



Social worker: Robert Guyton

Registration number: SW122547

Fitness to Practise

Final Order Review Hearing

Date of hearing: 27 April 2026

Hearing venue: Remote

Final order being reviewed:
Conditions of practice order (expiring 8 June 2026)

Hearing outcome:
Extend the current conditions of practice order for a further 9 months with effect from the expiry of the current order

Introduction and attendees:

1. This is the second review of a final suspension order originally imposed for a period of 2 years by a panel of adjudicators on 12 May 2023. At the first review on 16 May 2025, the suspension order was replaced by a conditions of practice order for a period of 12 months.
2. Mr Guyton attended and was not represented.
3. Social Work England was represented by case presenter Ms Tania Khan.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Claire Cheetham	Lay Chair
Delecia Dixon	Social worker adjudicator

Hearings team/Legal adviser	Role
Paul Harris	Hearings officer
Heather Hibbins	Hearings support officer
Nicole O’Reilly	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 08 June 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 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 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.

Condition 3

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 4

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 5

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 6

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 from the date these conditions take effect.

Condition 7

You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.

Condition 8

You must not supervise the work of any other social worker or student social worker.

Condition 9

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.

Condition 10

You must not be responsible for the administration/management of any independent social work practice/establishment.

Condition 11

You must not undertake any agency or locum work.

Condition 12

Workplace supervision:

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 your workplace, 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.

Note: Social Work England can approve workplace supervisors in one business day if a full CV is sent at the time of the request.

Condition 13

You must provide reports from your workplace supervisor to Social Work England every 3 months and at least 7 days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.

Condition 14

You must work with your workplace supervisor, to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- **Communication with service users**
- **Maintaining professional boundaries**
- **Return to practice including:**
 - **Refreshing knowledge on the statutory framework relating to social work; and**
 - **Developments in the profession since your last period of practice.**

Condition 15

You must provide a copy of your personal development plan to Social Work England within 6 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

Condition 16

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 (15), above:

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

- 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, 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 7 days from the date these conditions take effect

Condition 17

You must permit Social Work England to disclose the above conditions, (1) to (16), to any person requesting information about your registration status.

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

7. Whilst registered as a Social Worker:

1. *You failed to maintain a professional relationship with a service user in that you:*
 - a) *Talked about sex related matters with a service user;*
 - b) *Made inappropriate comments about the service user's personal appearance;*
 - c) *Sent inappropriate text messages to a service user;*
 - d) *Made contact with the service user without professional reason to do so;*
 - e) *Asked the service user for a 'rollie' when the service user was smoking, saying words to the effect of he would "have the one out of her mouth".*
2. *Your actions at regulatory concerns 1(a–e) were sexually motivated.*

The matters outlined in regulatory concerns (1 a–e) and (2) amount to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct.

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

8. The panel first considered whether Mr Guyton's fitness to practise remains impaired.
9. The panel noted that the previous panel found that Mr Guyton had limited insight and had demonstrated insufficient remediation. This was particularly in relation to the effect of his actions on service user DA. That panel found that he had not considered how his interactions with DA impacted upon her, especially given her vulnerable nature and his sexually motivated conduct. Further, the previous panel considered that Mr Guyton's reflective piece did not demonstrate insight in relation to the effect of his actions upon the social work profession and the public.
10. The panel concluded that Mr Guyton's insight had significantly improved and that he had demonstrated remorse for his actions. The culmination of his oral and written submissions was such that each of the areas highlighted by the previous panel had been addressed by him. Further, he had followed the two recommendations of the previous panel, by attending today's hearing and providing a comprehensive reflective statement.
11. The panel noted that Mr Guyton continued to dispute some of the allegations but acknowledged that this was his right. The panel was satisfied that he had shown through his submissions that he accepted, objectively, how his behaviour could reasonably be interpreted to have been sexually motivated and flirtatious. Further, he accepted full responsibility for the impact of his behaviour. This included showing insight into how his misconduct affected both service users and the wider profession.
12. The panel noted that Mr Guyton had returned to work, for a further two years, for the local authority that had employed him at the time of his misconduct. It concluded, therefore, that there was some evidence to demonstrate that he could work safely in the profession. It noted, however, that it did not have evidence before it to show how that work had been structured, the level to which Mr Guyton may have been supervised or the specifics of the work he had undertaken.
13. The panel noted further that, since then, Mr Guyton had not maintained his skillset or knowledge. For example, he had not undertaken further CPD or training nor had he engaged in roles with elements that aligned with social work. Mr Guyton had not provided any testimonials or references from the roles he had undertaken and referenced in oral submissions. Such testimonials or references would have assisted the panel to consider his implementation of appropriate professional boundaries and communication with service users.
14. In light of the above, the panel found that on balance, there were still areas for Mr Guyton to remediate and therefore the risk of repetition continued (although the risk had reduced). Furthermore, Mr Guyton's skills and knowledge were such that there remained a risk of harm to the public.

