

Social worker: Antonio Valente

Registration number: SW36661

Fitness to Practise

Final Order Review hearing

Date of hearing: 06 July 2026

Hearing venue: Remote

Final order being reviewed:

Conditions of practice order (expiring 15 August 2026)

Hearing outcome:

Extend and vary the current conditions of practice order for a further 12 months with effect from the expiry of the current order

Introduction and attendees:

1. This is the first review conditions of practice order originally imposed for a period of 24 months by a panel of adjudicators on 18 July 2024.
2. Mr Valente attended and was not represented.
3. Social Work England was represented by its case presenter Mr McCarthy.
4. The panel of adjudicators conducting this review (hereafter “the panel”) and the other people involved in it were as follows:

Adjudicators	Role
Maxine Cole	Chair
Samuel Ana-Amdingo	Social worker adjudicator

Hearings team/Legal adviser	Role
Lauryn Green	Hearings officer
Ryan Torr	Hearings support officer
Chris Binns	Legal adviser

Review of the current order:

5. This final order review hearing is taking place under Paragraph 15(1) of Schedule 2 of The Social Workers Regulations 2018 (as amended) and Social Work England’s Fitness to Practise Rules 2019 (as amended).
6. The purpose of this review is to review the current order, which is due to expire at the end of 15 August 2026. The order subject to review is a conditions of practice order, the conditions of which are as follows:
 1. *You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking 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.*
 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 educational services, and any reporter or workplace supervisor referred to in these conditions.*
 3.
 - *At any time you are 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.

- *You must not start or continue to work until these arrangements have been approved by Social Work England.*
4. *You must provide reports from your reporter every 3 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. [fix numbering]*
 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.*
 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.*
 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.*
 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].*
 9.
 - *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 agreed by Social Work England. The workplace supervisor must be on Social Work England's register. The workplace supervisor may be the same person as the reporter.*
 - *You must not start or continue to work until these arrangements have been approved by Social Work England.*
 10. *You must provide reports from your workplace supervisor to Social Work England every 3 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.*
 11. *You must work with your workplace supervisor and/or reporter, to formulate a personal development plan, specifically designed to address the shortfalls in the following area of your practice:*
 - *assessment and management of risk*

12. *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 4 weeks prior to any review.*
13. *You must keep your professional commitments under review and limit your social work practice in accordance with your workplace supervisor's advice.*
14. *You must not supervise the work of any other social worker or student social worker.*
15. *You must not be responsible for the work of any other social worker or student social worker.*
16. *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.*
17. *You must not be responsible for the administration or management of any independent social work practice.*
18. *You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 3 months after these conditions take effect, focusing on how your conduct, for matters relating to this case, assessing and managing risk, was below the accepted standard of a social worker, outlining what you would have done differently, with reference to the following standards:*
 - *3.2 Use information from a range of appropriate resources, including supervision, to inform assessments, to analyse risk, and to make a professional decision;*
 - *3.3 Apply knowledge and skills to address the social care needs of individuals and their families commonly arising from physical and mental ill health, disability, substance misuse, abuse or neglect, to enhance quality of life and wellbeing;*
 - *3.6 Recognise the risk indicators of different forms of abuse and neglect and their impact on people their families and their support networks;*
 - *3.12 Use assessment skills to respond quickly to dangerous situations and take any necessary protective action*
19. *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 1-18, 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 unpaid (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.

You must forward written evidence of your compliance with this condition to Social Work England within 7 days from the date these conditions take effect.

20. You must permit Social Work England to disclose the above conditions, 1-19, to any person requesting information about your registration status.

