Case Examiner Decision
Jackee Khumalo – SW145801
FTPS-23590

Contents

The role of the case examiners 3
Decision summary 4
The complaint and our regulatory concerns 6
Preliminary issues 8
The realistic prospect test 9
The public interest 21
Accepted disposal 23

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	16 July 2026
	Accepted disposal proposed – 6 month suspension order
Final outcome	19 August 2026
	Accepted disposal – 6 month suspension order

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concern 1 (a & b) being found proven by the adjudicators [redacted]

2. There is a realistic prospect of regulatory concern 1 (a & b) being found to amount to the statutory grounds of misconduct.

3. For regulatory concern 1 (a & b), 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 an accepted disposal.

As such, the case examiners requested that the social worker was notified of their intention to resolve the case with a suspension order of 6 months' duration. The case

examiners were subsequently informed that the social worker had accepted the terms of the proposed disposal 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.

In accordance with Social Work England's fitness to practise proceedings and registration appeals publications policy, the case examiners have anonymised the names of individuals to maintain privacy. A schedule of anonymity is provided below for the social worker and complainant and will be redacted if this decision is published.

Young person A	Young person subject to concern 1 (a & b)
Person B	A young adult male, [redacted] that young person A associated with
Colleague A	[redacted] the social worker's team manager [redacted]
Colleague B	[redacted] senior manager at [redacted] Council
Professional A	[redacted] Leaving Care Worker at [redacted] Council

The complaint and our regulatory concerns

The initial complaint	
The complainant	The complaint was raised by the social worker's former employer ('the council').
Date the complaint was received	15 July 2024
Complaint summary	The council alleges that the social worker failed to take appropriate action in relation to police checks required for a person associated with young person A, thus exposing the young person to a potential risk of harm.

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:

While registered as a social worker between April 2024 and May 2024:

Regulatory Concern 1

You failed to safeguard a young person which placed them at risk of harm by:

a. not taking appropriate action

b. Not passing concerns on to your line manager

Grounds of impairment:

The matters conducted at concern 1 amount to the statutory ground of misconduct.

By reason of your misconduct your fitness to practice is impaired.



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 (a & b) being found proven, that the concern could amount to the statutory grounds of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

While registered as a social worker between April 2024 and May 2024:

Regulatory Concern 1

You failed to safeguard a young person which placed them at risk of harm by:

a. not taking appropriate action

b. Not passing concerns on to your line manager

In their consideration of the facts of this concern, the case examiners have noted the following:

Evidence from the council (Investigation report of 16 September 2024) indicates that:

The social worker had been employed by the council in their role as a social worker in 'front door, assessment and adolescent service' since 6 February 2023.
On an unknown date in April 2024, colleague A, the social worker's team manager asked the social worker to complete police checks in relation to person B. These checks were requested as young person A had been found at a property, with person B, after young person A had gone missing on or around 18 April 2024.

On 26 April 2024, the social worker called the police for background information on person B. The social worker is recorded as saying in a council investigation statement dated 23 August 2024, that they "*could sense over the phone*" that the information about person B "*was not good*", and asked for the information to be passed to them either over the phone or by email; the social worker was advised to email the Force Control Room for the information, which they did that same day.

The social worker was subsequently that same day, 26 April 2024, provided with forms by the police to complete; these required the social worker to advise why the information about person B was required, and under what legislation. The social worker completed and returned these forms.

On 29 April 2024, at 1007hrs, the police responded to the social worker asking them to specify what section of legislation was relevant to the information being requested about person B.

The social worker is reported as advising the council, during the course of their investigation, that they did not respond to this police request and thus did not complete the police checks.

On 29 April 2024, the social worker had a conversation with professional A, a leaving care worker for person B. Professional A has stated that during this call, they advised the social worker that person B had issues with their mental health and had been subject to allegations of a sexual nature in the past, but they had not been upheld. They also told the social worker that while they did not believe that young person A was at imminent risk of living with person B, it would not be appropriate for them to do so for a long period of time.

Professional A, when later informed that the social worker disputed being given information by them on 29 April 2024 regarding allegations against person B, advised that "w*hen I said about the allegations of a sexual nature on the call on the 29th April, (the social worker) didn't seem to have any particular reaction, and didn't ask what the allegations were. I didn't tell her what they were specifically, but I did say that had*

not been upheld." Professional A also stated that the social worker seemed more focused on trying to get an on-line meeting set up, and that "*it felt a bit hurried*."

