



Social worker: Evelyn Banks

Registration number: SW124250

Fitness to Practise

Final Order Review Hearing

Date of Hearing: 30 March 2026

Hearing venue: Remote

Final order being reviewed:
Suspension order (expiring 11 May 2026)

Hearing outcome:
Replace the suspension order with a conditions of practice order for 18 months with effect from the expiry of the current order

Introduction and attendees:

1. This is the first review of a final suspension originally imposed for a period of 12 months by a panel of adjudicators on 09 May 2024.
2. Ms Banks attended and was not represented.
3. Social Work England was represented by Ms Panesar-Stringer case presenter from Capsticks LLP.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Frank Appleyard	Chair
Linda Helen Norris	Social worker adjudicator

Hearings team/Legal adviser	Role
Hannah Granger	Hearings officer
Ellie Roberts	Hearings support officer
Neville Sorab	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 current order is due to expire on 11 May 2026.

The allegations found proved which resulted in the imposition of the final order were as follows:

While registered as a social worker:

1. *In relation to one or more of the service users identified in Schedule 1, you failed to undertake reviews and/or assessments adequately on one or more occasions;*
2. *In relation to one or more of the service users identified in Schedule 2, you:*
 - a. *failed to independently identify the need to undertake a formal Mental Capacity Assessment; and/or*
 - b. *failed to complete a Mental Capacity Assessment of sufficient quality;*
3. *You failed to take appropriate and/or timely action to meet the needs of one or more service users and/or their families, namely:*

- a. Service User GH;
- b. Service User MN;
- c. Service User DN;
- d. Service User VP;
- e. Service User AS;
- f. Service User TS;
- g. Service User MO;

4. You failed to consistently demonstrate that you were capable of safe and effective practice without significant levels of support and/or supervision:

- a. whilst employed at Oxfordshire County Council between March 2019 and December 2020;
- b. whilst employed at West Northamptonshire Council between April 2021 and February 2022.

Your conduct as may be found proven at paragraphs 1 – 4 above amounts to the statutory ground of lack of competence or capability.

Your fitness to practise is impaired by reason of your lack of competence or capability.

Schedule 1

- 1. Service User DN (354138)
- 2. Service User GH (278727)
- 3. Service User PP (364017)
- 4. Service User ST (26967)
- 5. Service User CH (139675)
- 6. Service User LB (367600)
- 7. Service User VP (355353)
- 8. Service User MG (360779)
- 9. Service User BS (364803)
- 10. Service User SH (PER19092)

Schedule 2

- 1. Service User ST (26967)
- 2. Service User MG (360779)

3. Service User LB (367600)
4. Service User GP (PER692)
5. Service User MAW (PER21580)

The final hearing panel on 09 May 2026 determined the following with regard to impairment:

“Whether Ms Banks has acted in the past and/or is liable in the future to act so as to put a service user at unwarranted risk of harm

77. The panel considers that Ms Banks has acted in the past so as to put service users at unwarranted risk of harm in that:

- a. Several reviews by supervisors, as well as significant support and intervention, over and above what would be considered required of a social of Ms Banks’ experience, were required to bring her review/assessments to a standard which would result in the documents being of assistance to the service users and professionals;
- b. There was a lack of consistency in her reviews/assessments as a result of contradictions and a lack of clarity within them;
- c. There was a lack of relevant detail in her reviews/assessment, including missing mandatory information;
- d. There were basic errors in her reviews/assessments, including spelling and grammatical errors;
- e. Her reviews/assessments were incomplete;
- f. Her reviews/assessments did not reflect the visits undertaken;
- g. Her reviews/assessments did not fully consider the needs of the service users;
- h. Her reviews/assessments were delayed on occasion;
- i. She failed to understand the mental health capacity assessment framework;
- j. She relied on third party information, rather than undertaking a Mental Capacity Assessment;
- k. She sent a funding authorisation form through before a Mental Capacity Assessment had been completed;
- l. She failed to adequately complete a Mental Capacity Assessment, or complete one to the requisite standard;

