

Case Examiner Decision
Mariatu Sesay – SW92009
FTPS-24158

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The role of the case examiners

The case examiners perform a filtering function in the fitness to practise process, and their primary role is to determine whether the case ought to be considered by adjudicators at a formal hearing. The wider purpose of the fitness to practise process is not to discipline the social worker for past conduct, but rather to consider whether the social worker's current fitness to practise might be impaired because of the issues highlighted. In reaching their decisions, case examiners are mindful that Social Work England's primary objective is to protect the public.

Case examiners apply the 'realistic prospect' test. As part of their role, the case examiners will consider whether there is a realistic prospect:

- the facts alleged could be found proven by adjudicators
- adjudicators could find that one of the statutory grounds for impairment is engaged
- adjudicators could find the social worker's fitness to practise is currently impaired

If the case examiners find a realistic prospect of impairment, they consider whether there is a public interest in referring the case to a hearing. If there is no public interest in a hearing, the case examiners can propose an outcome to the social worker. We call this accepted disposal and a case can only be resolved in this way if the social worker agrees with the case examiners' proposal.

Case examiners review cases on the papers only. The case examiners are limited, in that, they are unable to hear and test live evidence, and therefore they are unable to make findings of fact.

Decision summary

Decision summary

Preliminary outcome	06 July 2026
	Accepted disposal proposed - removal order
Final outcome	10 August 2026
	Accepted disposal - removal order

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1, 2, 3, 4, 5 and 6 being found proven by the adjudicators
2. There is a realistic prospect of regulatory concerns 1, 2, 3, 4, 5 and 6 being found to amount to the statutory grounds of misconduct.
3. For regulatory concerns 1, 2, 3, 4, 5 and 6 there is a realistic prospect of adjudicators determining that the social worker's fitness to practise is currently impaired.

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and determined that the case could be concluded by way of accepted disposal.

As such, the case examiners requested that the social worker was notified of their intention to resolve the case with a removal order. The case examiners were subsequently informed that the social worker accepted the terms of the proposed disposal (removal order) in full.

The case examiners have considered all of the documents made available within the evidence bundle. Key evidence is referred to throughout their decision and the case examiners' full reasoning is set out below.

Anonymity and redaction

Elements of this decision have been marked for redaction in line with our Fitness to Practise Publications Policy. Text in [REDACTED] will be redacted only from the published copy of the decision, and will therefore be shared with the complainant in their copy. Text in [REDACTED] will be redacted from both the complainant's and the published copy of the decision.

Local Authority A	
Local Authority B	
Local Authority C	
Local Authority D	

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employers Local Authority A and Local Authority B.
Date the complaint was received	31 January 2025 and 03 February 2025 respectively
Complaint summary	The social worker was alleged to be simultaneously working full time for two local authorities and to have concealed this dual employment from both employers.

Regulatory concerns

Regulatory Concerns:

Regulatory concerns are clearly identified issues that are a concern to the regulator. The regulatory concerns for this case are as follows:

Whilst working as a registered social worker during July 2024 and January 2025,

1. You undertook full time agency work for two employers at the same time and /or concealed dual employment from both employers.

2. When applying for a role with Local Authority A you:

- a. **Did not disclose your previous work with Local Authority C in 2022.**
- b. **Disclosed a career break between February 2022 - April 2022 when you were actually working at Local Authority C and Local Authority D during this time.**

3. On or around 2 July 2024, you signed a Secondary Employment Declaration for Local Authority A, stating that you were not undertaking any additional employment, knowing at the time that you were working for Local Authority B as a social worker.

