

Social worker: Simon Thomas
Registration number: SW120572
Fitness to Practise
Final Order Early Review Meeting

Date of Meeting: 04 August 2026

Meeting venue: Remote

Final order being reviewed:
Conditions of practice order (expiring 14 June 2027)

Meeting outcome:
Conditions of practice order - varied (with immediate effect)

Introduction and attendees:

1. This is an early review of a final conditions of practice order under paragraph 15(2) of Schedule 2 to the Social Workers Regulations 2018 (as amended) ("the Regulations"). The conditions of practice order was imposed by the case examiners by way of an accepted disposal on 5 December 2025 for a period of 18 months.
2. Mr Thomas did not attend and was not represented.
3. Social Work England's written submissions are set out within the notice of hearing letter.
4. The panel of adjudicators conducting this hearing (hereafter "the panel") and the other people involved in it were as follows:

Adjudicators	Role
Sarah Fulton	Chair
Jacob (Jake) Salifu Pantia	Social worker adjudicator

Hearings team/Legal adviser	Role
Ruby Wade	Hearings officer
Ellie Roberts	Hearings support officer
Zill-e Huma	Legal adviser

Service of notice:

5. The panel had careful regard to the documents contained in the final order review service bundle as follows:
 - A copy of the notice of the final order review hearing dated 1 July 2026 and addressed to Mr Thomas at his email address which he provided to Social Work England;
 - An extract from the Social Work England Register as of 1 July 2026 detailing Mr Thomas's registered address;
 - A copy of a signed statement of service, on behalf of Social Work England, confirming that on 1 July 2026 the writer sent by email to Mr Thomas at the address referred to above: notice of hearing and related documents.
6. The panel accepted the advice of the legal adviser in relation to service of notice.
7. Having had regard to Rule 16, 44 and 45 of Social Work England Fitness to Practise Rules 2019 (as amended) and all of the information before it in relation to the service of notice, the panel was satisfied that notice of this hearing had been served on Mr Thomas in accordance with the Rules.

Proceeding with the final order review as a meeting:

8. The notice of final order review hearing informed Mr Thomas that the review would take place electronically. The notice stated:

“If you would like to attend before the adjudicators in order to make oral submissions, please confirm your intention by no later than 4pm on 15 July 2026 Unless we hear from you to the contrary, we shall assume that you do not want to attend a hearing and Social Work England may decide to deal with the review as a meeting. If Social Work England do hold a meeting, the adjudicators will be provided with a copy of this letter setting out Social Work England’s submissions and a copy of any written submissions you provide.”

9. The panel heard and accepted the advice of the legal adviser with regard to Rule 16(c) of the Fitness to Practise Rules 2019 (as amended) which provides:

“Where the registered social worker does not state within the period specified by the regulator whether they intend to attend before the regulator, the regulator may determine whether to make an order by means of a meeting.”

10. The panel considered with great care whether it was appropriate to proceed in the absence of Mr Thomas by way of a meeting. In reaching its decision, the panel took into account Rule 16(c), the guidance entitled ‘Service of notices and proceeding in the absence of the social worker’, and the principles set out in *R v Jones [2002] UKHL 5* and *General Medical Council v Adeogba [2016] EWCA Civ 162*. The panel bore in mind that fairness to Mr Thomas was of paramount importance and exercised its discretion with the utmost care and caution.
11. The panel was satisfied that Mr Thomas had been given proper notice of the review and of his right to request that it be conducted by way of a hearing. He had not requested a hearing, sought an adjournment, or provided any explanation for his non-participation. The panel noted that Mr Thomas had engaged with Social Work England previously by responding to correspondence and participating in the regulatory process. In those circumstances, the panel was satisfied that his absence from these proceedings was voluntary.
12. The panel considered whether an adjournment would be likely to secure Mr Thomas’ participation on a future occasion. In the absence of any request for an adjournment or any indication that he would engage if the matter were postponed, the panel concluded that there was no realistic prospect that an adjournment would result in his attendance or otherwise assist the review process. The panel also considered that any disadvantage to Mr Thomas arising from proceeding in his absence was limited, given that the review was being conducted by way of a meeting and all written material submitted on his behalf would be taken into account.

