



Case Examiner Decision
Phumlani Gwebani – SW141710
FTPS-24338

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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	08 June 2026
	Accepted disposal proposed - conditions of practice order (18 months)
Final outcome	24 June 2026
	Conditions of practice order – 18 months

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concern 1.a), b) and c) being found proven by the adjudicators. [REDACTED]
2. There is a realistic prospect of regulatory concern 1.a), b) and c) being found to amount to the statutory ground of misconduct.
3. For regulatory concern 1.a), b) and c) 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.

The complaint and our regulatory concerns

The initial complaint

The complainant	The complaint was raised by the social worker's former employer, [REDACTED]
Date the complaint was received	15 April 2025
Complaint summary	The former employer reported receipt of a complaint raised to them by a mental health support worker working with Person A. It was alleged that the social worker had breached professional boundaries by sending inappropriate messages from their personal phone to Person A, when they were no longer allocated to Person A in a professional capacity.

Regulatory concerns and concerns recommended for closure

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

1. Whilst registered as a social worker, you failed to maintain professional boundaries by sending messages on or around October 2024 to November 2024 from your personal mobile phone to Person A, when:
 - a) You were no longer working with them and/or without professional reason to do so,
 - b) The content of the messages sent to Person A were inappropriate and/or unprofessional
 - c) You were aware, or ought to have been aware that person A was vulnerable.

[REDACTED]

The matters outlined in regulatory concern 1 [REDACTED] amounts to the statutory ground of misconduct.

Your fitness to practise is impaired by reason of misconduct.