4. When applying for a permanent social work role with Local Authority B in or around November 2024 you did not:

- a. Disclose your previous work with Local Authority C**
- b. Disclose your employment at Local Authority A**

5. Your actions regarding concerns 1, 2, 3 and/or 4 were dishonest.

6. You did not effectively safeguard service users whilst working at Local Authority A in that:

- a) Between or around 19 August 2024 and 20 December 2024 you failed to make a decision on around 10 safeguarding manager decisions.**
- b) You failed to record and/or complete a Care Act Review and/or a Placement Review for Service User I.**

Grounds of impairment:

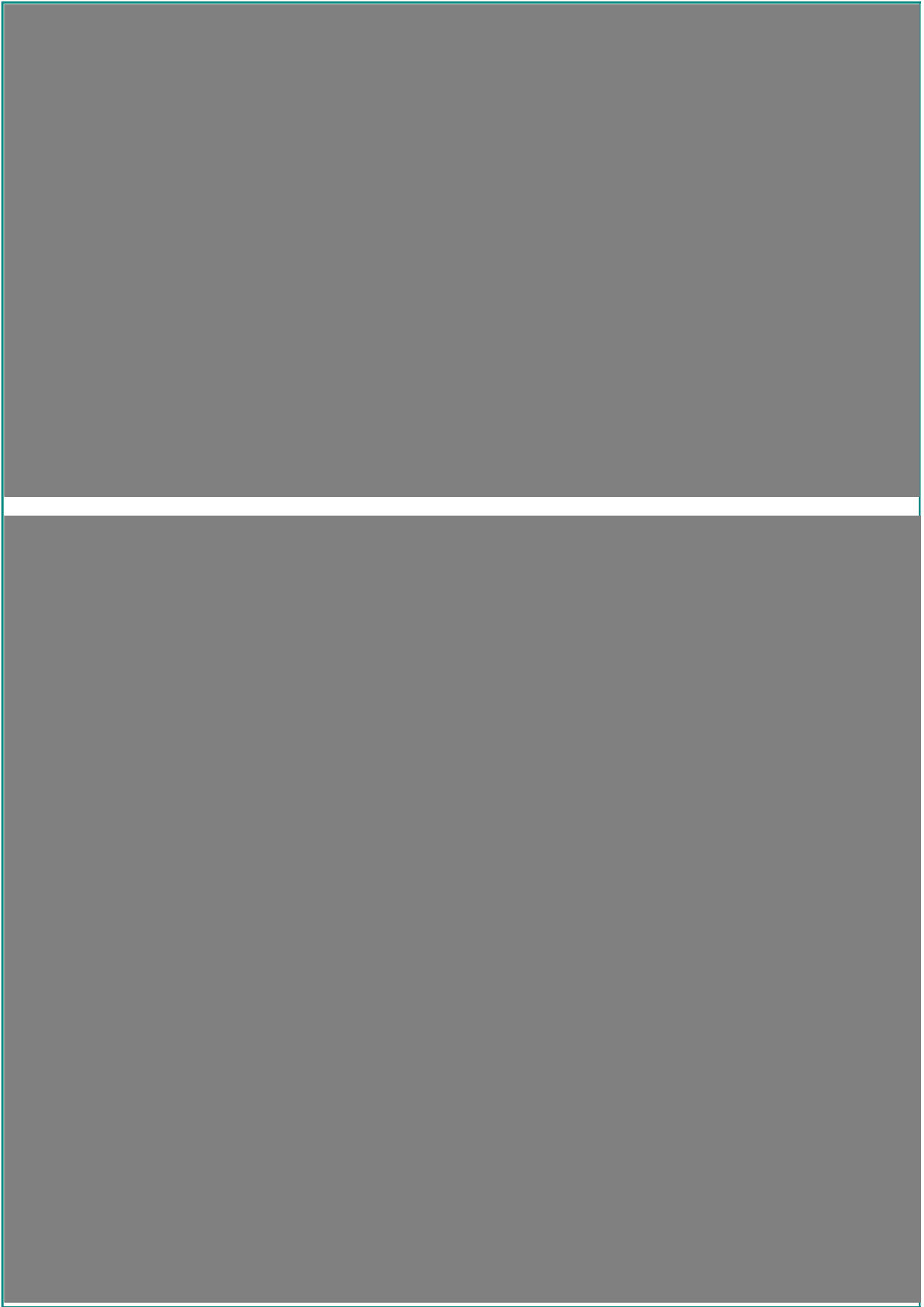
The matters outlined in the regulatory concerns above amount to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct.

