

Social worker: Jason Clare

Registration number: SW102111

Fitness to Practise

Final Order Review Meeting

Date of Meeting: 02 September 2026

Meeting venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 15 October 2026)

Meeting outcome:

Extend the current conditions of practice order for a further 12 months with effect from the expiry of the current order.

Introduction and attendees:

1. This is the first review of a final conditions of practice order. This was originally imposed after an agreed disposal, for a period of 12 months, by case examiners on behalf of Social Work England on 16 October 2025.
2. Mr Clare did not attend and was not represented.
3. Social Work England were represented by their case presenting team and their written submissions are set out within the Notice of Hearing letter.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Suzanne Baker	Chair
Julie Brown	Social worker adjudicator

Hearings team/Legal adviser	Role
Andrew Brown	Hearings officer
Asma Ansar	Hearings support officer
Jane Lakin	Legal adviser

Documentation

5. The panel considered the following documentation in advance of the hearing:
 - Final Order Review Hearing Bundle comprising 276 pages
 - Final Order Review Service and Supplementary Bundle comprising 23 pages

Service of notice:

6. The panel was informed by the statement of service that notice of this hearing was sent to Mr Clare, by email, to an email address provided by Mr Clare (namely their registered address as it appears on the Social Work England Register.)
7. The panel of adjudicators 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 30 July 2026 and addressed to Mr Clare at their email address which they provided to Social Work England;
 - An extract from the Social Work England Register as of 30 July 2026 detailing Mr Clare’s registered address and email address;

- A copy of a signed statement of service, on behalf of Social Work England, confirming that on 30 July 2026 the writer sent, by email, to Mr Clare at the email address referred to above: notice of hearing and related documents;

8. The panel accepted the advice of the legal adviser in relation to service of notice.
9. Having had regard to Rules 16, 44 and 45 of Social Work England's Fitness to Practise Rules 2019 (as amended) (hereinafter the "FTP Rules 2019") 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 Clare.

Proceeding with the final order review as a meeting:

10. The notice of final order review informed Mr Clare that the review would take place as a meeting. 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 13 August 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."

11. The panel took into account the hearing participation form which had been signed by Mr Clare on 13 August. The box ticked by Mr Clare indicated that they would not be attending the hearing and that they had not prepared written submissions to be considered in advance of the review. They also understood that in their absence, the review could proceed as a meeting.
12. The panel heard and accepted the advice of the legal adviser with regard to 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."

13. The panel was satisfied that it would be fair and appropriate to conduct the review in the form of a meeting in accordance with Rule 16(c) FTP Rules 2019.

Preliminary matters: Privacy

14. The panel were advised that the default position was that the principle of open justice should prevail, that professional conduct proceedings would generally be held in public and the guidance in *Miller v General Medical Council* [2013] EWHC 1934 (Admin) supported this. The panel were further advised regarding Rule 38(a)(ii) FTP Rules 2019 and the requirement to ensure that matters relating to the health of a registered social worker should be recorded as private. In addition the panel were advised that Rule 38(b) FTP Rules 2019 provided that (b) The regulator, or adjudicators as the case may

be, may determine to hold part or all of the proceedings in private where they consider that to do so would be appropriate having regard to:

- (i) the vulnerability, interests or welfare of any participant in the proceedings; or
- (ii) the public interest including in the effective pursuit of the regulator's overarching objective.

15. The panel held that the decision document would be marked as private, when the health of the registered social worker was being discussed, pursuant to rule 38(a)(ii) FTP Rules 2019 or 38(b) (i) or (ii) was engaged.

Review of the current order:

16. 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).