The allegations found proved which resulted in the imposition of the final order were as follows:

7. 'Particular 1(a)

Between 10 April 2018 and 18 April 2019 while allocated the case of Child R and Child J, you failed to recognise risk and/ or take the appropriate action necessary to safeguard Child R and/ or Child J in that you:

1. Did not carry out regular Child in Need visits within the required timescales;

- 8. Child R and Child J were vulnerable to neglect due to the risk that Person A might not be able to care for them when intoxicated. In cross-examination Mr Valente agreed that there had been instances of neglect, such as the incident when the Fire Brigade were called to the home. The panel decided there was a responsibility on Mr Valente to take appropriate steps to safeguard Child R and Child J, which included taking the minimum steps required for visiting a child in need. The responsibility applied even if Mr Valente believed that visiting the Family would not be effective in reducing the risk that Person A would consume alcohol to excess.*
- 9. The panel therefore found that Mr Valente had not taken appropriate action to safeguard Child R and Child J.*

10. *The panel therefore found particular 1(a) partly proved. Mr Valente had failed to take the appropriate action to safeguard Child R and Child J because he did not carry out visits, within the required timescales.*

11. Particular 1(b)(i)

1. Between 10 April 2018 and 18 April 2019 while allocated the case of Child R and Child J, you failed to recognise risk and/ or take the appropriate action necessary to safeguard Child R and/ or Child J in that you:

b. Did not investigate safeguarding concerns as required and/ or as instructed promptly, or at all, when:

(i) On 20 September 2018, Person A was admitted to hospital due to her deteriorating health and self-discharged the following day without treatment.

The panel therefore found particular b(i) proved on the basis that Mr Valente failed to recognise risk and take the appropriate actions necessary to safeguard Child R and Child J. He did investigate the safeguarding concern “as instructed”, but he did not investigate the concern “as required” because of the extent of the delay between 21 September 2018 and 9 October 2018.

12. Particular 2

2. On or around 13 January 2020 you failed to recognise risk and/ or take the appropriate action necessary to safeguard Child R and/ or Child J in that you failed to identify who was in charge of Child R and/ or Child J and/or failed to assess Person A’s fitness to care for Child R and/ or Child J by:

a) Leaving the family home without ensuring that there was an appropriate adult to care for Child R; and/ or

b) Not taking action to gain access to the family home when Person A refused to come to the door and refused access;

13. *The panel found particular 2(a) proved. Mr Valente left the home without ensuring that there was an appropriate adult to care for Child R. In doing so he failed to identify who was in charge of Child R and failed to assess Person A’s fitness to care for Child R and Child J.*

14. *The panel found particular 2(b) proved. Mr Valente did not take action when Person A refused to come to the door and refused access. Mr Valente failed to identify who was in charge of Child R and failed to assess Person A’s fitness to care for Child R and Child J.*

15. *For both particulars 2a and 2b the panel found that Mr Valente failed to recognise risk and take the appropriate action to safeguard Child R and Child J’.*

16. Particular 3(a)

3. You failed to complete relevant assessments as required and/ or as instructed, on the following occasions:

a. On or around 11 March 2019, when you did not complete a Child and Family assessment in relation to Child R and/ or Child J.

17. On 11 March 2019 Mr Valente was given an instruction by his manager, Ms Heritage, that he should “urgently update C & F assessment within 2 weeks.”. However, the case was closed in April 2019, but when it was subsequently reviewed the most recent Child and Family Assessment was 2018.
18. Mr Valente’s written response to Social Work England included the following response to this allegation: “I am not sure about this one. I think that then I had not completed the assessment when the senior management decided to close the case. The episode for assessment was subsequently deleted. I will see if I have the emails instructions for case closure and I will forward them over to you”.
19. In oral evidence Mr Valente gave a detailed account explaining why he thought that he had carried out work, but that it was deleted on the instructions of senior management in connection with a forthcoming inspection.
20. The panel decided that even if work had been deleted, it was more likely than not that this was ongoing or outstanding work, and Mr Valente had not completed the assessment. The completion of the assessment would have required his manager’s signature and Mr Valente did not suggest that this had taken place. The panel noted that a decision was made by a manager to close the Family’s case without the completed assessment and that there is no evidence that Ms Heritage or another manager took any action in relation to the outstanding task.
21. The panel therefore found particular 3(a) proved.

