

Notice of Decision of the Northern Ireland Social Care Council's Fitness to Practise Committee

Name: Sinead Douglas

SCR No: 6022864

NOTICE IS HEREBY GIVEN THAT the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **08 March 2024**, made the following decision about your registration with the Northern Ireland Social Care Council:

The Committee found the facts proved;

The Committee found that your fitness to practise is impaired by reason of your convictions;

The Committee decided to make an Order for removal of your registration from the Register ('a Removal Order').

Particulars of the Allegation:

That on the 08 September 2023, whilst being registered as a social care worker, under the Health and Personal Social Services Act (Northern Ireland) 2001(as amended), you were convicted of the following offences at the Magistrates' Court;

- 1. Defendant on 12th day of July 2019 unlawfully assaulted [redacted] contrary to section 42 of the Offences Against the Person Act 1861;
- 2. Defendant on 12th day of July 2019 assaulted [redacted] thereby occasioning her actual bodily harm, contrary to Section 47 of the Offences Against the Person Act 1861.
- 3. Defendant on 12th day of July 2019 assaulted [redacted] thereby occasioning her actual bodily harm, contrary to Section 47 of the Offences Against the Person Act 1861.
- 4. And upon the hearing of an appeal at the County Court on 10 October 2023, it was ordered that the convictions be affirmed.

And your actions, as set out above, show that your fitness to practise is impaired by reason of your conviction in the UK for a Criminal Offence.

Procedure:

The hearing was held under the fitness to practise procedure

Preliminary Matters

The hearing was held remotely and the Registrant was neither present nor represented. The Council was represented by Mr Peter Carson, Solicitor, Directorate of Legal Services.

Declarations of Conflict of Interest

The Chair of the Committee advised that none of the Committee Members had any conflict of interest with the case.

Service

Mr Carson told the Committee that the Notice of Hearing and hearing bundle were served on the Registrant's registered email address on 31 January 2024. He said that the Notice of Hearing advised the Registrant that the hearing would be held in person at the Northern Ireland Social Care Council ('the Council') offices and that an electronic delivery receipt was received on the same date.

Mr Carson said that the Committee Clerk telephoned the Registrant on 27 February 2024 and left a voicemail asking her to return her call to confirm if she would be attending the Fitness to Practise Hearing on 08 March 2024. A further email was issued to the Registrant on 29 February 2024, informing the Registrant that the hearing had been changed to take place remotely on 08 March 2024 and asked her to confirm if she had any objections to the hearing being held remotely.

Mr Carson advised that Committee that the zoom link for today's hearing was emailed to the Registrant on 07 March 2024 and she was again asked to confirm if she would be joining the hearing. He stated that the Registrant has not responded to any of the communications from the Council.

The Committee received legal advice from the Legal Adviser, and she referred the Committee to the requirements as set out in the Northern Ireland Social Care Council's Fitness to Practise (Amendment) Rules 2019 ('the Rules') and, in particular, Rule 3 which states that proof of service shall be treated as being effected on the day after it was properly sent.

The Committee, in all of the circumstances of the case, was satisfied that the Notice of Hearing had been served in accordance with Rule 3 and Paragraph 5 of Schedule 2 of the Rules.

Proceeding in the Absence of the Registrant

Mr Carson made an application to proceed in the absence of the Registrant, under Paragraph 15 of Schedule 2 of the Rules, and submitted that the Committee should hear and determine the case in the Registrant's absence. Mr Carson invited the Committee to conclude that the Registrant's absence was a voluntary waiver of her right to attend. He outlined to the Committee that, on 27 February 2024, the Committee Clerk had attempted to call the

Registrant and had left a voicemail message asking her to confirm if she would be attending the hearing. He said that the Registrant had received an email on 29 February 2024 informing her that the hearing was to be held remotely and that she received a link to join the hearing on 07 March 2024. He told the Committee that there had been no contact from the Registrant in response to the emails or the telephone call. He noted that there had been no request for an adjournment or for representation to be arranged. In light of this information, Mr Carson submitted that, in all of the circumstances, it was fair to proceed with the hearing in the Registrant's absence. Mr Carson further submitted that proceeding in absence was in the public interest, and also was justified to ensure the expeditious disposal of the hearing.