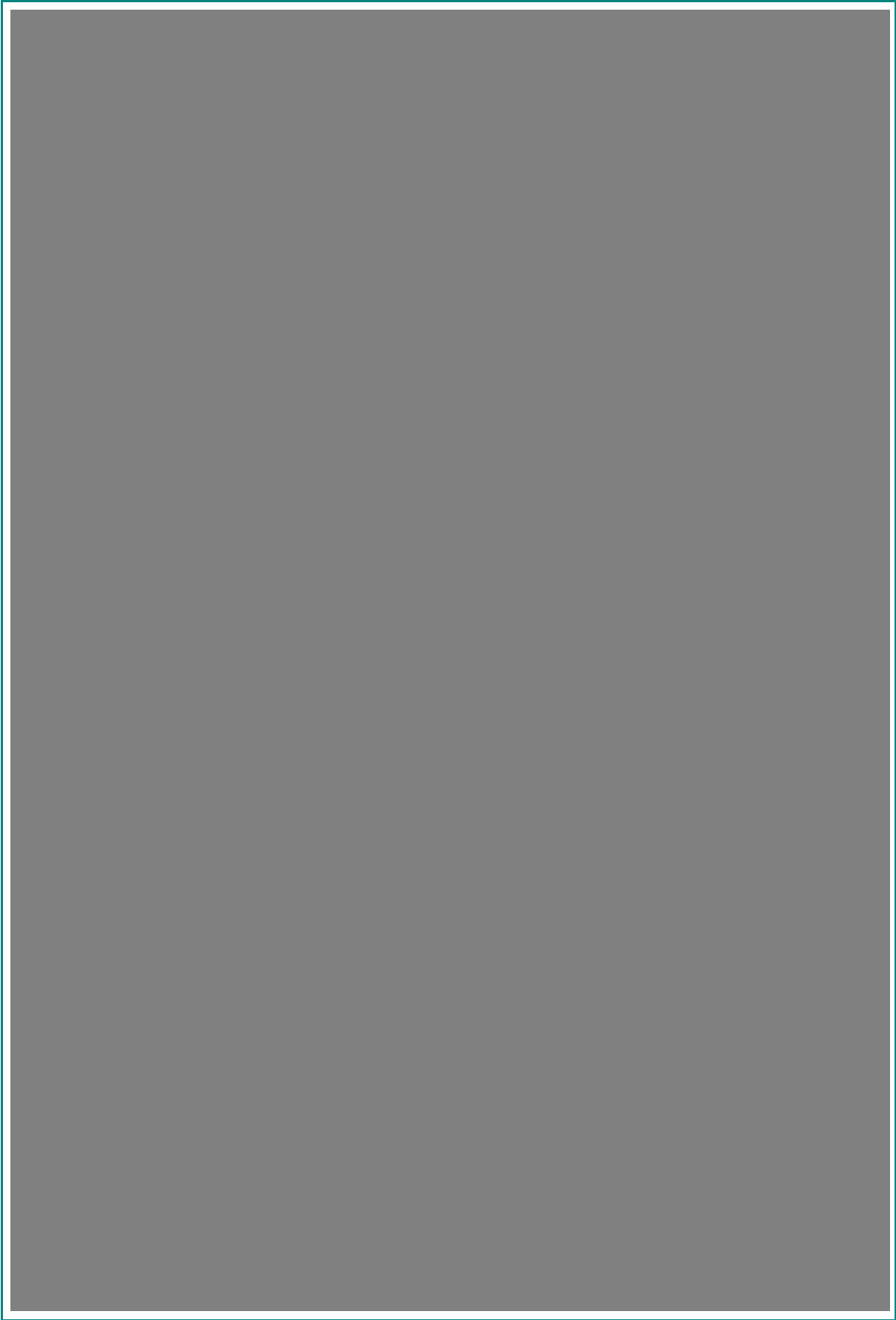
Preliminary issues

Investigation

Are the case examiners satisfied that the social worker has been notified of the grounds for investigation?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
Are the case examiners satisfied that the social worker has had reasonable opportunity to make written representations to the investigators?	Yes	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>
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	<input checked="" type="checkbox"/>
	No	<input type="checkbox"/>

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 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 concern 1.a), b) and c) being found proven, that this concern could amount to the statutory ground of misconduct, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

1. Whilst registered as a social worker, you failed to maintain professional boundaries by sending messages on or around October 2024 to November 2024 from your personal mobile phone to Person A, when:
 - a) You were no longer working with them and/or without professional reason to do so,

The case examiners have first considered whether the social worker was no longer working with Person A. The case examiners have seen an investigation report completed by the social worker's former employer, within which it is stated that the social worker had been working with the family of Person A as their allocated social

worker. Screen shots and emails from the former employer confirms that the social worker was allocated to the family from 24 July 2024 until 2 October 2024, at which point the matter was closed and not reallocated. The case examiners consider that the evidence suggests the social was no longer working with Person A in a professional context after 2 October 2024.

The case examiners have next considered whether the social worker was sending messages to Person A from their personal mobile phone. The case examiners have seen an email dated 18 November 2024 which was sent to the social worker's employer by the Named Professional, Safeguarding Children in Berkshire Healthcare NHS Foundation Trust. The email states that concerns had been raised by Person A to a member of the Community Mental Health Team, who had been supporting them. The email stated that Person A had reported that the social worker had been messaging them inappropriately and harassing them.

The case examiners have seen copies of screen shots alleged to have been sent by the social worker to Person A, dated between 12 October and 18 November. The year stamp is not visible on the messages, however the case examiners consider it feasible that these messages were sent and received in 2024, as this was the time when the matter was raised by Person A and the screen shots captured by the mental health support worker. The case examiners note the content of one message from the social worker to Person A, dated 16 October, which states "I will keep communicating with you if you don't mind. I will do so on my personal capacity. How does that sound to you?". The content of the other messages will be examined further below.

The case examiners have seen a copy from the Social Work England back end register, which confirms the social worker's registered mobile phone number, which is noted to be the same mobile number visible on the screen shots sent to Person A. The case examiners are satisfied the evidence seen suggests that the social worker was sending messages to Person A from their personal mobile phone.

The case examiners have seen a transcript of a fact-finding interview conducted by the social worker's former employer, with the social worker, dated 14 January 2025. Within the interview the social worker confirmed the mobile telephone number the messages were sent from was their personal mobile telephone number and confirmed they sent the messages. The social worker also confirmed within that interview that the case had already closed to them at the first date of the messages sent.

During the fact finding interview the social worker stated that the messages had been taken out of context because not all of the messages were present and that they had been attempting to put support in place to avoid a 'bounce back', whereby the case would return to the social worker if it was re-opened within 3 months. The social worker also said that because Person A was avoiding contact from their work telephone number, they used their personal phone to initiate contact, which was effective. In their submissions the social worker accepted they had used their personal mobile phone to communicate with the service user and that the case was closed.