The final hearing panel on 18 July 2024 determined the following with regard to impairment:

22. ‘The panel found that allegations 1(b)(i), 2(a) and 2(b), were sufficiently serious to amount to the statutory ground of misconduct.
23. The panel considered that Mr Valente has reflected to some extent on the findings of fact made by the panel and he was willing to engage and consider all the questions he was asked. However, Mr Valente had not prepared a reflective statement, and his current thinking about the panel’s findings of fact emerged in response to prompts from the panel and cross-examination questions.
24. In relation to the misconduct in 1(b)(i), Mr Valente had consistently denied any wrongdoing prior to the panel’s findings of fact. Mr Valente did not deny the primary facts, but in his defence of this allegation he had not agreed that there was a failure on his part in not acting more promptly after receiving the message from the hospital.

25. *Given the nature of Mr Valente's defence, the panel was of the view that it would be possible for him to demonstrate insight, notwithstanding his denial of allegation 1(b)(i).*
26. *In his oral evidence to the panel at the impairment stage Mr Valente accepted the panel's finding and his responsibility for the delay in the response to the message from the hospital. He acknowledged that the delay might have put Child R and Child J at risk of harm, if Person A were to have collapsed and not been able to care for them. The panel again noted the absence of a written reflective statement from Mr Valente and that Mr Valente appeared to have given little consideration to the underlying reasons for his misconduct. The panel was not persuaded that Mr Valente had fully reflected on why he did not recognise the risks and take action before his manager prompted him to act.*
27. *The panel's assessment was that Mr Valente's level of insight is developing, but is currently insufficient. Given that the misconduct relates to the core task for a social worker of recognising and responding to risk, the panel was not persuaded that Mr Valente has fully appreciated the seriousness of the findings of fact found by the panel. Mr Valente spoke about the reading he has undertaken of serious review cases such as Baby P. This did not sufficiently assist the panel, because the focus of Mr Valente's reflections should be on why he acted as he did, the potential consequences of his actions, and the steps he would take to ensure that there would be no repetition. The panel considered that there was little evidence of remedial steps taken by Mr Valente. The panel acknowledged that Mr Valente has had little opportunity to demonstrate remediation because he has not worked as a social worker since August 2021 and that he has only very recently obtained employment as a teaching assistant. Mr Valente was unable to provide the panel with objective evidence of remediation such as appraisals or testimonials.*
28. *The panel noted the evidence provided by Mr Valente that he has completed training courses, but gave it little weight. Some of the training courses (preventing radicalisation, child on child abuse), although relevant to Mr Valente's role as a social worker, were not directly relevant to the misconduct in this case. Mr Valente did not provide written reflections or oral evidence relating to his learning from the courses to demonstrate how his learning is relevant to his past conduct relating to the safeguarding of Child R and Child J.*
29. *Having considered the level of Mr Valente's insight and the absence of sufficient evidence of remediation, the panel concluded that there is a risk of repetition and that there is currently a risk of harm to service users. The panel therefore concluded that Mr Valente's fitness to practise is impaired on the basis of the risk of harm to members of the public.*
30. *The panel next considered the wider public interest including the need to maintain public confidence in the profession and to uphold and maintain standards for social workers. The panel has concluded that Mr Valente's misconduct involves breaches of the professional standards for social workers. The misconduct also involves a breach of*

the fundamental tenet of the profession requiring social workers to recognise risk and safeguard vulnerable service users. A finding of current impairment is therefore required to reaffirm clear standards of professional conduct.