In a subsequent telephone conversation with colleague A on 19 June 2024, professional A is reported as saying they were "*pretty sure*" that they had shared concerns with the social worker about person B, during their conversation of 29 April 2024, and provided an email stating that they had done so.

An online meeting was set up between the social worker, professional A, young person A and person B for the following day (30 April 2024), so that the social worker could see young person A. Professional A reports that in this meeting, they raised concerns about person B being obsessive in relationships, and the social worker said that they also had concerns as young person A could also be quite volatile. The social worker was also shown a hole in a door in the house where person B was living, and where young person A was staying. Person B stated in the meeting that they had got angry and punched the door, but not while young person A was there.

During the course of their investigation, the social worker disputed being given information from professional A during the conversation of 29 April 2024 about previous allegations against person B. The social worker stated that they were "*relaxed about (person B)"* based on the information that (professional A) had given them*, and* that there were no concerns. They say that both the police and professional A told them *"positive things"* about (person B), and that this why completing the police checks "*slipped (their) mind*."

The social worker also advised the council that the online meeting that they had with professional A, young person A and person B on 30 April 2024, had also made them "*relax and to think that (person B) is not a bad person"*.

On 10 June 2024, information provided by [redacted] Police to the council, showed that the police check on person B was not clear, and that several allegations, including of a concerning sexual nature against person B had been recorded over the course of the previous two years.

On 14 June 2024, colleague A asked the social worker about the checks; the social worker apologised and indicated that the police checks had not been completed.

During the council's investigation interview, the social worker is recorded as confirming that they knew that they should have completed the police checks on person B, as requested. They also state that they would have not ignored the "*alarming information*" about person B if they had been aware of it, and that "*it doesn't take only a professional to react even an ordinary citizen would react to anything that has to do with sexual abuse or crime*". Asked if they would have chosen to do anything differently, the social worker responds that they "*would have done the*

police checks", and that, normally, when they don't understand something, they would forward it to (colleague A), but "*don't know why (they) didn't this time*".

Colleague B, a senior manager at the council responsible for general oversight of the social worker, advises that in a conversation with the social worker on 17 June 2024, the social worker stated that, as the police had not shared anything of concern about person B verbally with them when they had called the police about the checks, they took it that it was "*fine*". In this conversation, the social worker again denied being given any information of concern about person B by professional A.

Submissions from the social worker:

In their initial comments to Social Work England of 28 October 20205, the social worker acknowledges that they made a "*mistake*" in not forwarding the police form to a colleague when they received the request for information. The social worker states this was because it was a hectic day for them as they were trying to get young person A back into the county, and were also trying to get a placement for them. They felt that the process (for the police checks) was "*overwhelming and there was a lot of paperwork*", and they were trying to "*understand the process*". Further, they were assured by information given to them by professional A that young person A was safe with person B. The social worker adds that there was "*just a lot going on*" with young person A and their other cases, and that they think they were "*just mentally exhausted*".

The social worker also states that they did not approve of young person A staying with person B, and had concerns about person B's mental health.

The social worker has indicated that they did not wish to make any further submissions, at the conclusion of the investigation, as they were "*tired mentally*".

Having carefully considered all of the information presented to them, and summarised above, the case examiners are satisfied that there is evidence to indicate that the social worker was requested to conduct police checks on person B, and that they did not do so. Notwithstanding whether or not professional A did share the information they claimed to have shared with the social worker about person B's previous allegations, the case examiners consider that, as the checks had been requested by a team manager, colleague A, and young person A was a vulnerable young person who the social worker knew to be staying with person B, these police checks were required. Failing to complete the checks potentially exposed the young person to a risk of harm, and was therefore not an 'appropriate action'.