- m. She failed to identify the need for a formal Mental Capacity Assessment;*
- n. She failed to pass relevant information to service users' families;*
- o. She avoided service users' families;*
- p. She failed to understand Council policies;*
- q. She failed to use professional judgement to ascertain safety;*
- r. She delayed visits when there was a known safeguarding concern;*
- s. She failed to act on information in a timely manner;*
- t. She failed to understand the facts of a situation, including needs in a changing situation; and*
- u. She failed to act proactively to ascertain information.*

78. Ms Banks has expressed some insight into her failures by admitting some of the allegations at an early stage. However, the panel is of the view that the current level of insight demonstrated is not sufficient so as not to put services users at unwarranted risk of harm in the future. In particular, the panel considers Ms Banks' limited insight to be self-focused:

- a. Ms Banks still continues to deny the facts found proved.*
- b. Ms Banks has been given opportunities to explain the level of insight she possesses, but still considers that any failings were due to a lack of support and not her fault.*
- c. Ms Banks has failed to understand, and appeared to be detached, from the risk of harm that her actions placed on service users (for example, waiting two weeks to respond to a safeguarding concern; and telling another social worker to speak to the husband of a potential domestic abuse victim). She has not apologised for her actions or shown any remorse. Her only reflection is that that if she cannot practice as a social worker, then her time and money spent training and obtaining her degree has been wasted.*

79. The panel considers that Ms Banks has not undertaken sufficient remediation so as not to place service users at unwarranted risk of harm in the future. Although Ms Banks has undertaken training, it is not clear how the training has helped remediate her practice. The panel did not see any evidence of the aims and objectives of the training; whether the training required an assessment at the end of it; and Ms Banks could not say what she learned from the training and how she would do things differently.

Whether Ms Banks has in the past and/or is liable in the future to bring the social work profession into disrepute

80. For the reasons set out in paragraph 77, the panel considers that Ms Banks has in the past brought the social work profession into disrepute.

81. For the reasons set out in paragraphs 78 and 79, the panel does not consider that Ms Banks has gained sufficient insight or undertaken sufficient remediation so as not to bring the social work profession into disrepute in the future.

Whether Ms Banks has in the past breached and/or is liable in the future to breach one of the fundamental tenets of the social work profession

82. The panel considers that Ms Banks has breached a fundamental tenet of the social work profession, namely placing the safety and wellbeing of service users at risk.

83. For the reasons set out in paragraphs 78 and 79, the panel does not consider that Ms Banks has gained sufficient insight or undertaken sufficient remediation so as not to breach a fundamental tenet of the social work profession in the future.

Whether Ms Banks has in the past acted dishonestly and/or is liable to act dishonestly in the future

84. The panel considered dishonesty was not alleged and therefore not considered to be a factor in this matter.

Panel's conclusion on impairment

85. In light of the above, the panel considers Ms Banks' practice to be impaired on the personal element.

86. The panel considers that impairment is also found in the wider public interest. The wider public interest includes the elements of public protection, maintaining public confidence in the profession and declaring and upholding proper standards of conduct and behaviour.”

The final hearing panel on 09 May 2026 determined the following with regard to sanction:

“90. The panel considered the following factors to be mitigating:

- a. Ms Banks provided early admissions to some of the allegations;
- b. At the time of the concerns, Ms Banks was at an early stage of her career;
- c. There is some evidence to suggest that the supervision and mentorship Ms Banks received at OCC and WNC was not of the highest quality;

d. At the time of some of the concerns, Ms Banks was under stressful personal circumstances [In particular, [PRIVATE]];

e. Ms Banks is of previous good character; and

f. The panel understand the financial impact these proceedings have had on Ms Banks.

91. The panel considered the following factors to be aggravating:

a. Ms Banks put service users at risk of harm;

b. The failures in Ms Banks' practice were wide-ranging and repeated, despite significant assistance and multiple reviews of her work;

c. Ms Banks has limited insight into her failings, which is self-focused. In particular, Ms Banks has failed to identify, understand, take ownership and appeared to be detached, from the risk of harm that the concerns place on service users;

d. Ms Banks has not apologised for her actions or shown remorse; and

e. Ms Banks has undertaken limited remediation. Although she has completed some training, she has not demonstrated what impact the training had on her or shown any reflection following the training.