31. *The panel concluded that the following aspects of the test for fitness to practise were met.*

- Mr Valente has in the past and is liable in the future to act so as to put service users at unwarranted risk of harm*
- Mr Valente has in the past brought and is liable in the future to bring the profession into disrepute*
- Mr Valente has in the past breached and is liable in the future to breach one of the fundamental tenets of the profession*

32. *The panel concluded that Mr Valente's fitness to practise is currently impaired'.*

The final hearing panel on 18 July 2024 determined the following with regard to sanction:

33. *'The panel was of the view that Mr Valente had demonstrated a sufficient level of insight for conditions to be appropriate. In its decision on current impairment the panel concluded that the insight he had demonstrated was insufficient for the panel to conclude that he would not pose a risk of harm in unrestricted practice. However, as set out in its decision on current impairment, the panel considered that Mr Valente's insight is developing.*

34. *Mr Valente was asked whether he would comply with any order made by the panel and without hesitation he said that he would. Mr Valente's case has been outstanding for a long period of time, but he has continued to engage with Social Work England and the panel. The panel considered that Mr Valente has demonstrated his commitment, and the panel was confident that he could and would comply with the conditions of practice.*

35. *In its decision on impairment the panel decided that the misconduct is remediable. It was of the view that appropriate, proportionate, and workable conditions could be put in place to address the deficiency in Mr Valente's practice. The conditions would ensure that Mr Valente is appropriately supervised and that there is a focus in his management on ensuring that he appropriately recognises and manages risk. The panel bore in mind that the deficiency in Mr Valente's practice was limited to a single family and did not extend to widespread failures to recognise and manage risks. It also bore in mind that Mr Valente had returned to practice as a social worker from January to August 2021, and there was no evidence before the panel of any further fitness to practice concerns.*

36. *The panel considered that when working under the conditions of practice it has formulated, Mr Valente would not present a risk of harm to the public.*
37. *The panel noted that Mr Valente indicated that he did not intend to work as a social worker within the next year. The panel considered that this did not have the consequence that a conditions of practice order would be inappropriate or unworkable. Many of the conditions of practice would only take effect if Mr Valente obtained employment as a social worker.*
38. *The panel considered the option of a suspension order as proposed by Social Work England. The guidance states that a suspension order is appropriate where the decision makers cannot formulate workable conditions to protect the public or the wider public interest. In this case the panel was able to formulate workable conditions to protect the public. The panel did not consider that a more restrictive sanction than a conditions of practice order was required to maintain public confidence in the profession and to uphold standards. The imposition of a conditions of practice order is a serious sanction. It incorporates a clear message to members of the profession and members of the public that misconduct of this nature will be dealt with seriously by the regulator. The panel considered the potential consequences and impact if it were to impose a suspension order on Mr Valente. Mr Valente has not worked as a social worker since August 2021 and a period of suspension would result in further deskilling. The panel also took into account the public interest in the rehabilitation of a skilled social worker to public service. In the circumstances, and having regard to the mitigating factors, the panel decided that a suspension order would be disproportionate. The less restrictive option of a conditions of practice order would be sufficient to protect the public.*
39. *The panel next considered the length of the conditions of practice order. It took into account Mr Valente's circumstances and his current intentions. As explained in paragraph 120 of the guidance the order should be long enough for Mr Valente to complete any necessary remediation. Given Mr Valente's intentions not to seek work as a social worker for about a year, the panel decided that a two year order was appropriate. This would allow sufficient time for Mr Valente to obtain employment as a social worker, and for there to be sufficient reports from his workplace supervisor to demonstrate that he has completed remediation and that it is embedded in his practice. If Mr Valente's intentions and circumstances change, it would be open to him to make an application for an early review of the conditions of practice order. The imposition of a conditions of practice order may have a negative impact on Mr Valente's financial and reputational interests, but the panel decided that his interests were outweighed by the need to protect the public and the wider public interest.*
40. *The panel therefore decided that the appropriate and proportionate order is a two year conditions of practice order'.*

Social Work England submissions:

41. The panel heard submissions from Mr McCarthy as to the background and the previous panel's findings in relation to impairment and sanction. Mr McCarthy submitted that Subject to any further information received from Mr Valente, Social Work England invites the Reviewing Panel to find that Mr Valente's fitness to practise remains impaired and that the current conditions of practice order should be varied and extended for a further period of 12 months.
42. Mr McCarthy submitted that since the Final Hearing, Mr Valente remains engaged with the regulatory process, although he has not yet undertaken a social work role to be able to demonstrate compliance with most of the conditions.
43. Mr McCarthy submitted that Mr Valente had breached the order in that he provided his reflective statement outside of the deadline outlined in condition 18. To Mr Valente's credit, he notified Social Work England that both his caring and work commitments were preventing his compliance prior to the deadline and that the evidence would be provided on 20 January 2025. Mr Valente subsequently provided the evidence on 21 January 2025 and as such, no further action was taken despite his failure to provide evidence of the caring and work commitments. Mr Valente has since provided a second reflective statement dated 5 May 2026.
44. Mr McCarthy submitted that Mr Valente's reflective pieces are detailed, focused on the relevant concerns and professional standards, and appropriately reflect on the lessons learnt and what actions will be taken in future to prevent the concerns from being repeated. The pieces also include an acceptance of the findings and an acknowledgement of the risks to the public and public's confidence in the profession.
45. Mr McCarthy submitted that Mr Valente has demonstrated sufficient insight within his reflective pieces. However, Mr Valente is yet to demonstrate that insight and remediation in a social work role. No testimonials, in relation to Mr Valente's teaching assistant role, or objective evidence of further training and development has been received to date.
46. Mr McCarthy submitted that it was for Mr Valente to demonstrate to the panel that his practise was no longer impaired. He submitted that a finding of impairment remains necessary for the protection of the public and the wider public interest. Mr Valente's ability to recognise and respond to risks remains untested in practice and therefore the risk of repetition remains.
47. Mr McCarthy submitted that a further period of conditions would allow Mr Valente further opportunity to evidence full remediation in real practice. The Panel is invited to remove condition 18 if it considers that Mr Valente has demonstrated sufficient insight. Furthermore, the Panel is invited to consider whether a requirement for CPD is necessary to ensure that Mr Valente's skills and knowledge remain up to date, given that he has not worked within the social work profession since August 2021.

Social worker submissions:

48. Mr Valente confirmed to the panel that he accepted the findings of the Final Hearing panel that his practice fell short of the social work professional standards. Mr Valente submitted that he had relied too much on his own judgement, did not use supervision appropriately, and relied on his own assumptions regarding the family.
49. Mr Valente submitted that he understood Social Work England's concern that he had not demonstrated remediation within a registered social work role. Mr Valente further submitted that he understood that Social Work England must consider if his ability to assess and respond to risk has been tested enough in practice before his current conditions can be removed.
50. Mr Valente confirmed to the panel that he had qualified as a social worker in 2000 and that it was correct that he had not undertaken a social work role since the end of 2021. Mr Valente informed the panel that he had last applied for a social work position around 8 months ago. He submitted that the fact he was subject to a conditions of practice order made finding employment in a social work role difficult, as he thought that potential employers did not want the responsibility of workplace supervision.
51. However, he submitted that remediation can happen outside a registered social work role. In his current role as a teaching assistant, he has continued to work in a safeguarding-focused environment involving vulnerable children, needing continuous risk awareness, safeguarding vigilance, escalation of concerns, multi-disciplinary communication, and professional accountability in this role.
52. Mr Valente submitted that as a teaching assistant he interacts with and helps children with complex needs, who have very limited communication ability or cannot communicate at all; they are dependent on adults to meet their needs, have difficulties in expressing emotions and feelings, needs, or harm. In this kind of environment he has to keep a high level of risk awareness every day. Mr Valente submitted this has strengthened him in understanding the need to stay professionally curious and avoid making assumptions about behaviour or presentation - something that he lacked when he interacted with Child R at her doorway, and had now developed.
53. Mr Valente submitted that in his current role he demonstrates safeguarding vigilance by maintaining consistent observations, recording any concerns, and reporting information immediately observing the school's safeguarding procedures. Mr Valente submitted that he understands the importance of communication of concerns, particularly when the children are not able to verbally explain their experiences, feelings and worries themselves. Mr Valente further submitted that despite his role as a teaching assistant not being equivalent to practising as a registered social worker, the principles, and skills of social work are highly important in the role.
54. Mr Valente submitted that he has demonstrated insight, shown reflective understanding, maintained employment within a safeguarding-focused environment

where he uses his social work skills every day. He has continually studied social work methods and practice, safeguarding guidance, legislation, professional standards and learning relevant to risk assessment and management

