

**Notice of Decision**

<b>Registrant</b>	<b>Elizabeth Ann Williams</b>
<b>Registration number</b>	<b>7015157</b>
<b>Part of Register</b>	<b>Part 2, Adult Residential Care Worker</b>
<b>Sanction</b>	<b>Warning - duration 2 years.</b>
<b>Date of Effect</b>	<b>01.03.2022</b>

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 Practise is impaired as defined in Part 1, paragraph 4 of the NISCC Fitness to Practise 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 two years.

On account that on 10<sup>th</sup> November 2021, you received a conviction in the UK for the criminal offence of Assault (Part 1, paragraph 4 (1)(d)).

**Reasons**

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

- Convictions for Assault are very serious and show a disregard for the law and a disregard for the health, safety and wellbeing of others inconsistent with the values and standards of conduct expected of a care worker.
- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council and therefore has the potential to undermine public confidence in social care services.

**NISCC Standards of Conduct and Practice for Social Care Workers.**

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

**Standard 5: As a social care worker, you must uphold public trust and confidence in social care services. In particular you must not:**

- 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

## 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 two years.

## Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- You committed a violent act against another person.
- You showed a disregard for the law.

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

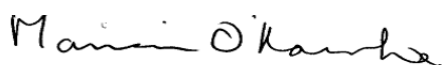
- You have no previous record of misconduct with the Council.
- You have no previous disciplinary record.
- The Council has received a number of very positive character endorsements on your behalf from a range of individuals including former line managers and colleagues.
- Your conduct appears to have been a one off isolated incident.
- The incident did not involve any service users or happen in a work setting.
- You self-referred the conviction.
- You have engaged constructively with the Council throughout its investigation, providing written reflection and insight in relation to the matter together with positive assurances with regards to future conduct.

## Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 28<sup>th</sup> February 2022. A record of the warning has now been placed on your entry in the Register for a period of two years and does not affect your ability to practise.

## Date of Effect

This warning comes into effect on 1<sup>st</sup> March 2022 and will last until 28<sup>th</sup> February 2024.



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Director of Regulation and Standards

1<sup>st</sup> March 2022

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Date