *The panel noted that Ms Crofts had not been in practice for a number of years and that the concerns identified were wide-ranging and related to capability and competence. The concerns identified related to safeguarding, diary management and responding to management directions.*
13. *All of these matters put service users at risk and by accepting the case examiners proposed outcome in June 2023 Ms Crofts had accepted that her practice was impaired at that time.*
14. *The panel noted that Ms Crofts had not provided the panel with any information about her current employment, which even if not in a social care environment, might have assisted it with its assessments. With regard to CPD Ms Crofts had completed more than she was required to. She had provided a detailed reflective piece of work and engaged with Social Work England. The panel was of the view that she had tried her best in the circumstances.*

15. However, the panel decided that Ms Crofts remains impaired as she had not been able to demonstrate that she could perform as a social worker without supervision and that therefore there remains the risk of repetition”.

The previous final order review panel on 18 November 2024 determined the following with regard to sanction:

16. “The panel took the view that the deficiencies identified with Ms Crofts’ practice are potentially capable of being remedied and was satisfied that the current conditions of practice order was still appropriate to address the deficiencies, but required amendment in order for her to be able to gain employment.

17. The panel was concerned that the current conditions of practice are so onerous as to be tantamount to suspension. The panel took the view that a revised conditions of practice order should be extended for 12 months. The panel was satisfied that this period was appropriate because it would allow Ms Crofts to demonstrate insight and remediation if she was employed as a social worker following the new conditions of practice being applied.

18. The panel assessed that a future reviewing panel could be assisted by the following:

1. Ms Crofts' attendance at the review;
2. Information about Ms Crofts' present circumstances and employment, either paid or voluntary;
3. Testimonials/references relating to Ms Crofts' employment, whether it is in the realm of social care or not”.

Social Work England submissions:

19. The panel noted the written submissions from Social Work England as outlined in the notice of hearing dated 03 November 2025:

“Subject to any further information or evidence received prior to the review, Social Work England invites the Panel to extend the Conditions of Practice Order for a further 12 months as the social worker’s fitness to practise remains impaired.

The Social Worker has engaged well with the fitness to practise process and Case Review Team. It is understood that the social worker is employed in a non-social work role - they have not, however, provided any evidence from their current employer to demonstrate any transferable skills or current good practice akin to social work.

The previous review panel were concerned that the wide-ranging capability concerns had not been fully addressed, as the Social Worker had been out of practice for a number of years and had not been able to demonstrate she could perform as a social worker safely without supervision.

It is submitted there is no real change in that position, or evidence that the Social Worker is now safe to practise without restriction. The Social Worker has not worked in a social work role since 2020 and, therefore, has not yet been able to demonstrate that their learning has been applied to their practice. As such, the evidence of remediation remains insufficient and compliance with the conditions remains untested. It is submitted that the risk of repetition remains and unrestricted practice is not appropriate at this time.

Social Work England submits that the Conditions of Practice Order remains necessary and proportionate in order to protect the public and in the wider public interest.

Social Work England invites the Panel to consider making recommendations as to evidence that may assist a future panel in assessing whether the Social Worker's fitness to practise remains impaired".

20. The panel heard submissions from Ms Holdsworth, who referred to the persuasive burden being on Ms Crofts to show that she is not currently impaired, and drew the panel's attention to the observations of the previous panel in respect of impairment and the risk of repetition. Ms Holdsworth referred the panel to the documents provided by Ms Crofts and submitted that there was no real change in her position since the last review. She acknowledged that whilst Ms Crofts has been compliant with the regulatory process, worked hard on her CPD and undertaken private learning, she has not had the opportunity to work in a social work role and demonstrate that her learning has been applied in practice. She submitted that the evidence of remediation is therefore insufficient and the conditions of practice are untested. Ms Holdsworth invited the panel to order a further 12 month period of conditions of practice to allow Ms Crofts the opportunity to obtain a role in social work in order to demonstrate compliance with conditions and further remediation, and she submitted that the order remains necessary and proportionate to protect the public and in the wider public interests.

