



Social worker: Andrew Chappell

Registration number: SW21261

Fitness to Practise

Final Order Review hearing

Date of hearing: 15 January 2026

Hearing venue: Remote

Final order being reviewed: Conditions of Practice Order
(expiring 26 February 2026)

Hearing outcome: Revoke the conditions of practice order
with immediate effect

Introduction and attendees:

1. This is the second review of a final conditions of practice order originally imposed for a period of 12 months by case examiners by way of an accepted disposal decision on 21 February 2024. The first final order review took place on 16 January 2025, at which time the conditions of practice order was extended for a further 12 months.
2. Mr Chappell attended and was not represented.
3. Social Work England was represented by Ms Tania Khan, case presenter from Social Work England.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Bryan Hume	Chair
Linda (Helen) Norris	Social worker adjudicator

Hearings team/Legal adviser	Role
Hannah McKendrick	Hearings officer
Chiugo Eze	Hearings support officer
Louise Cotton	Legal adviser

Review of the current order:

5. 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).
6. The purpose of this review is to review the current order, which is due to expire at the end of 15 January 2026. The order subject to review is a conditions of practice order, the conditions of which are as follows:
 1. *You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.*
 2. *You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any workplace supervisor referred to in these conditions.*
 - 3.

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 approved 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.

4. You must provide reports from your workplace supervisor to Social Work England every 4 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 any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].

9. 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 8, above:

a. Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.

b. 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).

c. 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).

d. 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.

10. You must permit Social Work England to disclose the above conditions, 1 to 9, to any person requesting information about your registration status.

The regulatory concerns acknowledged by Mr Chappell which resulted in the accepted disposal and the imposition of the final order were as follows:

“Regulatory Concern 1.1: Between July and August 2020, you failed to maintain appropriate professional boundaries in relation to Service User A.

Regulatory Concern 3: You transported Service User A in the same car as another looked after child and therefore you failed to protect the confidentiality of the service users.

Regulatory Concern 5: You did not maintain full and up to date records for Service User A.

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

The previous final order review panel on 16 January 2025 determined the following with regard to impairment:

7. *“The panel first considered whether Mr Chappell’s fitness to practise remains impaired. The panel determined that Mr Chappell was still impaired for the following reasons:*
 - a. *There is no evidence before the panel of further insight or that he has remediated his practice. This is primarily due to Mr Chappell not having had the opportunity to address the concerns until recently, when he recommenced work as a social worker.*
 - b. *Although the panel has had sight of Mr Chappell’s first supervisor’s report, this was given only weeks into his employment and, in the panel’s view, is too early to demonstrate full insight and remediation. Only three cases have currently been allocated to Mr Chappell and more time is needed for Mr Chappell to demonstrate insight and remediation.*
 - c. *Mr Chappell has demonstrated some insight, by accepting the case examiners’ findings and recognising the seriousness of them. He has undertaken some training and reflective work. At the hearing today, he stated that he welcomed the opportunity to further demonstrate insight and remediation.*
8. *Given these reasons, the panel considered that although heading in the right direction, Mr Chappell’s practice is still impaired, risking a likelihood of repetition and public protection concerns, should Mr Chappell be permitted to practise unrestricted.*

9. *The panel also considered that public confidence, and proper professional standards, in the social work profession would be undermined if a finding of impairment was not made under these circumstances”.*

The previous final order review panel on 16 January 2025 determined the following with regard to sanction:

10. *“The panel decided it would not be appropriate to take no further action or issue a warning. It had made a finding of impairment and any sanction that does not restrict Mr Chappell’s practice is not appropriate and would not protect the public.*

11. *The panel next considered whether conditions of practice would be an appropriate sanction.*

12. *The panel considered that conditions of practice was an appropriate and proportionate sanction, and that they would protect the public, given:*

