Case Examiner Decision
Akanbi Olumide Abidemi – SW18914
FTPS-24014

Contents

The role of the case examiners 3
Decision summary 4
The complaint and our regulatory concerns 6
Preliminary issues 7
The realistic prospect test 8
The public interest 19
Accepted disposal 21

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	25 June 2026 22 July 2026
	Accepted disposal proposed - warning order (3 years)
Final outcome	13 August 2026
	Accepted disposal - warning order (3 years)

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1 (1.1, 1.3, 1.4) being found proven by the adjudicators. [redacted]

2. There is a realistic prospect of regulatory concerns 1 (1.1, 1.3, 1.4) being found to amount to the statutory grounds of misconduct.

3. For regulatory concerns 1 (1.1, 1.3, 1.4), 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 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 warning order of 3 years.

The social worker initially responded with suggested amendments and then accepted this proposal and the terms in full on 12 August 2026.

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.

The complaint and our regulatory concerns

The initial complaint	
The complainant	The complaint was raised by the social worker's former employer.
Date the complaint was received	11 December 2024
Complaint summary	The former employer raised concerns with regards to the social worker's ability to recognise and respond to risk whilst in a social work role. The concerns are set out in full in the regulatory concerns below.

Regulatory concerns

1. You failed to recognise and respond to risk appropriately, in that you:

1.1 Failed to ensure family contact on 10 August 2024, between Child A and their parent was supervised.

[redacted]

1.3 Failed to appropriately follow up an incident whereby Child A suffered burns.

1.4 Failed to complete an overnight assessment for Family 1, prior to Child B having overnight contact with their family.

[redacted]

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	☐

The realistic prospect test

Fitness to practise history

The case examiners have been informed that there is no previous fitness to practise history.

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 (1.1, 1.3, 1.4) being found proven, that those concerns could amount to the statutory ground of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

1. You failed to recognise and respond to risk appropriately, in that you:

1.1 Failed to ensure family contact on 10 August 2024, between Child A and their parent was supervised.

As the regulatory concern cites a failure on the part of the social worker, the case examiners have turned their minds to what was required in the circumstances and assessed the evidence to see if it suggests the social worker adhered to this.

Child A was a child in care, and the social worker was their allocated social worker. In line with the legal framework for any child who is in the care of a local authority, child looked after (CLA) reviews were undertaken. The CLA review, is a multi-agency

meeting chaired by an independent reviewing officer (IRO), and reviews key aspects of a child's life, including contact arrangements with their birth family, which all professionals involved with the child should adhere to, once agreed.

The former employer states that family time is regularly reviewed within CLA reviews and that it would be within this forum that it would be decided/agreed that family time should progress from supervised to unsupervised.

With regards to Child A, a CLA review is recorded as being held on 05 August 2024. The case examiners have had sight of the CLA review document, and case note completed by the IRO, both dated 05 August 2024.

The social worker is recorded as being present at the CLA review and would have access to the case note entered by the IRO. The case note is an overview of the CLA review and a 'main point' documented states: *'Your birthday contact will be risk assessed and your contact is now supervised.'* Furthermore, recommendation (11) states; *'Family contact is now supervised…'* The case examiners note there were concerns logged regarding a family member's drug use and the decision for supervised contact is to protect Child A.

The case examiners note that on 07 August 2024 the social worker received an email from their team manager, which is logged on Child A's case record. The email outlines that contact between Child A and their family member needed to be supervised and the final line states: *'The contact cannot go ahead until supervision is in place.'* In addition, the case record, in bold, states, *'contact this Saturday cannot go ahead this weekend if it is not supervised.'*

The social worker emailed the team manager on 08 August 2024 with an update regarding Child A and in a response email the team manager asks for an update regarding the supervision of contact for the upcoming weekend.

The case examiners are therefore satisfied that the social worker was aware of the requirement for family contact on 10 August 2024 to be supervised.