Preliminary issues

Investigation		
Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	☒
	No	☐
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	☒
	No	☐
Are the case examiners satisfied that they have all relevant evidence available to them, or that adequate attempts have been made to obtain evidence that is not available?	Yes	☒
	No	☐
Are the case examiners satisfied that it was not proportionate or necessary to offer the complainant the opportunity to provide final written representations; or that they were provided a reasonable opportunity to do so where required.	Yes	☒
	No	☐

Requests for further information or submissions, or any other preliminary issues that have arisen





The realistic prospect test

Fitness to practise history

The case examiners are informed that the social worker was previously subject to a 6-month suspension order between 13 June 2023 and 12 December 2023 by Social Work England in relation to undertaking work for two different local authorities (Local Authorities C and D) at the same time and misleading them as to the amount of work they were undertaking for each (FTPS-21052 / FO-607). The suspension ended early on 31 October 2023 following a final order hearing in which the social worker presented a number of courses they had taken and a statement showing insight into their actions.

The case examiners are satisfied, with reference to the regulations and fitness to practise rules, that this history may be considered to be adverse. They have therefore considered whether it would be fair and reasonable to take it into consideration.

Having done so, the case examiners have determined it is fair and reasonable to do so for the following reasons:

- The case examiners are of the view that there is a connection between the previous order and current concerns. This is because both allegations relate to non-disclosure of dual employment and dishonesty.
- The previous adverse decision raises a concern about the willingness and/or capacity of the social worker to practise in a manner which adheres to the professional standards expected of social workers.
- The sanction related to the previous concerns which took place in 2022, was issued in 2023 and the current concern relates to the period between 2024-2025. The case examiners have noted the brief timeline between the previous and current concerns and are of the view that the repetition of non-disclosure of dual employment can indicate an unaddressed pattern of dishonesty.

In line with their guidance, the case examiners will therefore consider this adverse history as part of their assessment of this current case where they are satisfied that it is fair and relevant to do so, and in particular when considering the question of impairment and sanction.

Decision summary

Is there a realistic prospect of the adjudicators finding the social worker's fitness to practise is impaired?

Yes



No



The case examiners have determined that there is a realistic prospect of regulatory concerns 1, 2, 3, 4, 5 and 6 being found proven, that those concerns could amount to the statutory grounds of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

Whilst working as a registered social worker during July 2024 and January 2025,

1 You undertook full time agency work for two employers at the same time and/or concealed dual employment from both employers.

The case examiners have seen evidence of timesheets submitted by the social worker for both Local Authorities A and B for the period between July 2024 and January 2025. The case examiners note that the social worker in their submission acknowledges that they were employed by both Local Authority A and B for the alleged period of time.

The case examiners then turned their attention to the allegation that the social worker concealed the dual employment from both employers. The case examiners note that the secondary employment declaration form completed and signed by the social worker on 2 July 2024 has a section specifically dedicated to alternative employment outside of Local Authority A. The social worker completed this section with N/A (not applicable) therefore not disclosing their employment with Local Authority B.

The case examiners reviewed the pre-screening questionnaire for Local Authority B when the social worker applied for a permanent role in November 2024. The case examiners note that the social worker completed the questionnaire and recorded N/A

(not applicable) in the section pertaining to *any other business and financial interest that might pose a conflict of interest*.

In their submissions, the social worker provides a rationale for the way in which they completed both forms yet acknowledges that they did not include their employment in the relevant documents.

The case examiners are satisfied there is a realistic prospect of adjudicators finding regulatory concern 1 proven.

2. When applying for a role with Local Authority A you:

- a. Did not disclose your previous work with Local Authority C in 2022.**
- b. Disclosed a career break between February 2022 - April 2022 when you were actually working at Local Authority C and Local Authority D during this time.**

The case examiners note the curriculum vitae (CV) provided by the social worker as part of their application to work for Local Authority A dated June 2024. In this document there is no reference to working for Local Authority C during 2022. In this same document, there is an entry which states the social worker was on a career break between February 2022 and April 2022.

The case examiners then reviewed the pre-screening questionnaire completed by the social worker in November 2024, which has an entry reflecting employment with Local Authority D from 1 February 2022 to 28 February 2022. Moreover, the case examiners note the previous fitness to practice case examiner decision document which concluded with a six-month suspension order accepted by the social worker, due to having worked for both Local Authorities C and D during the timeframe outlined above.