The case examiners have noted that all messages provided to the case examiners, which were sent to Person A by the social worker were sent after the case for the family was closed to the social worker. The case examiners have considered whether there was any professional reason for the social worker to send messages to Person A following the closure of the case and acknowledge the social worker's account to their employer about offering support to Person A to avoid a 'bounce back'. However, the case examiners also consider that the social worker has said in their message to Person A that they will communicate with them in their "personal capacity". Therefore, the case examiners consider the evidence seen suggests that the communication was personal and not professional and for that reason could be considered a failure to maintain professional boundaries.

The case examiners are satisfied there is a realistic prospect of this element of the concern being found proven by the adjudicators.

- b) The content of the messages sent to Person A were inappropriate and/or unprofessional

The case examiners have seen screen shots of text messages alleged to have been sent by the social worker to Person A dated between 12 October and 18 November. The case examiners acknowledge that these screen shots were taken from the phone of Person A and that some messages in the conversation have been deleted. The social worker said they were unable to provide the full conversation chain as they had deleted the conversation from their phone. The case examiners acknowledge that this means the full context of the conversation is not available.

The case examiners note some of the content of the messages allegedly sent by the social worker as follows;

- I care about you
- That is fine Sleep well Love you and wish you a peaceful night

- I am missing you
- Sleep well, wish you a peaceful night
- I love you with all my heart (heart emoji)
- You are untouchable, special, valuable, adorable, beautiful, and lovely, to name the least.
- Remember you are special (heart emoji)
- Sleep peacefully just like a baby

Within the email sent by the Named Professional Safeguarding Children in Berkshire Healthcare NHS Foundation Trust it is recorded that one of the messages from the social worker to Person A said they were ‘not there to sexually hurt [them] but to help [them]’, however the case examiners have not seen screen shot evidence of this message. It is not known on which date this message was allegedly sent by the social worker to Person A.

The case examiners note are other more general messages where the social worker enquires how Person A is and asks about their health and family. The case examiners have also noted a number of messages sent by the social worker which have been deleted from the conversation chain. It is noted that the time stamps of the messages sent by the social worker vary, but a number of the messages were sent in the evening time at approximately 9pm.

In the employer’s fact finding interview the social worker said they can see from the interviewer’s point of view why the messages seem inappropriate, because not all of the messages are present. The social worker said that in their view they were helping Person A and encouraging them and that they did not want this case to bounce back. The social worker said that they were also communicating with the other parent in the family, who was separated from Person A, to obtain support for Person A. The social worker acknowledged that the contact with Person A was not recorded in the case notes or raised with a manager, but said they did not realise they could not communicate with Person A after the case was closed. The case examiners have not seen evidence of any messages sent to the other parent by the social worker.

In the employer’s fact finding interview the social worker said there was never any element of a physical relationship between them and Person A and that they had only met twice professionally when the case was open. The social worker said ‘there was nothing romantic in my view’. The social worker acknowledged the message about being ‘not there to sexually hurt [them]’ and said this was an attempt to gain Person A’s trust [REDACTED]

[REDACTED] In their submissions the social worker stated their aim had been to encourage Person A not to give up.

The case examiners acknowledge the social worker stated the messages shared are out of context. The case examiners have considered whether there is any context within which using terms such as 'I am missing you', 'I love you with all my heart' and 'You are untouchable, special, valuable, adorable, beautiful, and lovely', could be appropriate between a social worker and a service user. The case examiners consider the language used is likely to be considered beyond professional and is likely to be considered appropriate in a more intimate context. The case examiners consider that the use of language beyond which is likely to be considered professional could have been misleading and confusing for Person A.

For that reason, the case examiners consider the evidence suggests that the messages allegedly sent to Person A by the social worker were inappropriate and/or unprofessional and in sending them the social worker is likely to have failed to maintain professional boundaries.

The case examiners are satisfied there is a realistic prospect of this element of the concern being found proven by the adjudicators.

c) You were aware, or ought to have been aware that Person A was vulnerable.