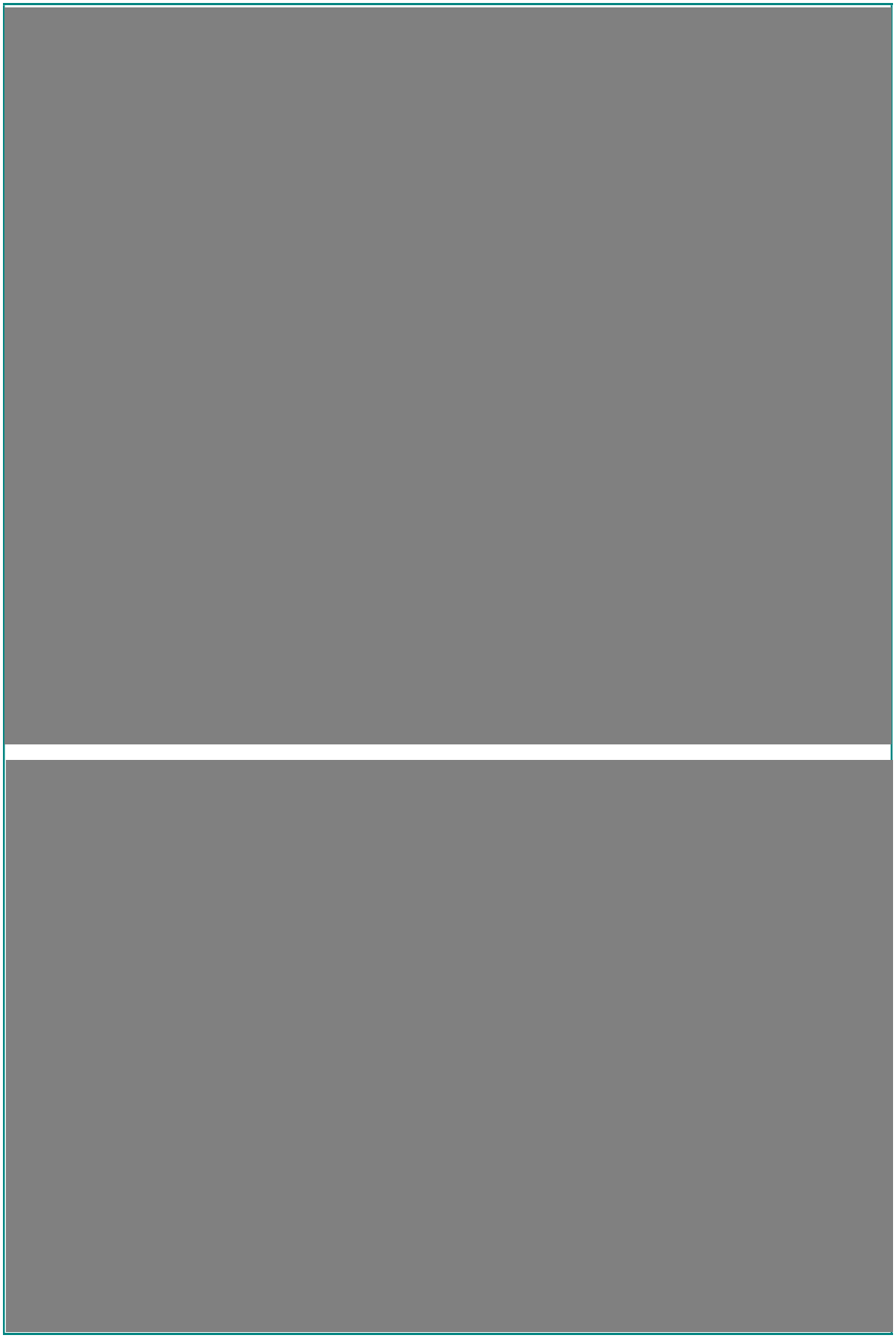
There is no dispute that Child A had unsupervised contact with a family member on 10 August 2024. It is documented in the disciplinary hearing letter, dated 29 October 2024, that the social worker had informed the service manager that unsupervised had gone ahead as the family member was in drug rehabilitation and they had been in contact with the facility. The case examiners note that the only recorded contact with the rehabilitation facility is dated 02 August 2024 and the CLA review postdated this contact.

