



Case Examiner Decision
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SW134206
FTPS-22492

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.....	20
Accepted disposal	22

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	21 May 2026
	Accepted disposal proposed - conditions of practice order – 2 years
Final outcome	10 June 2026
	Conditions of practice order – 2 years

Executive summary

The case examiners have reached the following conclusions:

1. There is a realistic prospect of regulatory concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii being found proven by the adjudicators. 

2. There is a realistic prospect of regulatory concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii being found to amount to the statutory grounds of lack of competence and / or capability.
3. For regulatory concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii, 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 be notified of their intention to resolve the case with a conditions of practice order of 2 years duration, which they have now accepted in full.

The case examiners have considered all 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 **blue** will be redacted only from the published copy of the decision and will therefore be shared with the complainant in their copy. Text in **red** will be redacted from both the complainant's and the published copy of the decision.

The complaint and our regulatory concerns

The initial complaint

The complainant	This complaint was raised by the social worker's former employer, [REDACTED]
Date the complaint was received	07 July 2023
Complaint summary	This case [REDACTED] represents the social worker's period of employment following original concerns raised about their potential lack of competence and / or capability as an 'ASYE' social worker. A similar range of practice concerns were raised by this complainant. During these investigations, the regulator raised a range of further practice and performance related concerns which were highlighted by another employer; [REDACTED]

Regulatory concerns

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

Regulatory Concern 1: While practising as a social worker at [REDACTED] between approximately 19th June 2023 and 7th July 2023, you did not adequately safeguard children on your caseload in that:

- i You did not complete accurate or sufficiently detailed records, including for visits to children and referrals to the Police,



[REDACTED]

Regulatory Concern 2: You failed to ensure the confidentiality and/or accuracy of information in that:

[REDACTED]

ii You advised a parent that they should prevent another party with parental rights from seeing the children of the family.

[REDACTED]

Regulatory Concern 4: Whilst working at [REDACTED], between approximately 27th November 2023 and 30th May 2024, you:

- i Did not maintain full and accurate records,
- ii Copied and pasted inaccurate and/or irrelevant information into a child/children's records.

Regulatory Concern 5: While employed by the London Borough of Enfield, you placed children on your caseload at unnecessary risk in that you:

- i Did not conduct meetings and visits within relevant timescales;
- ii Did not provide sufficient notice of meeting to relevant parties;
- iii Did not recognise and/ or respond to risk appropriately in the cases noted below.

Grounds of impairment:

RC1-RC5 amount to the statutory ground of misconduct and/or lack of competence and/or capability.

Your fitness to practise is impaired by reason of your misconduct and/or lack of competence and / or capability.

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"/>

The realistic prospect test

Fitness to practise history

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

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.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii being found proven, that those concerns could amount to the statutory ground of lack of competence and / or capability, and that the social worker's fitness to practise could be found impaired.