92. In light of the seriousness of its findings in relation to Ms Banks' lack of competence and capability and current impairment, the panel finds that taking no action or issuing advice would not adequately protect the public because her practice would not be restricted so as to mitigate the risk of harm. In addition, these sanctions would not adequately meet the wider public interest of maintaining public confidence in the profession and declaring and upholding proper standards of conduct and behaviour.

93. The panel then considered whether issuing Ms Banks a warning.

Paragraph 108 of the Sanction Guidance states that:

“A warning order is likely to be appropriate where (all of the following):

· the fitness to practise issue is isolated or limited

· there is a low risk of repetition

· the social worker has demonstrated insight”

94. As set out above, the panel finds that Ms Banks does not meet any of these criteria:

a. The concerns were not isolated or limited. The failures in Ms Banks' practice were wide-ranging and repeated;

b. For the reasons provided in the “finding and reasons on current impairment” section above, the panel finds that there is not a low risk of repetition; and

c. Although Ms Banks has demonstrated limited insight, it is self-focused. In particular, Ms Banks has failed to identify, understand, take ownership and appeared to be detached, from the risk of harm that her practice shortfalls place on service users.

95. Furthermore, a warning order would not adequately meet the wider public interest of maintaining public confidence in the profession and declaring and upholding proper standards of conduct and behaviour.

96. The panel then considered whether a conditions of practice order would be proportionate and appropriate in the circumstances. The panel gave extensive thought to a conditions of practice order. However, given:

a. the wide-ranging allegations admitted/proven in Ms Banks’ practice;

b. the panel’s findings that Ms Banks has put service users at unwarranted risk of harm;

c. the high risk of repetition of conduct similar to that of the failures found in Ms Banks’ practice;

d. Ms Banks would have been under close supervision during her ASYE year, yet significant concerns surrounding her practice existed;

e. the continuing limited insight from Ms Banks in relation to her failures, which has been exacerbated by:

i. Ms Banks’ continued belief that failures in her practice were solely due to inadequate supervision and mentorship;

ii. Ms Banks’ belief that a warning order would suffice to protect the public;

iii. Ms Banks’ only apparent concern, should conditions be imposed, is her ability to obtain employment (rather than the protection of the public); and

f. Ms Banks has failed to understand, and appeared to be detached, from the risk of harm that her actions placed on service users,

the panel found that it could not formulate conditions which were proportionate or workable, or which were not so restrictive that they would be tantamount to suspension, in order to protect the public.

97. The panel next considered whether it was appropriate to impose a suspension order. For the following reasons, it considered a suspension

order to be appropriate and proportionate to protect the public and the wider public interest:

- a. The admitted/proven allegations demonstrate failures in fundamental aspects of social work practice. The panel consider these to be a serious breach of the professional standards;*
- b. Ms Banks has demonstrated limited insight and undertaken limited remediation. A suspension order will provide her with the time to reflect on the findings, and obtain insight and remediate her practice; and*
- c. Ms Banks has, through Counsel, indicated a willingness to resolve failings in her social work practice. The panel is keen for Ms Banks' willingness to be demonstrated and has provided some recommendations to her below at paragraph 102.*

98. The panel noted that under paragraph 150 of the Social Work England Sanctions Guidance, a removal order is not available to it in the current situation.

99. The panel also took into account the importance of publicly declaring the standards of conduct and behaviour expected of a registered social worker and maintaining public trust and confidence in the profession. The panel noted that there is a public interest in permitting a social worker to continue to practise their profession for the public good, if it is safe to do so, provided that it is not inconsistent with the wider public interest objectives which must take priority. The panel concluded that permitting Ms Banks to return to practice immediately and her professional and personal interests were outweighed by the panel's duty to uphold the wider public interest. Therefore, a Suspension Order would satisfy the public interest aspects of the case.

