

BEFORE THE ADJUDICATORS OF SOCIAL WORK ENGLAND

IN THE MATTER OF:

SOCIAL WORK ENGLAND

and

VANYA A THOMAS
SW83019

ALLEGATIONS

Whilst registered as a social worker between July 2020 and October 2020:

1. You failed to assess and/or manage risk to service users as at Schedule 1 below.

Number	Particular
1.1	<p><u>Children A, B and C</u></p> <p>You did not complete an introductory visit to some or all of Children A, B or C in a timely way or at all.</p>
1.2	<p>You did not complete care plans in respect of one or more of Children A, B or C in a timely way or at all, in that the care plans for some or all of this sibling group remained outstanding as of 29 September 2020.</p>
1.3	<p><u>Children D and E</u></p> <p>You did not complete an introductory visit to Child D and/or Child E within two weeks of being allocated these siblings, namely by 21 September 2020.</p>
1.4	<p>You did not complete a statutory visit to either or both of these siblings by mid September 2020 as required.</p>
	<p><u>Child F</u></p>

Number	Particular
1.5	Having told management on 28 September 2020 that you had visited Child F on 4 September 2020 and 15 September 2020, you did not produce a record of one or both of these visits in a timely way.
1.6	You did not progress Child F's statutory health assessment in a timely way or at all, in that the health assessment remained outstanding by 21 October 2020.
1.7	<u>Family A</u>
1.8	You did not complete an introductory visit to the Family A children within two weeks of being allocated these siblings, namely by 31 August 2020.
	<u>Children G and H</u>
1.9	You did not complete an introductory visit to Child G and/or Child H within two weeks of being allocated these siblings, namely by 31 August 2020.
1.10	You did not complete a statutory visit to Child G and/or Child H by 15 October 2020 as required or you failed to record that visit in a timely way.
1.11—	In respect of the Looked-After Child Review meeting dealing with Children G and H which was scheduled for a date before 29 September 2020:
1.11(a)	You did not complete either or both of the following, as you were required to do — (i) Prepare a report into one or both children; and/or, (ii) Update the care plans of one or both children.
1.11(b)	You did not attend the rescheduled LAC meeting on or around 29 September 2020 as you were required to do in your capacity as allocated social worker.
	<u>Child I</u>
1.12	You did not progress a Section 87A referral in respect of Child I in a timely way or at all.

Number	Particular
	<u>Child J</u>
1.13	You did not visit Child J within 24 hours, namely by 21 August 2020.
1.14	You did not record visits to Child J in a timely way or at all, in that one or both of the visits on 28 August 2020 and 3 September 2020 were not fully recorded as of 28 September 2020.
1.15	You did not accurately record the visit to Child J on 15 October 2020 in a timely way or at all, in that the note of this visit remained incomplete by 28 October 2020.
1.16	You did not complete a statutory visit to Child J by 14 October 2020 as required.
1.17	You caused or contributed to a delay in completing the initial health assessment of Child J in that the referral form was not completed within the five days as required.
1.18	You did not complete Child J's pathway plan in a timely way or at all.
	<u>Child K</u>
1.19—	You failed to follow the care plan in that you:
1.19(a)	Provided subsistence support to the child before 7 October 2020 when her whereabouts were unknown; and/or,
1.19(b)	Sought for a support payment to be processed on 13 October 2020 when her whereabouts were unknown.
1.20—	In respect of support payments to Child K:
1.20(a)	You provided one or more support payments from your own pocket before 7 October 2020; and
1.20(b)	In your conduct at Allegation 20(a), you did not maintain proper professional boundaries.
1.21	You did not progress a Section 87A referral in respect of Child K in a timely way or at all.

2. You failed to follow management instructions and/ or seek management approval as at Schedule 2 below.

Number	Particular
	<i>Child F</i>
2.1—	You failed to follow management direction with respect to the statutory health assessment of Child F in that:
2.1(a)	You failed to heed the instruction to progress this task one or more occasions by 21 October 2020; and
2.1(b)	When reminded to progress the task on 21 October 2020 by Colleague 1 (CL), you denigrated the importance of this task by comparing it to form filling.
	<i>Children G and H</i>
2.2-	In respect of the Looked-After Child Review meeting dealing with Children G and H which was scheduled for 29 September 2020:
2.2(a)	You failed to respond to a request from Colleague 2 (ABF) seeking an explanation for your non attendance at the Looked-After Child Review;
2.2(b)	When asked by Colleague 1 (CL) why you did not attend the Looked-After Child Review, you informed Colleague 1 that the diary entry had been deleted and/or that
	<i>Child I</i>
2.3—	In respect of the Section 87A referral for Child I:
2.3(a)	You were directed to complete this document on 14 September, 15 September and/
2.3(b)	You did not comply with one or more of those management instructions in a timely
2.4—	In respect of recording visits to Child I:
2.4(a)	You were directed to complete full recordings of visits to this child in a meeting with Colleague 2 (ABF) on 28 September 2020; and
2.4(b)	You failed to heed that instruction in that the case note for the visit completed on 15 October remained incomplete as of 28 October 2020.
	<i>Child K</i>
2.5—	In respect of providing support payments to Child K:

Number	Particular
2.5(a)	Payments made by yourself directly before 7 October 2020 were not authorised by management as required.
2.5(b)	You sought to have a support payment processed on 13 October 2020, which had not been authorised by management as required.
2.6	In respect of a Section 87A referral for Child K, you did not heed a management instruction provided on 7 October 2020 to complete said referral in a timely way or at all.
	<i>Child L</i>
2.7	In respect of Child L, you delegated to a colleague to visit on 22 September 2020
2.7(a)	Providing prior notice to management; and/ or
2.7(b)	Seeking the permission of management.
2.8—	In respect of non-essential training (Community Care Live Event held on 13 October 2020), you:
2.8(a)	Did not seek management authority in a timely way or at all to permit you to attend
2.8(b)	Attended the training despite receiving a management instruction to attend the supervision at the same time as the training.
2.9	In respect of booking yourself onto training on stress management to be held on 28 October 2020, you did not seek management authority to attend in a timely way or
2.10—	In connection with engagement with occupational health whilst at the local
2.10(a)	Did not heed a management instruction to engage with a occupational health consultation scheduled on or around 21 September 2020;
2.10(b)	Did not heed one or more management instructions to engage with a occupational health consultation scheduled on or around 28 October 2020.

3. You failed to work collaboratively with colleagues and/ or act professionally as at Schedule 3 below.

Number	Particular
3.1—	In respect of supervision sessions with Colleague 1 (CL):

Number	Particular
3.1(a)	<p>You knew or ought to have known that you were required to attend sessions booked for:</p> <p>(i) 3 September 2020;</p> <p>(ii) 13 October 2020;</p> <p>(iii) 20 October 2020;</p> <p>(iv) 28 October 2020.</p>
3.1(b)	<p>You did not attend some or all of those supervision sessions;</p>
3.1(c)	<p>You did not provide prior notice that you would not attend some or all of those supervision sessions; and/or</p>
3.1(d)	<p>On one or more than one occasion you declined to accept diary invites for supervision sessions to be held on dates other than those set out in Particular 3.1(a).</p>
3.2—	<p>In a supervision session with Colleague 1 (CL) between August 2020 and 28 October 2020, you:</p>
3.2(a)	<p>Banged on the table; and/ or</p>
3.2(b)	<p>Behaved aggressively.</p>
3.3—	<p>In a meeting with colleagues between July 2020 and 28 October 2020, you responded to news of the rollout of a new app that:</p>
3.3(a)	<p>You were “not a guinea pig” (or words to that effect); and</p>
3.3(b)	<p>You “did not appreciate the extra demand on your time” (or words to that effect).</p>
3.4—	<p>In a meeting with Colleague 1 (CL) and Colleague 2 (ABF) held on 17 September 2020, you:</p>
3.4(a)	<p>Shouted at colleagues;</p>
3.4(b)	<p>Banged the table; and/or</p>

Number	Particular
3.4(c)	Alleged a conspiracy against you.
3.5—	In a meeting with Colleague 1 (CL) and Colleague 2 (ABF) held on 18 September 2020, you:
3.5(a)	Became irate;
3.5(b)	Shouted;
3.5(c)	Reported that Colleague 1 (CL) was ill-equipped to be a manager; and/or,
3.5(d)	Deliberately disconnected from the meeting prematurely.
3.6	On or around 30 September 2020, when asked to engage with a support plan, told Colleague 1 (CL) you would not do so because “it was a means of controlling you” (or words to that effect).
3.7—	In written correspondence with Colleague 2 (ABF) on 15 October 2020, you:
3.7(a)	Indicated your refused to follow his instructions;
3.7(b)	Accused him of failing to consult with you;
3.7(c)	Suggested there was a conspiracy against you.

4. In respect of training:

- a. You knew or ought to have known that the following training was mandatory upon commencing your role in the Corporate Parenting and Permanency Team:
 - i. Training in age assessments; and/ or,
 - ii. Training in respect of unaccompanied child asylum seekers.
- b. You did not complete training in either or both the topics at Allegation 4(a) before 28 October 2020.

5. You suffer from a health condition as set out in Schedule 5 below which impacts on your fitness to practise.

Number	Particular
5.1	[PRIVATE]

The matters set out in Allegation 1 amount to the statutory ground of misconduct and/or lack of competence/capability.

The matters set out at Allegations 2 - 4 amount to the statutory ground of misconduct.

The matters set out at Allegation 5 amount to the statutory ground of adverse physical or mental health.

Your fitness to practise is impaired by reason of misconduct and/or lack of competence/capability, and/or adverse physical or mental health.

Those parts of the allegations coloured in red are subject to an application to discontinue them.