15. Given the nature and seriousness of the underlying allegations which created the risk in the first place alongside the continued risk of repetition, there remained a necessity to find that Mr Guyton is currently impaired in the interests of the wider public.

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

Taking No Action / Revoking the Suspension. Issuing a Warning:

16. The panel noted that these sanctions would not restrict Mr Guyton's ability to practise and were therefore not appropriate where there is a current risk to public safety. In any event, the deficiencies identified with Mr Guyton's practice had the potential to have wide-ranging adverse consequences and therefore some restriction on his practice is required. Therefore, the panel concluded that these options would be inappropriate and insufficient to meet the public interest.

Conditions of practice order

17. The panel took the view that the deficiencies identified with Mr Guyton's practice are potentially capable of being remedied and was satisfied that appropriate, workable conditions could be formulated given the significant progress he had demonstrated in developing his insight and remorse.
18. The panel took into account that Mr Guyton had responded positively to the previous panel's suggestions to attend this hearing and to provide his reflections. The panel was of the view that as Mr Guyton has been out of social work practice for two years, the following conditions would protect the public and the wider public interest. This would allow Mr Guyton to return to social work in a supported environment where he could work towards further remediation and remove the identified risk of repetition.
19. The panel considered that a period of 12 months should be sufficient time for Mr Guyton to demonstrate that he can practice safely.

Social Work England submissions:

20. The panel heard submissions from Ms Khan as to the background and the previous panel's findings in relation to impairment and sanction. Ms Khan submitted that since the imposition of the conditions of practice order Mr Guyton had not engaged with Social Work England nor their case review team, until after the notice of hearing had been served on 26 March 2026. Evidence was subsequently received from Mr Guyton after the deadline given for a response.
21. Mr Guyton sent evidence of remediation and re-submitted his reflective piece from the 2025 review hearing. Ms Khan emphasised that pages 10-22 of the service and supplementary bundle contain the only new pieces of evidence submitted since the last review hearing. Those documents titled FTP review 2026 comprise a reading log, a

statement on training and evidence and an overview of Mr Guyton's employment history since 2025.

22. Ms Khan acknowledged, whilst it was positive that Mr Guyton had taken some steps to address his learning and the maintenance of his social work skills, there was an absence of training courses and no explanation of how Mr Guyton intended to put this learning into practice.
23. Ms Khan noted that Mr Guyton had indicated, in his statement setting out his employment history, that he had applied for a number of social work positions. Again, she noted that this was a positive step. However, she invited the panel to note that there had been a breach of Condition 16 of Mr Guyton's conditions of practice order, which necessitated that he share a copy of his conditions with prospective employers and notify Social Work England that he had done so. She pointed to there having been a lack of communication between Mr Guyton and Social Work England for most of the duration of his conditions of practice order which made it difficult to assess Mr Guyton's compliance with the order and whether he was making an effort to remediate.
24. Ms Khan accepted that Mr Guyton had shown some insight but queried whether Mr Guyton had fully remediated his practice via his CPD log such that he is no longer personally impaired. She further pointed to the absence of any social work role since July 2023 and suggested that Mr Guyton did not have evidence of safe practice.
25. Ultimately Ms Khan submitted that impairment was a matter for the panel's determination and she urged the panel to consider whether Mr Guyton had fully remediated.