The case examiners have next considered whether the social worker was aware that Person A was vulnerable. The case examiners have seen a copy of an assessment completed by the social worker, relating to the family of Person A, dated 24 July 2024. Within the assessment the social worker records that Person A suffers from a number of conditions, [REDACTED]

[REDACTED] The assessment also notes the history of Person A [REDACTED]

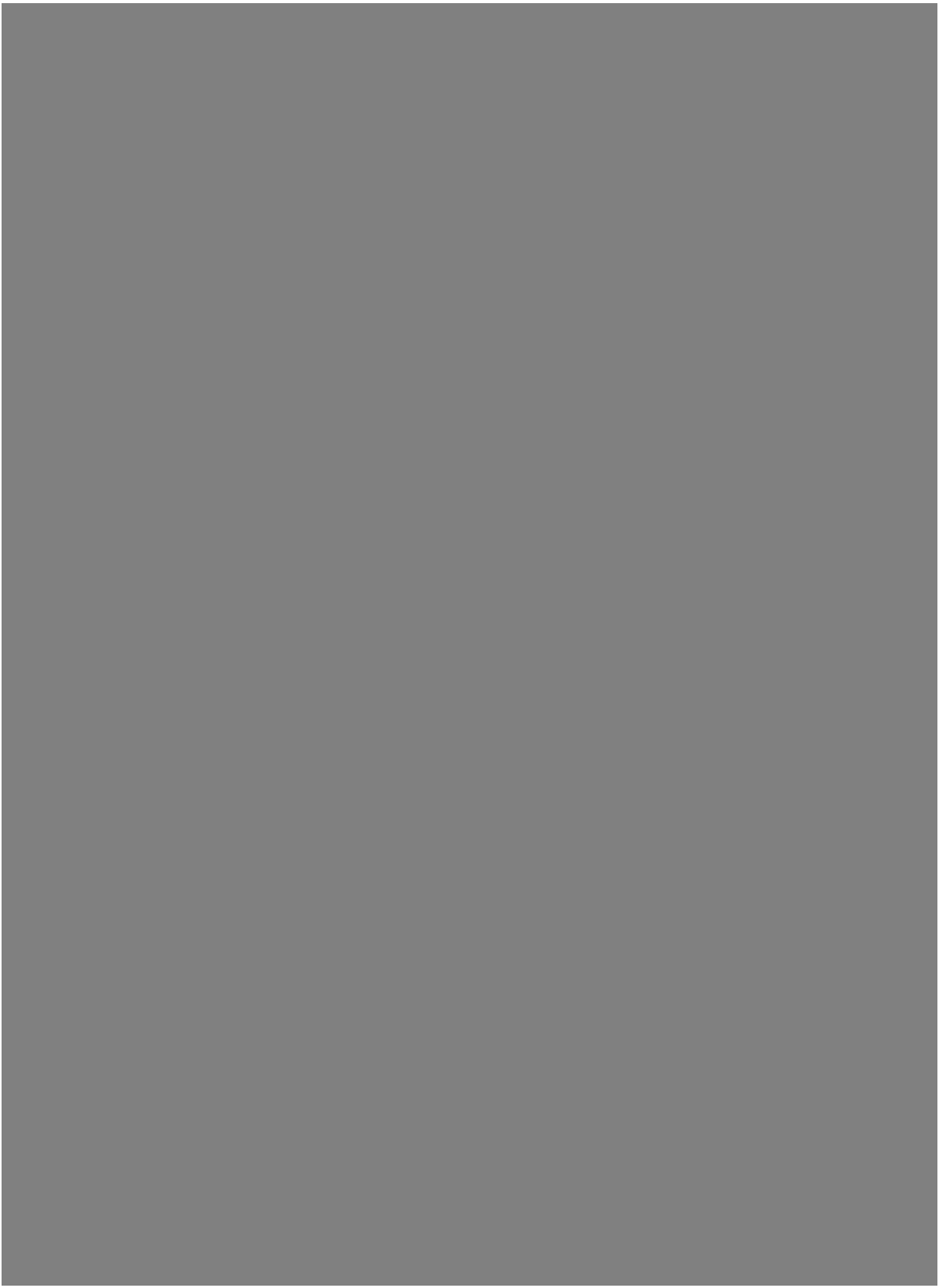
[REDACTED] The assessment considers those conditions and the impact on the family dynamic.