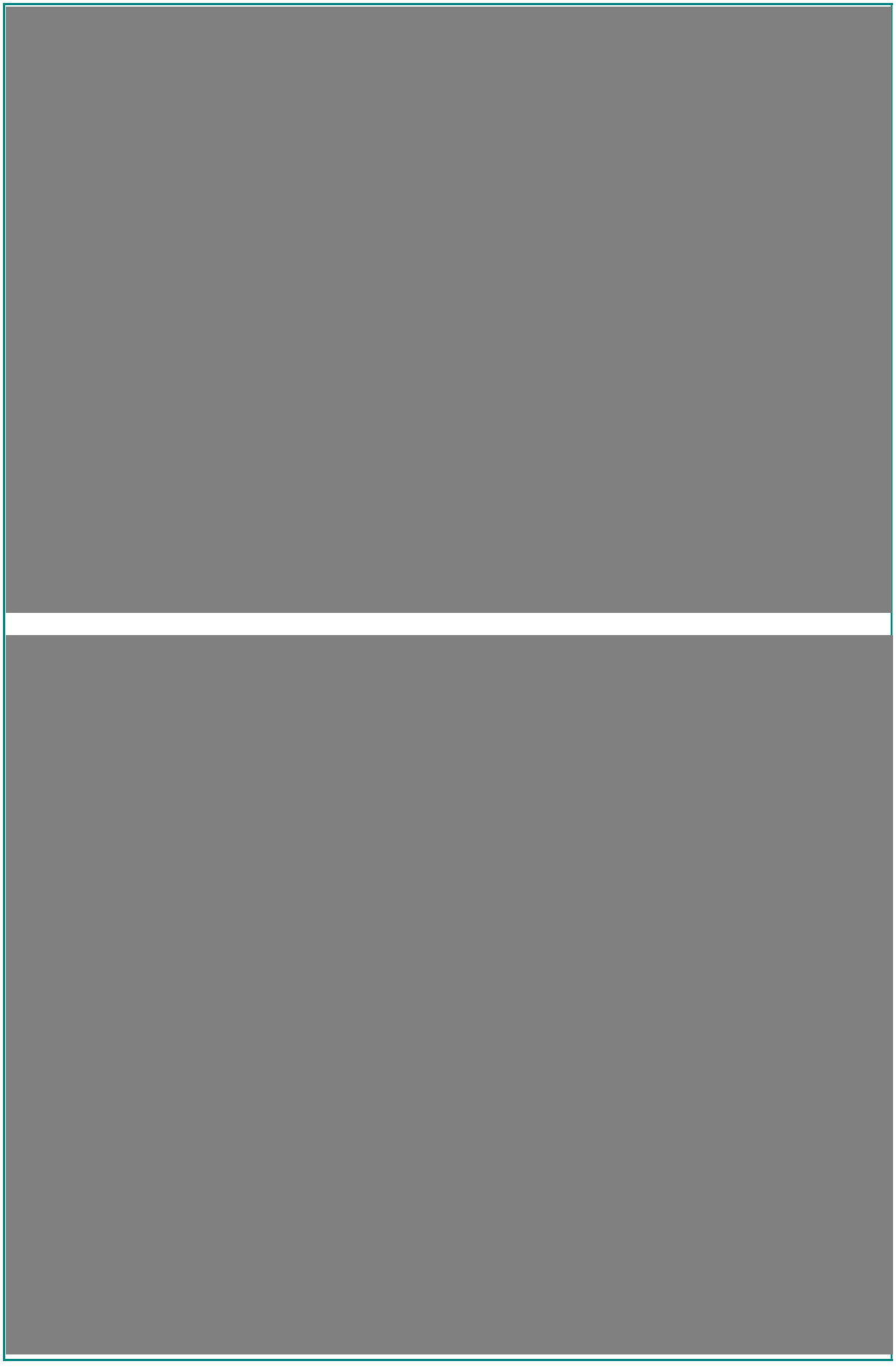
Further, the case examiners have found the social worker's assertions regarding the degree of risk they considered person B could pose to young person A, inconsistent. While the social worker describes feeling relaxed about any risk posed by person B,