The Committee was mindful that the discretion to proceed in the absence of the Registrant should only be exercised with the utmost care and caution. In considering the application, the Committee sought to satisfy itself that all reasonable efforts had been made to notify the Registrant of the hearing, and accepted the advice of the Legal Adviser. She referred the Committee to the cases of R v Jones and GMC v Adeogba. She reminded the Committee that in exercising its discretion to proceed in the Registrant's absence, it must have regard to all of the circumstances, with fairness to the Registrant being of prime consideration, although fairness to the Council and the public interest must also be taken into account. She reminded the Committee to avoid reaching any improper conclusion about the Registrant's absence, and not to accept it as an admission in any way.

In considering the application to proceed in the absence of the Registrant. The Committee noted the various attempts by the Council to contact the Registrant and the lack of response from the Registrant. Taking account of all of the circumstances, the Committee considered there was no reason to suppose that an adjournment of the hearing would secure the Registrant's attendance at a later date, nor was there any request for such an adjournment or indication that the Registrant was seeking legal representation. Accordingly, the Committee was satisfied that the Registrant, with notice of the hearing, had voluntarily waived her right to attend. In addition, the Committee noted the serious nature of the Particulars of the Allegation faced by the Registrant, and concluded that the public interest was strongly engaged in this case.

For these reasons, the Committee considered that it was fair and appropriate to proceed in the absence of the Registrant.

Application to Admit Hearing Bundle

The Committee accepted the hearing bundle of documents into evidence, and marked it as Exhibit 1.

Evidence and Submission on Facts

Mr Carson told the Committee that there were no admissions of facts.

Mr Carson set out the background to the case. He told the Committee that the Registrant is registered on Part 2 of the Register. He said that she commenced work as a Home Care Worker with the Northern Health and Social Care Trust ('the Trust').

Mr Carson said that the Council received an Employer Referral Form ('ERF') from the Trust, dated 19 July 2019. The ERF provided an overview of the allegations, stating that:

"...An Altercation took place between the Homecare Workers and an exservice user's gran-daughter and the grand-daughter's partner. One of the Homecare Workers suffered an injury and one of the other parties suffered an injury, its not clear if it was the Grand-daughter or her Partner". [SIC]

The PSNI case summary confirmed that the incident occurred at the Northern Star licenced premises on 12 July 2019. The victim was the grand-daughter of a former Trust service user. The PSNI case summary advised that, on 12 July 2019, there had been a discussion with the victim about her grandmother. This upset the victim who then went outside to diffuse the situation. Mr Carson said that, whilst outside the bar, the Registrant is alleged to have approached the victim and attempted to speak to her. He said that the Registrant is then alleged to have smashed a glass into the left-hand side of the victim's face. The victim fell over onto her back and it is alleged that the Registrant then continued to assault the victim before members of the public intervened and stopped the attack.

The Registrant was interviewed twice by the PSNI in respect of the incident, the first time on 14 July 2019 and the second on 18 October 2019. During her first interview, the Registrant stated that she had consumed a lot of alcohol, and could not remember how the altercation started, nor the detail of what happened.

Mr Carson referred the Committee to the victim's witness statement. The victim alleged that she was 'rugby-tackled to the ground' and was punched on the face and head. The Registrant sustained a puncture wound to her face and suffered a fracture to her left ankle.

Mr Carson referred the Committee to the Certificates of Conviction, contained within the bundle, which sets out that the Registrant pleaded not guilty at Coleraine Magistrates' Court on 30 September 2022 and was convicted on 08 September 2023. The Registrant appealed her conviction and at a hearing on 10 October 2023, was sentenced, in total, to imprisonment for seven months, suspended for two years.

Mr Carson submitted that the Certificates of Conviction were conclusive proof of the facts, and that the Council had discharged the burden of proof in establishing the facts in this case.