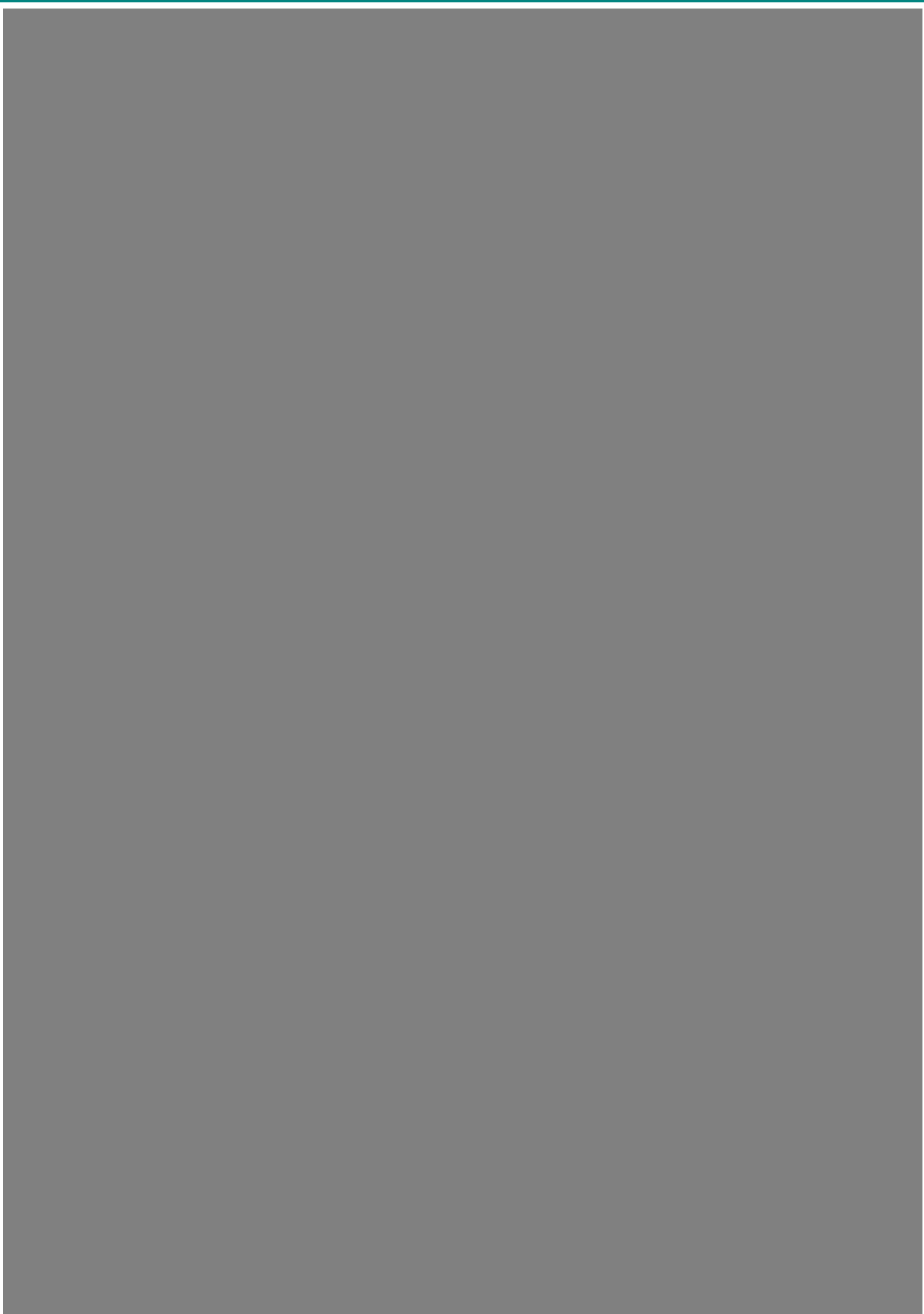
Within the employer's fact finding interview the social worker acknowledged that they were aware Person A was vulnerable, [REDACTED]

[REDACTED] In their submissions the social worker acknowledges Person A's health concerns.

The case examiners consider the evidence seen suggests that the social worker was aware that Person A was vulnerable. For this reason, the case examiners consider the social worker failed to maintain professional boundaries by sending messages to Person A.

The case examiners are satisfied there is a realistic prospect of this element of the concern being found proven by the adjudicators.





Grounds

The case examiners have identified that the relevant statutory ground in this case is misconduct. 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 Social Work England Professional Standards 2019, which were applicable at the time of the concerns and consider the following standards to be relevant:

1.7 I will recognise and use responsibly, the power and authority I have when working with people, ensuring that my interventions are always necessary, the least intrusive, proportionate, and in people's best interests.

2.3 I will maintain professional relationships with people and ensure that they understand the role of a social worker in their lives.