Social worker submissions:

26. Mr Guyton gave evidence and answered questions from the panel and Ms Khan.
27. Mr Guyton referred the panel to his written documentation including an FTP overview 2026 containing a list of material he had read and provided the following by way of explanation:

In relation to the above, it was noted that in the determination of 16th May 2025, one of the reasons cited for issuing a conditions of practice order was that although I had worked with children and families continuously between December 2020 and July 2023, there was no evidence of any training, CPD or service user feedback. Since the last hearing I have found certificates from a number of training courses completed in 2022 and also family/service user feedback for dates between November 2022 and May 2023. I have added all of these pieces of evidence as attachments to this document. Due to the fact that I have not been employed in a role where I am working with parents or children since July 2023, I am unable to provide any further, up to date service user feedback, however as you will see above, I have kept up to date with changes in

Social Work practice legislation. In addition, I have read numerous articles from various sources, specifically relating to areas highlighted in my conditions, as having a shortfall in standards of practice. I have reflected on the remaining concerns raised both within the previous determination and in direct relation to the articles related to communication and professional boundaries. Given that the articles are extensive and the fact I have have(sic) a number of different ones, it would be difficult to summarize my reflections in writing, however, the areas that had most significance were “Dual relationships” and “reflective management of communication and boundaries”. I am also more than happy to provide the panel examples of some of my reflections and how I feel they impacted my practice at the time, and how my practice has been, and will continue to be different moving forward. Please also note that the above is in addition to the previous insight and remediations document provided for last years review (also attached).

28. In respect of his employment history, Mr Guyton noted:

Since the last review in May 2025, I continued to work in an administrative role for the Department for Education. Despite applying for a number of jobs in Social work, I have not been able to secure a job. I have received some feedback and spoken to 3 of the employers, who all cited, being on conditions of practice as the reason for not progressing my application. In addition I have also applied to Sunderland and Stockton Council’s return to Social Work scheme. In the application, as instructed by SWE I advised both employers that I was subject to conditions of practice. Again this was the reason given for rejecting my applications. Both cited being on conditions of practice as being the reason they would not be able to accept me on their programmes. My employment with the DFE has now ceased on March 31st 2026 and continue to seek further employment. I am extremely keen to return to Social Work and am more than willing to work towards any specific requirements SWE wish me to complete, however I am unsure how I am able to fully satisfy the conditions of practice order, if I am unable to obtain employment in a Social Work role. I would welcome any advice and guidance from SWE in relation to this as there is only so many articles or training courses I can complete on the areas of shortfall in my practice without additional practical workplace evidenced based practice.

29. In his evidence to the panel, Mr Guyton acknowledged that he had experienced difficulty in finding social work roles in compliance with his conditions of practice order. He apologised for any lack of engagement with Social Work England and explained that he had not appreciated how to engage with his regulator and the frequency of engagement expected of him during the last 12 months.

30. Mr Guyton accepted, on re-reading Condition 16, that he had breached the condition but had done so inadvertently because he had misunderstood what it required of him. He confirmed that although he had informed prospective employers about his

conditions of practice order he had not shared a copy of the conditions with them at the point of application.

31. Mr Guyton explained how he felt caught in a 'vicious cycle' in that he cannot evidence what Social Work England would like him to evidence by way of the conditions of practice order because he cannot obtain a social worker role due to the order being in place. He explained how he had been applying for full time roles via fostering agencies and had sought to apply for work with local authorities directly but had been turned down for both because of the existence of the conditions of practice order. He expressed that he had been hopeful following the last review that he would be able to return to practice but he has since been feeling downhearted because he has not had the opportunity as of yet to address his acknowledged shortcomings.
32. Mr Guyton spoke of his employment with the Department of Education, in an administrative role working on school's census. He acknowledged that this work, which concluded on 31 March 2026, did not entail working with service users or children directly. He informed the panel that he had not obtained a reference for this role because the agency he was employed by did not give detailed references.
33. Mr Guyton told the panel of his attempts to find a role outside of social work and was hopeful to obtain work with the Ministry of Defence as a welfare officer. Whilst he is yet to hear whether his application has been successful, he was hopeful that this opportunity could provide him with service user feedback which could address his communication skills and awareness of professional boundaries.
34. In respect of remediation, Mr Guyton noted he had read a number of articles in an effort to keep up to date with some of the changes in social work. He spoke of the creation of new safeguarding teams, updates to child protection conferences and working together to safeguard children changes.
35. Mr Guyton addressed the panel on dual relationships and reflected on his previous practice. He accepted that he had previously shared personal information with the service user in this case which blurred professional boundaries. He reflected that he needed to be mindful about giving information about himself that a service user does not need to know. Mr Guyton also acknowledged how his reflection on professional boundaries had caused him to think about his tone and use of body language when liaising with service users and noted that this was a shortcoming which had been highlighted in the last hearing.
36. In answering questions from Ms Khan, Mr Guyton accepted that he had reviewed articles by way of Continual Professional Development ('CPD') but had not completed any recent professional training. Mr Guyton noted that whilst he did not accept his actions had been sexually motivated, he had previously provided CPD which covered this point and has addressed hypothetically what the impact would have been on the service user. Mr Guyton was not aware of any specific course on sexual motivation that he could undertake.