The case examiners are satisfied there is a realistic prospect of adjudicators finding regulatory concern 2 proven.

3. On or around 2 July 2024, you signed a Secondary Employment Declaration for Local Authority A stating that you were not undertaking any additional employment, knowing at the time that you were working for Local Authority B as a social worker.

The case examiners have reviewed the secondary employment declaration form and are satisfied that the social worker has completed the declaration as signed by themselves on 2 July 2024. In the declaration, the social worker has ticked N/A (not applicable) to the section related to any paid activity or work outside of Local Authority A.

The case examiners note that the CV presented as part of the application to work with Local Authority A does not include the period of employment with Local Authority B from 1 April 2024. However, the evidence shared by Local Authority B provides a pre-screening questionnaire which indicates that the social worker disclosed being employed by Local Authority B since 1 April 2024.

The case examiners are satisfied there is a realistic prospect of adjudicators finding regulatory concern 3 proven.

4. When applying for a permanent social work role with Local Authority B in or around November 2024 you did not:

a. Disclose your previous work with Local Authority C

b. Disclose your employment at Local Authority A

The case examiners have seen evidence of a pre-screening questionnaire for a permanent social work role application made by the social worker to Local Authority B in November 2024.

In this questionnaire there is a section related to the social worker's employment history. The case examiners note that the period of employment pertaining to Local Authority C is absent from the questionnaire. In their submission the social worker admits that this information was missing and that it was their responsibility to ultimately make sure the information they provide is accurate.

In the same questionnaire, the social worker has written N/A (not applicable) in the section related to any business or financial interest that might pose a conflict of interest. The social worker acknowledges that the information pertaining to Local Authority A was not present in the application.

The case examiners are satisfied there is a realistic prospect of adjudicators finding regulatory concern 4 proven.

5. Your actions regarding concerns 1, 2, 3 and/or 4 were dishonest.

When considering dishonesty, there are two tests that case examiners should consider. The subjective test considers if there is anything that may demonstrate the social worker's actual state of knowledge or belief as to the facts. The objective test considers whether the conduct is likely to be deemed dishonest by applying the objective standards of ordinary decent people.

The subjective test

Regulatory concern 1

In relation to regulatory concern 1, the social worker accepts that they worked full time for Local Authorities A and B simultaneously. The social worker admits they did not disclose their employment to either Local Authority during their dual employment between July 2024 and January 2025. By completing and signing the secondary employment declaration form for Local Authority A, the social worker agreed they understood their obligation to inform the employer of any other employment outside the organisation. The pre-screening questionnaire completed by the social worker for Local Authority B in November 2024, clearly requested information of any other financial or business interests that could cause a conflict. The social worker completed this section as *not applicable* to them. As the social worker knew at the time of completing either of the above-mentioned documents that they were employed elsewhere, it appears implausible that the social worker would not have known that they were omitting and/or providing inaccurate information regarding their employment when completing the forms.

Regulatory concern 2

In relation to regulatory concern 2a, it is clear that the social worker knew that they had been employed by Local Authority C during February 2022 and April 2022. Further, it is clear that the social worker would have known this at the time of submitting employment information to Local Authority A. The social worker provided a CV to Local Authority A which did not include employment with Local Authority C during February and April 2022. As the social worker knew at the time of submitting their CV to Local Authority A that they had worked for Local Authority C; it appears implausible that the social worker would not have known that they were omitting and/or providing inaccurate information to Local Authority A regarding their employment history.

In relation to regulatory concern 2b, it is evidenced that the social worker knew that they had been employed by Local Authority C and D during February 2022 and April 2022. The social worker provided their CV to Local Authority A which outlined a career break during the above period. As the social worker clearly knew at the time of completing and submitting their employment information and history that they had been employed by Local Authority C and D during February and April 2022 and not on a career break; it appears implausible that they would not have known that they were omitting and/or providing inaccurate information regarding their employment to their prospective employer.