Reasoning

Facts

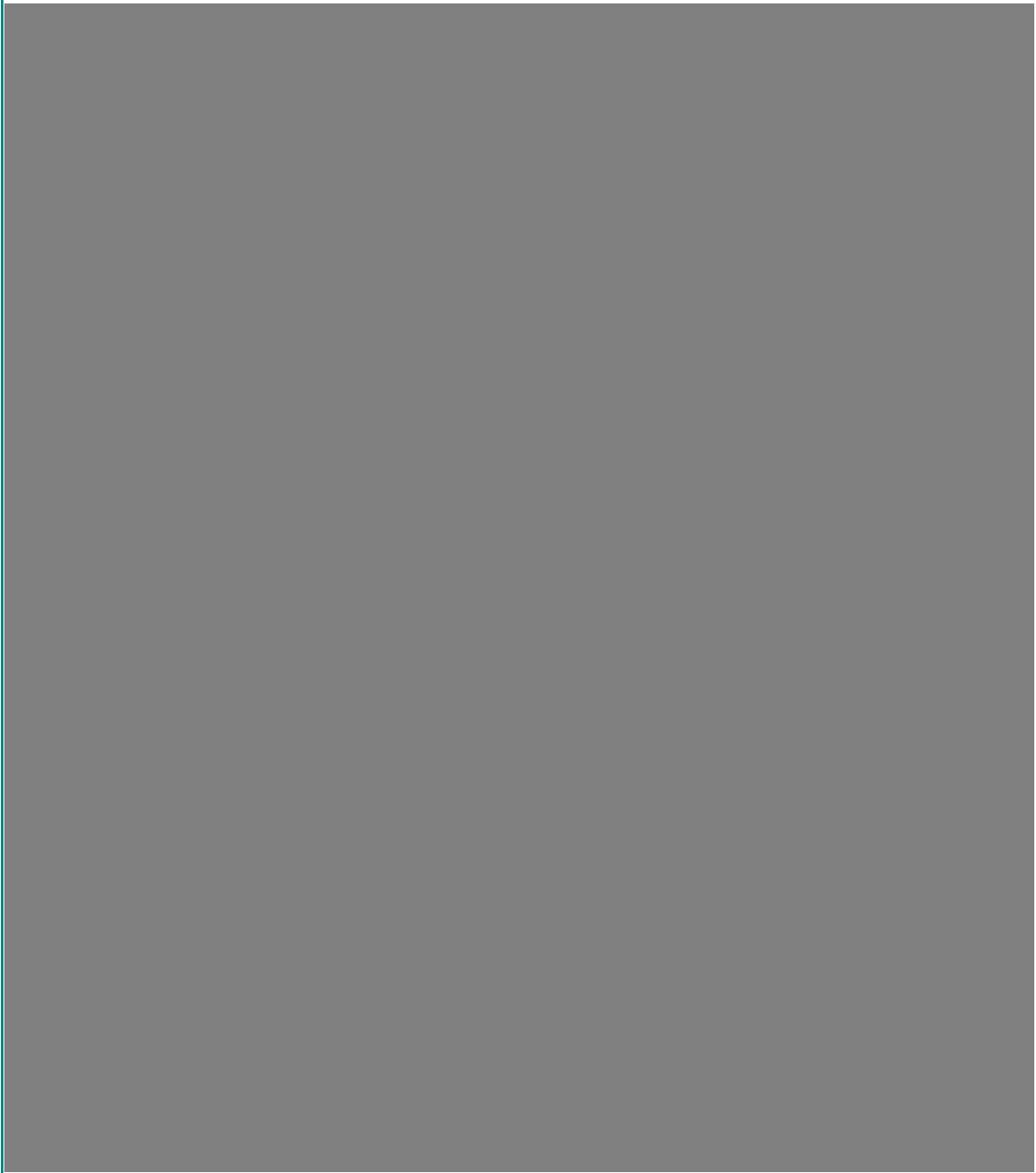
Regulatory Concern 1: While practising as a social worker at [REDACTED] [REDACTED] between approximately 19th June 2023 and 7th July 2023, you did not adequately safeguard children on your caseload in that:

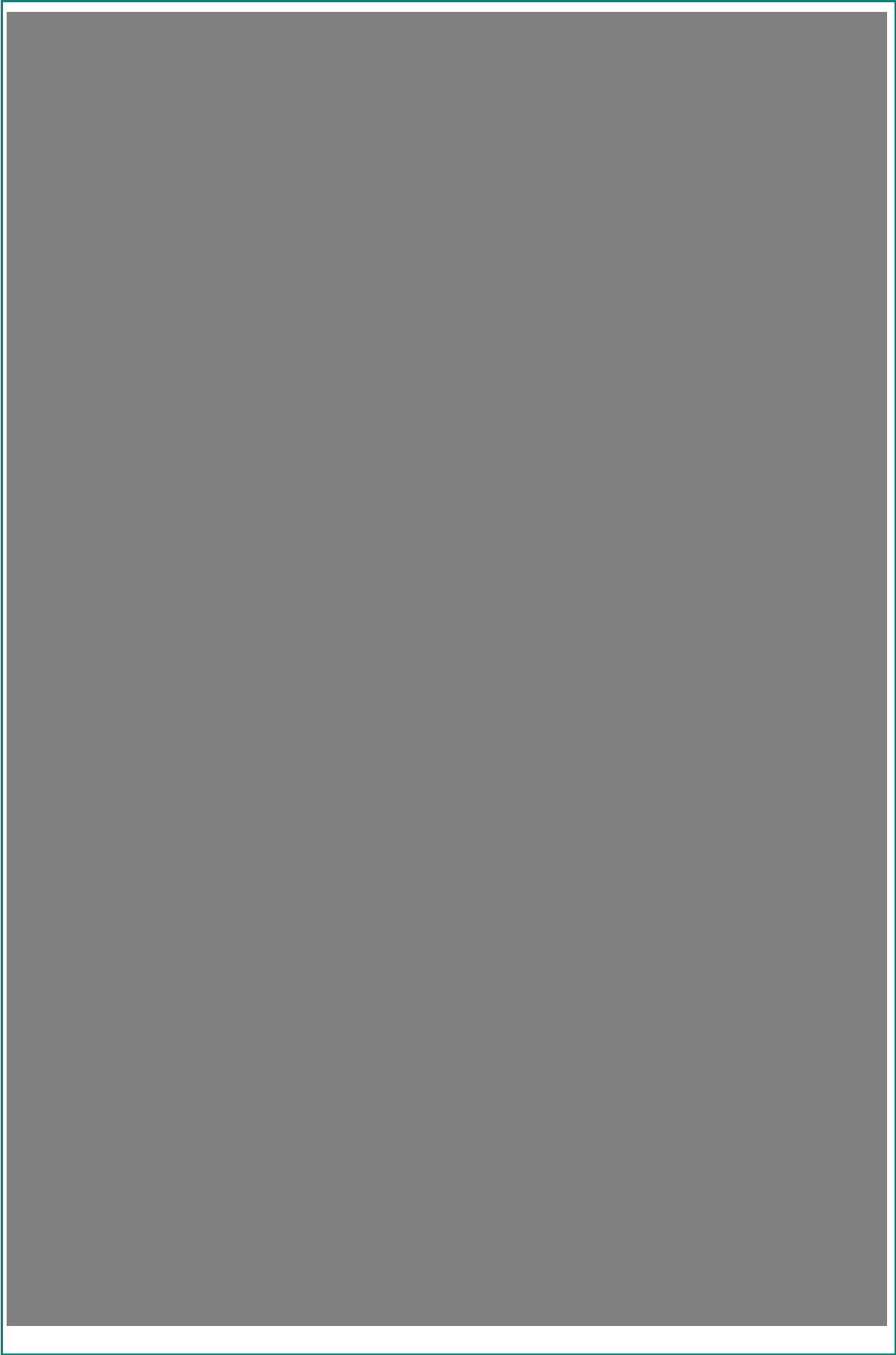
i You did not complete accurate or sufficiently detailed records, including for visits to children and referrals to the Police.

The case examiners have reviewed the two Section 47 referral and assessment records as specified by the case investigators and note that one record contains a single sentence and limited detail. The record includes a referral to the police, which was largely incomplete. The case examiners consider that the quality, quantity and depth of these records are likely to be considered materially insufficient both in terms of accuracy and detail.

In their initial submissions, the social worker states that some of the referrals were not accomplished '*due to chasing and not getting the police available*'. The case examiners do not consider this to be a reasonable or cogent account as to why the referral records appeared to be of insufficient quality. Given that Section 47 referral and assessment records are an integral part of safeguarding risk assessments, material insufficiency could amount to a potential failure to safeguard children.

The case examiners conclude **a realistic prospect of the adjudicators finding the facts proven for regulatory concern 1.i.**








Regulatory Concern 2: You failed to ensure the confidentiality and/or accuracy of information in that:






ii You advised a parent that they should prevent another party with parental rights from seeing the children of the family.