13. The panel noted that the early review had arisen on the basis of a breach of the conditions of practice and repetition of the current concerns as employed by East Sussex. Therefore, taking everything into account, balancing fairness to Mr Thomas with the public interest in the timely review of the existing order, the panel concluded that it was fair, appropriate and in the public interest to proceed with the review in his absence by way of a meeting.

Review of the current order:

14. This early final order review hearing is taking place under Paragraph 15(2) of Schedule 2 of The Social Workers Regulations 2018 (as amended) and Social Work England's Fitness to Practise Rules 2019 (as amended).

15. Under paragraphs 15(2)(a) to (f), the regulator may review a final order early 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, and may:

- Confirm the order
- Extend, or further extend, the period for which the order has effect, provided that the extended period does not exceed in the case of conditions of practice order, 3 years
- Reduce the period for which the order has effect
- Substitute any order which the adjudicators or the case examiners could have made on the date on which they made the order
- Revoke the order, and in the case of a suspension order may make the revocation subject to the social worker satisfying such requirements as to additional education or training and experience as apply to them
- Revoke or vary any condition imposed by the order

16. The decision on a review under sub-paragraph (2) takes effect from the date on which the regulator completes the review notwithstanding any appeal against that decision.

17. The purpose of this review is to review the current order, which is due to expire at the end of 14 June 2027. The order subject to review is a suspension order/ conditions of practice order, the conditions of which are as follows:

1. You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.
2. You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or

arrangement to provide social work or educational services, and any reporter or workplace supervisor referred to in these conditions.

3a. 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. This can be the same person as your workplace supervisor.

3b. 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 / 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].

9a. 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.

9b. 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 4 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 not undertake any agency or locum posts of less than 3 months duration.

12. You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 3 months after these conditions take effect, focusing on how your conduct, for matters relating to this case, namely recordkeeping, making initial contact with service users and not providing the required support, was below the accepted standard of a social worker, outlining what you should have done differently.

13. 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 12, 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.

14. You must permit Social Work England to disclose the above conditions, 1 to 13, to any person requesting information about your registration status.

The case examiners on 5 December 2025 determined the following with regard to impairment:

“Personal element

With regards to the concerns before the regulator, the case examiners have given thought to their guidance, and they note that they should give consideration to whether the matters before the regulator are easily remediable, and whether the social worker has demonstrated insight and/or conducted remediation to the effect that the risk of repetition is highly unlikely.

Whether the conduct can be easily remedied

The case examiner consider that the conduct in this case is easily remediable, particularly by an experienced social worker. They are of the view that with suitable reflection and evidence that they have sought learning and development around the areas of alleged omission, the social worker could demonstrate insight and remediation to reassure the regulator that any risk of repetition is low.

Insight and remediation

The case examiners are of the view that the social worker has demonstrated limited insight. When asked if they accept the regulatory concerns, the social worker stated no and also stated that they did not accept their fitness to practise was impaired.

However, the case examiners recognise that within their submissions, the social worker does appear to accept that their practice was affected by personal circumstances, and they state “I didn't expect it to effect [sic] me emotionally and my job professionally. I was short sighted in this moment”. The case examiners acknowledge that it can be very difficult for social workers who deny the concerns, to provide insight and remediation. They recognise the social worker’s right to deny the allegations against them but note these concerns are supported by objective evidence. The social worker submits that they regularly undertake reflection but have offered no evidence or account of any reflection, so the case examiners cannot be assured that the social worker understands the significance of the allegations against them.

Risk of repetition

The case examiners recognise that it is possible for social workers to demonstrate remediation by providing evidence from subsequent employers, demonstrating there are no current concerns about the social worker’s practice. In this case however, the case examiners have been provided with information from the subsequent employer, Camden Council which suggests that the social worker was struggling to keep on top of their workload. The manager of that team stated that they would have begun talking about performance, but the social worker decided they were better placed working in a less demanding environment.