100. The panel had regard to the paragraph 142 of the Sanctions Guidance:

“Suspension up to one year may be appropriate if the suspension's primary[...] aim is (one or both of the following):

- maintaining confidence in the profession*
- ensuring the professional standards are observed”*

101. Having balanced the factors outlined above, and upon considering all of the circumstances of the case, the panel found that a 12-month suspension order would be a sufficient period for Ms Banks to develop full insight and remediate her practice. The panel is further satisfied, for all of the reasons outlined above, that this is a sufficient period of time to protect the public and to maintain public confidence in the profession. Ms Banks has indicated her wish to return to social work practice; it is in the public interest to support a trained and skilled social worker to return to practice. Further, a period of in

excess of 12 months risks Ms Banks becoming deskilled and the risk of deskilling is a public interest consideration.

102. The suspension order will be subject to review before expiry, during which a separate panel of adjudicators will consider whether Ms Banks' fitness to practise remains impaired and, if so, what, if any, sanction should be imposed. Ms Banks will only be permitted to practice, under restrictions or otherwise, if she demonstrates full insight and if the review panel is satisfied that there no longer remains a risk to the public and that allowing her to practice maintains public confidence in the profession. The reviewing panel would benefit from:

- a. Ms Banks' continued engagement with Social Work England;*
- b. Ms Banks undertaking work comparable to social work practice to develop her skills as a practicing social worker. Further, a future reviewing panel would be assisted with samples of Ms Banks' written work which is comparable to written social work;*
- c. Training undertaken by Ms Banks which covers:
 - i. following management instructions;*
 - ii. maintaining case file records;*
 - iii. producing assessments to the standards expected;*
 - iv. time management;*
 - v. safeguard service users;*
 - vi. general social work, given Ms Banks' absence from social work for an extended period;*
 - vii. reflection on her training to set out what she learned and how her practice has improved; and**
- d. A written reflective piece from Ms Banks:
 - i. addressing the panel's findings;*
 - ii. demonstrating full insight and complete remediation; and*
 - iii. setting out why she would not commit the same practice failings should she return to social work practice unrestricted."**

Social Work England submissions:

7. In the Notice of Review, Capsticks LLP made the following written submissions on behalf of Social Work England:

“Social Work England invites the Panel to consider that the fitness to practise of the Social Worker remains impaired for the same reasons as identified by the Final Hearing Panel.

The Social Worker has provided a reflective piece of work which shows her remorse and understanding for her actions and she accepts her conduct was below the standards expected. She has also provided certificates which demonstrate further training to improve her professional skills.

This evidence does not however sufficiently address all areas of concern identified and there is limited evidence provided by the Social Worker as to how she would act differently in the future. There is no evidence of work in a role akin to social work or transferable skills. Accordingly, it is submitted that the Social Worker is unable to return to unrestricted practice. Social Work England submit that the Social Worker requires a period of practice under conditions to ensure she can put the knowledge learned into practice and perform safely in a registered role.

The Social Worker has shown willingness to comply with Social Work England and make improvements to her practice. Accordingly Social Work England are seeking a conditions of practice order for 18 months to enable the Social Worker to continue to develop insight and improve her practice, whilst being supported. We include a copy of draft proposed conditions with this notice of hearing.”

8. Ms Panesar-Stringer’s supplemented Social Work England’s written submissions with the following oral submissions:
 - a. Ms Banks has yet to demonstrate full insight and remediate fully. There is insufficient evidence that Ms Banks would not commit the same failings if she returned to unrestricted practice.
 - b. Ms Banks has not provided evidence of the articles that she has read or podcasts that she has listed to, as claimed in her reflective piece.
 - c. Ms Banks’ reflections do not address allegations and contain some grammatical errors, which are of relevance due to the proven allegation of poor written work.
 - d. Ms Banks remains impaired on the personal element and the public element. A well-informed member of the public would expect a fitness to practise concern to be responded to by the regulator, and that it is remedied before a social worker is permitted to return to unrestricted practice.
 - e. As Ms Banks has made some attempt to gain insight and remediate her practice, she should be permitted to return to practice under conditions.

A workplace supervisor can report back on Ms Banks' performance every three months. A personal development plan will also assist Ms Banks.

- f. An 18-month order would permit Ms Banks to obtain a social worker role and ensure compliance with conditions. This will allow Ms Banks to work in a supportive environment and improve her practice.
- g. Social work England can ask for an early review if Ms Banks commences a role and produced evidence of safe and competent practice.