The case examiners have reviewed a chain of emails and content in case notes which suggests that the social worker visited the father of the specified children and advised them on restricted contact arrangements, which were clearly beyond their statutory powers. Their error was highlighted by the social worker's manager in an email chain between them both, in which the social worker stated "I did advise dad he should be keeping the children for now". This appeared to have resulted in the social worker's manager having to apologise to a relevant third party about the matter.

In their submissions to the regulator, the social worker states that contact access (with the father) was agreed at a strategy meeting, however the case examiners could find no evidence of this.

The case examiners consider that there is a weight of evidence to support **a realistic prospect of the adjudicators finding the facts proven for regulatory concern 2.ii.**



Regulatory Concern 4: Whilst working at [REDACTED] between approximately 27th November 2023 and 30th May 2024, you:

- i Did not maintain full and accurate records.
- ii Copied and pasted inaccurate and/or irrelevant information into a child/children's records.

The case examiners have reviewed a significant and substantial body of evidence from this employer, which includes client emails, call notes, multiple batches of care and case supervision notes for a wide range of families, assessment review forms, performance action plans, supervision support plans, 'out of time' email audits, specific action plans, personal development plans, performance logs and visiting logs.

In their review of this evidence, the case examiners could find a clear and substantial body of evidence to suggest that the social worker did not maintain full and accurate records for their service users. This is supported by clear examples where the social worker appears to have cut and pasted repeated information in multiple case files, which did not reflect contemporaneous visits or assessment information. For each of these examples, the employer has followed up with the social worker by email, highlighting what was missing, or what had been cut and pasted. They explained how the information copied was inaccurate or irrelevant.

In their initial submissions to the regulator the social worker disputes regulatory concerns 4.i and 4.ii. They disagree with the allegation that they did not maintain full and adequate records but do not offer further commentary. While they partially accept that they may have copied and pasted some information domains they deny that they copied and pasted the same information from one service-user to another.

The case examiners conclude that there is a substantial weight of evidence to conclude a **realistic prospect of the adjudicators finding the facts proven for regulatory concern 4.i and 4.ii.**

Regulatory Concern 5: While employed by the [REDACTED], you placed children on your caseload at unnecessary risk in that you:

- i Did not conduct meetings and visits within relevant timescales;

With reference to the same evidence provided above, the case examiners have reviewed a range of examples supported by case audits and email follow ups, where the social worker appears to have been repeatedly reminded of specific action points indicating multiple service user visits and meetings which were overdue. These

appear to have exceeded relevant timescales, as cited in their employers' policies and procedures.

In their initial submissions to the regulator, the social worker accepts that the team met every Friday to discuss visits and meetings that were overdue. The social worker appears to blame the database system 'Liquid Logic' for highlighting overdue records by marking them as red; they state that the system failed to properly update these. However, they provide no evidence to support this. In their mitigation, the social worker cites leave requirements and staff shortages as a reason for overdue visits and meetings. They also blame their manager whom they state, 'does not treat their workers well'.

The case examiners consider that there is a substantial body of evidence to conclude **a realistic prospect of the adjudicators finding the facts proven for regulatory concern 5.i.**

ii Did not provide sufficient notice of meeting to relevant parties;

The case examiners have reviewed examples evidenced by email chains which indicate that managers were concerned that service users and professionals were not given sufficient notice to attend meetings. An example of this is a meeting pre-booked in December due to take place on 19 January, with the social worker giving the family and professionals one days' notice.

In their initial submissions to the regulator, the social worker does not specifically refer to this regulatory concern.

The case examiners conclude that there is some evidence to conclude **a realistic prospect of the adjudicators finding the facts proven for regulatory concern 5.ii.**

iii Did not recognise and/ or respond to risk appropriately in the cases noted below.

The case examiners have reviewed specific case examples where the social worker has been accused of failing to identify risk by their manager(s). This appears to be supported by audits of the social worker's assessment documents, where feedback is given highlighting areas for improvement in risk assessment and risk management. Further issues in relation to the need to complete risk assessments are highlighted in case supervision notes and respective audits.

In their initial submissions to the regulator, the social worker states that they were placed in a difficult position by their manager when attempting to identify and respond to risk. The social worker states that their manager confided in service-users

behind social worker's backs to blackmail their staff. However, the social worker does not provide any clear evidence to support their assertions.

