



Social worker: Lydia Canrom

Registration number: SW43310

Fitness to Practise

Final Order Review hearing

Date of hearing: 03 August 2026

Hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 11 September 2026)

Hearing outcome:

Revoke the conditions of practice order with immediate effect

Introduction and attendees:

1. This is the first review of a final conditions of practice order originally imposed for a period of 18 months by agreement between Ms Canrom and Social Work England and accepted disposal by her on 11 March 2025.
2. Ms Canrom attended and was not represented.
3. Social Work England was represented by its case presenter Ms Panesar-Stringer
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Sally Berlin	Chair
David Childs	Social worker adjudicator

Hearings team/Legal adviser	Role
Andrew Brown	Hearings officer
Anne Briggs	Hearings support officer
Scott McDonnell	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 11 September 2026.

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

1. Between or around November 2016 and April 2022 you failed to handle confidential information in line with the law in that you emailed confidential information to your personal email without a legitimate or professional reason to do so.

You failed to carry out the following work delegated to you in a timely manner:

- i. Care Act assessment for Person 1
- ii. Court of Protection documents for Person 2
- iii. Decision Support Tool for Person 3
- iv. Hospital step down assessment for Person 4

- vi. Update in relation to a safeguarding concern for Person 6
- vii. Adequately carrying out your responsibilities before and after Multi-Agency Safeguarding Case Conference for Person 7.

Background:

- 7. A complaint was raised by Ms Canrom's former employer, the London Borough of Lewisham Council ("the council") on 8 June 2022.
- 8. The concerns were raised in respect of issues relating to poor performance. However, following Ms Canrom's dismissal, allegations were raised in respect of a serious data breach, where it is alleged that substantial amounts of confidential case data had been emailed to Ms Canrom's personal email address.
- 9. An investigation was undertaken by Social Work England Case Examiners, which identified the regulatory concerns referred to above.

Conditions of Practice identified by the Case Examiners and accepted by Ms Canrom:

- 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 reporter or workplace supervisor referred to in these conditions.*
- 3. a. At any time, you are providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a reporter nominated by you and approved by Social Work England. The reporter must be on Social Work England's register.*
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 4 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 / selfemployment (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.
9. a. At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the supervision of a workplace supervisor nominated by you, and agreed by Social Work England. The workplace supervisor must be on Social Work England 's register.

b. You must not start or continue to work until these arrangements have been approved by Social Work England.
10. a. You must make arrangements for an audit to be carried out by your reporter in relation to accessing and sharing confidential information, including access to and review of your workplace email account. The audit must be signed by your reporter.

b. You must provide a copy of this audit to Social Work England every 4 months and at least 14 days prior to any review.
11. You must work with your reporter or workplace supervisor to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:
 - GDPR and maintaining confidential records
 - Completing work within recommended timescales
 - Time management
12. 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.
13. You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 6 months after these conditions take effect, focusing on how your conduct in the matters relating to this case, namely the importance of maintaining confidential records, and completing allocated work all within recommended timescales, was below the accepted standard of a

social worker, the potential impact of this, and the steps you will take to avoid repetition. The reflection should be a minimum of 1,000 words.

14. 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 1-13, above:

- Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.*
- Any locum, agency or out-of-hours service you are registered with or apply to be registered with in order to secure employment or contracts to undertake social work services whether paid or voluntary (at the time of application).*
- Any prospective employer who would be employing or contracting with you to undertake social work services whether paid or voluntary (at the time of application).*
- Any organisation, agency or employer where you are using your social work qualification/knowledge/skills in a non-qualified social work role, whether paid or voluntary.*

You must forward written evidence of your compliance with this condition to Social Work England within 14 days from the date these conditions take effect.

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

Social Work England submissions:

10. The panel heard submissions from Ms Panesar-Stringer as to the background and the case examiners' conclusions that there was a realistic prospect of the regulatory concerns being proven, that they amounted to misconduct and that Ms Canrom's practice was currently impaired.
11. The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and that the case could be concluded by way of accepted disposal, which was the case in this instance.
12. Ms Panesar-Stringer submitted that Ms Canrom's fitness to practise is no longer impaired by reason of the original misconduct, having demonstrated sufficient insight, remediation and evidence of safe practice, and therefore invited the panel to revoke the Order.
13. Ms Panesar-Stringer informed the panel that the regulatory concerns arose from failures relating to confidentiality and information governance, including the sending of confidential information to a personal email account without a legitimate professional reason, together with failures to complete several work tasks in a timely manner. The concerns were found to amount to misconduct.