9. Social Work England have recommended the following conditions:

1. You must notify Social Work England at any time you are employed in a role, or providing social work services, which require you to be registered with Social Work England 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 social work educational services, and any reporter or workplace supervisor referred to in these conditions.

3. a. At any time you are employed in a role, or 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 can be the same person as the workplace supervisor).

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 reporter to Social Work England every 3 months and at least [14] days prior to any review and Social Work England will make these reports available to any workplace supervisor referred to in these conditions on request

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. *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 close 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 (and can be the same person as the reporter).*
b. You must not start or continue to work until these arrangements have been approved by Social Work England
10. *You must provide reports from your workplace supervisor to Social Work England every [3] months and at least [14] days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.*
11. *You must work with your [workplace supervisor/reporter], to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:*
 - a. Completing reviews and assessments to an adequate standard;*
 - b. Identification of the need for Mental Capacity Assessments and conducting mental Capacity Assessments to an adequate standard;*
 - c. Carrying out work to meet the needs of service users in a timely manner.*
12. *You must provide a copy of your personal development plan to Social Work England within [4] weeks from the date these conditions take effect and an updated copy [4] weeks prior to any review.*
13. *You must keep your professional commitments under review and limit your social work practice in accordance your workplace supervisor's advice.*
14. *You must not supervise the work of any other social worker or student social worker.*

15. You must not work as an independent social worker and must only work as a social worker at premises where other social workers are employed

16. You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection to Social Work England [6] months after these conditions take effect, focusing on how your conduct, for matters relating to this case [undertaking reviews and assessments adequately; identifying the need to undertake a formal Mental Capacity Assessment, completing Mental Capacity Assessments of sufficient quality, undertaking appropriate and timely action to meet the needs of service users and their families, demonstrating safe and effective practice], was below the accepted standard of a social worker, outlining what you should have done differently.

17. 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 16, 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 (at 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.

Social worker submissions:

10. Ms Banks submitted:

"I am seeking to return to social work practice, however, because restrictions exist, employers are unwilling to employ me under current restrictions as they must accommodate those conditions or restrictions. I have attempted to maintain professional development, also showed insight into the concerns

that led to the restriction. I need practice to prove my competence, however, restrictions make this difficult This's a frustrating position to be in.”

11. Ms Banks provided an undated reflective piece, with the following pertinent excerpts:

“A written reflective piece of document from Ms Banks:

I acknowledge the findings of the panel relating the seriousness of the concerns raised in my practice. I also acknowledge the roles of the panels to protect the public, uphold confidence in the social work profession, and to maintain professional standards. I have realised that my conduct was below the standards expected while registered as a social worker, particularly in relation to (accessing and meeting the need of the people in my case loads, accessing the mental capacity of individuals, and professional judgement). I acknowledge that failure to demonstrate the above can undermine public trust in the social work profession in relation to integrity, transparency, accountability, insight, learning, remediation, and public protection. Whatever the pressures of workload or personal circumstances, I will continue to be accountable for maintaining safe and ethical practice. I have come to realise how my actions had the potential to place the individuals, colleagues, and public confidence at risk. I am remorseful for this impact.

[...]

Description: *I am seeking to return to social work practice without restrictions. Over the past years, I have reflected on the circumstances that led to my restrictions and making sure that I can meet the standards expected of a safe ethical and effective social worker. I engaged in Continuing Professional Development (CPD) activities, and reflective practice to strengthen my professional competence.*

Feelings: *initially, I felt disappointment, frustration, and anxious about my professional identity and future practice. However, as the years goes by, I started to focus om professional reflection, examining the circumstances led to the concerns raised, and identifying the skills needed for improvement, these feelings developed into motivation and determination. I now feel more confident, self-aware, and committed to practising safely, ethically based on social work values. This process has enabled me to understand the importance of person-centred practice, professional standard, and accountability. In addition, I have completed targeted learning and development activities, relevant to my professional practice to increase my knowledge in terms of relevant legislation, ethical frameworks, risk assessment, and evidence-informed intervention.*

I have used peers support from experienced social workers, and training for ongoing development to uphold the standards of conduct required in social work. I have also implemented self-directed studies making sure that I can

maintain professional resilience, manage workload pressures appropriately. In moving forward, I believe that these strategies will support safe and effective practice. This reflective piece of work has helped me to understand my professional responsibilities and commitment to delivering high-quality, ethical, and reflective social work practice. I am asking to be considered for a return to unrestricted practice. I believe I can work safely and independently.

