



Social worker: Kathryn Ellis

Registration number: SW90492

Fitness to Practise

Final Order Review hearing

Date of hearing: 9 July 2026

Hearing venue: Remote

Final order being reviewed: Conditions of practice order (expiring 21 August 2026)

Hearing outcome: Revoke the conditions of practice order with immediate effect

Introduction and attendees:

1. This is the first review of a final conditions of practice order originally imposed for a period of 2 years by Social Work England's case examiners on 22 August 2024.
2. Ms Ellis attended and was not represented.
3. Social Work England was represented by its case presenter Ms Narayani Panesar-Stringer.
4. The panel of adjudicators conducting this review (hereafter "the panel") and the other people involved in it were as follows:

Adjudicators	Role
Nigel Westwood	Chair
Tracey Newson	Social worker adjudicator

Hearings team/Legal adviser	Role
Evie Mosley	Hearings officer
Ryan Torr	Hearings support officer
Karen Park	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 hearing is to review the current order, which is due to expire on 21 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.
 - 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.
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.
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. You must read Social Work England's 'Professional Standards' (July 2019), and provide a written reflection 6 months after these conditions take effect, focusing on how your conduct, for key matters relating to this case:
 - Not sufficiently recognising risk to safeguard children.
 - Sharing sensitive and confidential information inappropriately
 - Not keeping accurate records

was allegedly below the accepted standard of a social worker, considering the impact of your alleged actions and outlining what you should have done differently.

10.

- a) You must undertake 15 hours of CPD in relation to safeguarding, record keeping, and handling confidential information
- b) You must provide evidence of CPD undertaken to Social Work England within 9 months of these conditions taking effect.

11. You must provide a written copy of your conditions, within 7 days from the date these conditions take effect, the following parties that your registration is subject to the conditions listed at 1-10, 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.

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.

12. You must permit Social Work England to disclose the above conditions, 1-11, to any person requesting information about your registration status.

7. The panel understood that the various options before it were as follows, pursuant to Schedule 2 of the Social Workers Regulations 2018:

- a) Under paragraph 15(1)(a): extend the period for which the previous order is in place (provided that any extension does not exceed 3 years at a time);

- b) Under paragraph 15(1)(b): make an order that the case examiners or adjudicators could have made at the time (provided that the order does not exceed 3 years at a time);
 - c) Revoke the order with immediate effect from the date of the review for the remainder of the period for which it would have had effect
 - d) This includes decisions made under the accepted disposal process when there is a realistic prospect of the adjudicators finding impairment; and
 - e) Under paragraphs 9(2) and (3) dispose of the case without further investigation by -
 - taking no action,
 - giving advice to the social worker on any matter related to the case, or
 - making a final order
 - f) Under Schedule 2, paragraph 13(1), the final orders available are -
 - removal order;
 - suspension order (not exceeding three years);
 - conditions of practice (not exceeding three years);
 - warning order for 1, 3 or 5 years
8. The regulatory concerns which resulted in the imposition of the final order were as follows:
9. A complaint was raised by a member of the public, received on 7 September 2021 raising a number of concerns relating to the factual accuracy of, and omissions in, assessments and reports written by the social worker.
10. The regulatory concerns were as follows:

RC1. Failed to safeguard Family A in respect of:

- a) Child Y's report of assault on their person on 17 May 2020.
- b) Allegations of domestic abuse continuing in front of the children.
- c) Sharing the complainant's information with Person B without consent.

RC2. Falsified the record of and/or meeting minutes on 4 May 2020 that did not take place.

RC3. Did not maintain accurate records for Family A, in that you;

Recorded professional conclusions in relation to the complainant and her personal circumstances based on inaccurate facts/information.