Within the disciplinary hearing letter it is recorded that the social worker was invited to a meeting with their line manager and service manager and in that meeting, held on 15 August 2024, informed them that *'[they] must have forgotten what was said at the CLA Review meeting and had not seen the follow up emails.'*

Within their submissions to the regulator the social worker states: *'Unfortunately, however, the Team Manager sent me an email that the Family Time should be supervised/or not take. I did not see the email before that the Family Time was scheduled to take place. The Family Time had been scheduled for so near the date of the CLA Review. It was on a Yearly rota. The contact took place before I could read the email.'*

Having considered the evidence available, the case examiners are satisfied there is a realistic prospect adjudicators could find regulatory concern 1.1 proven.





1.3 Failed to appropriately follow up an incident whereby Child A suffered burns.

As the regulatory concern cites a failure on the part of the social worker, the case examiners have turned their minds to what was required in the circumstances and assessed the evidence to see if it suggests the social worker adhered to this.

The former employer state that they would have expected the social worker to visit Child A, within three days, update the child's mother within one day, and schedule a multi-agency risk management meeting (MARM) within three days.

The case examiners have had sight of an email thread, which is uploaded onto Child A's case records, this shows the foster carer informing the social worker of the incident on 03 June 2024 and the social worker forwarding this email to their manager on the same day.

The manager responds to the social worker directing them to let Child A's parent know, update the IRO, and to set up a MARM *'ASAP'*.

The case examiners have had sight of an email thread between the social worker and IRO, dated 03 June 2024. The social worker informs the IRO of the incident and in a response to an email confirms they have 'informed mum', although no case notes have been provided to evidence this, but there is no evidence to suggest the social worker contacted Child A's father.

Child A's mother made a complaint to the local authority, and part of the complaint was that the social worker should have informed them of incidents in a 'timely way and with the facts.' This would suggest that, in this case, Child A's mother did not consider that the social worker informed them in a timely way.

The case examiners have had sight of a case note, dated 16 June 2024, where it is recorded that the social worker discussed the incident with Child A. There is no further detail of the discussion held with Child A recorded by the social worker. The case examiners note this is ten days over the three day timescale to see Child A, set by the social worker's manager.

With regards to the MARM, the former employer state that there is no statutory requirement to hold a MARM but is best practice for managing high-risk situations involving young people where a multi-agency response is needed. The social worker was clearly directed by their manager to set up a MARM on 03 June 2024 and there is no evidence to suggest the social worker followed this direction.

Having considered the evidence available, the case examiners are not satisfied that the social worker appropriately followed up the incident whereby Child A sustained burns, in that they did not follow management direction to ensure a robust multi agency response to the potential risk, did not speak to Child A within the timescales set, and did not inform parents satisfactorily of the incident.

Having considered the evidence available, the case examiners are satisfied there is a realistic prospect adjudicators could find regulatory concern 1.3 proven.

1.4 Failed to complete an overnight assessment for Family 1, prior to Child B having overnight contact with their family.

As the regulatory concern cites a failure on the part of the social worker, the case examiners have turned their minds to what was required in the circumstances and assessed the evidence to see if it suggests the social worker adhered to this.

The former employer states that an overnight assessment is to be completed, by the social worker, when there are plans to progress contact to include overnight. As part of the assessment the social worker is expected to meet with parents/carers, assess the home environment, gain the wishes and feelings of the child, gain feedback from all professionals involved with the child and family, including the IRO and completed police checks of anyone over eighteen residing in the home. On completion the assessment is sent to the team manager, service manager and head of service to sign off.

The case examiners, having considered the evidence available, note that there is no evidence of an overnight assessment, completed by the social worker for Child B. The only overnight assessment is dated October 2024 and is completed by a different social worker.

The social worker was allocated social worker for Child B from 18 January 2021 to 05 April 2022. Child B was in local authority care and resided with foster carers.

On 04 March 2022 it is documented on a case record that a CLA review was held. The IRO documents: *'Possibility of Child B having overnight contact at his Family 1 to be considered in future. It is felt that Child B needs time to settle into a routine of seeing his Family 1 on a regular basis before overnight would be appropriate. To be discussed the next CLA review.'* The next CLA review is recorded as being 09 June 2022.

The former employer states that overnight contact between Child B and Family 1 commenced on 04 April 2022 and a new social worker allocated to Child B on 05 April 2022.

The former employer states that the risk to Child B was unknown when overnight contact commenced as there is no evidence the social worker submitted up to date police checks for those residing in Family 1 home or completed an overnight contact assessment.