Social worker submissions:

21. Ms Sheridan on behalf of Ms Crofts referred the panel to Social Work England's Impairment and Sanctions Guidance.

22. Ms Sheridan submitted that Ms Crofts has demonstrated remediation, insight and remorse throughout her engagement with the regulatory process. She drew the panel's attention to Ms Croft's reflective statements and the case examiner's decision in respect of their view that she had, at that stage, already demonstrated remorse and insight, and that her remediation was evolving. Ms Sheridan submitted that Ms Crofts accepts that her practice fell short of her responsibilities and recognised the impact of her actions on children and families. Ms Sheridan drew the panel's attention to the mitigation provided by Ms Crofts in the reflective statement provided for the last review

panel, which also sets out what she would do differently. Ms Sheridan drew the panel's attention to the CPD that Ms Crofts has undertaken, setting out that this has been directly relevant to the allegations and undertaken by Ms Crofts despite not having a current social work role. Ms Sheridan also drew the panel's attention to Ms Crofts having accessed the BASW professional support service and peer mentoring to reflect on the process and her practice as a social worker. She further submitted that Ms Crofts has consistently demonstrated remorse.

23. Ms Sheridan submitted that whilst Ms Crofts has not practised as a social worker during the review period, she has tried to get work within social work, in both qualified and unqualified roles, and that in her view the barriers to her doing so have been as a result of the conditions of practice order. Ms Sheridan submitted that Ms Crofts does work with children and young people in her current role, and that her most recent reflective piece shows that she does apply professional standards in this role. Further, Ms Sheridan submitted that over the 2.5 years that the conditions of practice order has been in place, she has demonstrated that she is safe to practice and does not present a risk to the public, and that it is not essential for her to show this in a social work role, because she can develop knowledge understanding via other roles, reflection and CPD to maintain skills and knowledge.
24. In respect of whether Ms Crofts' fitness to practice remains impaired, Ms Sheridan submitted that the personal component is no longer engaged because the conduct has been remedied and is unlikely to be repeated, because Ms Crofts has taken significant steps to remediate and shown insight, remorse, undertaken CPD and engaged in the regulatory process. Ms Sheridan submitted that the evidence does not justify that she remains impaired on the grounds of the public element, because Ms Crofts has now been subject to a final order since 2023 and has done as much as she can to show remediation, such that the public would be satisfied.
25. Ms Sheridan submitted that the insight and remediation shown by Ms Crofts makes the risk of repetition low, and she asked the panel to allow the order to lapse, because the overarching objectives can be met by allowing Ms Crofts to practice her profession.
26. Ms Crofts was asked some questions by way of clarification by the panel, and she provided the following additional information:
 - a. The character reference dated 01 December 202 had been written by a previous colleague with whom Ms Crofts had worked in 2015. That person had been a student in the same team as Ms Crofts for 6 months, and they had remained friends. Ms Crofts has discussed the concerns and her practice with her, and found her easy to talk to and very reflective, helping Ms Crofts to think about things in different ways. She described this as an informal reflection opportunity.
 - b. In respect of her future plans, Ms Crofts said that she had asked to be taken off the register in the past, because the whole process has been very emotional, and she does not want to be someone who is a risk to

others. She talked about her “ongoing battle” to get a job in social work, and said that for one role she was told that it was the conditions of practice order that prevented her from being offered a job, because the employer could not give the support needed. She emphasised that she would not want to go back to being a social worker immediately because she has been out of practice for so long, and she would like to rebuild her confidence in practice. She said that she had thought about it a lot, and that it has been an emotional and hard process, describing a “battle to show people I can do the job, when I cannot get a job”.

- c. In respect of support to re-enter the profession, Ms Crofts said that she wants a role below that of social worker, so that she can demonstrate to herself and others that she has built up her skills. She said that she has found it hard to apply for roles and be rejected and therefore “not be able to meet what I am being asked to meet”. She referred to not having much time to make new applications because of her current long working hours.
- d. Ms Crofts raised a concern that she is not allowed to work through an agency, telling the panel that it would be easier to find work through an agency, and that would open the door to a temporary role. She said that she had not yet applied for unqualified roles through an agency, because there are none.
- e. In respect of the mentoring she had accessed through BASW, Ms Crofts said that this had helped her to reflect and look at the concerns and to address them and express how she had done so. She said that she had one session, following which she felt able to complete her reflective writing.

Panel decision and reasons on current impairment:

27. 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 panels. 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.
28. 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. The panel also took account of new documentation provided by Ms Crofts, namely a professional reference dated 10 November 2025, a CPD record, 2 reflective pieces of writing, evidence of qualifications and two character references. The panel also took account of the submissions made by Ms Holdsworth on behalf of Social Work England and those made by Ms Sheridan on behalf of Ms Crofts, as well as Ms Crofts herself.