- a. *The regulatory concerns in Mr Chappell’s practice can be remediated.*
- b. *Mr Chappell has demonstrated some insight and remediation and enthusiasm to reach full insight and completely remediate his practice. The panel considers that conditions of practice order would provide Mr Chappell the opportunity to achieve this.*
- c. *Although there was a breach of the conditions in the past 12 months, this breach was technical and has been addressed. His workplace supervisor has confirmed in her first report that he was open about his fitness to practise matters in his application for the role and that she has no concerns about his work to date. Consequently, the panel considers that conditions of practice are still workable.*
- d. *Placing Mr Chappell under conditions of practice would fulfil the wider public interest in that confidence in the profession and maintaining proper professional standards can be achieved through conditions on Mr Chappell’s practice.*
- e. *Given that Mr Chappell has not practised since the summer of 2020. Conditions of practice would allow him to return to practice in a supported way.*

13. *The panel considers that the conditions imposed by the case examiners to be appropriate given:*

- a. *there is nothing to suggest that the current conditions are not working;*
- b. *there has been no request to vary the conditions; and*
- c. *Mr Chappell has been employed for under one month to date, so the conditions have yet to be tested for an extended period of time.*

14. *The panel considered that a period of 12 months for the current conditions of practice to be imposed would be appropriate as it would allow Mr Chappell sufficient time to address his insight and remediate his practice.*
15. *The panel therefore decided to continue the current conditions of practice for a further period of 12 months”.*

Social Work England submissions:

16. The panel heard submissions from Ms Khan, who drew the panel's attention to the written submissions from Social Work England set out in the notice of hearing letter dated 15 December 2025 as follows:

“Social Work England will invite the panel to find that the Social Worker’s fitness to practise no longer remains impaired and to revoke the existing Conditions of Practice Order with immediate effect.

The Social Worker has continued to engage with Social Work England since the extension of the Order. He is now employed in a social work role and has been for just under 12 months. Throughout that time, he has demonstrated insight and remediation by completing mandatory training, welcoming guidance from and seeking the input of his supervisor on casework that engages professional boundaries. As of 27 October 2025 he held a caseload of 16 children. To date, no concerns have been raised about his ability to maintain appropriate boundaries, safeguard confidentiality or keep up-to-date records.

He has complied in full with the conditions of his Order, save for a breach of condition 4 which appeared to be due to factors behind his control and not due to any inaction or deliberate breach on his part.

Having practised as a Social Worker for just under one year, the Social Worker has provided evidence which addresses the risk of repetition identified by the Case Examiners.

For the reasons stated, it is submitted that the Order has served its purpose and therefore no longer remains necessary on the grounds of public protection, nor is its continuation in the public interest”.

17. Ms Khan drew the panel's attention to the supervision records and workplace supervisor reports, emphasising that these show compliance with the regulatory process and no concerns in respect of his practice, specifically in relation to the regulatory concerns. She submitted that Mr Chappell has demonstrated insight and remediation, that the risk of repetition has been addressed and that his fitness to practice is no longer impaired. She invited the panel to revoke the conditions of practice order with immediate effect.

Social worker submissions:

18. Mr Chappell chose not to give evidence, but he made submissions, setting out that Ms Khan had given a “fair appraisal” of his situation. Mr Chappell submitted that he takes full responsibility for what previously happened. He submitted that he has sought to use his supervision to prioritise discussions about boundaries, to seek support from his manager, and to improve his practice. He submitted that it has been a difficult time, but he had come out the other side and the lessons he had learned will “hold me in good stead for the rest of my social work career”.
19. Mr Chappell was asked what he would do differently in the future, and he responded that he was complacent at that time and a recognition that he is “only human” and cannot be expected to work beyond his own capabilities. He emphasised that it is the role of supervision to be used to raise concerns, and that he now has a particularly supportive manager and he would have no hesitation to raise concerns with her. He reflected that he had not been so well supported previously but added that “I should have taken greater responsibility to raise it with senior management. It is the responsibility of the social worker to raise those issues and if you don’t get recognition or support with immediate managers, you take it higher”. He submitted that the simple answer is that he takes responsibility himself for his work life and will not put himself in a situation where he becomes so overstretched that his decision making is impaired.