Having considered the evidence available, the case examiners are satisfied there is a realistic prospect adjudicators could find regulatory concern 1.4 proven.

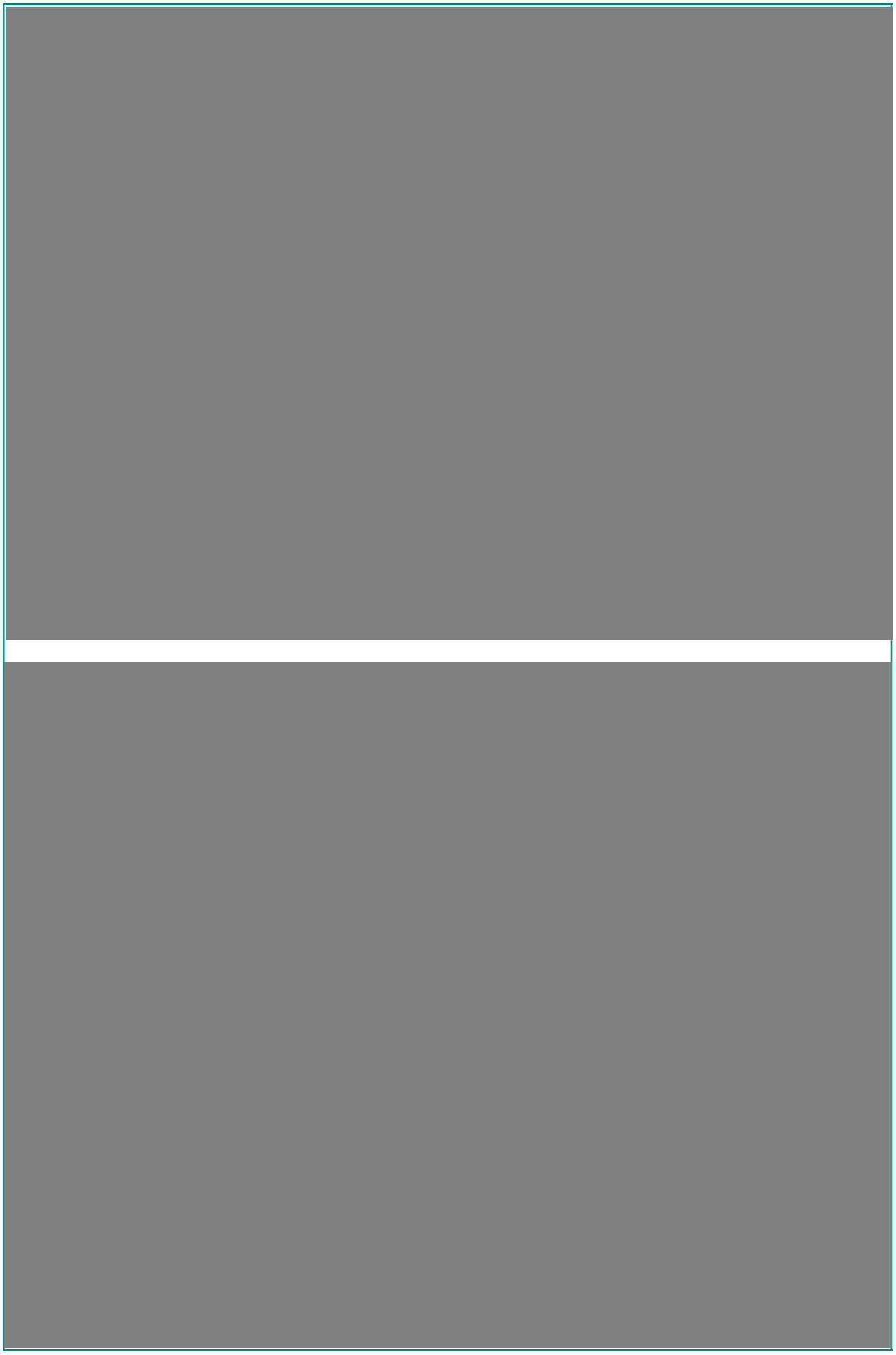
As the overarching regulatory concern cites a failure on the part of the social worker, the case examiners have turned their minds to what was required in the circumstances and assessed the evidence to see if it suggests the social worker adhered to this.