The case examiners conclude that there is some evidence to conclude **a realistic prospect of the adjudicators finding the facts proven for regulatory concern 5.iii.**

With respect to all regulatory concerns at 5.i., 5.ii and 5.iii., the case examiners consider that if found proven, these would constitute the potential to place children at unnecessary risk.

Grounds

Summary of facts with a realistic prospect of being found proven: **1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii.**

Regulatory concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii. amount to the statutory ground of misconduct and/or lack of competence and/or capability.

This case has been presented on the grounds of misconduct and / or a lack of competence or capability. The case examiners' guidance encourages them to (where possible) identify the appropriate statutory ground to proceed on, as this provides clarity as to the basis of Social Work England's case against the social worker. The case examiners are reminded, however, that in some cases they may not always be in the best position to identify one ground over another.

The case examiners are of the opinion that if found proven, the current regulatory concerns amount to a standard of practice that would be below the professional standards expected of them. While these concerns could potentially indicate a pattern of misconduct, there are no standalone actions that are likely to meet the threshold of misconduct. Rather, the evidence suggests that they amount to a lack of specific knowledge relating to legislation, policies, procedures, the inability to prioritise competing demands and the inability to recognise risk. This would suggest that the statutory ground of misconduct is unlikely to be engaged.

Lack of competence and / or capability:

The case examiners' guidance explains that lack of competence or capability suggests a standard of professional performance which is unacceptably low. It means a social worker has demonstrated that they may lack the knowledge and skills to do their work in a safe and effective manner. This must usually be demonstrated over a fair sample of a social worker's work. There is no set definition of 'fair sample', but it suggests a sample sufficient to show the social worker's usual standard of work over a period of time.

The guidance also explains that single episodes or incidents do not normally suggest a social worker lacks the knowledge or skills to be competent. However, in exceptional circumstances, a single episode or incident could happen because of a lack of knowledge or competence in a fundamental principle of social work. This may raise concerns for public safety.

The case examiners consider that the grounds of lack of competence and / or capability are likely to be engaged for the following reasons:

- Evidence suggests that performance and capability issues were a consistent concern across employers.
- Evidence suggests that performance and capability concerns persisted over a significant period of time and over a fair sample of work, as indicated by case audits, emails and supervision notes.
- Evidence suggests that for most of the regulatory concerns, the social worker appeared to lack the knowledge and skills to case manage their work in a safe and effective manner.
- Indications suggest that the social worker was a recently newly qualified social worker who did not successfully complete their 'ASYE' with their initial employer.
- Evidence suggests that the supervisory sessions for the social worker appeared to be intensive and challenging for managers, with a clear need for the social worker to be 'micro-managed'.
- Evidence suggests that the social worker was unable to manage their work despite the existence of enhanced support and reduced caseloads.
- Evidence suggests that the social worker had a range of presenting additional learning and / or health needs which might have impacted on their performance.

The case examiners consider that for regulatory concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii, the adjudicators would conclude **a realistic prospect of the statutory of lack of competence and / or capability to be engaged.**

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 alleged poor standards of performance arising from lack of competence / or capability can be remediated over time. The social worker could engage in enhanced supervision and support, peer support, reflective learning, training on risk management and prioritisation of completing caseloads. They could also benefit from increased support for their additional learning needs with a focus on effective management of their own wellbeing.

Insight and remediation: The case examiners remain concerned that aside from some initial submissions early in the case investigation, the social worker has been unable to provide final submissions that evidence any relevant insight or remediation. In their brief final submissions sent via email, the social worker offers no indication of any acceptance of prior performance concerns. Instead, they cite lack of management support and significant stress and managerial pressure across both of their previous employers. While the social worker is entitled to dispute any regulatory concerns, they offer no indication of any insight, remediation, remorse or understanding as to how the regulatory concerns might have arisen in the first place.

Risk of repetition: It is the case examiners understanding that the social worker is now employed in a permanent post in the adult learning disability sector with another employer. However, concerns were expressed that at the start of their contract with them, there were some areas requiring improvement such as record keeping and writing skills; these areas of deficit improved with regular supervision and monitoring.