11. The case examiners' decision on 22 August 2024 was to dispose of the case by way of an accepted disposal of a two-year conditions of practice order.
12. The case examiners determined that there was a realistic prospect of regulatory concerns 1(a-c), 2, and 3(e) being found proven, and that those concerns could amount to the statutory grounds of misconduct.
13. The case examiners determined that the social worker's fitness to practise could be found impaired. The case examiners noted that the concerns raised and potential breaches of standards, while limited to one case, were wide ranging, and as such they did not consider them capable of being 'easily remedied'. However, the case examiners were of the view that if the social worker was able to show sufficient insight and remediation, demonstrating that they understand why and what went wrong, and how to ensure that similar mistakes were not made in the future, then it may be possible to demonstrate remediation.
14. The case examiners were of the view that the social worker had shown some limited insight into their actions in their formal letter of apology to the complainant.
15. Having identified limited insight and remediation the case examiners did not consider that the risk of future repetition was low.
16. The case examiners were of the opinion that a fully informed member of the public would understand that operating in the early months of the national Covid pandemic would bring challenges for social workers, they would be alarmed by the absence of good insight and remediation given the nature and extent of the concerns raised.
17. The case examiners on 22 August 2024 determined the following with regard to sanction:

"The case examiners were of the view that a two-year conditions of practice order was the most appropriate and proportionate outcome. Conditions would provide the social worker with a supportive framework within which to evidence their insight and remediation, whilst protecting the public. The order would also enable the regulator to maintain oversight and supervision of the social worker's practice.

The case examiners concluded that a two-year period would be more appropriate and allow a sufficient opportunity for the social worker to demonstrate that they have fully understood their responsibilities in terms of practising safely. It would also allow the social worker to demonstrate over a sustained period of time, at least two appraisal cycles, that they had reached the necessary standards required of social workers.

The social worker accepted this disposal on 20 August 2024.

Social Work England submissions:

18. The submissions of Social Work England were contained within the notice of hearing and were as follows:

“Social Work England invites the Panel to determine whether the Social Worker’s fitness to practise remains impaired by way of misconduct. The Conditions of Practice Order was imposed following a determination by the Case Examiners as part of the Accepted Disposal process that there was a realistic prospect of adjudicators finding the social worker’s fitness to practise was currently impaired regarding the following:

- that the Social Worker failed to safeguard service users;*
- falsified records and/or meeting minutes;*
- failed to maintain accurate records;*
- acted dishonestly in relation to aspects of the concerns identified;*
- acted outside of her professional remit and*
- failed to communicate appropriately with relevant parties.*

Since the substantive order was imposed, the Social Worker has engaged with the regulatory process and has provided a reflective piece addressing the concerns identified by the Final Hearing Panel Case Examiners as part of the Accepted Disposal process. In her reflection, the Social Worker identifies the impact of her actions, reflects upon what she should have done differently and outlines the steps she has taken to prevent similar concerns arising in the future. The Social Worker has also undertaken continuing professional development linked to the concerns within these proceedings.

Additionally, Social Work England has received three workplace supervisory reports which are positive and indicate that the Social Worker is working appropriately within her current role, that no further concerns regarding her practice have been identified, and that she continues to reflect upon the concerns raised within these proceedings.

However, the evidence relating to the Social Worker’s remediation and current practice remains relatively recent. The workplace and supervisory evidence presently available covers approximately six-months of practice whilst subject to the Conditions of Practice Order and the Panel may therefore wish to consider whether a longer period of practice under conditions would assist in evidencing that there are no ongoing fitness to practise concerns.

The Panel may also wish to consider that evidence in support of the Social Worker’s remediation and compliance with the order has routinely been submitted outside of requested timescales.

Further, the Case Examiners identified that the concerns were capable of remediation but anticipated that the Social Worker would require a period of ongoing review and regulatory oversight. Whilst each review must be considered on the evidence available at the time, the Panel may wish to consider whether the current evidence demonstrates sufficient insight, remediation and sustained safe practice to support unrestricted practice at this stage.

Accordingly, Social Work England invites the Panel to consider all the available evidence, including any oral representations made by the Social Worker, should they attend the review, and determine whether the Social Worker's fitness to practise remains impaired. If the Panel determine that the Social Worker's fitness to practise remains impaired, Social Work England invites the Panel to consider extending the existing Conditions of Practice Order for a further 12-months as the most appropriate and proportionate disposal.

However, If the Panel does extend the Order, Social Work England submits that Conditions 9 and 10 have been complied with, are no longer necessary to address the outstanding concerns, and may therefore be removed from the Order. If the Panel determine that the Social Worker's fitness to practise is no longer impaired, Social Work England invites the Panel to revoke the Conditions of Practice Order with immediate effect."