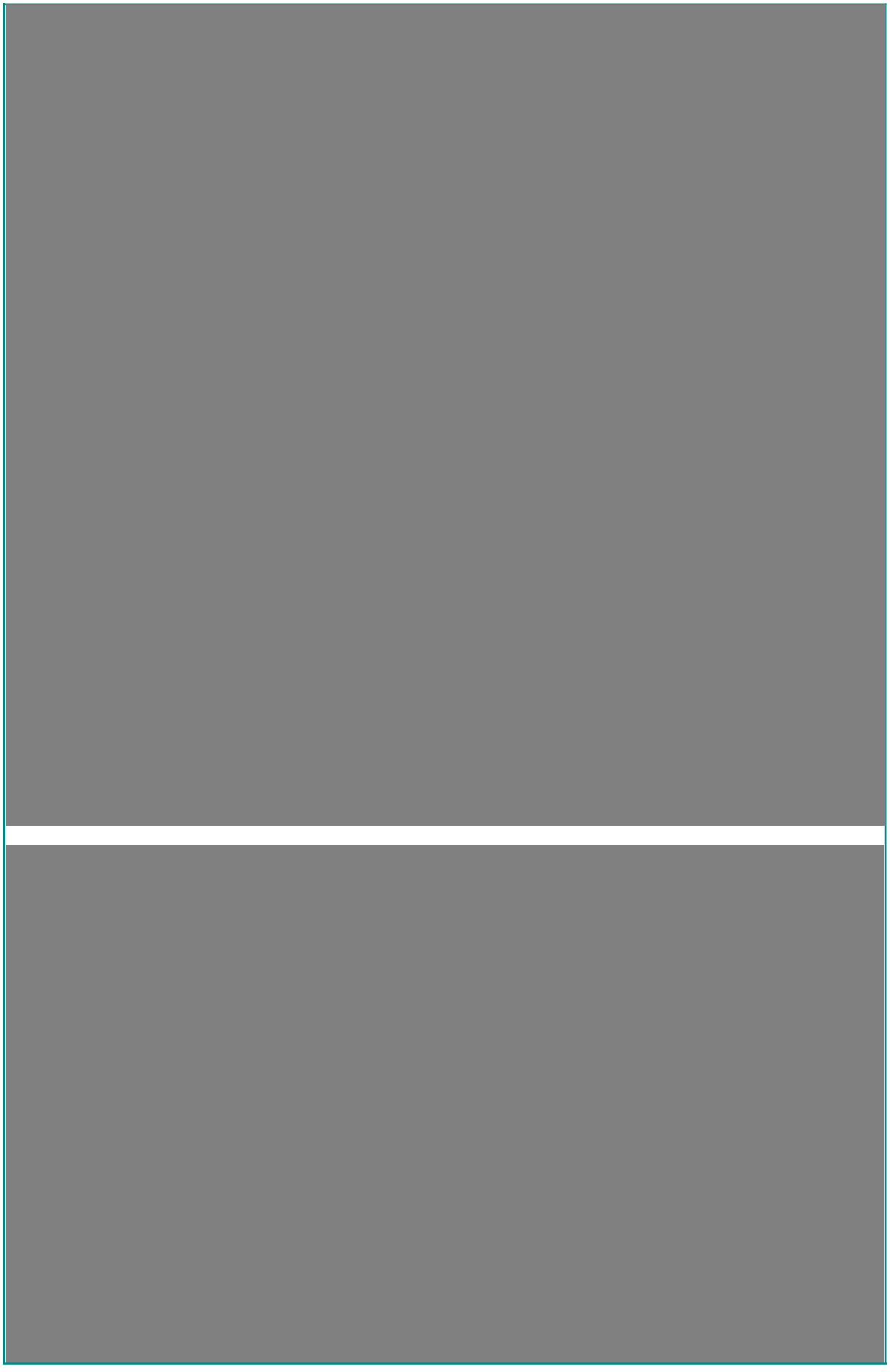
due to the information provided to them by professional A and the police, they have also stated having felt that the police information was "*not good*", and also having concerns about person B's mental health, such that they did not think young person A should stay with them. There is evidence indicating that the social worker also placed young person A at risk of harm by failing to share these concerns with their line manager, colleague A, and also did not inform colleague A that they required assistance to complete police checks, which had been returned for specific information, and the social worker appears to have been uncertain how to complete.