The case examiners are satisfied that this information is not suggestive of new regulatory concerns as the manager concluded “he has not been working with us for long enough for me to give an indication of serious concerns, he also had a lot of personal things happening outside of work that may have contributed to his performance”. The case examiners are of the view that the most recent evidence of the social worker’s practice suggests that there has been a repetition of some of the concerns.

The social worker submits they have, [PRIVATE]. However, the case examiners have not been provided with sufficient evidence of insight and remediation,

which could reassure them that the risk of repetition is low. The case examiners are of the view that a risk of repetition remains.

Public element

The case examiners have next considered whether the social worker's actions have the potential to undermine public confidence in the social work profession, or the maintenance of proper standards for social workers.

As previously stated in their consideration of facts, the regulatory concerns in this case all relate to fundamental elements of the social work role. The public would likely be concerned to know that vulnerable people were left without contact or suitable support and would expect the regulator to take action to prevent this recurring. The case examiners are of the view that public confidence would be negatively affected if no finding of impairment was made.

The case examiners are satisfied there is a realistic prospect of adjudicators finding that the social worker's fitness to practise is impaired."

The case examiners on 5 December 2026 determined the following with regard to sanction:

"In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's sanctions guidance (December 2022) and reminded themselves that the purpose of a sanction is not to punish the social worker, but to protect the public. The case examiners have decided that it is not in the public interest to refer this matter to a final hearing and have chosen the least restrictive sanction necessary to protect the public and the wider public interest. They have started at the lowest possible sanction and worked up, testing the appropriateness of each sanction and the next sanction above it to confirm their decision is proportionate. The case examiners have already determined that there is a realistic prospect that the social worker's fitness to practise would be found impaired. The sanctions guidance advises that if the personal element of impairment is found, "a sanction restricting or removing a social worker's registration will normally be necessary to protect the public".

The case examiners are therefore led to consider sanctions which restrict the social worker's practice. They note that the guidance suggests it may therefore "be reasonable to move beyond the lower sanctions (no action, advice or a warning) on this basis alone". The case examiners have already determined that they do not consider that the social worker has demonstrated sufficient insight and therefore a risk of repetition remains. Therefore, the sanctions of no further action, advice or a warning are considered inappropriate on the basis that these outcomes will not restrict practice and therefore not sufficiently protect the public.

The case examiners have decided to suggest a conditions of practice order to the social worker that they must comply with. This will afford the social worker further opportunity to evidence any reflection and insight they may have gained, so the regulator can be assured that the risk of repetition is reduced.

The case examiners have considered whether the concerns before them require a sanction of suspension, and are of the view that this would be disproportionate given the developing insight demonstrated and the mitigation of the social worker's personal circumstances at the time of the concerns.

The case examiners consider the appropriate duration of the conditions of practice order to be a period of 18 months. By putting in place this timescale, it provides sufficient time for the social worker to gain employment which can support their ongoing remediation and evidence, once in employment, that their practice is no longer of concern. It also allows sufficient time for the social worker to reflect adequately, particularly given that they have not evidenced sufficient insight in the intervening two years since their alleged conduct occurred.

The case examiners have also borne in mind, in setting this time period, the serious nature of the concerns raised, and their role in upholding professional standards and sending a message to the profession as a whole. Given that the case examiners have identified that there is some developing insight, they are of the view that a longer period of conditions is unnecessary and would be disproportionate.

The case examiners have decided to propose to the social worker a conditions of practice order of 18 months duration. They will now notify the social worker of their intention and seek the social worker's agreement to dispose of the matter accordingly. The social worker will be offered 28 days to respond. If the social worker does not agree, or if the case examiners revise their decision regarding the public interest in this case, the matter will proceed to a final hearing."

Social Work England submissions:

18. The panel received and considered the written submissions made on behalf of Social Work England, which invited the panel to find that Mr Thomas's fitness to practise remains impaired and to vary the existing Conditions of Practice Order in light of the new evidence relied upon by Social Work England:

"Subject to any further evidence of remediation or insight provided by the social worker, the Panel is invited to find that the social worker's fitness to practise remains impaired. As such, the Panel is further invited to vary the Conditions of Practice Order on the grounds that the current order is no longer workable and sufficient to protect the public. A copy of the conditions proposed by Social Work England is attached.