Regulatory concern 3

In relation to regulatory concern 3 the social worker accepts that they worked full time for Local Authorities A and B simultaneously and they admit they did not

disclose their employment to either Local Authority during their dual employment between July 2024 and January 2025. By completing and signing the secondary employment declaration form for Local Authority A in July 2024, the social worker agreed they understood their obligation to inform the employer of any other employment outside the organisation. The social worker ticked N/A (not applicable) to the section related to any paid activity or work outside of Local Authority A within said form. As the social worker knew they were employed elsewhere at the time of submitting the secondary employment form, it appears implausible that the social worker would not have known that they were omitting and/or providing inaccurate information regarding their employment when completing the said form.

Regulatory concern 4

In relation to regulatory concern 4a, it is clear that the social worker knew that they had worked for Local Authority C during February 2022 and April 2022. By their own admissions, they omitted their employment with Local Authority C within the pre-screening questionnaire for Local Authority B. As the social worker knew they had worked for Local Authority C at the time of submitting the pre-screening questionnaire for Local Authority B, it appears implausible that the social worker would not have known that they were omitting and/or providing inaccurate information regarding their employment when completing said form.

In relation to regulatory concern 4b, when completing the pre-screening questionnaire for Local Authority B, the social worker wrote N/A (not applicable) in the section related to any business or financial interest that might pose a conflict of interest. However, by their own admissions, they were at the time employed with Local Authority A. As the social worker knew they were employed by Local Authority A at the time of submitting the pre-screening questionnaire for Local Authority B; it appears implausible that the social worker would not have known that they were omitting and/or providing inaccurate information regarding their employment when completing said form.

The objective test

In considering the objective test for concern 1, the case examiners believe it is reasonable to conclude that, if a social worker was proven to not provide accurate employment history or information when required to do so, an ordinary decent person is likely to view that as dishonest.

In considering the objective test for concern 2 (a and b), the case examiners believe it is reasonable to conclude that, if a social worker was proven to not disclose previous employment in their CV and provide inaccurate information regarding their

employment to a prospective employer, an ordinary decent person is likely to view that as dishonest.

In considering the objective test for concern 3, the case examiners believe it is reasonable to conclude that, if a social worker was proven to sign a formal secondary employment declaration with inaccurate information, an ordinary decent person is likely to view this as dishonest.

In considering the objective test for concern 4 (a and b), the case examiners believe it is reasonable to conclude that, if a social worker was proven to conceal previous and/or current employment from a prospective employer, an ordinary decent person is likely to view this as dishonest.

The case examiners are satisfied there is a realistic prospect of adjudicators finding the facts of regulatory concern 5 (dishonesty) in relation to regulatory concerns 1, 2, 3 and/or 4 proven.

6. You did not effectively safeguard service users whilst working at Local Authority A in that:

- a) Between or around 19 August 2024 and 20 December 2024 you failed to make a decision on around 10 safeguarding manager decisions.**
- b) You failed to record and/or complete a Care Act Review and/or a Placement Review for Service User I.**

The case examiners note that the Mosaic screenshot of the social worker's workstream confirms there were 10 safeguarding manager decisions assigned to the social worker ranging from the 19 August 2024 to the 23 December 2024. All these tasks but one, which shows as incomplete, appear as not started on the date of the social worker's dismissal, 28 January 2025. The case examiners reviewed the evidence presented and note that the complainant advises that the indicative timeframe for completion of these tasks is 5 working days. The case examiners note that in their submissions, the social worker does not directly address the lack of decision making on safeguarding manager decisions as detailed in regulatory concern 6a.

The case examiners note that the social worker, in their submissions, explains that they did complete the Care Act Review referred to in regulatory concern 6b albeit was delayed due to difficulties in arranging the meeting. However, the Mosaic screenshot of the social worker's workstream indicates that this task was allocated to the social worker on 23 August 2024 and appeared as not started on 28 January 2025. Moreover, the case examiners note the absence of any other alternative recording

made by the social worker regarding arranging the review, outcome of actions taken and/or next agreed steps.

The case examiners are of the view that the evidence indicates that the social worker failed to complete timely safeguarding manager decisions and they failed to record their intervention related to concern 6b. Delays in making safeguarding decisions and/or delaying completion of Care Act Reviews could place service users at risk of harm. The case examiners have not been presented with cogent evidence of alternative measures or actions taken by the social worker to safeguard service users during the time the tasks were allocated to them.