19. The panel heard oral submissions from Ms Panesar-Stringer which outlined the following:

- The social worker has engaged with the regulatory process and provided a reflective piece addressing the concerns. The reflective piece was due on 21 February 2025 and submitted on 17 March 2025.
- There is evidence of continued professional development.
- Four workplace supervisory reports have been submitted by Ms Ellis, the most recent being dated 9 June 2026, which post-dates the written submissions by Social Work England.
- The reports consistently state that the social worker is engaging positively and there are no current concerns with her day-to-day practice, though the period of practice is less than one year, it is nevertheless positive.
- The current evidence demonstrates relatively recent remediation.
- If the panel determine that the social worker's fitness to practise remains impaired, Social Work England invites the Panel to consider extending the existing Conditions of Practice Order for a further 12-months as the most appropriate and proportionate disposal, with removal of conditions 9 and 10 which have been fully complied with.

- If the panel determine that the social worker's fitness to practise is no longer impaired, Social Work England invites the Panel to revoke the Conditions of Practice Order with immediate effect.

Social worker submissions:

20. Ms Ellis provided written submissions dated 15 June 2026 comprising five pages. In summary Ms Ellis states:

"Since the imposition of the Conditions of Practice Order, I have completed relevant continuing professional development in safeguarding, record keeping, and confidentiality and information sharing. I have engaged in regular supervision, focusing on risk assessment, professional decision-making, and recording accuracy. I have applied this learning in practice by maintaining clear and evidence-based records, responding appropriately to safeguarding concerns, and communicating effectively with colleagues and service users.

Since working under conditions, I have demonstrated safe and effective practice. I have received three positive supervisory reports, and no further concerns have been raised. While this period is approximately six months, I submit that the quality and consistency of the evidence demonstrates that my remediation is genuine and sustained.

I have received positive feedback from service users and family members, which I respectfully submit as evidence of my current safe, effective, and compassionate practice.

This feedback demonstrates my ability to build trusting relationships with service users and families, my effective communication and professional judgement, particularly in complex situations, and my empathy, perseverance, and professionalism. It also evidences a positive impact on outcomes for children and families.

Importantly, this reflects a marked improvement in the areas previously identified as concerns, including safeguarding practice, communication, professional judgement, and collaborative working. I am now practising in line with the Professional Standards expected of a social worker and maintaining public confidence in the profession.

I respectfully submit that my fitness to practise is no longer impaired.

I have demonstrated full and developed insight across all areas of concern, including safeguarding, confidentiality, record keeping, and professional judgement. I have acknowledged the seriousness of my actions, the potential impact on service users, and the importance of maintaining public trust in the profession.

I have undertaken meaningful and targeted remediation, including relevant CPD, reflective work, and consistent engagement in supervision. This learning has been fully embedded into my current practice.

I have complied with all Conditions of Practice, engaged openly with the regulatory process, and taken responsibility from the outset.

There have been no further concerns, and the evidence shows that the risk of repetition is now low. I have demonstrated that I can maintain safe practice and sound professional judgement in real working conditions.

I respectfully submit that the purpose of the Conditions of Practice Order has now been fulfilled. Continued restrictions are no longer necessary to protect the public or to maintain confidence in the profession.

I therefore invite the Panel to:

Determine that my fitness to practise is no longer impaired and Revoke the Conditions of Practice Order.

In the alternative, should the Panel consider that some continued oversight is required, I ask that any extension be proportionate and for the shortest possible period, reflecting the progress I have made and the evidence of safe practice. I also support the removal of Conditions 9 and 10, as they have been fully satisfied.”