55. Mr Valente submitted that he regularly read the social work standards of practice and have tried to apply them in his current role, when appropriate. He also attended safeguarding training in the school. Mr Valente submitted that his remediation has been sufficiently demonstrated.
56. Mr Valente acknowledged that he has not provided testimonials in relation to his role. He submitted that he has asked colleagues for this but because of workload commitments none of his colleagues had provided any to date. Mr Valente submitted he would provide testimonials to Social Work England as soon as they become available.
57. Mr Valente submitted there was no risk of repetition of the mistakes he had made concerning R and J's case. This was because he felt remorse for his failures and has become more thoughtful, more risk-aware and more conscious of the importance of using professional judgment, supervision, and consultation in a better way, and reporting concerns immediately.

Panel decision and reasons on current impairment:

58. The panel heard and accepted the advice of the Legal Adviser on impairment. That advice included the following points:
- The existence of impairment is a matter for the panel's own independent judgment or assessment and, in considering whether Mr Valente's fitness to practise remains impaired, the panel should take account of the Guidance.
 - Given the three elements of Social Work England's overarching objective of 'protection of the public', the panel should consider, not only whether Mr Valente's misconduct still poses a risk to the health, safety and well-being of the public, but also whether his fitness to practise remains impaired in the sense that a finding of impairment is still required in order to maintain public confidence or proper professional standards.
59. The panel heard and accepted the advice of the Legal Adviser on sanction. The panel understood from that advice that, as it had found that Mr Valente's fitness to practise remained impaired:
60. The panel could, under paragraph 15(1) of Schedule 2 to the Social Workers Regulations 2018, as amended (the "Regulations"), extend the existing conditions of practice order by a period of up to three years or make any order which the case examiners could have made when they made the existing suspension order, again for a period of up to three years.

61. The order which the final hearing panel, and therefore the second review panel, could have made was a “final order” (which is defined in paragraph 13(1) of Schedule 2 to the Regulations as including a warning order, a conditions of practice order, a suspension order or a removal order.
62. In considering the question of current impairment, the panel undertook a comprehensive review of the final order in light of the current circumstances. It took into account the decision of the previous panel. However, it has exercised its own judgement in relation to the question of current impairment. The panel also took into account Social Work England’s ‘Impairment and Sanctions Guidance’.
63. The panel had regard to all of the documentation before it, including the decision and reasons of the original panel any new documentation provided by Mr Valente including the reflective statements of the 19 January 2026 and 5 June 2026 and the evidence of safeguarding training. The panel also took account of the submissions made by Mr McCarthy on behalf of Social Work England and those made by Mr Valente.
64. The panel first considered whether Mr Valente fitness to practise remains impaired.
65. The panel noted that Mr Valente’s reflective pieces are detailed, focused on the relevant concerns and professional standards, and appropriately reflect on the lessons learnt and what actions will be taken in future to prevent the concerns from being repeated. The panel noted that the reflective pieces also include an acceptance of the findings and acknowledgement of the risks to the public and public’s confidence in the profession. The panel further noted that Mr Valente had continued to engage with Social Work England since the final hearing.
66. The panel noted that Mr Valente had attended a course on safeguarding children including Level 2 Safeguarding Children training certificate, dated 9 November 2025 and read ‘What to do if you’re worried a child is being abused - Advice for practitioners’, dated March 2015’, “Definitions and signs of child abuse -Guidance for professionals who work with children on how to recognise the signs of child abuse”, dated July 2020, and “Working Together to Safeguard Children 2026 - A guide to multi-agency working to help, protect and promote the welfare of children”, dated March 2026. However, the panel considered that the training was below the level that would be expected of a social worker.
67. The panel noted Mr Valente has been unable to find employment as a social worker since the final hearing and has therefore been unable to demonstrate his practice is no longer impaired in a social work environment. However, there was no evidence before the panel of testimonials from Mr Valente’s employer in relation to Mr Valente’s teaching assistant role, or objective evidence of further training and development that has been received to date. The panel had no objective evidence before it such as Mr Valente’s job description or details of his work with children or the application of the learning from his reflective pieces.