Findings of Fact

The Committee heard and accepted the Legal Adviser's advice. In the course of that advice, she reminded the Committee that under Paragraph 12 (5) of Schedule 2 of the Rules, a Certificate of Conviction issued in any UK Criminal Court 'shall be conclusive proof of the facts or conviction so found'. She advised the Committee that a registrant could challenge a Certificate of Conviction only where there was evidence that it did not refer to the registrant, or where the conviction had been successfully challenged on appeal.

She advised the Committee that it was entitled to rely on the Certificates of Conviction to establish conclusively that the Registrant had been convicted of the offences as set out in the Particulars of the Allegation.

The Committee took into account the submission from Mr Carson on behalf of the Council, and had careful regard to all of the documentary evidence submitted. In reaching this decision, the Committee took into account the information in the ERF from the Registrant's employer, dated 19 July 2019, the PSNI case summary, the PSNI Registrant interview notes and the PSNI witness statements.

The Committee considered the facts contained in the Certificates of Conviction. The Committee noted that the Registrant did not dispute that she was the person named on the Certificates of Conviction. The Committee concluded that the Certificates of Conviction, confirmed on appeal, were conclusive proof of the convictions and the facts underlying them.

The Committee, therefore, found the facts proved.

Fitness to Practise

Mr Carson told the Committee that the Council had received no submission from the Registrant in relation to her alleged impairment of fitness to practise.

The Committee heard a submission from Mr Carson, who said that the Registrant's conviction for the offences of Assault Occasioning Actual Bodily Harm ('AOABH') and unlawful assault called into question her ability to work in social care services and to remain on the Register without restriction, or to be registered at all. He referred the Committee to the Standards of Conduct and Practice for Social Care Workers ('the Standards'), which he submitted the Registrant's criminal convictions breached as follows: 5 - 5.8.

Mr Carson told the Committee that the Registrant's behaviour fell well below the minimum standard expected of a registered social care worker and called into question her fitness to practise. He referred the Committee to Schedule 2, Paragraph 24 (3) of the Rules and the issues that the Committee should take into account when considering the matter of impairment. He submitted that consideration of insight was central when the Committee looked to whether the Registrant's behaviour was capable of remediation. He noted that the Registrant, when interviewed by the Police, denied any recollection of the events, referring to her consumption of alcohol. He referred the Committee to the details of the attack when the Registrant is alleged to have smashed a glass into the victim's face and then attacked her when she was defenceless on the ground. He noted that the Registrant pleaded not guilty to the charges of AOABH and unlawful assault. He said that the Registrant's lack of engagement with these proceedings demonstrated her lack of insight and remorse. He said that her behaviour brought the social care profession into disrepute.

Mr Carson further submitted that there remained a risk of repetition of the Registrant's criminal behaviour, and he noted the severe physical and mental impact of the Registrant's assault on the victim. He further submitted that public interest was engaged in this matter, and that public confidence in the social care workforce and in the Council would be undermined if a finding of impairment was not made. He submitted that this was a particularly violent and nasty attack, and that there was no other option but to consider that the Registrant's fitness to practise was impaired.

The Committee considered the submissions from Mr Carson on behalf of the Council and had regard to all of the evidence in the case. The Committee accepted the advice of the Legal Adviser. She referred the Committee to the Standards, and advised it to adopt a sequential approach when considering this issue. In particular, she asked it to take into account the nature and content of the criminal convictions against the Registrant, and reminded the Committee that it was being asked to determine whether the Registrant's fitness to practise was impaired because of these convictions. She referred the Committee to Paragraph 24 of Schedule 2 of the Rules, and the requirements as set out in the case of the GMC v Cohen, looking at the current competence and behaviour of the Registrant, along with the need to protect service users, members of the public, the upholding of proper standards of behaviour and maintaining of public confidence in the social care profession. She further referred the Committee to the findings of Dame Janet Smith in the 5th Shipman Report as regards the potential causes of impairment. She also referred the Committee to the case of CHRE v NMC & Grant 2011.

The Committee considered whether the Registrant's fitness to practise was impaired by reason of her convictions, as set out in the Particulars of the Allegation.

