



Notice of Decision

Registrant	Lauren Laird
Registration number	7006075
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 1 year
Date of Effect	18 May 2021

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

Decision

The Council has decided:

1. That there is evidence that your Fitness to Practice is impaired by reason of misconduct, as defined in Part 1, Rule 4(1)(a) of the NISCC Fitness to Practice (Amendment) Rules 2019.
2. To issue a warning and direct that a record of the warning should be placed on your entry in the Register for a period of 1 year.

Misconduct

That whilst being employed as a Care Assistant at Larchwood Care NI:

1. On the 19th March 2020 you were recorded engaging in unprofessional conduct towards a service user, by speaking to the service user disrespectfully and with a raised voice during a time when the service user was being taunted.
2. You failed to report the incident referred to at (1) and failed to report the breach of the company's mobile phone policy.

Reasons

The reasons that this behaviour is considered to constitute impaired fitness to practise are:

- Service users have the right to expect that the care they receive from social care workers will protect them from harm. In providing that care, social care workers should be respectful and compassionate. You engaged in disrespectful treatment of a service user. Furthermore you omitted to follow the correct reporting procedures in respect of an allegedly serious safeguarding concern. By failing to report the alleged safeguarding incident you have undermined this trust and therefore placed a service user at risk of harm and distress.

- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council.

NISCC Standards of Conduct and Practice for Social Care workers

The Standards of Conduct for Social Care Workers that your behaviour has breached are as follows:

Standard 1: As a social care worker, you must protect the rights and promote the interests and wellbeing of service users and carers. This includes:

1.2 Treating people with consideration, respect and compassion.

Standard 2: As a social care worker, you must strive to establish and maintain the trust and confidence of service users and carers. This includes:

2.2 Communicating in an appropriate, open, accurate and straightforward way.

Section 3: Promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes:

3.5 Informing your employer or an appropriate authority, without delay, where the practice of colleagues or others may be unsafe or adversely affecting standards of care.

Standard 5: As a social care worker you must uphold public trust and confidence in social care services.

In particular you must not:

5.1 Abuse, neglect or harm service users, carers or colleagues;

5.7 Put yourself or other people at unnecessary risk

Sanction

Having regard to the document '*Consensual Disposal Indicative Sanctions*' the Council decided that the appropriate sanction was the imposition of a warning on your registration for a period of 1 year.

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- The misconduct took place at work.
- You failed to fulfil the responsibilities placed on you as a NISCC registered member of staff.
- Your actions had the potential to put service users at risk of harm.
- An early admission was not forthcoming.
- You failed to follow the correct procedure in relation to reporting.
- Your actions were disrespectful.

- You have failed to demonstrate any insight or remorse for your actions. You have not engaged with the Council's investigation.
- Your behaviour has demonstrated a serious disregard for the NISCC Standards of Conduct and Practice.

The following mitigating circumstances were taken into account in reaching this decision:

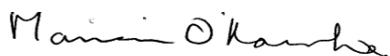
- There is no evidence of direct harm to service users.
- You have a previous good work history.
- There is no previous record of misconduct with the Council.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 23 April 2021. A record of the warning has been placed on your entry in the Register for a period of 1 year and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 18 May 2021.



Interim Director of Regulation and Standards

18th May 2021

Date