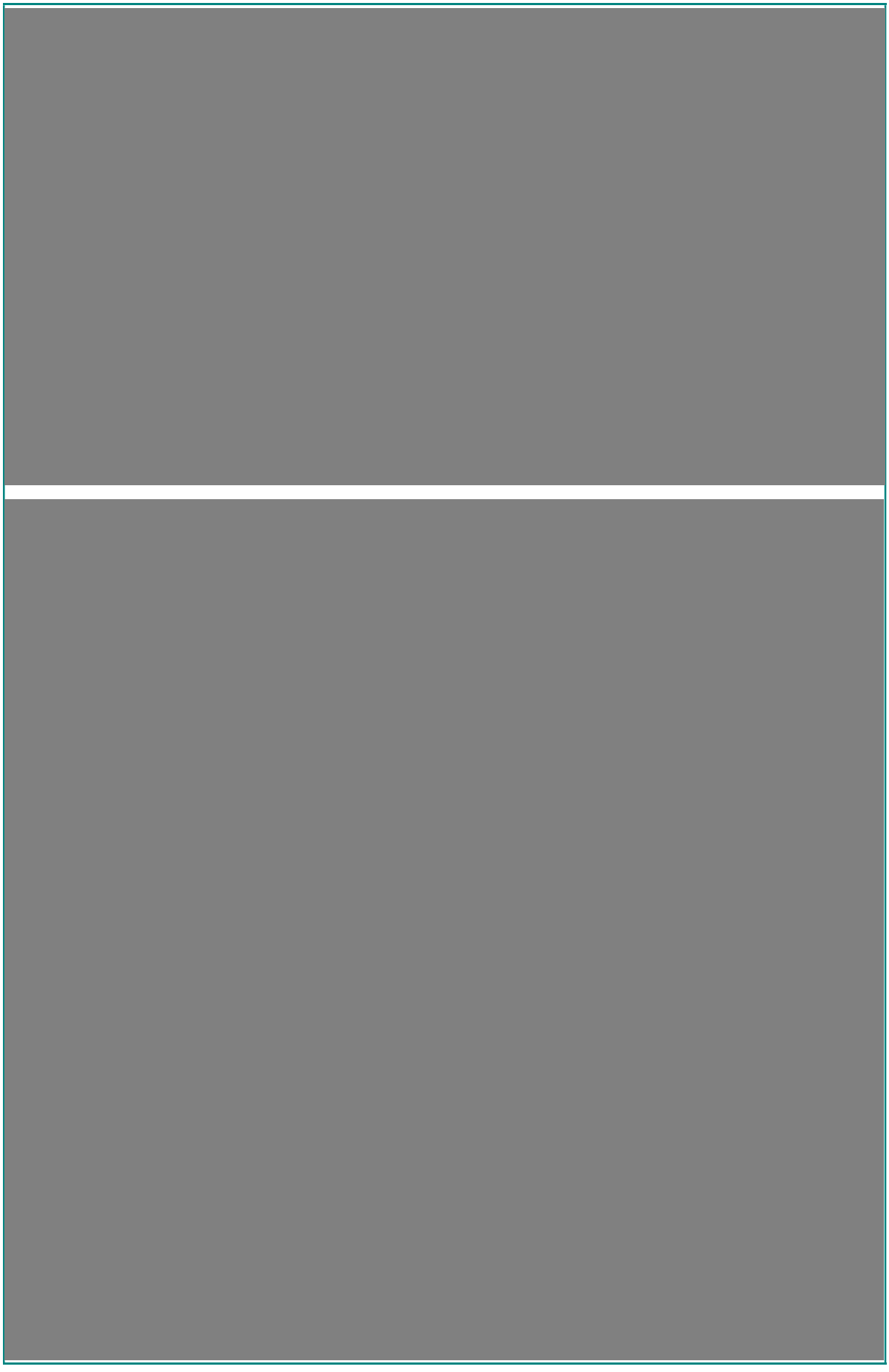
The case examiners therefore consider there to be a realistic prospect of adjudicators finding regulatory concern 1 (a & b) proven in relation to the facts.













Grounds

The case examiners have next considered the statutory grounds of misconduct in relation to concern 1(a & b).

The case examiners are aware that misconduct is generally considered to 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 Social Work England's professional standards for social workers, which were applicable at the time of the concerns. Having done so, they are of the view that the social worker may have breached the following standards:

3.1 Work within legal and ethical frameworks, using my professional authority and judgement appropriately.

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

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

Professional standards guidance for social worker reminds them that to practise safely, it is essential for all social workers to know and comply with legal frameworks relevant to their work and obligations to protect and promote people's rights; in this case failing to provide the police with the requested information so that checks could be completed, is a potential breach of standard 3.1.

Social workers have a responsibility, where risk has been identified, to agree plans to address any risk urgently. They also need to cooperate closely with relevant colleagues and agencies to consider options for action, and maintain a focus on the person at risk, whatever other demands or issues come to light. In this case, despite having some concerns about whether person B was a safe person for young person A to be staying with, there is evidence to suggest that the social worker did not respond to such risk urgently, as they did not complete the police checks or share information about the uncompleted checks with their line manager. These alleged failures, which may have placed a vulnerable young person at risk of harm from an adult with prior allegations of a sexual nature against them, are potentially a significant breach of standard 3.8 & 3.9.