17. The purpose of this review is to review the current order, which is due to expire at the end of 15 October 2026. The order subject to review is a conditions of practice order, the conditions of which are as follows:

1. *You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.*
2. *You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or educational services, and any reporter 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 workplace reporter nominated by you and approved by Social Work England. The workplace 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 3 months and at least 14 days prior to any review.*
5. *You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.*
6. *You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.*

7. *You must inform Social Work England if you apply for social work employment / self-employment (paid or voluntary) outside England within 7 days of the date of application.*
8. *You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].*
9. (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. 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. *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:*
 - *The completion of work within timescales.*
 - *The maintenance of up-to-date and/or accurate records.*
 - *The completion of visits to service users in a timely manner.*
11. *You must provide a copy of your personal development plan to Social Work England within 4 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.*
12. *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 11, 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.*

13. You must permit Social Work England to disclose the above conditions, 1 to 12, to any person requesting information about your registration status.

The concerns which resulted in the imposition of the final order were as follows:

18. As recorded in a final decision dated 13 October 2025, case examiners appointed by Social Work England determined that there was a realistic prospect that adjudicators would determine that Mr Clare's fitness to practise was impaired on the grounds of misconduct on the basis of the following regulatory concerns:

Whilst registered as a social worker:

1. You failed to maintain practice standards in that you:

1.1. Failed to provide documentation required for court within timescales, in respect of service user A.

1.2. Failed to maintain up-to-date and/or accurate records.

1.3. Failed to undertake visits to service users and/or failed to undertake visits to service users in a timely manner.

19. Having reviewed the evidence provided to them, the case examiners noted that they had been provided with clear and cogent evidence that supported the regulatory concerns. For example, they had been provided with evidence which indicates the social worker did not complete a witness statement within the necessary timescales, resulting in a court case being delayed; that case notes lacked detail / were not completed; and that the social worker failed to attend meetings.

20. The case examiners also determined that it was not in the public interest to refer the case to a final hearing and proposed to dispose of the case by making a twelve-month conditions of practice order in respect of Mr Clare.

21. Mr Clare consented to that proposed disposal on 08 October 2025.

22. The case was returned to the case examiners on 13 October 2025. The case examiners determined to accept Mr Clare's response. The case examiners remained satisfied that an accepted disposal by way of a condition of practice order for 12 months, was a fair and proportionate disposal and was the minimum necessary to protect the public and the wider public interest. This was endorsed onto Mr Clare's registration on 16 October 2025.

The case examiners on the 13 October 2025 determined the following with regard to impairment:

Assessment of impairment consists of 2 elements:

- 1. The personal element, established via an assessment of the risk of repetition.*
- 2. The public element, established through consideration of whether a finding of impairment might be required to maintain public confidence in the social work profession, or in the maintenance of proper standards for social workers.*

Personal element

With regard 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 examiners are satisfied that although the alleged conduct in this case is serious, it could nevertheless be remedied, for example, via a demonstration of significant reflection and wider insight, along with engagement with relevant training.

Insight and remediation

In this instance, the social worker's submissions provide evidence of significant insight, as well as evidence of remediation. For example, they have accepted their role and responsibilities, and they have reflected on what led to the events which are the subject of the concerns, what went wrong, and what could and should have been done differently. The social worker has also taken steps to address the underlying factors that appear to have led to the concerns, [PRIVATE].

Risk of repetition

Having concluded that the social worker has provided evidence of significant insight, as well as evidence of remediation, the case examiners have concluded that the risk of repetition is low.

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. The case examiners have outlined their view that the alleged conduct in this case is serious because it placed service users at (further) risk; and that the regulatory concerns could amount to the statutory ground of misconduct. Furthermore, the case examiners consider that adjudicators may find that public confidence would be undermined if a finding of impairment were not made.

Accordingly, there is a realistic prospect of adjudicators finding the social worker's fitness to practise to be currently impaired.

The case examiners on 13 October 2025 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 Impairment and Sanctions Guidance (2022) and reminded themselves that the purpose of a sanction is not to punish the social worker but to protect the public and the wider public interest. The guidance requires that decision makers select the least severe sanction necessary to protect the public and the wider public interest.

In determining the most appropriate and proportionate outcome in this case, the case examiners considered the available sanctions in ascending order of seriousness.

No further action

The case examiners considered taking no further action. However, the case examiners considered that this would not be appropriate in this instance because they are not satisfied that a finding of impairment alone would protect the wider public interest.