The former employer raised concern that the social worker failed to recognise and respond to risk appropriately.

The case examiners are satisfied that the case examples detailed above provide evidence that the social worker, in respect of Child A and Child B, failed to recognise and respond to risk appropriately.

Having considered the evidence available, the case examiners are satisfied there is a realistic prospect adjudicators could find regulatory concern 1 (1.1, 1.3 1.4) 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 standards, which were applicable at the time of the concerns.

Social Work England: Professional standards 2019

Be accountable for the quality of my practice and the decisions I make

As a social worker, I will:

3.2 Use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.

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

3.9 Make sure that relevant colleagues and agencies are informed about identified risks and the outcomes and implications of assessments and decisions I make.

The case examiners have noted Social Work England's professional standards guidance which states: *'Social workers have a responsibility to stay alert to and investigate suspected harm, neglect or abuse and, where risk has been identified, agree plans to address it urgently.'*

In this case the social worker had responsibility, as the allocated social worker for children in care, to ensure that they recognised and responded to risk. From the evidence available it would suggest the social worker failed to do this on a number of

different occasions, outlined within the regulatory concerns, even when directed by management.

If matters were to be found proven, the case examiners are satisfied that it is likely to suggest a significant departure from the professional standards, as detailed above. They are satisfied the apparent lack of action in respect of the risks outlined could have had extremely serious consequences for Child A and Child B.

As such, the case examiners are satisfied there is a realistic prospect of adjudicators finding the regulatory concerns amount to 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 consider the conduct in relation to the allegation is remediable, in that the social worker could demonstrate their understanding of what has gone wrong and what steps they could take to ensure this does not happen again, for example, by completing relevant associated training and/or a critical reflection addressing the concern raised.

Insight and remediation

The case examiners have considered the submissions provided to the regulator by the social worker. The social worker has shown some insight into their alleged conduct, albeit the case examiners consider that this is limited. Whilst it is noted that the social worker does not dispute the concerns and accepts their inaction, there is little insight demonstrated by the social worker to show they understand the

potential harm which may have occurred or the far-reaching consequences of their inaction.

Turning their minds to remediation, the case examiners are aware that this is best shown by objective evidence. For example, by the successful completion of training courses. The social worker has not provided any evidence of remediation and, given they have not been in practice, the case examiners cannot rely on any objective evidence provided by an employer to demonstrate a change in professional practice.

Risk of repetition

Whilst the case examiners note the social worker's developing insight, they have not seen any remediation and as such must conclude 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.

The case examiners are of the view that a member of the public would be extremely concerned about an allegation that a social worker failed to recognise and respond to risk for a child in care. The case examiners consider the allegation relates to fundamental tenets of social work, protecting vulnerable people from harm or abuse.

Adjudicators may consider there is potential risk of harm to the wider public in terms of their ability to trust and have confidence in a social worker who is alleged to have acted in this manner. An allegation of failing to recognise and respond to risk is serious and the case examiners are of the view that given the alleged conduct in this case, a failure to find impairment may undermine public confidence in the profession and fail to maintain the professional standards expected of social workers.

The case examiners consider there is a realistic prospect of adjudicators finding the social worker currently impaired.

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 conclude that offering accepted disposal is proportionate for the following reasons:

- The accepted disposal process will provide the social worker an opportunity to review the case examiners reasoning on impairment and reflect on whether they are able to accept a finding of impairment. It is open to the social worker to reject any accepted disposal proposal and request a public hearing if they wish to explore the question of impairment in more detail.
- The case examiners are also of the view that the public would be satisfied to see the regulator take prompt, firm action in this case, with the publication of an accepted disposal decision providing a steer to the public and the profession on the importance of adhering to the professional standards expected of social workers in England.
- There is no conflict in evidence in this case, and the social worker accepts the facts.

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	☒

Accepted disposal

Case outcome		
Proposed outcome	No further action	☐
	Advice	☐
	Warning order	☒
	Conditions of practice order	☐
	Suspension order	☐
	Removal order	☐
Proposed duration	3 years	

Reasoning

In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's 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.

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

No Further Action

The guidance suggests no further action is only applicable in exceptional circumstances. The case examiners are satisfied that in this case the mitigating factors do not amount to exceptional circumstances. They consider a finding of no further action would be insufficient to protect public confidence.