Social Work England has called an early review of the Conditions of Practice Order in light of new, relevant evidence. That evidence is in the form of several breaches of the order, a written report provided by the social worker's workplace supervisor, and further concerns which have led to the subsequent termination of the social worker's employment.

Since the imposition of the order, the social worker has repeatedly showed noncompliance with the conditions, specifically in relation to conditions 1, 3, 9, 12, and 13. Although the social worker accepted the Case Examiner's disposal and has since received clear guidance from the Case Review Officer, the following breaches have occurred:

The social worker's reflective statement was submitted late, namely on the 16 March 2026, when it was due by the 15 March 2026.

The social worker commenced a role within East Sussex Council in January 2026 without notifying Social Work England and without an approved workplace supervisor/reporter.

The social worker failed to provide evidence to Social Work England that he had shared his conditions with the Council prior to starting the role.

At that time, Social Work England took no further action in relation to those breaches on the basis that the Council was willing to support the social worker, acting as supervisor/reporter, and no concerns had been raised. The social worker provided an explanation for the breaches on the 8 April 2026, attributing this to illness, unawareness of expectations and moving house.

The first workplace supervision report was received on 22 May 2026. It confirmed that further concerns, which mirror those underpinning the order, had arisen. Additionally, several complaints had been made by service users and other professionals in respect of the social worker's practise. As a result, the social worker's contract was terminated early by the Council after deeming their practice 'dangerous'.

Social Work England submits that a finding of impairment remains necessary to protect the public and wider public interest. Whilst it is accepted that the concerns are capable of being remediated, the social worker has shown a lack of real insight, or a willingness to develop this further. Social Work England submits that the reflective statement provided is insufficient and further submits that such lack of insight has translated into further concerns around their practice and their ability to accept criticism and accountability.

Furthermore, there is no evidence to suggest that the social worker has fully remediated the regulatory concerns. In the alternative, the combination of the social worker cancelling workplace supervision meetings, minimising the severity of the breaches, minimal improvement in their performance despite receiving support from the Council, and repetition of the original concerns, all

raise doubts as to whether the social worker is capable, or willing, to remediate. Until such evidence is received, it is submitted that there is a high risk of repetition.

Social Work England submits that a variation of the current Conditions of Practice Order is the most appropriate order. It is unclear, from the Council's comments regarding a lack of time and resources, whether the social worker was given adequate support and supervision to be able to successfully remediate. As such, it is submitted that the proposed variation to the order is the least restrictive order which can protect the public whilst providing a second chance to the social worker to demonstrate insight and remediation.

Social Work England does not submit that a Suspension Order is proportionate at this time given the social worker's engagement with the process. However, should there be any further non-compliance or further concerns, Social Work England will consider whether a Suspension Order or a Removal Order is necessary at that stage."

Social worker:

19. The panel noted an email from Mr Thomas dated 16 July 2026, in which he stated the following:

"I am writing in response to the upcoming hearing. May I explain that ever since I qualified back in 2018 I have been passionate about my role/job and endeavoured to provide the best service to service users and their families. I acknowledge that there have been times throughout my career when I did not recognise the impact of work pressures. In particular, in my recent role, I experienced a [PRIVATE]. This unconscious factor did affect the level and quality of my work. Since I have been out of work, I have had the time to reflect on my career, my performance, and the expectations of my employers. I am still passionate about being a social worker and worked hard to study to be in this privileged position."