Evaluation: *The period of restriction is challenging in terms of losing my professional identity, limited of direct application of skills and, financial constraints due to low income, high debt and resource scarcity. However, it has helped me to critically examine my practice and identify areas for improvement such as accessing the individual's needs, accessing mental capacity, professional boundaries, and making use of supervision.*

Analysis: *Using Gibbs' cycle helped me to understand how my actions directly impact the individuals, families/carers, and organisation I worked with. I acknowledge that effective social work practice requires consistent application of accountability, professional judgement, effective standards, relevant legislation, ethical principles, supervision and CPD records. I am confident that I can now manage complexity, risk, and emotional demands within practice.*

Conclusion: *This reflective piece of work has helped me to acknowledge my previous mistakes in my social work practice and demonstrating insight into how these have been addressed. I now understand the importance of maintaining public trust and confidence in social work. I take full responsibility for my professional development. I acknowledge that the learning gained has significantly improved my competence, judgement, and ethical practice to enable me to return to social work practice without restrictions. I am committed to ensuring that my practice remains safe, accountable, reflective, social justice, respect, and integrity. Adhering to these principles creates a robust framework for ethical, effective, and person-centred practice.*

Action Plan

For ethical, and accountable social work practice as I return to unrestricted practice, I will ensure safe and continued effective practice and implementing the below action plan.

- To engage in a regular reflective supervision and seek feedback.*
- To maintain ongoing CPD.*
- Continue to engage in critical thinking and emotional resilience*
- To stay updated with the relevant legislation, policy and procedures with best practice guidance.*

- To utilise every support available to prevent stress and breakdown, monitoring [PRIVATE].

Statement Demonstrating Full Insight and Complete Remediation in Social Work Practice

I have reflected on the concerns raised about my practice and developed a good understanding of how my actions had affected the people I worked with, including my colleagues, and the wider organisation. This reflective account has helped me to recognise the concerns raised, and to ensure that my practice consistently aligns with the core values and ethical principles of social work. I have gained insight into how my practice had impacted the safety, dignity, and trust of the individuals, and families I was working with. To address these issues, I have engaged in a CPD to support the programme of remediation such as listening to podcast online, BBC channel, reading articles of the professional association for social work and social workers by the British Association of Social Work (BASW), targeted training, independent study of relevant legislations and policies, safeguarding frameworks, consultation with senior practitioners, and the professional standards that guide social work practice on Social work England website.

In addition, I used reflective models of Gibb's Reflective Cycle to analyse and identify my practice. This helped me to understand how to apply theory more effectively in a real-world situation.

I can now use decision-making tools, case documentation, and approach supervision in a critical analysis instead of descriptive report writing.

Reflection on time management:

Managing time is a critical skill in social work because the demands of individuals are constant, and their needs are often urgent and complex. Prioritisation is also important in social work because there are other tasks to attend to in between such as maintaining good records, administrative tasks, direction contact with the individual either by telephone or face-to-face, attending meetings, and unexpected crises which often requires immediate attention can disrupt plan. However, effective time management helps to support the individuals with consistency, and professionalism the values of social work. It has made me to understand that procrastination is different from being productive. To avoid rushing, being stressed, or unfinished work, is to focus on what truly matters by setting clear goals, breaking tasks into smaller pieces, and avoid distraction.

This reflection has helped me to improve my time-management and prioritisation strategies and developing greater confidence in seeking guidance when needed. I acknowledge that this process has been challenging, however, transformative. It has helped me to build my

professional identity and increased my understanding of social work practicing responsibly and ethically. I am confident that the knowledge and insight I have gained will continue to positively shape my practice. I remain committed to continuous learning, and the values that underpin social work reflective practice.”