The case examiners acknowledge that there has been no evidence seen of actual harm caused because of the social workers alleged action or inaction. However, the case examiners also consider that if found proven, their alleged behaviour would constitute the potential to place children at unnecessary risk.

The case examiners have already highlighted that the social worker has offered no clear indication of insight, remediation, remorse or understanding. The case

examiners therefore remain concerned that should the social worker choose to return to a highly pressured less supported area of practice, such as an agency frontline child protection position, that the current risk of repetition would remain 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 consider that an informed member of the public would be very concerned to learn that a social worker was unable to perform their role safely and effectively across a range of employers over a significant period. A member of the public would require reassurance that proper professional standards be maintained, to protect service users from future lapses in practice.

The case examiners **consider a realistic prospect of the adjudicators making a finding of impairment.**

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 checked="" type="checkbox"/>
	No	<input 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 guidance reminds them that wherever possible and appropriate, case examiners will seek to resolve cases through accepted disposal. The case examiners note that the social worker disputes some of the regulatory concerns but accepts others. It also remains unclear from their limited final submissions whether they accept historical or current impairment.

The accepted disposal process will provide the social worker with an opportunity to review the case examiners reasoning on facts, grounds and impairment, and reflect on whether they do accept a finding of impairment. It is open to the social worker to reject any accepted disposal proposal and request a hearing in public if they wish to reject the case examiners finding on the facts and grounds or explore the question of impairment in more detail.

The case examiners are aware that a case cannot be concluded through an accepted disposal process where a social worker does not agree that they are currently impaired. At this stage, however, the case examiners' proposal for an accepted disposal process does not mark the conclusion of the case, as that would require a

response from the social worker for the case examiners' consideration. It is also subject to a final review of the case by the case examiners, who may determine to send the matter to a hearing in public following any response received.

Interim order

An interim order may be necessary for protection of members of the public	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>
An interim order may be necessary in the best interests of the social worker	Yes	<input type="checkbox"/>
	No	<input checked="" type="checkbox"/>

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	Conditions of Practice Order – 2 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.

The case examiners are reminded by this guidance that they should consider mitigating and aggravating factors when considering which sanction may be appropriate or proportionate. In relation to his case, the case examiners consider there to be several mitigating factors, comprising:

- Personal mitigation with regards to additional health and learning needs.
- Potential bullying accusations made by the social worker in relation to supervising staff; although no evidence has been provided to confirm this occurred.

The case examiners have also identified the following aggravating factors:

- An absence of any cited remorse or remediation.
- A tendency by the social worker to blame their supervisors and / or line managers when performance management issues became a practice concern.

- A reliance on the social worker to cite the circumstances of their dismissal from their employment as a cause for the regulatory concerns, rather than considering or taking responsibility for any personal or performance related matters.
- Emails to the case investigators by the social worker, sharing their belief that by informing their employers of ongoing regulatory proceedings, this would result in 'bias' against them. This demonstrates a significant lack of insight by the social worker as they decided not to declare this information to their employers at the beginning of the recruitment stage. It also suggests a minimisation of their own practice proficiencies and a lack of awareness of potential risks to the public.

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 case examiners commenced by considering whether it may be appropriate to reach a finding of impairment, with no requirement for any further action. The case examiners were satisfied that in this case, while there might be a high risk of repetition, and considering the seriousness of the concerns raised, a finding of no further action would be wholly insufficient to protect public confidence.

Advice or Warning: The case examiners next considered whether offering advice or a warning would be sufficient. Advice will normally set out the steps a social worker should take to address the behaviour that led to the regulatory proceedings. The case examiners believe that issuing advice is not sufficient to mark the seriousness with which they view the alleged misconduct, and again it would not adequately protect the public. A warning order implies a clearer expression of disapproval of the social worker's conduct than an advice order. However, the case examiners are not satisfied that a warning order would send a strong enough message to the social worker, and particularly, the wider social work profession. Furthermore, a warning order is not likely to be appropriate where there is a high risk of repetition, and again it would not adequately protect the public.