Legal Advice:

20. The panel accepted the advice of the legal adviser. The legal adviser reminded the panel that this was an early review of a final conditions of practice order under paragraph 15(2) of Schedule 2 to the Social Workers Regulations 2018 (as amended) and Social Work England's Fitness to Practise Rules 2019 (as amended). The legal adviser outlined the powers available to the panel on an early review, including confirming, varying, extending, reducing, substituting or revoking the existing order, where appropriate, in accordance with the Regulations.
21. The legal adviser advised the panel that an early review is not an appeal and is not an opportunity to revisit the original findings of fact, the determination of impairment or the decision to impose the original order. Those findings formed the starting point for

the panel. The panel's task was to determine whether there was any genuinely new, relevant and verifiable evidence, which was not and could not have been made available when the original order was imposed, that gave rise to a realistic prospect that the existing order was no longer appropriate or proportionate. The panel was advised that submissions merely seeking to challenge the original decision did not amount to new evidence.

22. The legal adviser further advised the panel that, if satisfied that new evidence existed, it should consider the effect of that evidence upon the social worker's current fitness to practise and the continuing necessity and proportionality of the existing order. In doing so, the panel should consider both the personal and public components of impairment, take into account all of the reasons for which the original order had been imposed, and ensure that any outcome represented the least restrictive measure necessary to protect the public, maintain public confidence in the profession and uphold proper professional standards.

Panel decision and reasons on current impairment:

23. The panel considered the question of Mr Thomas's current impairment by undertaking a comprehensive review of the final conditions of practice order in light of the current circumstances. It took into account the decision of the case examiners who imposed the accepted disposal on 5 December 2025. However, the panel exercised its own independent judgment in determining whether Mr Thomas's fitness to practise remains currently impaired. The panel also had regard to Social Work England's 'Impairment and sanctions guidance'.
24. The panel had regard to all of the documentation before it, including the decision and reasons of the case examiners, the new evidence relied upon by Social Work England in support of the early review, and the written submissions made on behalf of Social Work England. The panel acknowledged and took into consideration the contents of Mr Thomas' email dated 16 July 2026.
25. The panel heard and accepted the advice of the legal adviser. 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.
26. The panel first considered whether Mr Thomas fitness to practise remains impaired. The panel first considered whether the new evidence affected its assessment of Mr Thomas's current fitness to practise. The panel was satisfied that the evidence relied upon by Social Work England constituted genuinely new and verifiable evidence which was not, and could not have been, before the case examiners when they imposed the original conditions of practice order on 5 December 2025. The evidence related to Mr Thomas's subsequent employment with East Sussex County council, his compliance with the conditions of practice order, the workplace supervisor's report and supervision records, and concerns arising during that employment.

27. Having considered all of the evidence, the panel concluded that Mr Thomas' fitness to practise remains currently impaired. The panel accepted that Mr Thomas had produced a reflective statement and had engaged with the regulatory process to some extent. However, it found that the reflective statement demonstrated only limited insight into the regulatory concerns and the potential impact of his practice upon service users. Despite receiving guidance from Social Work England regarding the purpose and content of reflective practice, there was little evidence that his understanding or insight had materially developed. The panel attached significant weight to the workplace supervisor's assessment that Mr Thomas demonstrated limited insight into the concerns arising during his employment and had struggled to accept criticism and professional accountability.
28. The panel was further concerned that Mr Thomas had failed to comply with several conditions of practice, including failing to notify Social Work England of his new employment before commencing work, failing to ensure that his employer had been informed of the conditions prior to taking up the post, and submitting his reflective statement outside the prescribed timescale. Whilst Mr Thomas had provided explanations for some of these breaches, the panel was not satisfied that they adequately accounted for the repeated failures to comply with conditions that had been clearly communicated to him.
29. The panel attached considerable weight to the workplace supervisor's report, which it found to be reliable and balanced. That evidence demonstrated that concerns of a similar nature to those which had led to the original order had re-emerged during Mr Thomas's subsequent employment. Although no actual harm had been identified, the panel was satisfied that there remained a risk of harm to vulnerable service users. There was also no persuasive evidence that Mr Thomas had undertaken sufficient remediation to address the underlying deficiencies in his practice, including record keeping, communication, time management and professional judgement.
30. Taken cumulatively, the panel concluded that there remained a significant risk of repetition. It was therefore satisfied that Mr Thomas's fitness to practise remains impaired on both the personal and public components. A finding of current impairment remained necessary to protect the public, maintain public confidence in the profession and uphold proper professional standards.