Advice or Warning

The case examiners next considered whether offering advice or a warning would be sufficient.

Advice will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners believe that issuing advice is not sufficient to mark the seriousness with which they view the alleged misconduct, and again it would not adequately protect the public.

A warning order implies a clearer expression of disapproval of the social worker’s conduct than an advice order. However, the case examiners are not satisfied that a warning order would send a strong enough message to the social worker, and particularly, the wider social work profession. Furthermore, a warning order would again not adequately protect the public.

Conditions of practice

The case examiners then considered a conditions of practice order. The case examiners have consulted their guidance, which states conditions of practice may be appropriate in cases where (all of the following):

- *The social worker has demonstrated insight.*
- *The failure or deficiency in practice is capable of being remedied.*

- *Appropriate, proportionate, and workable conditions can be put in place.*
- *Decision makers are confident the social worker can and will comply with the conditions.*
- *The social worker does not pose a risk of harm to the public by being in restricted practice.*

In this instance, the social worker has demonstrated significant insight, and the case examiners have concluded that the risk of repetition is low. However, the case examiners note that their assessment of the risk of repetition has not been tested because the social worker appears to have only been in practice for a short period of time since they took steps to remediate, and they are of the view that workable conditions can be formulated that would allow the social worker to practice safely and demonstrate that the risk of repetition is reduced. Additionally, the order is subject to review, which can be extended or replaced with a different order if necessary.

Having concluded that a conditions of practice order is the appropriate outcome in this case, the case examiners went on to consider the length of time for the order. The case examiners consider that 12 months would allow the social worker sufficient time to demonstrate strengthened practice within a full appraisal cycle. They consider that any longer period, given that some insight and remediation has already been demonstrated, would be unnecessary and punitive.

Suspension or Removal Order

The case examiners went on to test the suitability of the conditions of practice order by considering the next most severe sanctions, a suspension order, and a removal order.

Having considered their guidance, the case examiners did not consider these orders to be proportionate. Although, the concerns are serious, the case examiners consider that the public can be protected with an appropriate conditions of practice order.

To conclude, the case examiners have decided to propose to the social worker a conditions of practice order of 12 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:

23. The panel noted the submissions from Social Work England, as contained in the Notice of Hearing, as to the background and the previous panel's findings in relation to impairment and sanction.

“Social Work England will invite the Panel at the upcoming Final Order Review to consider whether, based on the social worker’s ongoing engagement and further evidence of insight and remediation, their fitness to practise remains impaired.

FTPS-22410 - Accepted Disposal (Final Conditions of Practice Order)

The original concerns relate to the social worker’s failure to provide documentation required for court within timescales in respect of a service user, failing to maintain up-to-date and/or accurate records, and a failure to undertake visits to multiple service users and/or failing to undertake visits to service users in a timely manner.

Social Work England submits that the original concerns were serious, represented a significant departure from the standards expected of practising social workers and resulted in service users being placed at further risk.

This is the first review of a final Conditions of Practice Order which was imposed by way of an Accepted Disposal offered to the social worker by Social Work England’s Case Examiners.

The social worker accepted the Regulatory Concerns in full and agreed to disposal of the matter via Accepted Disposal on 8 October 2025. The final Conditions of Practice Order was formally imposed on the social worker’s registration on 16 October 2025.

It is submitted that the Case Examiners, when considering the personal element of impairment, determined that the social worker’s conduct was serious but was capable of being remediated, for example, via a demonstration of significant reflection, wider insight and engagement with relevant training.

The Case Examiners considered that the social worker, at that point,

had demonstrated significant insight through their written reflections and had provided evidence of remediation. In particular, the Case Examiners considered that the social worker had accepted their role and responsibilities, had reflected on what led to the misconduct, what went wrong and what could be done differently in future.

The Case Examiners further determined that the social worker had already taken steps to address the underlying factors which appeared to have led to the concerns. Based on the social worker demonstrating significant insight, the Case Examiners determined that the risk of repetition was low.