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

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

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

Whilst the social worker may not have developed sufficient insight, the case examiners note the social worker has now had an opportunity to apply their skills to a different practice area, where they have been recently been made a permanent employee. A conditions of practice order could offer an opportunity to develop insight, practice learning, remediation and consolidation of safe practice via the provision of effective structures of supervision and support. The case examiners are of the view that workable conditions can be formulated that would support the social worker to develop the requisite practice skills to remediate their practice. Additionally, the order is subject to review, which can be extended or replaced with a different order if necessary.

Suspension or Removal Order: The case examiners went on to test the suitability of the conditions of practice order by considering the more severe sanctions, a suspension order and a removal order. While a suspension order also usually requires some evidence of insight the case examiners consider a conditions of practice order would be more suitable, even though this might deviate from the sanctions guidance. This is because such a conditions of practice order would give the social worker an opportunity to consolidate their practice and would not risk de-skilling their recent practice in employment.

Having considered their guidance, the case examiners consider a suspension order and a removal order to be disproportionate. Although, the concerns are serious, the case examiners consider that the public can be protected with an appropriate conditions of practice order.

Having concluded that a conditions of practice order is the most appropriate outcome in this case, the case examiners must now consider an appropriate length of duration. Conditions of practice orders can be imposed for up to three years. The case examiners consider that a one-year order would not allow the social worker sufficient time to complete any required remediation or consolidate levels of safe practice. They consider that a period of two years would allow the social worker to gain a safe level of practice consolidation and would assure the public that the social worker could be ready to practice without further restriction. The case examiners consider that a three year conditions of practice order would be excessive as this

might place an undue burden on the employer in terms of resource and monitoring, where this might not be required.

The case examiners have therefore decided to propose to the social worker a condition of practice order of 2 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 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 order

Conditions 1-18 (inclusive) should be in place for a 2-year 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 the social worker 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 three months and at least seven 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. You must work with your [workplace supervisor/reporter], to formulate a personal development plan, specifically designed to address the shortfalls in the following areas of your practice:

- Completion of accurate and sufficiently detailed records

- An understanding of parental rights and parental responsibility and the rules and powers of local authorities regarding the exercise of child contact
- Planning and prioritising caseloads including risk prioritisation
- Planning and prioritising meetings, giving professionals and service users adequate notice
- Ensuring any additional learning needs and health issues are incorporated into a wellbeing strategy, with the support of any relevant departments

b. Your personal development plan must be signed off by your employer.

Condition 10

You must provide a copy of your personal development plan to Social Work England within 6 weeks from the date these conditions take effect and an updated copy 28 days prior to any review.

Condition 11

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 12

You must provide reports from your workplace supervisor to Social Work England every three months and at least seven 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 13

You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.

Condition 14

You must not work as an independent social worker and must only work as a social worker at premises where other social workers are employed.

Condition 15

You must not undertake any agency, locum, out-of-hours or on-call duties.

Condition 16

You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection to Social Work England 12 months after these conditions take effect, focusing on how your conduct, for matters relating to concerns 1.i, 2.ii, 4.i, 4.ii, 5.i, 5.ii and 5.iii were below the accepted standards of a social worker, outlining what you should have done differently. In summary:

- The need to complete full, accurate and sufficiently detailed records
- The need to understand the concept of parental rights
- The need to plan meetings, visits and prioritise risk issues

Condition 17

You must provide a written copy of your conditions, within 10 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 17, 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 10 days from the date these conditions take effect.

Response from the social worker

The case examiners have reviewed the 'accepted disposal response form' submitted by the social worker on 06 June 2026. This states that they have read the case examiners' decision and the accepted disposal guide. They admit the key facts set out in the case examiner decision and accept that their fitness to practise is impaired. They understand the terms of the proposed disposal of their 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 2 year conditions of practice order is the most appropriate method of accepted disposal and that there is no requirement to refer this case to a hearing. The case examiners therefore direct that a conditions of practice order be imposed.