37. In answering questions from the panel, Mr Guyton spoke of how he would conduct himself professionally in future if he needed to undertake visits with a service user. He would liaise with them over the telephone first, resorting to text message only if necessary. If this contact went unanswered, he would liaise with his line manager to discuss an unannounced visit. He confirmed his priority would remain that of the welfare of the child. He noted how he was more mindful now of the impact of communication and how it can come across to service users and of his previous shortcomings in this area.

Panel decision and reasons on current impairment:

38. 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'.

39. The panel had regard to all of the documentation before it, including the decision and reasons of the original panel, the previous review panel and the new documentation provided by Mr Guyton. This included his CPD reading log, his reflection given to the previous reviewing panel, training course certificates dated 2022 and family feedback from 2022-2023. The panel also took account of the submissions made by Ms Khan on behalf of Social Work England and the evidence given on oath by Mr Guyton.

40. The panel accepted the advice of the legal adviser. The legal adviser advised that the panel would first have to consider whether Mr Guyton's fitness to practise remained impaired. She referred the panel to the case of *Cohen v GMC* and advised that it should consider whether the failures recorded by the previous panel leading to the conditions of practice order were capable of being remedied, whether they had been remedied and whether there was a risk of them being repeated. The legal adviser advised that there was a persuasive burden upon Mr Guyton to show that his fitness to practise was not currently impaired. The legal adviser also reminded the panel of *Yussuff v General Medical Council (2018)* and *Motala v General Medical Council (2017)* which held that the maintenance of innocence does not equate to a lack of insight.

41. The legal adviser advised that if the panel found that Mr Guyton's fitness to practise remained impaired it should then consider what was the appropriate sanction, if any, to impose upon Mr Guyton's registration. She advised that the purpose of a sanction is not punitive and was to protect the public and the public interest, which included the maintaining of standards in the profession and the protection of its reputation. The legal adviser advised that the panel should apply the principle of proportionality and should impose the minimum sanction necessary to protect the public and the public interest and no more.

42. In reaching its decision, the panel was mindful of the need to protect the public and the wider public interest in declaring and upholding proper standards of behaviour and maintain public confidence in the profession.
43. The panel first considered whether Mr Guyton's fitness to practise remains impaired.
44. The panel decided that Mr Guyton's fitness to practise remains impaired. In reaching this decision, the panel considered Mr Guyton's attendance today and his engagement as a whole. Whilst that was helpful and it was very positive that Mr Guyton was continuing to engage, the panel took note that Mr Guyton had not worked in social work practice under the final conditions of practice order. In addition, whilst the panel acknowledged the difficulties Mr Guyton has had securing a social worker role, as such Mr Guyton had not been able to demonstrate his ability to safely and competently practise under the structure and supervision offered by the conditions of practice order. Mr Guyton has not practised as a social worker for a period of 3 years and has inevitably become de-skilled as a consequence. By his own admission, Mr Guyton's fitness to practise has not been tested in a social work setting or an analogous setting, where he has had direct contact with service users and/or children.
45. The panel noted that to his credit Mr Guyton had made further progress with the development of his insight, despite the absence of a written reflective piece since the last review hearing. Mr Guyton had undertaken some relevant reading and had been able to address aspects of his learning in his oral evidence to the panel. It was clear that Mr Guyton was making a concerted effort to address the original areas of concern and wishes to return to social work. However, Mr Guyton had not provided any testimonials to the panel, nor had he undertaken targeted remediation to evidence keeping his skillset and knowledge up to date.
46. The panel concluded, inevitably, that remediation remains outstanding and as such there remained a risk of repetition. The panel went on to consider whether public confidence in the profession would be damaged if a finding of impairment was not made. The panel found that members of the public would be concerned if a social worker was allowed to return to unrestricted practice when they had failed to fully evidence that their risk of repetition had reduced.