21. The panel also heard the following oral submissions from Ms Ellis:

- Her expression of deep remorse and regret for the mistakes made and a full acceptance of the areas of her practice which were found to be impaired.
- The extent of remediation since the imposition of restrictions were placed upon her practice. In particular:
 - (i) Evidence of further record keeping and training to ensure records are factual and evidence based
 - (ii) Further risk assessment and safeguarding to ensure does not become complacent
 - (iii) A continuation of reflection, both on personal and professional practice
 - (iv) Acceptance and explanation for the late filing of the reflective piece and supervisor reports. Was not practising at time. [PRIVATE]. Did not purposefully breach the submission of the reflective piece. Have taken proceedings extremely seriously and remain extremely conscious and alive to conditions on registration
 - (v) Actively seek opinion from peers and managers on any advice or guidance to ensure she remain fully compliant

- (vi) Wholeheartedly feel conditions have been fully complied with and fitness to practice is no longer impaired
- (vii) Received positive feedback from family member worked with since May 2025. Initial difficulties for family to engage but remained consistent and fair to form a relationship. It was a great honour to receive email. Confidence has at times been affected.
- (viii) Believe is good at what she does, in forming trusting relationships and is testament to own practice and difference being made to families
- (ix) Vocational motivation to become a social worker. Proud of achievement, work and own development and very grateful to have an opportunity to work with families
- (x) Have been offered promotion as team manager but is not a current consideration
- (xi) Vigilance will remain in place if can practice unrestricted. Will continue to ensure practice meets the professional standards expected.

Panel decision and reasons on current impairment:

- 22. 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 case examiners in 2024. 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'.
- 23. The panel had regard to all of the documentation before it. This documentation included a reflective statement by Ms Ellis, four workplace reports from Ms Ellis's workplace reporter, records pertaining to five continuing professional development courses Ms Ellis had undertaken online in 2025 and a testimonial from members of a family that Ms Ellis has engaged with and supported. The panel also took account of the submissions made by Ms Panesar-Stringer on behalf of Social Work England and those of Ms Ellis.
- 24. The panel heard and accepted the advice of the legal adviser in relation to the two-fold personal and public assessment in reaching its decision regarding current impairment.
- 25. The panel heard and accepted the advice of the legal adviser in relation to relevant case law to apply when assessing personal impairment, namely:
 - (i) **Cohen v GMC [2008] EWHC 581 (Admin)**: when assessing the personal element this should be established via an assessment of the risk of repetition, in particular whether the conduct is easily remediable, has already been remedied and is highly unlikely to be repeated in the future.

(ii) **CHRE v Grant and NMC [2011] EWHC 927 (Admin)**: an appropriate test for impairment is identified from the Fifth Shipman report and comprises four elements to show whether fitness to practice is impaired. By application, the panel were advised to consider whether:

- the social worker liable in the future to act so as to put people at unwarranted risk of harm;
- the social worker is liable in the future to bring the profession into disrepute
- the social worker is liable in the future to breach one of the fundamental tenets of the social work profession
- the social worker is liable to act dishonestly in the future

26. In reaching its decision, the panel was mindful of the need to protect the public and the wider public interest in declaring and upholding proper standards of behaviour and maintain public confidence in the profession.

27. The panel first considered whether Ms Ellis's fitness to practise remains impaired.

- The panel made an assessment of insight and considered Ms Ellis's submissions to be persuasive of her now satisfactory level of insight. The lapses giving rise to the concerns identified by the Case Examiners were serious but Ms Ellis now accepts full responsibility for those lapses.
- The panel noted full compliance with the terms of the conditions of practice order and did not find that the lateness of the filing of the reflective statement to have been deliberate non-compliance, as it accepted, as did Social Work England, that Ms Ellis had provided a satisfactory explanation for the late submission.
- The panel also had particular regard to the positive workplace supervisory reports throughout Ms Ellis's practice and noted no current concerns.
- The panel noted Ms Ellis's reaction when recounting receiving the email from a family member and how it was apparent her confidence has been affected. The testimonial and evidence of the workplace supervisory reports are all very persuasive of an individual who has learnt her lesson and is very contrite about the past.
- The panel determined that there has been sufficient remediation and that, as a result, it is highly unlikely that Ms Ellis will repeat her misconduct.
- The panel considered the overall public interest and whether a member of the public, in possession with the facts, would be satisfied that there has been sufficient remediation and would not undermine public confidence or professional standards in the profession.

- The panel determined that the public interest includes retaining the skills of experienced and well-qualified social workers and that there is no evidence to make a finding of current impairment in the wider public interest.

Decision and reasons:

28. The panel therefore concluded that the condition of practice order should be revoked with immediate effect as Ms Ellis's fitness to practise is no longer impaired.

The Professional Standards Authority

29. 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>