

Notice of Decision

Registrant	Matthew Simon Norman Edwards
Registration number	6002840
Part of Register	Part 2 – Adult Residential Care Worker
Sanction	Warning to remain on your registration for a period of two years
Date of Effect	19th July 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 or caution in the UK 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 two years.

A Conviction or Caution in the UK for a Criminal Offence

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

- On 3rd October 2021, whilst working as a registered Social Care Worker at Kathryn Homes you self-reported to colleagues that while you were being hit on the face by a service user you reactively hit out at them, and;
- On 11th August 2022, whilst registered as a Social Care Worker you accepted a caution for Common Assault against the service user.

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 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 and respect.

Standard 3: As a Social Care Worker, you must promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes;

3.3: Following practise and procedures designed to keep you and other people safe from violent or abusive behaviour at work.

Standard 5: As a Social Care Worker, you must uphold public trust and confidence in social care services. This includes;

5.1: You must not abuse, neglect or harm service users, carers or colleagues.

5.7: You must not put yourself or other people at unnecessary risk.

Standard 6: As a Social Care Worker, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills. This includes;

6.1: Meeting relevant standards of practise and working in a lawful, safe and effective way.

6.5: Informing your employer or the appropriate authority in a timely manner about any personal difficulties that might affect your ability to do your job competently and safely.

6.11: Being open and honest with people if things go wrong, including providing a full and prompt explanation to your employer of what has happened.

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:

The Registrant accepted a Caution for the offence of Common Assault. While this is not a conviction, it remains an acceptance of guilt.

The Registrant had limited engagement with the Council.

The Registrant's actions impacted upon a vulnerable service user.

While the Registrant self-reported what had occurred, he did not disclose the incident until the following day and by doing so, he failed to follow safeguarding procedures.

The following mitigating circumstances were considered in reaching this decision:

The Registrant was a carer for over five years with no previous relevant reports to the Council. This was an isolated incident.

The Registrant freely disclosed and self-reported his behaviour.

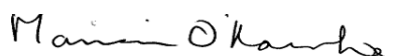
The Registrant expressed genuine remorse, regret and insight into his actions to his employer.

The Registrant indicated that his actions were not deliberate or intentional but a regrettable 'knee jerk' reaction and that a contributing factor to his behaviour was stress and work pressure during the Covid Pandemic at that time.

No physical injury was caused to the Service User.

Date of Effect

This warning comes into effect on 19th July 2023. A record of the warning has been placed on your entry in the Register for a period of two years and does not affect your ability to practise.



Director of Regulation and Standards

19th July 2023

Date

You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.