

Notice of Decision

Registrant	Colette Cassidy
Registration number	6036297
Part of Register	Part 2 – Domiciliary Care Worker
Sanction	Removal by Agreement
Date of Effect	9th November 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 the inclusion of your name on the Disclosure and Barring Service Adults' barred list, and by way of your Misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (Amendment) Rules 2019 ('the Rules').
2. to remove you from the Register, following your application to be Removed by Agreement, as defined in Rule 14 of the Rules.

You (the Registrant) have agreed to the following Statement of Facts:

AGREED STATEMENT OF FACTS

1. On or about 17th June 2022, the Registrant took money in the sum of £2500 or thereabouts belonging to Service User A.
2. The Registrant took the money while working in her trusted capacity as a domiciliary care worker, and took advantage of her position to take the money from the service user in their own home.
3. On 24th June 2022, the Registrant returned the money to the service user.
4. The Registrant [REDACTED] as the cause or significant contributor to her taking the money from Service User A.
5. On 26th May 2023 the Disclosure and Barring Service included the Registrant on the Adults' barred list.

6. By reason of the misconduct set out above, and the inclusion of the Registrant on the Disclosure and Barring Service Adults' barred list the Registrant's fitness to practise is deemed to be impaired.
7. The public has the right to have confidence in social care services. The most vulnerable people in society need to be protected from those who take advantage of their position of trust. The Registrant has admitted that she took a large sum of money from a service user, and thereby causing direct harm to those she was employed to care for and protect. Given the dishonest nature of her actions, she is no longer deemed suitable to remain on the Northern Ireland Social Care Register. The Registrant has been barred by the Disclosure and Barring Service from working in regulated activity with vulnerable adults. Confidence in the social care profession would therefore be undermined by allowing the Registrant to remain on the Social Care Register.
4. The Registrant has breached the following provisions of the NISCC Standards of Conduct and Practice for Social Care Workers:

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

2.1 Being honest and trustworthy.

Standard of Conduct 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;

5.2 Exploit service users, carers or colleagues in any way;

5.3 Abuse the trust of service users and carers or the access you have to personal information about them or to their property, home or workplace;

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

Standard of Conduct 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:

6.5 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;

6.6 Informing the Social Care Council and any employers you work for at the first reasonable opportunity if your fitness to practise has been called into question. This includes ill-health that affects your ability to practise, criminal convictions, disciplinary proceedings and findings of other regulatory bodies or organisations.

Application for Removal by Agreement

Having regard to the document '*Consensual Disposal Indicative Sanctions*', the Council was minded to grant you Removal by Agreement. The Council served papers on you, inviting you to apply for Removal by Agreement. Having been advised of the consequences, and having been recommended to take independent advice, you made a written application to be removed from the Register on 3rd November

2023. In making the application, you admitted the allegations, signed the agreed statement of facts (as set out above), and admitted the facts amounted to your fitness to practise being impaired.

The effect of this decision is that your entry in the Register has been removed.

You are prohibited by law from working as a social care worker in any of the following regulated positions:

1. A member of care staff at a:
 - a) Children's home,
 - b) Residential care home
 - c) Nursing home
 - d) Day care setting
 - e) Residential family centre

2. A person who is supplied by a domiciliary care agency to provide personal care to individuals in their own homes for persons who by reason of illness, infirmity or disability are unable to provide it for themselves without assistance.

3. A manager of a:
 - a) Residential care home
 - b) Day care setting
 - c) Residential family care centre
 - d) Domiciliary care agency.

It is **compulsory** for the above social care workers to be registered with the Northern Ireland Social Care Council in order to work. This is pursuant to the Northern Ireland Social Care Register (Social Care Workers Prohibition) and Fitness of Workers (Amendment) Regulations (Northern Ireland) 2017.

In accordance with Schedule 3, Paragraph 9 of the NISCC Fitness to Practise Rules, you may not apply to be restored to the Register within five years from the date of removal.

Date of Effect

This notice comes into effect on 9th November 2023.

Maini Okawa

9th November 2023

Director of Regulation and Standards

Date