Panel decision and reasons on current impairment:

20. In considering the question of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances. It took into account the decision of the previous panel. 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’.
21. 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 took account of new documentation, namely (i) workplace supervisor reports dated 19 June 2025, 27 October 2025 and 01 January 2026, and (ii) emails dated 24 June 2025 and 31 October 2025 from Mr Chappell’s Team Manager setting out dates of supervision meetings. The panel noted a certificate of completion dated 14 October 2021 in respect of a Professional Boundaries in Practice course. The panel also took account of the submissions made by Ms Khan on behalf of Social Work England and those made by Mr Chappell.
22. 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 he has fully acknowledged why past professional performance was deficient and through insight, application, education, supervision, or other achievement sufficiently addressed the past impairments.

23. 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.
24. The panel first considered whether Mr Chappell's fitness to practise remains impaired. It kept in mind that there had already been an accepted disposal of impairment relating to misconduct, and asked itself whether Mr Chappell had demonstrated that he had taken sufficient steps to allay the concerns of the previous panel.
25. The panel determined that Mr Chappell's fitness to practice is no longer impaired, for the following reasons:
 - a. The panel was satisfied that Mr Chappell has shown compliance and full engagement with the conditions of practice order.
 - b. The panel considered that Mr Chappell's insight, remediation and reflection had been demonstrated by the positive reports from his supervisor, which show his professional growth and insight. The panel noted that Mr Chappell has undertaken training and regular supervision, and that he has sought out additional supervision when the need arose. In particular, the panel was impressed by Mr Chappell's insightful submission during the hearing in respect of how he takes responsibility for himself and how he would do so in the future. From the evidence and submissions provided, the panel concluded that Mr Chappell accepted where he should have behaved differently in respect of all of the concerns and has reflected and taken steps to remediate the particular concerns about his conduct.
 - c. The panel was satisfied that the risk of repetition has been addressed by Mr Chappell and is now very low. The panel noted that Mr Chappell's case load has increased over the last 12 months, and that he works in a busy team. The panel noted that there have been no concerns raised about his practice in the review period by his supervisor or any other source, that he has good quality supervision and seeks advice outside of formal supervision arrangements in his current role, and that he had made submissions that he takes responsibility for raising matters with the appropriate level of management in future. The panel noted that since the last review, Mr Chappell has been complimented, as referenced in the supervisors report, on his practice by families of service users, his supervisor and the Family Court.

- d. The panel was satisfied that Mr Chappell had reflected on his practice, noting from his submissions that he has learned lessons and recognises where he would act differently in similar circumstances in the future.

26. The panel also considered that public confidence in the social work profession and proper professional standards would no longer be undermined if a finding of impairment was not made, because members of the public with knowledge of the facts would be satisfied that the regulatory concerns had been addressed by Mr Chappell's compliance with the conditions of practice order and his demonstrated insight and remediation over the last 2 years.

Decision and reasons:

27. Having found Mr Chappell's fitness to practise is no longer impaired, the panel had regard to the advice of the legal adviser in respect of sanctions, noting that the powers of the panel are to revoke, extend or make any order that could have been made by the case examiners at the time that they made the original order.

28. The panel noted that Social Work England had requested that the conditions of practice order be revoked with immediate effect, which was supported by Mr Chappell.

Revoke the conditions of practice order with effect immediately

29. In these circumstances, the panel was satisfied that there is no reason for a sanction to continue to be imposed on Mr Chappell. The panel determined that it is proportionate and fair to revoke the conditions of practice order with immediate effect, because Mr Chappell's fitness to practice is no longer impaired.

Right of appeal:

30. 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.

31. 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.
32. 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.
33. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

34. 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).
35. 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

36. 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>