29. The panel heard and accepted the advice of the legal adviser, which included reference to Social Work England's Impairment and Sanctions Guidance and the sequence of decision making set out by Blake J in *Abrahaem v General Medical Council* [2008] EWHC 183, namely that the panel must firstly address whether the fitness to practise is impaired before considering sanctions, and that the panel must consider whether all of the concerns raised in the original finding of impairment have been sufficiently addressed to the panel's satisfaction, taking into account that there is a persuasive burden on the practitioner at a review to demonstrate that she has fully acknowledged why past professional performance was deficient and through insight, application, education, supervision, or other achievement sufficiently addressed the past impairments.

30. In reaching its decision, the panel was mindful of the overarching objective, 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.

31. The panel first considered whether Ms Crofts' fitness to practise remains impaired. It kept in mind that there had already been a finding of impairment and asked itself whether Ms Crofts had demonstrated that she had taken sufficient steps to allay the concerns of the previous panel.

32. The panel noted that the last review hearing panel found that Ms Crofts' fitness to practise was impaired and that the concerns identified were wide-ranging and related to capability and competence, namely safeguarding, diary management and responding to management directions. The panel noted that the last review hearing panel had found that Ms Crofts had been unable to demonstrate that she could perform as a social worker without supervision and that therefore the risk of repetition remained.

33. The panel noted the case examiners' views of Ms Crofts' demonstration of remorse, reflection and insight. The panel noted that Ms Crofts has maintained her engagement with the regulator, has kept up her CPD, continues to express remorse and has undertaken reflection acknowledging the impact of her actions on service users and colleagues. She shows additional insight in her reflection on needing to move gently back into a social work role. The panel was satisfied that Ms Crofts continues to show remorse, reflection and insight into the concerns, which does reduce the risk or repetition from a theoretical perspective.

34. In respect of remediation, the panel noted the case examiner's comments in the original decision and the submissions made today on behalf of Ms Crofts. The panel shared the previous panel's view that the concerns were wide ranging and noted that they had taken place over a long period of time, and included a period of time when Ms Crofts had been subject to a period of additional supervision, via performance planning. Whilst Ms Crofts has now raised mitigation relating to stressful personal circumstances impacting her work at that time, the panel considered that there was no evidence presented as to how she would manage such a situation again as a social

work professiona on a practical level. The panel specifically noted that in a role in social care or connected to social work, Ms Crofts would have to be able to demonstrate that she can safely manage a number of cases with responsibility for clients and service users, recognise risk, safeguard, report and keep records and manage deadlines or statutory time limits.

35. In the panel's view, Ms Crofts' ability to manage these fundamental areas of practice remain untested, because she has not worked in a social work role since 2020, and the panel did not consider that the evidence presented about her current role as a school photographer was akin to a role connected to social work. The panel concluded that the risk to the public remains because whilst Ms Crofts has shown that she has engaged with the regulatory process and has shown theoretical understanding through her CPD and reflections, there has been no demonstration of remediation in practice in a role that is connected to social work, which could be achieved if she was able to show compliance with the conditions of practice. Consequently, the panel was unable to find that the risk of repetition has reduced.
36. The panel therefore decided that Ms Crofts' fitness to practise remains impaired, and it is the personal component which is engaged, specifically the protection of the public in light of the risk of repetition. The panel did not consider that Ms Crofts' fitness to practice remained impaired in respect of the public element of impairment, because the regulatory process and the imposition of the current conditions of practice order had been sufficient to satisfy public confidence in the profession and to maintain proper professional standards for members of the profession.

Decision and reasons:

37. Having found Ms Crofts' fitness to practise is currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel had regard to the submissions made along with all the information and accepted the advice of the legal adviser.
38. The panel considered the submissions made by Ms Holdsworth on behalf of Social Work England, during which they invited the panel to consider extending the current conditions of practice order for a period of 12 months. The panel noted the submissions made by Ms Sheridan on behalf of Ms Crofts that the appropriate action would be to allow the order to lapse. The panel also took into account the Impairment and Sanctions Guidance published by Social Work England.
39. The panel was mindful that the purpose of any sanction is not to punish Ms Crofts, 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 by upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Ms Crofts' interests with the public interest.

