

Notice of Decision

Registrant	Nicole Elizabeth Scobie
Registration number	6040719
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	30th January 2023

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 by reason of a Conviction in the United Kingdom for a criminal offence, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (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 3 years.

Conviction in the United Kingdom

That whilst being registered as a social care worker, on 25th January 2021, you were convicted of the following offence:

- [You], on the 8th September 2019, assaulted [redacted name], thereby occasioning her actual bodily harm, contrary to Section 47 of the Offences Against the Person Act 1861.

Reasons

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

- The public has the right to expect a registered social care worker, in whom it places trust and confidence, to uphold the law, to not engage in offending behaviour nor otherwise behave in a way in work, or outside work, which would call into question their suitability to work in social care services.
- 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 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:

- 5.7 Put yourself or other people at unnecessary risk;
- 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 3 years.

Reasons for the Sanction

When reaching its decision, the Council considered the following factors:

- Your Conviction of Assault occasioning Actual Bodily Harm, contrary to Section 47 of the Offences Against the Person Act 1861.
- The impact this has had on the victim, including a serious facial injury.
- Your actions were capable of undermining public confidence in the social care profession and bringing the profession into disrepute.
- 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:

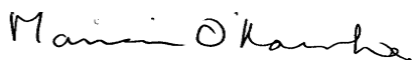
- The offence occurred outside work and therefore did not cause direct or indirect harm to service users.
- You have engaged with committee proceedings and shown remorse for your actions.
- You have no previous record of misconduct with the Council.
- There has been no repetition of this behaviour since the matter was brought to the Council's attention.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 19th January 2023. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 30th January 2023.



Director of Regulation and Standards

Date 30.01.2023