Advice

An advice order will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners are of the view that issuing advice is not sufficient to mark the seriousness with which they view the social worker's alleged conduct.

Warning

The case examiners had regard to their guidance, which states a warning is likely to be appropriate where (all of the following):

• The fitness to practice issue is isolated or limited

• There is a low risk of repetition

• The social worker has demonstrated insight.

The case examiners note there is no previous adverse fitness to practise history. The case examiners acknowledge the passage of time since the concerns were raised and acknowledge there is no known pattern of the alleged conduct through the social worker's career.

The social worker accepts the concerns and has evidenced developing insight. Whilst the case examiners have not identified evidence of remediation, they note the social worker has not been in practice since the concerns were raised with the regulator.

Whilst the case examiners consider that there is a risk of repetition, they note that the alleged conduct appears to be isolated in nature to 2 families and not a recurring theme of malpractice, therefore conditions would not be appropriate as the minimum necessary sanction to protect the public.

A warning order implies a clear expression of disapproval of the social worker's conduct and the case examiners conclude that a warning order is the appropriate and proportionate outcome in this case and represents the minimum sanction necessary to uphold the public's confidence.

Conditions of practice and suspension

The case examiners went on to consider whether the sanctions of conditions of practice and suspension were appropriate in this case. They concluded that conditions were more relevant in cases requiring some restriction in practice, for example in cases involving health, competence or capability. It has been acknowledged that the social worker has indicated they have retired from the profession and as such conditions of practice would not be workable. The case examiners again note that this is not a case that has fallen only marginally short of requiring removal, they therefore considered that suspension from the register would be a disproportionate and punitive outcome in this case.

Length of order

The case examiners have gone on to consider the length of time for the proposed warning order and have concluded 3 years to be proportionate in this case. In coming

to this determination, they have taken into account the guidance and have applied it as follows:

- *1 year may be appropriate for an isolated incident of relatively low seriousness. In these cases, the primary objective of the warning is to highlight the professional standards expected of social workers.*
- *3 years may be appropriate for more serious concerns. This helps to maintain public confidence and highlight the professional standards. The period also allows more time for the social worker to show that they have addressed any risk of repetition.*
- *5 years may be appropriate for serious cases that have fallen only marginally short of requiring restriction of practice.*

The case examiners consider that a period of three years is appropriate in the circumstances to maintain public confidence and to send a message to the public, the profession and the social worker about the standards expected from social workers. The case examiners have discounted a 1 year warning on the basis that whilst they recognise that the matter is relatively isolated, they do not consider that the matter to be one of 'relatively low seriousness' for the reasons stated earlier in this determination. The case examiners do not consider that the matter fell marginally short of the need to restrict practice, and therefore 5 years would be disproportionate and punitive.

To confirm, the case examiners have decided to propose to the social worker a warning of 3 years 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 14 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.

Content of the warning

The case examiners warn the social worker:

Social workers have a responsibility to recognise and respond to risk as part of their safeguarding role. It is imperative that they maintain focus on the person at risk of harm, ensuring the correct process is followed, and any multi-agency and/or managerial actions are followed.

The case examiners draw the social worker's attention to Social Work England Professional Standards and in particular:

Be accountable for the quality of my practice and the decisions I make

As a social worker, I will:

3.2 Use information from a range of appropriate sources, including supervision, to inform assessments, to analyse risk, and to make a professional decision.

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

3.9 Make sure that relevant colleagues and agencies are informed about identified risks and the outcomes and implications of assessments and decisions I make.

Any matters of similar conduct brought to the attention of the regulator will likely result in a more serious outcome.

Response from the social worker

Initial response: 15 July 2026

The social worker returned the accepted disposal response indicating that they wished to suggest amendments.

The social worker has stated: *Generally, I appreciate that case examiners will only have access to documents disclosed to them by the employer. But I know that there are some pertinent records on file that had not been disclosed. There were others that were not initially disclosed but were sent after the Investigator Frankie Comiskey asked, following discussions with me.*

So, regarding 1.1 there was no three way meeting between me, the Manager and Service Manager. There were different telephone calls between me and each of them. The Service manager asked me to update her about the child's welfare, which I did as well about the last contact. And I did not say to anyone that I had forgotten what was said at the CLA Review. I said that there were discussions at the Review but no firm decisions were arrived at. The decisions came later in emails as well as the IRO's report, which was filed much later. Because of the heavy workload, e mail backlogs

and travelling I unfortunately missed some of the emails. I responded to others, as you have kindly noted.