When considering the public element of impairment, the Case Examiners determined that the social worker’s conduct was serious because it placed

service users at further risk of harm and that public confidence would be undermined if a finding of impairment was not made. The Case Examiners, therefore, determined that the social worker was impaired on both the personal and public elements.

While the Case Examiners determined that the risk of repetition in this matter was low, they noted that their assessment of the risk of repetition had not been tested as the social worker had only been in practice for a short period of time since they began taking steps to remediate. The Case Examiners subsequently determined that a Conditions of Practice Order would allow the social worker an opportunity to practise safely and demonstrate that the risk of repetition identified was reduced.

On the issue of appropriate and proportionate length of the Order, the Case Examiners determined that a 12-month period would allow the social worker sufficient time to demonstrate strengthened practice within a full appraisal cycle. The Case Examiners further considered that any longer period, given that some insight and remediation had already been demonstrated, would be unnecessary and punitive.

During the current review cycle, the social worker has not been employed within a social work role or otherwise practised as a social worker. The majority of conditions have, therefore, not been in effect. In advance of the Final Order Review, the social worker has provided a variety of documents, including ten training certificates dating from 9 May 2022 to 22 March 2024. The social worker has also provided a lengthy written reflective statement and a table of their Continuing Professional Development (“CPD”) undertaken between 2025 and 2026. In addition to this, the social worker has provided a log of CPD activities providing detailed summaries of those activities, alongside ten individual and detailed written reflections on what they have learned from each activity.

Social Work England submits that the social worker, during the current review cycle, has engaged positively with the fitness to practise process. They have continued to build upon their strong insight and have taken significant steps towards remediation of the original misconduct.

However, Social Work England also acknowledges that the social worker has not been employed since the Final Order was imposed and therefore no objective demonstration, of the social worker’s ability to translate their remedial efforts into evidence of safe practice and compliance with their employment-based conditions is available.

It is further submitted that the Panel may be assisted by the social worker’s further engagement at the Final Order Review Hearing, should they wish to attend.

[PRIVATE]

Conclusion

Upon the Panel's consideration of the evidence submitted by the social worker for the purpose of the upcoming review of the imposed Final Order, should they consider that the social worker remains impaired, Social Work England will invite the Panel to extend the current Conditions of Practice Order for a further 12-months to allow the social worker a further opportunity to demonstrate their insight, training and remedial efforts into evidence of safe social work practice. However, should the Panel consider that the social worker has now remediated the original misconduct and that their fitness to practise is no longer impaired, the Panel are invited to revoke the current Order with immediate effect."

Social worker submissions:

24. Mr Clare indicated on the Hearing Notice return form that they did not wish to make any specific submissions in relation the meeting. Mr Clare had however submitted a lengthy submission in relation the actions which they had been undertaking since the case examiners decision on 13 October 2025 which is contained within the Final Order Review Hearing Bundle.

Panel decision and reasons on current impairment:

25. 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 case examiners. However, it has exercised its own judgement in relation to the question of current impairment. The panel also took into account Social Work England's 'Impairment and sanctions guidance' (23 April 2026)
26. The panel had regard to all of the documentation before it, including the decision and reasons of the case examiners and and the comprehensive material and documentation provided by Mr Clare, which included a reflective statement and a reference from a former colleague and training certificates. The panel also took account of the submissions made by Social Work England.
27. 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.
28. The panel reminded itself of its powers under Paragraph 15 of schedule 2, part 5 of the Social Worker Regulations 2018.
29. The panel also reminded itself of the importance of a review hearing, and it followed the sequence of decision making set out by Blake J in *Abrahaem v General Medical Council* [2008] EWHC 183:
- i. Address whether the fitness to practise is impaired before considering the appropriate sanction.
 - ii. Whether all the concerns raised in the original finding of impairment have been sufficiently addressed to the panel's satisfaction.

iii. In practical terms there is a persuasive burden on the practitioner at a review to demonstrate that he or she has fully acknowledged why past professional performance was deficient and through insight, application, education, supervision, or other achievement sufficiently addressed the past impairments.