12. Ms Banks made the following oral submissions:

- a. She was not fully qualified when the misconduct occurred. She was on her Assessed and Supported Year in Employment (“ASYE”).
- b. She is concerned that no employer would employ her under restrictions.
- c. She received social worker practice magazines regularly.
- d. She has applied for roles through agencies over the past week or two. The agencies know that she is currently suspended and are awaiting the outcome from today. She has an interview in two-weeks’ time for a non-social work role.
- e. She would now know which cases are priority, based on the severity of the case and not dependant on the date of the case.
- f. She would welcome supervision of her practice.

Panel decision and reasons on current impairment:

13. 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 decisions 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*”.
14. The panel had regard to all of the documentation before it, including the decision and reasons of the Final Hearing Fitness to Practise Panel, Social Work England’s written submissions, and Ms Banks’ reflective piece. The panel had regard to the submissions made by Ms Panesar-Stringer and Ms Banks.
15. The panel heard and accepted the advice of the legal adviser, including the case of *Abrahaem v GMC [2008] EWHC 183* which sets out that, at a review, there was a persuasive burden on the registrant to demonstrate that previous concerns and impairments had been sufficiently addressed. 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 to maintain public confidence in the profession.
16. The panel first considered whether Ms Banks’ fitness to practise remains impaired. The panel determined that Ms Banks was still impaired for the following reasons:

- a. Although there has been some development of her insight through her reflective piece, Ms Banks has not developed insight into each of the proven allegations and why they occurred. Ms Banks' insight is more generic on social work practice rather than focused on what resulted in the misconduct.
- b. Although Ms Banks has undertaken some remediation, again, her remediation is general and unspecific to the proven misconduct. In particular:
 - i. The courses she has undertaken are general and do not specifically address where her practise fell short.
 - ii. She submitted that she read articles and listened to podcasts but did not specify what they were and how they improved her practice.
- c. Furthermore, there is no evidence that Ms Banks has undertaken any work akin to a social worker role in order to put any improvements into practice and demonstrate remediation. There is no third-party evidence of transferable skills before the panel.
- d. Given the high level of repetition in the proven misconduct, the panel is concerned that without the appropriate levels of insight and remediation, there is a real risk of repetition which would place service users at further risk of harm.

Given these reasons, the panel considered that Ms Banks' practice was still impaired, with a foreseeable risk of repetition and service user protection concerns, should she be permitted to practise unrestricted.

17. The panel also considered that public confidence, and proper professional standards, in the social work profession would be undermined if no finding of impairment was made under these circumstances.

Decision and reasons on sanction:

18. Having found Ms Banks' 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.
19. The panel considered the submissions made by Social Work England, during which they invited the panel to consider replacing the current suspension order with a conditions of practice order. The panel also took into account the "*Impairment and sanctions guidance*" published by Social Work England.
20. The panel was mindful that the purpose of any sanction is not to punish Ms Banks, 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. The panel applied the principle of proportionality by weighing Ms Banks' interests with the public interest.

21. 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 Ms Banks' practice is not appropriate and would not protect the public.
22. The panel next considered whether conditions of practice would be an appropriate sanction. 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 Ms Banks' practice can be remediated.
 - b. Ms Banks has demonstrated some insight and remediation. The panel considers that a conditions of practice order would provide Ms Banks the opportunity to achieve this.
 - c. Placing Ms Banks 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 Ms Banks' practice.
 - d. Given that Ms Banks has not practised for a number of years, conditions of practice would allow her to return to practice in a supported way.
23. The panel considers that the conditions drafted by Social Work England, at paragraph 10 above, to be appropriate given:
 - a. These would adequately protect the public and be in the wider public interest; and
 - b. It would allow Ms Banks to return to a social worker role in a supportive environment to improve her practice.
24. The panel considered that a period of 18 months for the conditions of practice to be imposed would be appropriate as it would allow Ms Banks sufficient time to obtain a social worker role, help her completed the ASYE, address her insight and remediate her practice.
25. The panel therefore decided to replace the current interim suspension order with a conditions of practice for a period of 18 months.

Right of appeal:

26. 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.

27. 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.

28. 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.

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

Review of final orders:

30. 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).

31. 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

32. 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>