68. The panel considered Mr Valente's insight had improved since the final hearing but in the absence of sufficient evidence of remediation, the panel concluded that there continued to be a risk of repetition and that there is currently a risk of harm to service users. The panel therefore concluded that Mr Valente's fitness to practise is impaired on the basis of the risk of harm to members of the public.
69. The panel next considered the wider public interest including the need to maintain public confidence in the profession and to uphold and maintain standards for social workers. The panel concluded that Mr Valente's misconduct involves breaches of the professional standards for social workers. The misconduct also involves a breach of the fundamental tenet of the profession requiring social workers to recognise risk and safeguard vulnerable service users. A finding of current impairment is therefore required to reaffirm clear standards of professional conduct.

Decision and reasons:

70. Having found Mr Valente's fitness to practise is currently impaired, the panel then considered what, if any, sanction it should impose in this case. The panel had regard to the submissions made along with all the information and accepted the advice of the legal adviser.
71. The panel considered the submissions made by Mr McCarthy on behalf of Social Work England, during which he invited the panel to consider imposing a further conditions of practice order for a period of 12 months. It noted the submissions made by Mr Valente that a 12 months extension of the condition of practice order was no longer necessary. The panel also took into account the 'Impairment and Sanctions Guidance' published by Social Work England.
72. The panel was mindful that the purpose of any sanction is not to punish Mr Valente, but to protect the public and the wider public interest. The public interest includes maintaining public confidence in the profession and Social Work England as its regulator and by upholding proper standards of conduct and behaviour. The panel applied the principle of proportionality by weighing Mr Valente interests with the public interest.

Extend the current conditions of practice order for a further 12 month with effect from the expiry of the current order:

73. The panel first considered whether this was an appropriate case for it to take no further action, revoke the order or impose an advice or warning order. In the panel's view, the misconduct found proved was serious. The panel identified a continuing risk to the public which is related to Mr Valente's limited insight and remediation. The panel noted

that these sanctions would place no active restriction on Mr Valente's practice. Accordingly, the panel decided that to take no action, or to impose an advice or warning order would be insufficient to protect the public and would fail to address the wider public interest concerns.

74. The panel considered whether the current conditions of practice should be extended for a further period of time.
75. The panel took the view that the deficiencies identified with Mr Valente's practice are potentially capable of being remedied. The panel was satisfied that Mr Valente through the reflective pieces has demonstrated sufficient insight for the previous condition 18 to be removed. The panel considered it was appropriate to add a new condition 18 that requires Mr Valente to undertake 8 hours of continuing professional development in relation to assessment and the management of risk and provide the evidence to Social Work England in 6 months for the following reasons:
- a. Mr Valente has experienced difficulty finding employment as a social worker and has a result has been unable to demonstrate his practice is not impaired in a social work environment,
 - b. The safeguarding training undertaken by Mr Valente is not of a standard expected of a social worker.
76. The imposition of a conditions of practice order may have a negative impact on Mr Valente's financial and reputational interests, but the panel decided that his interests were outweighed by the need to protect the public and the wider public interest.
77. The panel therefore decided that the appropriate and proportionate order is a further 12 month conditions of practice order as follows:

Condition 1 *You must notify Social Work England within 7 days of any professional appointment you accept or are currently undertaking 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 educational services, and any reporter or workplace supervisor referred to in these conditions.*

Condition 3

a. *At any time you are 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.*

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 every 3 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 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 agreed by Social Work England. The workplace supervisor must be on Social Work England's register. The workplace supervisor may 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 3 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 work with your workplace supervisor and/or reporter, to formulate a personal development plan, specifically designed to address the shortfalls in the following area of your practice:

- assessment and management of risk

Condition 12 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 4 weeks prior to any review.