If I had read the email that the contact should not go ahead unless we got someone to supervise it on Saturday, the contact would not have gone ahead.

Also there are emails on record of the regular negative results of drug tests by the mother.

In 1.4 as I had said earlier, the child's placement broke down. The only placement found said they had planned a holiday. It was agreed by the Brokerage Team which finds accommodation, that the child would go to stay with maternal grandmother in the interim, until the foster carers came back from holiday. This would have authorised by the Head or Service Manager. This is a requirement.

The case was almost immediately allocated to another social worker. It is alleged that an overnight contact took on 4 May 2022 and the new social worker took over on 5 May 2022 but the overnight contact continued, without an Overnight contact assessment.

The fact is that social worker allocation s start times put on record are often approximations after discussions and the processes of case transfer had been going on much earlier.

I understand the need the importance and need for overnight stay assessments. I have completed them for other children.

Generally, I am appreciative of the work that has been done by Social Work England in this case.

I am and will continue to be a serious social worker, concerned with ensuring children are safeguarded.

As you indicated I have reflected on these issue and taken the lessons learnt.

As you also indicated I have not had any opportunity for reparation work as I am currently retired.

<u>Final response: 12 August 2026</u>

The social worker returned the accepted disposal response confirming: *'I have read the case examiners' decision and the accepted disposal guidance. I admit the key facts set out in the case examiners decision, and that my fitness to practise is*

impaired. I understand the terms of the proposed disposal of my fitness to practise case and accept them in full.'

Case examiners' response and final decision

Initial response: 22 July 2026

The case examiners did not consider it to be in the public interest for the matter to be referred to a final hearing and they determined that the case could be concluded by way of accepted disposal. As such, the case examiners proposed to resolve the case with a warning order of 3 years.

The social worker responded to the proposal on 15 July 2026 and whilst including information within the suggested amendments section, did not directly suggest any amendments to the case examiners' decision.

The case examiners have not been presented with any new information by the social worker, in the form of suggested amendments, and have considered again all documentation made available to them in the evidence bundle.

The case examiners note that it is set out to the social worker that they can suggest changes with regards to factual inaccuracies and/or redaction. Having reviewed the social worker's response form, and considered their decision report, the case examiners did not identify anything that they would consider factually inaccurate.

The case examiners concluded that the social worker's fitness to practise was likely to be found impaired but that the public interest could be met through a prompt conclusion, published decision and warning order, rather than through a public hearing. The case examiners remain satisfied, after considering the social worker's response, that this case may be fulfilled through the accepted disposal process.

To conclude, the case examiners have decided to propose, to the social worker, for a final time, a warning order (3 years). They will now notify the social worker for a final time of their intention and seek the social worker's agreement to dispose of the matter accordingly. The social worker will be offered 14 days to respond.

Should the social worker not agree with the proposal, set out in the case examiners' report, they have the opportunity, within the accepted disposal response form to decline the proposal and proceed to a public hearing.

Final response: 13 August 2026

The case examiners concluded that the social worker's fitness to practise was likely to be found impaired but that the public interest could be met through a prompt conclusion, published decision and warning, rather than through a public hearing. They proposed a warning order with a duration of three years and the social worker accepted this proposal.

In light of the social worker's acceptance of the warning order, the case examiners have considered again whether there would be a public interest in referring this matter to a public hearing. They remain of the view that this is unnecessary for the reasons set out earlier in the decision.

Having been advised of the social worker's response, the case examiners have again turned their minds as to whether a warning order remains the most appropriate means of disposal for this case. They have reviewed their decision, paying particular regard to the overarching objectives of Social Work England, i.e. protection of the public, the maintenance of public confidence in the social work profession, and the maintenance of proper standards. Having done so, they remain of the view that an accepted disposal by way of a warning order of three years is a fair and proportionate disposal and is the minimum necessary to protect the public and the wider public interest.