The case examiners note that the concerns relate to one case; however, they consider that the social worker's alleged omissions had the potential to place a vulnerable young person at risk of harm, including sexual harm. The case examiners are thus of the view that the alleged breaches in this case are serious.

The case examiners consider there to be a realistic prospect of adjudicators finding the grounds of misconduct proven.

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 that the conduct before the regulator, while serious, can be remedied. In their view, the alleged conduct is not fundamentally incompatible with continued registration, and the case examiners consider that the social worker could remediate by demonstrating insight and reflection into the circumstances and seriousness of their alleged misconduct, and providing evidence of remediation.

Insight and remediation

The case examiners consider that the social worker has shown limited insight and remediation into their alleged failings in this case.

The social worker does recognise that they should have shared the responses from the police about the checks with their line manager so that they could be completed, and that, in future, they should record and confirm conversations with external stakeholders, to avoid any misunderstanding.

The social worker has also provided some mitigation, submitting that they were busy with other work, including tasks intended to safeguard young person A, and they recognise that they felt '*overwhelmed*' at the time with work, and were '*mentally exhausted'*.

However, the case examiners consider that the social worker has not demonstrated that they understand confidential information sharing protocols with other agencies, including why the police requested a written application for information about person B. The social worker comments that they consider that the police control room operator *"could have told me over the phone or sent me an email immediately about (person B), Because I told her I was a professional, but she refused"*.

Further, the social worker does not acknowledge the potential risk that young person A was exposed to, in the absence of the police checks on person A. Even after becoming aware of the allegations made against person B, the social worker comments that "*to me (person B) is a changed person however has poor mental health*", potentially demonstrating a continuing failure on the part of the social worker to recognise potential risk of harm, or how such risk should be managed.

The case examiners have not been presented with any evidence of remediation on the part of the social worker, for example through further safeguarding training, or continuing professional development. Also, the social worker does not appear to have worked as social worker since the concerns arose; as such, the case examiners have not been presented with any evidence or professional references to reassure

them that the social worker is currently able to practice without similar concerns arising.

The social worker has provided mitigation with regards to them having felt overwhelmed and mentally exhausted at the time the concerns arose. However, the case examiners have not been presented with any evidence to suggest that the social worker is now able to manage their well-being more effectively. Indeed, in their most recent communications with the regulator (3 February 2026), the social worker has indicated that they continue to feel 'tired mentally'.

The social worker has also not addressed how their alleged actions had the potential to adversely impact on public confidence in the social work profession, or on the maintenance of professional standards.

Risk of repetition

In light of an absence of insight and remediation, the case examiners consider that a risk of repetition remains 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.

The case examiners are of the view that a fully informed member of the public would be concerned that a social worker had failed to complete police checks on a vulnerable young person, and /or failed to share with their line manager that police required further information, and that this exposed a young person to a risk of harm. While limited to one case, the fact that case examiners found a risk of repetition would likely be of further concern.

If the concerns were to be found proven by adjudicators, the case examiners are of the view that a member of the public would consider the alleged conduct of the social worker to be serious, and would expect a finding of impairment to be made, together with an appropriate sanction.

The case examiners are therefore satisfied that there is a realistic prospect of adjudicators finding the social worker's fitness to practise to be 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 have considered whether a referral to a hearing may be necessary in the public interest, and have noted the following:

There is no conflict in the evidence in this case, and the social worker accepts some of the key underlining facts.

While the social worker has not indicated whether they do consider themselves to be currently impaired, the case examiners' decision and proposal will allow the social worker to review the case examiners' reasoning on facts and impairment and consider whether they do accept the case examiners' findings. It is open to the social worker to reject any accepted disposal proposal and request a hearing if they disagree with the case examiner's findings of facts, grounds and impairment.

The case examiners are therefore 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.

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	6 months	

Reasoning

In considering the appropriate outcome in this case, the case examiners had regard to Social Work England's Sanctions Guidance 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 have first considered any mitigating or aggravating factors in this case, and consider the following to be relevant:

Mitigating:

- Previous good character.

Aggravating:

- Lack of insight and remediation;
- Potential risk of harm, including sexual harm, to a vulnerable young person.

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

<u>No further action, advice, or warning:</u>

With reference to the regulator's sanctions guidance, the case examiners noted that in cases where a risk of repetition remains, the outcomes of no further action, advice or warning are not usually appropriate as they will not restrict the social worker's practice. The case examiners assessed that the risk of repetition remains high, and are thus satisfied that such outcomes are inappropriate as they do not sufficiently protect the public.