14. Ms Panesar-Stringer informed the panel that Ms Canrom accepted the regulatory concerns by way of Accepted Disposal, and an 18 month Conditions of Practice Order was imposed on 11 March 2025.
15. Ms Panesar-Stringer informed the panel that since July 2023, Ms Canrom had been employed as a Senior Social Worker at Merton Council. Since the Order was imposed, Ms Canrom had broadly complied with the Conditions. Whilst some documentation was submitted outside the specified timescales, Ms Canrom had otherwise complied with the Order by providing the required reflective piece, engaging with workplace supervision, and submitting three workplace reports and three Personal Development Plans in accordance with the Conditions.
16. Ms Panesar-Stringer submitted that the workplace evidence was consistently positive. The reports confirm that there have been no concerns regarding the Ms Canrom's professional practice, including her management of confidential information, GDPR compliance, or record keeping. They demonstrated that Ms Canrom had practised safely and effectively whilst subject to the Order and has continued to perform well in her role.
17. Ms Panesar-Stringer informed the panel that Ms Canrom had also provided a detailed reflective piece which demonstrated meaningful insight into the misconduct, including identifying shortcomings in her previous practice, and setting out the learning she has undertaken to ensure that similar concerns are not repeated.
18. Ms Canrom had accepted responsibility for her actions, expressed genuine remorse for the impact of her failings, and reflected on the professional standards expected of a registered social worker.
19. Ms Panesar-Stringer submitted that Ms Canrom had demonstrated sufficient insight, remediation and evidence of safe practice and invited the panel to revoke the Order.

Social worker submissions:

20. Ms Canrom chose not to give evidence, but provided written submissions, which she asked the panel to read and consider during their deliberations.
21. These written submissions included Ms Canrom taking full responsibility for her actions, apologising for her behaviour and expressing remorse. Ms Canrom said that there was no excuse for what she had done.
22. Ms Canrom confirmed that she completed additional training in data protection and information management, meeting deadlines and competing priorities.
23. This training reinforced her understanding of her professional responsibilities and helped her develop better systems of managing her caseload effectively including keeping private information secret, protecting personal data, and limiting access to authorized people only as it builds trust and ensures sensitive details are not shared without permission.

Panel decision and reasons on current impairment:

24. In considering the question of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances.
25. The panel 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'.
26. The panel was mindful that the purpose of any sanction is not to punish Ms Canrom, but to protect the public and the wider public interest. The public interest includes maintaining public confidence in the profession and Social Work England as its regulator and by upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Ms Canrom's interests with the public interest.
27. The panel had regard to all of the documentation before it, including the hearing bundle (308 pages) and the service and supplement bundle (71 pages).
28. The panel also took account of the oral submissions made by Ms Panesar-Stringer and Ms Canrom's written submissions.
29. The panel heard and accepted the advice of the legal adviser. The panel was reminded that a social worker's fitness to practise is impaired if they pose a risk to public safety, or if their conduct or performance undermines the confidence the public is entitled to place in all social workers in England. A social worker's fitness to practise may also be impaired if their actions make it necessary to send a public message about the standards expected of social workers.
30. If the panel decided that Ms Canrom's practice is currently impaired then it should then consider what sanctions are available and refer to Social Work England's "Sanctions Guidance". The panel must start from the least restrictive sanction. Insight and remediation are important factors.
31. The panel first considered whether Ms Canrom's fitness to practise remains impaired.
32. The panel noted that Ms Canrom's supervision had gone well, she had demonstrated insight and complied with the conditions of practice order over a period of time.
33. Ms Canrom had undergone training and her practice had been audited by her current employer with no concerns being found.
34. The panel had read Ms Canrom's reflective piece, which was of a good quality and the panel assessed that Ms Canrom had turned things around. The panel accepted Ms Canrom's written submission that her behaviour leading to the regulatory concerns was out of character.

35. The panel decided that in all the circumstances, fully informed members of the public and of the social work profession would not think that Ms Canrom's fitness to practise was currently impaired.

Revoke the conditions of practice order with effect immediately

36. The panel decided that there is no longer a requirement for Ms Canrom to be subject to a conditions of practice order and the current order should be revoked immediately.
37. The panel did not consider that Ms Canrom should be subject to advice or a warning as the panel was content that she had fully remediated and there was no requirement for either.

The Professional Standards Authority

38. 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>