The case examiners are satisfied there is a realistic prospect of adjudicators finding regulatory concern 6 proven.

Grounds

The case examiners are aware that there is no legal definition of misconduct, but it generally would consist of serious acts or omissions, which suggest a significant departure from what would be expected of the social worker in the circumstances. This can include conduct that takes place in the exercise of professional practice, and also conduct which occurs outside the exercise of professional practice, but calls into question the suitability of the person to work as a social worker.

To help them decide if the evidence suggests a significant departure from what would be expected in the circumstances, the case examiners have considered the following professional standards:

As a social worker I will

2.1 be open, honest, reliable and fair.

3.8 clarify where the accountability lies for delegated work and fulfil that responsibility when it lies with me.

3.11 maintain clear, accurate, legible and up to date records, documenting how I arrive at my decisions

3.12 use their assessment skills to respond quickly to dangerous situations and take any necessary protective action.

As a social worker I will not:

5.2 behave in a way that would bring into question my suitability to work as a social worker while at work, or outside of work.

The case examiners note the importance of ensuring that records involving service users are accurate and updated, as failure to do so could impact on the quality of the decisions made for the service users and consequently have an adverse impact on them.

The evidence suggests that the social worker is an experienced practitioner. As such, it is reasonable to expect that the social worker would be well aware of their duties to safeguard service users and maintain accurate and up to date records as part of their practice. The evidence presented to the case examiners suggests that the social worker did not comply with such expectations, and that this could have potentially placed service users at risk.

The case examiners are satisfied, in light of the evidence provided, that this is a serious matter and, if proven, a significant departure from professional standards 3.8, 3.11 and 3.12.

When a social worker does not act honestly, this brings into question their suitability to work as a social worker. The evidence suggests that the social worker knew they had provided inaccurate and misleading information to their employers during the recruitment process and omitted the disclosure of required information during their dual employment. The case examiners consider these allegations to be serious. The case examiners are aware that where dishonesty is repeated and subsequently found proven, this is considered to be particularly serious. Guidance for social workers in relation to the professional standards sets out that social workers are required to be open and honest with people, including when anything goes wrong. When they are not open and honest, it can put people at risk and may damage confidence in them as a social worker and the social work profession.

When reviewing dishonesty, the case examiners can consider factors such as the duration of dishonesty and whether the social worker admitted the dishonest behaviour at the earliest opportunity.

The social worker has admitted they held dual employment and that the information within their application and declaration forms was inaccurate. In the case examiners' view, the conduct alleged in this case is particularly serious because the evidence suggests a pattern of dishonest behaviour that continued for a prolonged period of time.

The case examiners are satisfied, in light of the evidence provided, that this is a serious matter and, if proven, a significant departure from professional standards 5.2 and 2.1.

Accordingly, there is a realistic prospect of adjudicators determining that regulatory concerns 1, 2, 3, 4, 5 and 6 amount to the statutory ground of misconduct.

Impairment

Assessment of impairment consists of two 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 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 examiners do not consider the conduct to be easily remediable. The concerns raised are serious and include dishonesty that could indicate a behavioural, attitudinal or character concern. The case examiner guidance states that such concerns are inherently harder to remediate.

Insight and remediation

The case examiners note the presence of adverse previous history for concerns regarding dishonesty and failure to disclose dual employment. These concerns are similar in nature to the ones considered within this decision. The case examiners are reminded by their guidance that serious, deliberate or repeated breaches of guidance are likely to increase the seriousness of the concern. While the case examiners are aware that every case must be treated on its own merits, and that a finding of dishonesty need not inevitably lead to a finding of impaired fitness to practise, this is more likely to apply to cases where, for example, the dishonest actions are isolated in nature, and there is evidence of early insight and remediation.

When considering insight, the case examiners note that the evidence available suggests that a review panel for previous fitness to practice proceedings dated 31 October 2023 considered that the social worker provided a reflective piece demonstrating full insight regarding dishonesty and had remediated.