The Committee, in considering the issue of impairment of fitness to practise, took account of Paragraph 24 (3) of Schedule 2 of the Rules, which states that it should have regard to:

- (a) whether it is satisfied as to the reason for the alleged impairment of fitness to practise;
- (b) the Standards of Conduct and Practice issued by the Council under Section 9 of the Act;
- (c) whether the impairment is capable of remediation;
- (d) whether the impairment has been remediated;
- (e) the risk of repetition; and
- (f) the public interest.

The Committee noted that the Registrant's convictions for a AOABH and unlawful assault, on three counts, were very serious, and that they involved a violent assault on a member of the public who was a relative of a Trust service user.

The Committee had regard to the Standards and the Council guidance titled 'Making a Determination of Impaired Fitness to Practise: Guidance for Committees on Remediation' ('the Guidance'). The Committee was satisfied that the Registrant's actions were in breach of the following Standard:

Standards of Conduct

- 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.

The Committee noted that the assault on the victim was unprovoked and that the public had to intervene to assist the victim. The Committee considered that the Registrant's behaviour fell far short of what is expected from a registered social care worker.

The Committee had no information from the Registrant as regards any action which she had taken to remediate her behaviour. The Committee considered that such conduct was not easily remediable. The Committee took into account the serious harm that was caused to the victim, both physically and psychologically, which necessitated her attending hospital.

In view of the Registrant's lack of engagement to date, the Committee had no basis on which it could be satisfied that the Registrant had any insight into her criminal behaviour or that she would not repeat her actions in the future. The Committee noted that the Registrant, pleaded not guilty to the criminal charges, and determined that the Registrant demonstrated a complete lack of insight or remorse. The Committee noted there was no evidence to show the Registrant acknowledged the impact of her alcohol consumption on her actions. In all of the circumstances, the Committee considered there to be a continued high risk of repetition of her behaviour.

The Committee concluded that the Registrant's convictions for AOABH and unlawful assault brought the social care profession into disrepute. The Committee considered that the public would find it totally unacceptable that a registrant who had received convictions for these offences, which resulted in a victim sustaining physical and mental injuries, remained on the Register without restriction. The Committee considered that the public would be dismayed to learn that the Registrant knew that the victim was a relative of a service user.

In all of the circumstances, the Committee concluded that a finding of impaired fitness to practise was, therefore, necessary for the maintenance of public confidence in the social care profession and the upholding of proper standards and behaviour. The Committee determined that public confidence in the social care profession, and the Council as a regulator, would be undermined if a finding of impaired fitness to practise was not made.

Therefore, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of her criminal convictions.

Sanction

In reaching its decision on sanction, the Committee considered the submission of Mr Carson on behalf of the Council and had regard to all of the evidence in this case. Mr Carson referred the Committee to mitigating factors, and advised that the Registrant had no previous referrals to the Council and that she had the benefit of a previous good character and work history.

As regards aggravating factors, Mr Carson submitted that the Registrant's convictions for AOABH and unlawful assault could not be considered to be at the lower end of the spectrum of unacceptable behaviour. He said that the Registrant attacked the victim with a weapon, namely a glass, causing injuries which had the potential to be life threatening. He said the Registrant continued the attack after the victim was defenceless and this was only

stopped by members of the public. He noted the Registrant denied any recollection of carrying out the attack and that the victim was a relative of a service user.

Mr Carson said that the Registrant pleaded not guilty and noted that she has failed to engage with the regulatory process. He suggested that the Registrant's actions were fundamentally incompatible with remaining on the Register.

Mr Carson noted that this was a matter where the Registrant was convicted of a violent and nasty assault. He said that such was the level of the offence that the Registrant received a seven-month custodial sentence, suspended for two years.

Mr Carson submitted that the Registrant has shown no insight or remorse in relation to the impact both physically and psychologically that this attack has had on the victim. He said that it was the Council's view that the Registrant's violent criminal behaviour was incompatible with remaining on the Register. He said that it is the Council's belief that she presents a risk to service users and members of the public if she were permitted to remain on the Register, and this could result in public confidence in the Register being damaged.