5.2 I will not 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 consider that, if found proven, in sending personal and unprofessional messages to Person A, the social worker would not be considered to have used the power they have responsibly and that their interventions were not the least intrusive or within the best interests of Person A, who due to their vulnerability may have been confused or misinterpreted the contact.

The case examiners consider that, if found proven, the evidence suggests that the social worker did not maintain a professional relationship with Person A in sending them inappropriate and/or unprofessional messages. As a result Person A could have been confused about the role of a social worker in their life.

Although it is acknowledged that the contact was limited to around a month in duration, the case examiners note that the behaviour only ceased because the matter was reported to the social worker's employer and not because they had acknowledged that the contact was inappropriate themselves. The case examiners consider, if found proven, the social worker's conduct would bring into question their suitability to work as a social worker.

The case examiners note the professional standards guidance, which sets out "Social workers should maintain clear and professional relationships with people. As

social work is fundamentally about people and relationships, it is important that social workers are alert to relationships becoming inappropriate.

With the authority, knowledge and influence a social worker has in the professional relationship, there is almost always an imbalance of power. This is important to acknowledge alongside personal values, views and motivations to ensure that they do not influence the relationship”.

The case examiners are of the view, that if found proven, the conduct described in regulatory concern 1a, b and c fell far short of what would be expected and would be of concern to both members of the public and fellow practitioners.

If the matters were to be found proved, the case examiners consider the alleged conduct to be serious and it is likely to be considered a significant departure from the professional standards as listed above.

As such, the case examiners are satisfied there is a realistic prospect of adjudicators finding this matter amounts 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.

The case examiners note that the social worker has no adverse history and prior to this role had worked as a social worker for 15 years [REDACTED] with no known concerns.

The case examiners have given consideration to harm caused, or risk of harm, relating to the alleged behaviour of the social worker. It is noted that Person A was considered vulnerable due to their health concerns and the social worker was aware of this. Although it is acknowledged that the social worker said their contact was an

attempt to support and to prevent a 'bounce back', the case examiners consider that the intimate language used within the messages sent could have easily caused confusion about the role of a social worker for Person A. They also note that although they have seen no direct evidence from Person A, the fact that they reported their concerns to the mental health support worker suggests that the alleged behaviour had a negative impact on them and the term "harassing" was used in the email reporting the social worker to the employer.

When considering the social worker's insight the case examiners have noted that the social has admitted the key facts; that they did send messages to Person A from their personal phone when they were no longer working with them, that they were aware Person A was vulnerable and they acknowledge why the messages may appear inappropriate.

However, within their submissions the social worker said they were attempting to encourage Person A and that they said things like "you are beautiful" because Person A had previously said they were ugly. The social worker does not acknowledge the impact the language used could have had on Person A, or indicate they have full insight into what went wrong. Within their reflective statement the social worker said "from my perspective there was no negative impact on the service user". The social worker said they were not aware they were not meant to communicate with their personal phone. When prompted by the reflective statement form about what they might do differently, the only thing suggested by the social worker is that they would not have used their personal phone to communicate with the service user. The case examiners have also not seen evidence that the social worker has considered the impact of their conduct on the perception of the profession. The case examiners consider the evidence seen suggests that the social worker currently has limited insight.

The case examiners have next considered whether there has been any remediation on the part of the social worker. The case examiners note that remediation is best demonstrated by objective evidence which could include successful completion of education or training courses, satisfactory performance appraisals or other positive feedback in relation to their professional practice.

The case examiners note that within their reflective statement, the social worker has listed the professional standards and said they will comply with them, however there is no indication of how they will do that. The case examiners have seen no evidence of relevant education or training courses completed by the social worker and the social worker has not suggested that they have completed any such course. The case examiners have not seen any performance appraisals or testimonials in relation to the social worker.

Although the case examiners have not seen evidence of any remediation at this stage, they consider that the alleged conduct of the social worker is remediable and that the social worker could consider training around boundaries, power dynamics, use of professional language and managing appropriate relationships.

The purpose of case examiners assessing multiple factors when considering the personal element of impairment, is to assess the risk of repetition, put simply the likelihood of the conduct happening again. Taking into consideration the limited evidence seen to suggest the social worker has full insight and the lack of remediation, the case examiners conclude that the 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.

A social worker who fails to maintain professional boundaries, undoubtedly has the potential to undermine public confidence.