30. The panel had regard to the over – arching objective of protecting the public which involves the pursuit of the following objectives:

i. To protect, promote and maintain the health, safety, and well-being of the public.

ii. To promote and maintain public confidence in the profession.

iii. To promote and maintain proper professional standards of conduct for members of the profession.

31. The panel first considered whether Mr Clare's fitness to practise remains impaired. It kept in mind that there had already been a finding of impairment, and the panel considered whether Mr Clare had demonstrated that he had taken sufficient steps to allay the concerns of the case examiners.

32. The panel acknowledged Mr Clare's participation and engagement throughout these proceedings and It noted that Mr Clare had been a social worker for approximately ten years before the concerns had arisen.

33. The panel considered the written piece submitted by Mr Clare in which he demonstrated insight into the impact of breaching professional standards. Mr Clare acknowledged his shortcomings but explained that he considered this was in part impacted by his toxic work place and [PRIVATE].

34. The panel noted that the information provided by Mr Clare did not include any independent references or statements relating to the social care activities in which he is currently involved. The panel acknowledged the witness statement from a colleague who has known Mr Clare for 30 years, dated March 2024, but considered that more recent statements supporting the content of his reflective accounts would have been of assistance.

35. Mr Clare stated that he undertakes responsibilities as a respite foster carer and also provides assistance to an individual with a complex care package. The panel recognised that such roles are likely to involve attendance at meetings, timely completion of documentation, and adherence to administrative requirements. Independent verification of these activities, and of Mr Clare's contribution to them, would have been helpful to the panel

36. The purpose of the conditions of practice order was to allow Mr Clare to demonstrate compliance with the conditions, show reflection, insight and remediation. Although, Mr Clare had not worked in a social work role for some time and therefore it had not been possible for Mr Clare to put this into practice and demonstrate how he would perform and do things differently if faced with a similar situation.

37. Whilst Mr Clare was immersed in a social work environment, this was not from the standpoint of a social worker required to balance competing aims, professional obligations, and objectives. As a result, the conditions of practice remained untested.
38. The panel read the written reflections that Mr Clare submitted and found his reflections to be thoughtful. The panel shared the case examiners' view that the regulatory concerns were capable of remediation. Mr Clare appeared to have worked without issue for a number of years prior to the period of time under consideration. As such, his dip in performance could be directly related to various mitigating circumstances.
39. The panel next considered whether there remained a risk of repetition of the regulatory concerns. In this regard, the panel noted that, although Mr Clare had been involved in social work settings in a carer capacity, he was not in roles which involved the same level of professional pressure and/or responsibility as was involved in being a social worker. Mr Clare's fitness to practise has not been tested in terms of those areas which had given rise to the initial concerns. He had not had a case load to manage and determine professional priorities. [PRIVATE].
40. The panel found that, given the nature of the regulatory concerns, there remained a risk of repetition if Mr Clare was permitted to return to unrestricted social work practice.
41. The panel had regard to the fact that the concerns in the case carried real risks to service users, albeit it balanced this with the fact that Mr Clare had demonstrated good insight within his detailed reflective piece and the commentary he provided in respect of his continuing professional development.
42. Overall, the panel considered that the risk of repetition remains extant. For that reason, the panel concluded that Mr Clare's fitness to practise remains impaired on the basis of the private element.
43. Regarding the public element of assessing fitness to practise, the panel were of the view that a fully informed and reasonable member of the public would be concerned if a social worker in Mr Clare's circumstances was able to return to unrestricted practice. Therefore, Mr Clare's fitness to practice remains impaired on the basis of the private and public elements.

Decision and reasons:

44. Having found Mr Clare's fitness to practise is currently impaired, the panel then considered what, if any, sanction it should impose in this case.
45. The panel had regard to the submissions made along with all the information and accepted the advice of the legal adviser.