Conditions of practice order:

The case examiners next turned their minds to conditions of practice. The primary purpose of a conditions of practice order is to protect the public, whilst the 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. The case examiners carefully considered whether conditions of practice may be appropriate in this case. However, the case examiners note that any conditions must be appropriate, proportionate and workable. In this case, the social worker is not currently practising as a social worker, and has not indicated whether they wish to do so. The case examiners therefore conclude that conditions are unworkable.

Suspension order:

The case examiners went on to consider whether a suspension order might be an appropriate sanction.

The case examiners have considered the guidance, which states that suspension may be appropriate where (both of the following apply):

- the decision-makers cannot formulate workable conditions to protect the public or the wider public interest;
- the case falls short of requiring removal from the register (or where removal is not an option).

The case examiners have outlined above that they do not consider that there are workable conditions at this time. They have also noted that, while the concerns are serious, they are limited to one case. They also consider that the alleged conduct is not incompatible with being a social worker and thus does fall short of requiring removal from the register.

Their guidance also states that suspension may be appropriate where (all of the following):

• the concerns represent a serious breach of the professional standards;

• the social worker has demonstrated some insight;

• there is evidence to suggest the social worker is willing and able to resolve or remediate their failings.

In this case, while the case examiners consider the concerns to be serious, they consider there to be no evidence that the social worker intended to have any adverse impact on young person A; rather that the social worker has not demonstrated how their actions had the potential to cause harm, and how they would act differently in future to ensure that there was no repetition and future risk to service users. The case examiners consider therefore that suspension is the most appropriate sanction to reflect the seriousness with which they view this case, and is the minimum necessary to protect the public.

The case examiners are of the view that the social worker could use a period of suspension to reflect, develop insight, and remediate the concerns that have been raised, and therefore mitigate the risk that they have been assessed by the case examiners to currently present. Whilst suspension risks de-skilling the social worker, the case examiners note that the social worker is not currently practising, and also consider that that the risks to the public and public confidence outweigh the public interest in permitting the social worker to engage in a social worker role at this time.

To test the appropriateness of their sanction, the case examiners next turned their minds to removal. They have noted that the alleged failures by the social worker, while serious, are limited to one case, and do not consider them to be incompatible with being a social worker. Further, the case examiners have noted:

- There is no evidence that the social worker intended to place young person A at risk of harm;
- The concerns, while not yet remediated, are capable of remediation;
- The social worker has accepted the key facts in this case;
- The social worker has previously been of good character.

The case examiners therefore consider that a removal order would be a disproportionate outcome in the circumstances of this case.

The case examiners have carefully considered the appropriate length of the proposed suspension order. While they consider that the allegations are serious, the case examiners have balanced this against the lack of evidence that the social worker

intended to place young person A at risk of harm, and that the concerns are limited to one case. The case examiners consider that, by developing clear insight and with a focus on appropriate training and reflection, the social worker could fully remediate the alleged failings in this case. The case examiners have thus concluded that a 6 month suspension is the minimum necessary to meet the wider public interest, and to provide sufficient time for the social worker to reflect on their alleged conduct and demonstrate insight and remediation.

To conclude, the case examiners have decided to propose to the social worker a suspension order of 6 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.

Recommendations for the social worker

The case examiners are aware that in cases of suspension, they are able to recommend to the social worker actions which they may wish to take ahead of a future review of the order. As such, the case examiners recommend that the social worker focuses on actions which demonstrate insight and remediation into the breaches of professional standards that they have highlighted in this case. This is likely to include:

- Focused reflection on how their actions placed child A at risk of harm;
- Appropriate courses and/or training on safeguarding, and in particular risk assessment and management; understanding confidentiality and information sharing protocols; a focus on the professional standards identified as relevant in this case;
- Demonstrating how they can manage their personal well-being in a challenging professional environment;
- Reflection on how their conduct had the potential to undermine public trust and confidence, not only in the social worker, but in the wider profession.

Response from the social worker

On 19 August 2026 the social worker accepted the proposed disposal (an accepted disposal suspension order of 6 months' duration), 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 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 removal order, rather than through a public hearing. They proposed a suspension order of 6 months' duration and the social worker accepted the terms of this proposal in full.

Having been advised of the social worker's response, the case examiners have again turned their minds as to whether a suspension 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, such as 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 6-month suspension order is a fair and proportionate disposal, and is the minimum necessary to protect the public and the wider public interest.