Regulatory concerns regarding professional boundaries go to the heart of public confidence in the social work profession. They have the potential to undermine the public's trust in social workers. As such, it is likely the public would expect that a finding of current impairment is made by adjudicators to maintain public confidence in the regulation of the profession.

Having considered both the personal and public elements, the case examiners have concluded there is a realistic prospect that adjudicators would find the social worker to be currently impaired.

The public interest

Decision summary

Is there a public interest in referring the case to a hearing?	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

Referral criteria

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

Additional reasoning

The case examiners have carefully considered whether a referral to a hearing may be necessary in the public interest. They note the social worker has accepted the key facts.

The social worker has indicated to Social Work England that they do not consider that their fitness to practise is currently impaired. Where a social worker does not accept impairment, the case examiner guidance suggests that a referral to a hearing may be necessary in the public interest. However, the case examiners have noted the following:

- There is no conflict in evidence in this case, and the social worker accepts the facts of the concern.
- The social worker accepts that their practice fell short of the standards expected of them. In their submissions to the regulator, the social worker stated that they are aware to be careful in terms of using language and that they will be careful not to use their personal phone to communicate with clients.

- The case examiners recognise that not all professionals will have a clear understanding of how and when the public interest limb of impairment may be engaged, or how exactly this might impact upon findings concerning current fitness to practise.
- 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 hearing if they wish to explore the question of impairment in more detail.
- Whilst the case examiners in this instance have concluded that the risk of repetition remains, they are of the view that the risk of repetition can be managed, and they have a number of sanctions available to them in order to satisfy the public that this risk is being managed without the need for this to be examined within a public hearing.
- 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.

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, the case examiners' proposal for an accepted disposal process does not mark the conclusion of the case, as that would require a response from the social worker for the case examiners' consideration and is also subject to a final review of the case by the case examiners, who may determine to send the matter to a hearing following any response received.

Accepted disposal

Case outcome

Proposed outcome	No further action	<input type="checkbox"/>
	Advice	<input type="checkbox"/>
	Warning order	<input type="checkbox"/>
	Conditions of practice order	<input checked="" type="checkbox"/>
	Suspension order	<input type="checkbox"/>
	Removal order	<input type="checkbox"/>
Proposed duration	18 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. Furthermore, the guidance requires that decision makers select the least severe sanction necessary to protect the public and the wider public interest.

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

No further action, Advice, Warning

The case examiners are aware that where a social worker’s fitness to practise is potentially impaired, they will usually need to ensure the public is protected through some action by the regulator. The case examiners have decided that such protection cannot be met by taking no further action, issuing advice, or providing a warning order.

Social Work England’s sanctions guidance states that an outcome of no further action will not be appropriate where there is any continuing risk to the public of the social worker behaving in the same way again. The same guidance goes on to say that an outcome of advice or a warning is not appropriate where the social worker poses a current risk to the public, given that neither sanction directly restricts a

social worker's practice. The case examiners have determined that the risk of repetition remains in this case, and therefore none of the three sanctions detailed above are appropriate.

Conditions of practice

The case examiners are aware that where a social worker's fitness to practise is potentially impaired, they will usually need to ensure the public is protected through some oversight and supervision from the regulator.

The sanctions guidance states that a conditions of practice order may be appropriate in cases where all of the following apply:

- The social worker has demonstrated insight
- The failure or deficiency in practice is capable of being remedied
- Appropriate, proportionate and workable conditions can be put in place
- Decision makers are confident the social worker can and will comply with the conditions
- The social worker does not pose a risk of harm to the public by being in restricted practice.

The case examiners, as indicated above, consider that the social worker has demonstrated some insight, which has the potential to develop and that the deficiency in practice is capable of being remedied in this case.

The case examiners consider there are workable conditions that could be put in place which would enable to social worker to practise without risk of harm to the public. The social worker in their submissions has indicated that they would like the change to "improve myself" and therefore the case examiners consider the social worker can and will comply with conditions.

In order to provide this oversight and protection the case examiners have decided to suggest restrictions and conditions to the social worker's practice that they must comply with for a period of 18 months. By putting in place a timescale of 18 months this allows a full appraisal cycle to be completed by an employer to ensure the correct level of support for the social worker and would also take into account that the social worker may not take up employment immediately.

