

Notice of Decision

Registrant	Anita Eastwood
Registration number	2042875
Part of Register	Part 1 – Qualified Social Worker
Sanction	Undertakings
Date of Effect	1st December 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 misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (Amendment) Rules 2019.
2. to agree undertakings with you.

Impairment

Your misconduct, as outlined below, amounts to impaired fitness to practise:

- Since completing your Assessed Year in Employment on 8th January 2019 and whilst registered as a Qualified Social Worker from this date, you have failed to complete the minimum of two requirements of the Northern Ireland Consolidation Award within the first three-year period of registration as per Schedule 3 of the NISCC (Registration) Rules 2022.

Reasons

The reasons that the above misconduct is considered to constitute impaired fitness to practise are:

- The public have the right to have trust and confidence that registered social workers have met the relevant standards of practice;
- As a social worker, you are accountable for undertaking relevant training and learning to maintain and improve your knowledge and meet the relevant Social Care Post Registration Training and Learning Requirements;
- Your conduct 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 Workers

The Standards of Conduct that your actions have breached are as follows:

Standard 6: As a social 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 practice and working in a lawful, safe and effective way;
- 6.17 Undertaking relevant training and learning to maintain and improve your knowledge and skills and meeting the Social Care Council Post Registration Training and Learning Requirements in line with your job role.

The Standards of Practice that your actions have breached are as follows:

Standard 8: As a social worker, you must develop yourself and others. This includes:

- 8.2 Keeping your knowledge, skills and competence up to date throughout your career, proactively seeking out learning and development opportunities that will meet your learning needs and priorities;
- 8.3 Taking responsibility for your continued professional registration and understanding what is required of you by your regulatory body.

Sanction

Having regard to the document '*Indicative Sanctions for Consensual Disposal*' the Council decided that the appropriate course of action was to agree undertakings with you. An undertaking is an agreement between you and the Council, setting out limits within which you must practise.

Agreed Undertakings:

1. You must obtain a minimum of two requirements of the Northern Ireland Consolidation Award by the end of the 12-month period which commences on the date of the Council's Notice of Decision.
2. You must notify the Council within 14 days of any social work/social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the Council with contact details of your employer.
3. You must provide a report from your employer every 6 months, starting 6 months after the undertakings come into effect and until you are released from the undertakings, about your overall performance at work.
4. You must inform the following parties that you are subject to undertakings under the Council's fitness to practise procedures, and disclose the undertakings listed at 1 – 3 above, to them:
 - i. Any organisation or person employing, contracting with, or using you to undertake social work or social care
 - ii. Any agency you are registered with or apply to be registered with (at the time of application)
 - iii. Any prospective employer (at the time of application)

Reasons for the Sanction

When reaching its decision the Council considered the following factors:

- Disregard for the Council's Standards of Conduct and Practice;
- Failure to complete the minimum of two requirements of the Northern Ireland Consolidation Award within the first three-year period of registration.

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

- Co-operation with the Council's investigation;
- Previous good history;
- Personal circumstances leading up to the incident(s).

Agreement

Having been advised of the consequences, and having been recommended to take independent advice, you agreed to the Undertakings detailed above. A record of the undertakings has been placed on your entry in the Register. Other than the restrictions detailed in the undertakings, your ability to practise is not affected.

Duration of undertakings

The undertakings will continue indefinitely. However, under Rule 13 (12) you can apply to be released from an Undertaking, and the Council will consider your request at that time.

Consequences of non-compliance with an undertaking

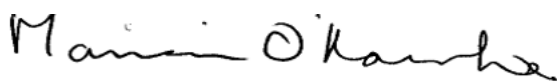
Under Rule 13 (13), if the Council receives information that you have not complied with an undertaking, or you fail to provide information to confirm compliance when requested, the Council may:

- (a) Refer the original allegations to the Preliminary Proceedings Committee; and
- (b) Treat the failure to comply with an undertaking as a separate allegation of impaired fitness to practise and refer this allegation to the Preliminary Proceedings Committee.

The onus is on you to provide any information or documentation to the Council outlined in the Undertaking. You must ensure that this is provided within the stipulated timeframe. Failure to provide agreed documentation on time will be treated as a failure to comply with the Undertaking, and may result in you being referred to the Preliminary Proceedings Committee.

Date of Effect

The undertakings come into effect on 1st December 2023.



1st December 2023

Director of Regulations and Standards

Date