Take no further action/allow the current conditions of practice order to lapse upon its expiry/Issue advice or a warning/Revoke the conditions of practice order with effect immediately

40. The panel decided that taking no action, issuing advice or issuing a warning, or revoking the current conditions of practice order would not adequately protect the public from the risk of repetition as they would not restrict Ms Crofts' practice. The deficiencies identified with Ms Crofts' practice and the risk of repetition that had been identified had the potential to have wide-ranging adverse consequences and therefore some restriction on her practice is required in order to meet the public interest.

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

41. The panel considered whether the current conditions of practice should be extended for a further period of time, namely 12 months.

42. The panel took the view that the deficiencies identified with Ms Crofts' practice are potentially capable of being remedied because they are not attitudinal or behavioural in nature. The panel was therefore satisfied that a conditions of practice order was still appropriate to address the deficiencies, because Ms Crofts has demonstrated that she is making continual and commendable efforts to maintain her CPD, reflection and engagement.

43. In respect of the conditions themselves, the panel had concerns that condition 11 was not a workable condition, taking into account Ms Crofts' experience to date in respect of seeking to obtain employment with this condition in place. The panel considered that condition 11 should be removed, because Ms Crofts has shown insight and the panel did not have concerns about her returning to social work in a role that was unsuitable in light of previous concerns, and the panel also noted that under new condition 12, which also covers agency work, she would have a reporter/supervisor in any event. Further, where a condition is causing confusion and a barrier to obtaining employment, the panel considered that it is not serving the purpose for which it was designed. The panel commends Ms Crofts' continuing commitment to returning to social work, and decided to remove condition 11 in order to reduce confusion and to open up opportunities for her to return to social work in the measured and careful way that she described to the panel.

44. The panel had further concerns in respect of condition 12 bullet point 4 "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". The panel determined that this was neither necessary nor proportionate if Ms Crofts were to take up an unregulated role. The panel therefore removed it.

45. The panel took the view that the order should be extended for 12 months. The panel was satisfied that this period was appropriate because it is a realistic time period to allow Ms Crofts, if she wishes, to obtain relevant work via an unqualified role, as per her expressed intentions during the hearing, before taking up a social work role. The panel considered whether an extension to 18 months would allow Ms Crofts more time to demonstrate compliance with the conditions, however, the panel was mindful that Ms Crofts may perceive an increase in the time period as punitive, and with the amended conditions of practice referred to above, the panel considered that a barrier to her obtaining an appropriate role had been removed, which negates any need to further extend the length of the order.

46. The conditions of practice are as follows -

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 and may also be your supervisor.

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/supervisor to Social Work England every 4 months and at least 14 days prior to any review and Social Work England will make these reports available to any further workplace supervisor referred to in these conditions on request. The reports should focus on your ability to rectify the shortfalls in the following areas of your practice:

- Safeguarding practice which should include consideration of identifying and responding appropriately to risk and working safely with vulnerable people.
- Undertaking assessments including analysis of risk.
- Time management, including timely contact and visits to service users/families and facilitation of multi-agency meetings.
- Maintaining accurate and contemporaneous records.

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].

Condition 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 you, 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.

Condition 10. You must only work as a social worker when you will have access to a supervisor at all times during working hours, whether in person or remotely.

Condition 11. You must continue to undertake annual CPD.

Condition 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).

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 13. You must permit Social Work England to disclose the above conditions 1 to 12, to any person requesting information about your registration status.

47. This panel cannot bind a future panel. However, a future reviewing panel would be assisted by

- a. Ms Crofts attending the review hearing.
- b. Evidence that she has continued to keep her social work skills and knowledge up to date, such as continued CPD.
- c. In the event that she obtains a social work role, evidence that she has complied with the conditions.
- d. Testimonials/references relating to any employment she has undertaken in an unqualified role, which demonstrates how she has managed, where relevant:
 - i. Safeguarding practice which should include consideration of identifying and responding appropriately to risk and working safely with vulnerable people.
 - ii. Undertaking assessments including analysis of risk.
 - iii. Time management, including timely contact and visits to service users/families.
 - iv. Maintaining accurate and contemporaneous records.

Right of appeal:

48. 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.

49. 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.

50. 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.
51. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

52. 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).
53. 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

54. 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>