In relation to the concerns pertaining to this decision, the social worker has provided a reflective statement in which they seek to reassure the regulator that they have good insight into the concerns raised in this case, and that they have remediated.

In their reflective piece the social worker states: *“I fully accept that my actions on this occasion fell short of what is expected of a registered social worker. I recognise that they did not accurately reflect the core values of the profession, and I am fully committed to upholding these standards in the future.”* The social worker also provides ample evidence of their learning and reflections regarding the circumstances at the time of the allegations. They also provide consideration of the

impact of their actions and omissions to the service users involved, the wider public, their employers and the profession.

The case examiners then turned their minds to consider remediation. Where a dishonesty allegation is found proven, the nature of such conduct can present a significant challenge to remediation as it points to attitudinal issues.

In their submission, the social worker provides an account of completion of several courses as well as measures put in place by themselves such as therapeutic support and work/time management structures. The case examiners note the supervision records which detail increasing development of insight and remediation. Moreover, the social worker has presented testimonials from their current manager supporting their development of insight and remedial actions taken.

Based on the information presented in this case, it appears that the social worker can produce comprehensive reflective pieces that, considered in isolation, could be deemed as evidence of insight and remediation. However, the allegations of dishonesty were raised for a second time shortly after the social worker produced the first reflective piece which was considered by the review panel as deeply insightful. In light of the social worker's adverse history relating to dishonesty, and the evidence of a pattern of repeated dishonesty alleged in this case, the case examiners consider the social worker's assurances of insight and remediation to be significantly undermined.

The case examiners are therefore of the view that they are unable to grant credibility to the social worker's current assurances of insight and remediation as there is cogent evidence to indicate that the social worker was already aware of the required ethical standards when these concerns arose, yet they repeated the behaviour. The case examiners are of the view that they are also unable to afford the character testimonials or supervision logs any particular weight for the reasons outlined above.

Risk of repetition

In light of all the information above, the case examiners consider that, if the concerns were found proven, the risk of repetition is high.

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.

Having carefully considered all the information presented to them, the case examiners are of the view that a fully informed and reasonable member of the public would be extremely concerned if a social worker was dishonest and failed to effectively safeguard service users in the way that the regulatory concerns allege. Moreover, the case examiners are of the view that the public's confidence in the profession would be seriously damaged.

The case examiners consider that a finding of impairment and an appropriate sanction would be expected by the public to maintain public confidence in the profession and maintain professional standards.

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?	Yes	☐
	No	☒

Referral criteria

Is there a conflict in the evidence that must be resolved at a hearing?	Yes	☐
	No	☒
Does the social worker dispute any or all of the key facts of the case?	Yes	☐
	No	☒
Is a hearing necessary to maintain public confidence in the profession, and/or to uphold the professional standards of social workers?	Yes	☐
	No	☒

Additional reasoning

The case examiners have given careful consideration to whether a referral to a hearing may be necessary in the public interest. The case examiners have noted the following:

- The case examiners guidance reminds them that “*wherever possible and appropriate, case examiners will seek to resolve cases through accepted disposal. This is quicker and more efficient than preparing and presenting a case to a fitness to practise panel*”.
- Although the social worker has not indicated any acceptance that their fitness to practise is currently impaired, the accepted disposal process will provide the social worker with the opportunity to review the case examiners reasoning on impairment and reflect on whether they do accept the facts and a finding of impairment.

- It is open to the social worker to reject any accepted disposal proposal and request a hearing if they wish to reject the case examiners findings or explore the question of impairment in more detail.

The case examiners are aware that a case cannot be concluded through an accepted disposal process where a social worker does not agree that they are currently impaired. At this stage, however, the case examiners' proposal for an accepted disposal process does not mark the conclusion of the case, as that requires a response from the social worker for the case examiners' consideration. It is also subject to a final review of the case by the case examiners, who may still determine to send the matter to a public hearing, following any response received.

Interim order

An interim order may be necessary for protection of members of the public	Yes	☒
	No	☐
An interim order may be necessary in the best interests of the social worker	Yes	☐
	No	☒
An interim suspension order is already in effect.		