The following orders were open to the panel:

- a. revocation of the current order (with immediate effect);
- b. no further action (in which case the current order would lapse on 8 April 2026);
- c. advice;

- d. warning order;
- e. conditions of practice (not exceeding three years);
- f. suspension (not exceeding three years).

46. The panel considered the written submissions made by Social Work England. They invited a continuation of the conditions of practice order in the event that continuing impairment was found. The panel also took into account the 'Impairment and sanctions guidance' published by Social Work England in 2026.

47. The panel was mindful that the purpose of any sanction is not to punish Mr Clare, 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 Mr Clare's interests with the public interest.

48. The panel took account of both aggravating and mitigating factors.

It noted that there were mitigating factors including as follows:

- I. Evidence of remorse;
- II. Evidence of remediation;

49. The panel noted the following aggravating factors:

- I. Repetition of concerns;
- II. Risk of harm to service users.

50. After its analysis of all the evidence and information, the panel ultimately determined that an extension of a further 12 months to the conditions of practice order is warranted.

51. Before reaching this conclusion, the panel considered ascending sanctions, their appropriateness and proportionality in this case, as summarised below.

52. **No Further Action or Revocation of the Current Order or Advice:** These were deemed inappropriate as they would fail to address the nature and/or seriousness of the breaches and would not provide adequate public protection, given the risks identified. They would leave Mr Clare able to practice without restriction. They would also fail to adequately protect the broader public interest considerations of protecting the profession and maintaining professional standards.

53. **Warning Order:** The panel concluded that it would not address the underlying concerns. It would be disproportionately lenient in the circumstances. A warning would not adequately protect the public. It would also fail to adequately protect the broader public interest considerations of protecting the profession and maintaining professional standards.

54. **Conditions of Practice Order:** The panel found that conditions of practice were appropriate in this case to adequately protect the public and the profession. Given the steps toward remediation that Mr Clare has taken, the panel considered that appropriate, proportionate and workable conditions could be put in place.
55. **Suspension:** The panel considered whether a suspension would be appropriate. It determined that this was not an appropriate sanction because the public could be adequately protected by workable conditions of practice.

Extend for a further 12 months with effect from the expiry of the current order:

56. The panel considered that the current conditions of practice order should be extended for a period of 12 months. The panel was satisfied that this period was appropriate because this would adequately protect the public and the wider public interest. This period should also enable Mr Clare to reflect on the panel's findings and devise a plan of action targeted towards an unrestricted return to the register. This panel cannot bind a future panel. However, a future reviewing panel might be assisted by Mr Clare attending the review hearing and/ or providing information regarding any social work roles which he been able to undertake during the further period of the conditions of practice. Independent verification and references as outlined above are likely to be most helpful to a future panel considering the matter.

Conditions of practice order

57. The conditions of practice will remain 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 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 workplace reporter nominated by you and approved by Social Work England. The workplace reporter must be on Social Work England's register.*
3. (b) *You must not start or continue to work until these arrangements have been approved by Social Work England.*
4. *You must provide reports from your reporter to Social Work England every 3 months and at least 14 days prior to any review.*

5. *You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.*
6. *You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.*
7. *You must inform Social Work England if you apply for social work employment / self-employment (paid or voluntary) outside England within 7 days of the date of application.*
8. *You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].*
9. (a) *At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the close supervision of a workplace supervisor nominated by you and agreed by Social Work England. The workplace supervisor must be on Social Work England's register.*

 9.(b) *You must not start or continue to work until these arrangements have been approved by Social Work England.*
10. *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:*
 - *The completion of work within timescales.*
 - *The maintenance of up-to-date and/or accurate records.*
 - *The completion of visits to service users in a timely manner.*
11. *You must provide a copy of your personal development plan to Social Work England within 4 weeks from the date these conditions take effect and an updated copy 4 weeks prior to any review.*
12. *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 11, 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.*

13. You must permit Social Work England to disclose the above conditions, 1 to 12, to any person requesting information about your registration status.

Right of appeal:

58. 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.

59. 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.

60. 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.

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

Review of final orders:

62. 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).

63. 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

64. 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>