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 supervise the work of any other social worker or student social worker.*

Condition 15 *You must not be responsible for the work of any other social worker or student social worker.*

Condition 16 *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 17 *You must not be responsible for the administration or management of any independent social work practice.*

Condition 18:

(a) *You must undertake 8 hours of continuing professional development (CPD) in relation to assessment and management of risk.*

(b) *You must provide evidence of CPD undertaken to Social Work England within 6 months of these conditions taking effect.*

Condition 19 *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 1-18, 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 unpaid (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.*

You must forward written evidence of your compliance with this condition to Social Work England within 7 days from the date these conditions take effect.

Condition 20 *You must permit Social Work England to disclose the above conditions, 1-19, to any person requesting information about your registration status.*

78. This panel cannot bind a future panel. However, a future reviewing panel would expect Mr Valente to attend the review hearing, and it would be of assistance to that panel if he was able to provide evidence that he had undertaken significant steps that would facilitate a safe and effective return to the register without restriction. This may include:

- (i) Evidence that he has put into practice learning from safeguarding training in his current role by way of:
 - Written testimonials or references.

Right of appeal:

79. Under Paragraph 16(1)(b) of Schedule 2 of The Social Workers Regulations 2018 (as amended), the social worker may appeal to the High Court against:

- a. the decision of adjudicators:
 - i. to make an interim order, other than an interim order made at the same time as a final order under paragraph 11(1)(b),
 - ii. not to revoke or vary such an order,
 - iii. to make a final order,
- b. the decision of the regulator on review of an interim order, or a final order, other than a decision to revoke the order.

80. Under Paragraph 16(2) of Schedule 2 of The Social Workers Regulations 2018 (as amended) an appeal must be filed before the end of the period of 28 days beginning with the day after the day on which the social worker is notified of the decision complained of.

81. Under Paragraph 15(1A) of Schedule 2 of The Social Workers Regulations 2018 (as amended), where a social worker appeals against a decision made under sub-paragraph (1), the decision being appealed takes effect from the date specified in that sub-paragraph notwithstanding any appeal against that decision.

82. This notice is served in accordance with Rules 44 and 45 of the Fitness to Practise Rules 2019 (as amended).

Review of final orders:

83. Under regulation 15(1), 15(2) and 15(3) of Schedule 2 of The Social Workers Regulations 2018 (as amended):

- 15(1) The regulator must review a suspension order, or a conditions of practice order, before its expiry.
- 15(2) The regulator may review a final order where new evidence relevant to the order has become available after the making of the order, or when requested to do so by the social worker.

- 15(3) A request by the social worker under sub-paragraph (2) must be made within such period as the regulator determines in rules made under Regulation 25(5).

84. Under Rule 16(aa) of the Fitness to Practise Rules 2019 (as amended), a social worker requesting a review of a final order under paragraph 15 of Schedule 2 must make the request within 28 days of the day on which they are notified of the order.

The Professional Standards Authority

85. Please note that in accordance with section 29 of the National Health Service Reform and Health Care Professions Act 2002, a review decision made by Social Work England's panel of adjudicators can be referred by the Professional Standards Authority ("the PSA") to the High Court. The PSA can refer this decision to the High Court if it considers that the decision is not sufficient for the protection of the public. Further information about PSA appeals can be found on their website at:

<https://www.professionalstandards.org.uk/what-we-do/our-work-with-regulators/decisions-about-practitioners>