Accepted disposal

Case outcome		
Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☐
	Conditions of practice order	☐
	Suspension order	☐
	Removal order	☒
Proposed duration	Where a social worker is removed from the register, there is no defined end to the finding of impairment. A social worker that has been removed from the register may only apply to be restored to the register 5 years after the date the removal order took effect. The adjudicators will decide whether to restore a person to the register.	

Reasoning

In considering the appropriate outcome in this case, the case examiners have had regard to Social Work England's impairment and sanctions guidance (December 2022) and reminded themselves that the purpose of sanction is not to punish the social worker but to protect the public and the wider public interest.

The case examiners are reminded by this guidance that they should consider mitigating and aggravating factors when considering which sanction may be appropriate or proportionate. In relation to his case, the case examiners do not consider there to any mitigating factors, and identified the following aggravating factors:

- Previous adverse history, also involving concerns of dishonesty;
- a repetition of concerns, in terms of the period the concerns occurred over and evidence of repeated dishonest acts;
- limited evidence of credible insight and/or remediation.

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

The case examiners have 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 determined that they consider that the social worker has not provided credible insight or remediation, and as a consequence, the risk of repetition is high. The case examiners are therefore of the view that sanctions of *no further action, advice or a warning* are inappropriate on the basis that these outcomes will not restrict practice and will not sufficiently protect the public.

Next, the case examiners turned their minds to a conditions of practice order. The primary purpose of a conditions of practice order is to protect the public whilst a social worker takes any necessary steps to remediate their fitness to practise. Conditions are most commonly applied in cases of lack of competence or ill health. The sanctions guidance states that conditions are less likely to be appropriate in cases of character, attitudinal or behavioural failings. In light of the aggravating factors identified in this case, and that the concerns relate to allegations of the social worker's repeated dishonesty; the case examiners do not consider conditions of practice to be appropriate or workable.

In addition, the case examiners consider that in the circumstances of this case, conditions would not protect the public and wider public confidence, and would not reflect the seriousness of the alleged concerns.

As such, the case examiners went on to consider suspension. The sanctions guidance states that suspension is appropriate where no workable conditions can be formulated that can protect the public or the wider public interest and where the case falls short of requiring removal from the register. However, the case examiners are of the view that, while every case must be treated on its own merits, this is not a case that falls short of requiring removal, given the aggravating factors identified, evidence of repeated dishonesty in a variety of different situations and over a significant period of time, and the associated high risk of repetition.

The case examiners are aware from their guidance that a removal order may be appropriate in cases involving dishonesty, especially where persistent and/or concealed, and/or where there is a persistent lack of insight into the seriousness of actions or consequences. The case examiners consider that in this case the evidence suggests that the social worker was repeatedly dishonest by concealing employment information to their employers on several occasions. The case examiners have also identified an absence of credible insight and remediation by the social worker into the consequences of the alleged behaviour.

Further, guidance reminds the case examiners that a removal order must be made where they conclude that no other outcome would be enough to achieve the overarching objectives of the regulator, i.e. to protect the public; and/or maintain confidence in the profession; and/or maintain proper professional standards for social workers in England. Again, noting the aggravating factors identified in this case, and the evidence of repeated dishonesty, the case examiners are of the view that no other outcome than a removal order is sufficient to achieve the regulator's overarching aims, as set out above.

To conclude, the case examiners have decided to propose to the social worker a removal order. They request that the social worker is notified of their proposal 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.

Response from the social worker

On 6 August 2026 the social worker responded to the proposed accepted disposal, confirming that they had:

- read the case examiners' decision and the accepted disposal guide;
- admitted the key facts set out in the case examiner decision, and that their fitness to practise is impaired;
- understood the terms of the proposed disposal of their fitness to practise case and accepted them in full.

Case examiners' response and final decision

The case examiners have reviewed their decision, paying particular regard to the overarching objectives of Social Work England:

- The protection of the public
- Maintaining confidence in the social work profession
- The maintenance of professional standards.

The case examiners remain satisfied that an accepted disposal removal order is a fair and proportionate way to conclude this matter, and is the minimum sanction required to protect the public and the wider public interest.

The case examiners note that there is an interim order currently in effect, which will be revoked upon enactment of the order.