Decision and reasons:

31. Having determined that Mr Thomas's fitness to practise remains impaired, the panel considered whether the existing conditions of practice order remained appropriate, workable and proportionate. The panel reminded itself that the purpose of sanction is not to punish Mr Thomas but to protect the public, maintain public confidence in the profession and uphold proper professional standards. It also applied the principle of proportionality and considered the available outcomes in ascending order of restrictiveness.

32. The panel concluded that the existing conditions of practice order no longer provided a sufficient or workable framework to address the regulatory concerns. Since the order was imposed, Mr Thomas had failed to comply with several of its conditions, and concerns closely resembling those which had originally led to the order had arisen during his subsequent employment. Whilst the panel recognised that Mr Thomas had continued to engage with the regulatory process to some extent and that the concerns remained capable of remediation, it was satisfied that the existing conditions required variation to provide a more robust and effective framework for monitoring his practice and supporting remediation whilst protecting the public.
33. The panel considered whether a suspension order was required but concluded that such an outcome would be disproportionate at this stage. It accepted that Mr Thomas had continued to engage with Social Work England, had provided a reflective statement and explanations for some of the breaches, and that there remained a realistic prospect that the concerns could be addressed through appropriately strengthened conditions. The panel was therefore satisfied that varying the existing conditions of practice order represented the least restrictive outcome capable of adequately protecting the public whilst providing Mr Thomas with a further opportunity to demonstrate sustained insight, remediation and safe practice.
34. Accordingly, the panel determined to vary the existing conditions of practice order, being satisfied that the varied order was necessary, appropriate and proportionate to protect the public, maintain public confidence in the profession and uphold proper professional standards.
35. The panel therefore determined to vary the existing conditions of practice order 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, agency 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, 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.

Condition 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. This can be the same person as your workplace supervisor.

(b) You must not start or continue to work until these arrangements have been approved by Social Work England.

Condition 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.

Condition 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.

Condition 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.

Condition 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.

Condition 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]

Condition 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 agreed by Social Work England for 8 weeks after which, if the workplace supervisor is satisfied, and can sign off, that there has been ongoing improvement in relation to:

- Record keeping;
- Time management;

- Completing assessments and;
- Establishing and maintaining contact with service users,

it can revert to supervision. 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.

Condition 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.

Condition 11

You must not undertake any agency, locum, out-of-hours or on-call duties.

Condition 12

You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 3 months after these conditions take effect, focusing on how your conduct, for matters relating to this case, namely recordkeeping, making initial contact with service users and not providing the required support, was below the accepted standard of a social worker, outlining what you should have done differently.

Condition 13

You must not be responsible for the work of any other social worker or student social worker.

Condition 14

(a) You must undertake 3 hours of continuing professional development (CPD) in relation to each of: -

- Recordkeeping
- Time-Management
- Completing assessments
- Establishing and maintaining contact with service users

(b) You must provide evidence of CPD undertaken to Social Work England within 6 months of these conditions taking effect.

Condition 15

(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 make arrangements for an audit to be carried out by your [workplace supervisor/reporter] in relation to recordkeeping, time-management, completing assessments, establishing and maintaining contact with service users, and actioning support services. The audit must be signed by your [workplace supervisor/reporter].

(b) You must provide a copy of this audit to Social Work England every 3 months and at least 14 days prior to any review or, alternatively, confirm that there has been no such cases as the type referred to in Condition 15a.

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 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.

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.

Right of appeal:

36. 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:

- 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,
- the decision of the regulator on review of an interim order, or a final order, other than a decision to revoke the order.

37. 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.

38. Under Paragraph 15(2A) of Schedule 2 of The Social Workers Regulations 2018 (as amended), the decision of a review under sub-paragraph (2) takes effect from the date on which the regulator completes the review notwithstanding any appeal against that decision.

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

Review of final orders:

40. 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).

41. 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

42. 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>.

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