Decision and reasons:

47. Having found Mr Guyton's 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.
48. The panel considered the submissions made by Ms Khan on behalf of Social Work England, in which she adopted a neutral position. It noted the evidence given by Mr Guyton, including his commitment to return to practice and to agree to any

recommendations made by the panel. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England.

49. The panel was mindful that the purpose of any sanction is not to punish Mr Guyton, 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 upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Mr Guyton's interests with the public interest.

Take no further action/allow the current conditions of practice order to lapse upon its expiry/ issuing a warning:

50. The panel noted that these sanctions would not restrict Mr Guyton's ability to practise and were therefore not appropriate where there is a current risk to public safety. In any event, the deficiencies within Mr Guyton's practice had the potential to have adverse consequences and therefore some restriction on his practice is required. Therefore, the panel concluded that these options would be inappropriate and insufficient to meet the public interest.

Suspension order

51. The panel concluded that a suspension order would be inappropriate in that Mr Guyton was capable of returning to restricted practice, with supportive conditions in place and a suspension order would be disproportionate in the circumstances.

Extend the current conditions of practice order for a further 9 months with effect from the expiry of the current order:

52. The panel considered whether the current conditions of practice order should be extended for a further 9 months.
53. The panel took the view that the deficiencies identified with Mr Guyton's practice remained potentially capable of being remedied and was satisfied that the current conditions of practice order was still appropriate to seek to address the deficiencies and protect the public. The panel took the view that the order should be extended for 9 months. The panel was satisfied that this period was appropriate because it enabled a sufficient period of time for Mr Guyton to obtain a social worker role, to pass his employment checks and to seek remediation evidence for the benefit of a future panel.
54. The panel did consider a conditions of practice order for a period of 6 months but felt that this would afford Mr Guyton with insufficient time to find work and obtain evidence

for a reviewing panel. The panel were mindful that if Mr Guyton was able to find employment swiftly, he could request an early review of the final order.

55. The panel imposed the following conditions:

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 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 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.

Condition 3

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 4

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 5

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 6

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 from the date these conditions take effect.

Condition 7

You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.

Condition 8

You must not supervise the work of any other social worker or student social worker.

Condition 9

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.

Condition 10

You must not be responsible for the administration/management of any independent social work practice/establishment.

Condition 11

You must not undertake any agency or locum work.

Condition 12

Workplace supervision:

- 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 your workplace, 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.

Note: Social Work England can approve workplace supervisors in one business day if a full CV is sent at the time of the request.

Condition 13

You must provide reports from your workplace supervisor to Social Work England every 3 months and at least 7 days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.

Condition 14

You must work with your workplace supervisor, to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- Communication with service users**
- Maintaining professional boundaries**
- Return to practice including:**
 - Refreshing knowledge on the statutory framework relating to social work; and**
 - Developments in the profession since your last period of practice.**

Condition 15

You must provide a copy of your personal development plan to Social Work England within 6 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.

Condition 16

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 (15), above:

- **Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.**
- **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, 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 7 days from the date these conditions take effect

Condition 17

You must permit Social Work England to disclose the above conditions, (1) to (16), to any person requesting information about your registration status.

Recommendations

56. This panel cannot bind a future panel. However, the panel acknowledged the difficulties Mr Guyton has had with obtaining a social worker role and how this was impeding his ability to demonstrate his present fitness to practise. The panel was of the view that, even if Mr Guyton were to be unable to secure a social worker role before the next review, it may be possible for him to demonstrate his progress by way of the following recommendations. In providing these recommendations, the panel wished to assist Mr Guyton in addressing what a future reviewing panel may benefit from having sight of:

- (i) Mr Guyton’s attendance at the next review hearing.
- (ii) Testimonials from an employer (including any roles outside of social work) which evidence his communication skills and maintenance of professional boundaries.
- (iii) To engage regularly with Social Work England’s Case Review Team in preparation for the next review hearing.
- (iv) To provide reflective pieces documenting any learning from targeted remediation and/or reflective discussions with colleagues and/or examples of professional interactions demonstrating his awareness of professional boundaries, including the impact of sexually motivated conduct on a service user.

Right of appeal

57. 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.

58. 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.

59. 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.

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

Review of final orders:

61. 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).

62. 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

63. 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>