Suspension

To test their position the case examiners considered the next available sanction of suspension. The case examiners have taken into consideration the risk of deskilling a

trained and skilled social worker. The case examiners considered that suspension from the register would be a disproportionate and punitive outcome in this case, where it is considered that risk to the public could be managed by appropriate and workable conditions of practice.

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

Content of the conditions of practice

Conditions 1-13 (inclusive) should be in place for an 18 month period. In accordance with paragraph 15 of Schedule 2 of The Social Workers Regulations 2018, the regulator must review the conditions of practice order before its expiry. The social worker and/or Social Work England can seek early review if new evidence becomes available to suggest the current order needs to be varied, replaced or removed.

Condition 1

You must notify Social Work England at any time you are employed in a role, or providing social work services, which require you to be registered with Social Work England and provide the contact details of your employer, agency or any organisation with which you have a contract or arrangement to provide social work services, whether paid or voluntary.

Condition 2

You must allow Social Work England to exchange information with your employer, agency or any organisation with which you have a contract or arrangement to provide social work or social work educational services, and any reporter or workplace supervisor referred to in these conditions.

Condition 3

a. At any time you are employed in a role, or providing social work services, which require you to be registered with Social Work England, you must agree to the appointment of a reporter nominated by you and approved by Social Work England. The reporter must be on Social Work England's register (and can be the same person as the workplace supervisor).

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

Condition 4

You must provide reports from your reporter to Social Work England every 4 months and at least 14 days prior to any review and Social Work England will make these reports available to any workplace supervisor referred to in these conditions on request.

Condition 5

You must inform Social Work England within 7 days of receiving notice of any formal disciplinary proceedings taken against you from the date these conditions take effect.

Condition 6

You must inform Social Work England within 7 days of receiving notice of any investigations or complaints made against you from the date these conditions take effect.

Condition 7

You must inform Social Work England if you apply for social work employment / self-employment (paid or voluntary) outside England within 7 days of the date of application.

Condition 8

You must inform Social Work England if you are registered or subsequently apply for registration with any other UK regulator, overseas regulator or relevant authority within 7 days of the date of application [for future registration] or 7 days from the date these conditions take effect [for existing registration].

Condition 9

- a. At any time you are employed, or providing social work services, which require you to be registered with Social Work England; you must place yourself and remain under the supervision of a workplace supervisor nominated by you, and approved by Social Work England. The workplace supervisor must be on Social Work England's register (and can be the same person as the reporter).
- b. You must not start or continue to work until these arrangements have been approved by Social Work England.

Condition 10

You must provide reports from your workplace supervisor to Social Work England every 4 months and at least 14 days prior to any review, and Social Work England will make these reports available to any reporter referred to in these conditions on request.

Condition 11

You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection to Social Work England 6 months after these conditions take effect, focusing on how your conduct, for matters relating to this case including maintaining professional boundaries, managing relationships and power dynamics and the use of professional language was allegedly below the accepted standard of a social worker, outlining what you should have done differently.

Condition 12

- a. You must undertake at least 5 hours of continuing professional development (CPD) in relation to maintaining professional boundaries, managing relationships and power dynamics and the use of professional language.
- b. You must provide evidence of CPD undertaken to Social Work England within 6 months of these conditions taking effect.

Condition 13

You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, to the following parties confirming that your registration is subject to the conditions listed at 1 to 12, above:

- Any organisation or person employing or contracting with you to undertake social work services whether paid or voluntary.
- Any locum, agency or out-of-hours service you are registered with or apply to be registered with in order to secure employment or contracts to undertake social work services whether paid or voluntary (at the time of application).
- Any prospective employer who would be employing or contracting with you to undertake social work services whether paid or voluntary (at the time of application).
- Any organisation, agency or employer where you are using your social work qualification/knowledge/skills in a non-qualified social work role, whether paid or voluntary (at time of application).

You must forward written evidence of your compliance with this condition to Social Work England within 14 days from the date these conditions take effect.

Response from the social worker

The social worker provided a response on 23 June 2026 and confirmed “I have read the case examiners’ decision and the accepted disposal guide. I admit the key facts set out in the case examiner 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

Having reviewed the social worker’s response, the case examiners are satisfied that a conditions of practice order of 18 months duration is the most appropriate outcome. The case examiners have not been presented with any new evidence that might change their previous assessment. Having 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. The case examiners therefore direct that the regulator enact a conditions of practice order of 18 months duration.