Mr Carson submitted that the imposition of a sanction was appropriate and fair, and that the sanctions of a Warning, a Conditions of Practice Order or a Suspension Order would not be sufficient to protect the public nor satisfy the public concerns. He referred the Committee to paragraphs 2.3 and 2.4 of the Guidance, and suggested that the sanction of a Removal Order should be considered.

The Committee accepted the advice of the Legal Adviser. She referred the Committee to the Guidance, and reminded the Committee to consider the question of sanction in ascending order of severity, paying particular attention to the issue of proportionality.

She referred the Committee to Paragraph 26 of Schedule 2 of the Rules which provides that, upon a finding of impairment of fitness to practise, the Committee may:

- (a) impose no sanction; or
- (b) warn the Registrant and direct that a record of the warning should be placed on the Registrant's entry in the Register for a specified period of up to 5 years; or
- (c) make a Conditions of Practice Order for a specified period not exceeding 3 years; or
- (d) make an Order suspending the Registrant's registration for a specified period not exceeding 2 years (a 'Suspension Order'); or
- (e) make an Order for removal of the Registrant's registration from the Register ('a Removal Order').

She further reminded the Committee that in deciding which sanction to impose, the Committee should take into account:

- (a) the seriousness of the Particulars of the Allegation;
- (b) the degree to which the Registrant has fallen short of any expected standards;

- (c) the protection of the public;
- (d) the public interest in maintaining confidence in social care services; and
- (e) the issue of proportionality.

The Committee applied the principles of fairness, reasonableness and proportionality, weighing the public interest against the Registrant's interests, and taking into account any aggravating and mitigating factors in the case. The public interest includes the protection of members of the public - including service users, the maintenance of public confidence in the profession and the declaring and upholding of proper standards of conduct and behaviour within the profession. The Committee took into account its powers under Paragraph 26 of Schedule 2 of the Rules in relation to the sanctions available to it, and also had regard to the Guidance, bearing in mind that the decision on sanction was one for its own independent judgement.

The Committee recognised that the purpose of sanction is not to be punitive, although a sanction may have a punitive effect. The Committee considered the aggravating and mitigating factors in this case.

The Committee considered the mitigating factors to be:

- There have been no previous referrals as regards this Registrant to the Council; and
- The Registrant has the benefit of a previous good work history.

The Committee considered the aggravating factors to be:

- The Registrant was convicted of AOABH and unlawful assault serious criminal offences all of which were premeditated;
- The victim sustained physical and psychological harm which had the potential to be life threatening;
- The victim was a service user's relative:
- The Registrant's actions fell far below the expected standards of a social care worker;
- The Registrant has not engaged with the regulatory proceedings; and
- The Registrant failed to demonstrate insight and remorse into the impact of her criminal behaviour on the victim and public confidence in the profession.

Having balanced the aggravating and mitigating factors, and taking into account the interests of public protection and public interest, the Committee considered the aggravating factors outweighed the mitigating factors. Therefore, the Committee considered that a sanction was appropriate and proceeded to consider which sanction to apply in this case.

Warning – the Committee considered the issue of a Warning in this case. It bore in mind that the imposition of a Warning for a period of time would not protect the public from the risk of repetition, and consequent risk of harm to service users and members of the public. The Committee considered that the Registrant's criminal convictions were very serious and demonstrated a serious disregard for the Standards. The circumstances of the Registrant's impairment of fitness to practise were not at the lower end of the spectrum, nor were the

circumstances such that the Committee would be confident that this sanction would provide adequate public protection as far as the Registrant's suitability for registration was concerned. The Committee bore in mind that a Warning would entitle the Registrant to work as a social care worker. The Committee noted that the Registrant's criminal behaviour caused direct serious harm to a member of the public. Therefore, the Committee did not consider this to be a minor matter, and noted that the victim was a relative of a service user. The Registrant had not provided any evidence of insight into the harm which her behaviour had caused to the victim. In addition, the Committee had no evidence of rehabilitative steps taken by the Registrant, nor had she provided references or testimonials.

Conditions of Practice Order – the Committee next considered a Conditions of Practice Order.

The Committee determined that a Conditions of Practice Order would not be sufficient to meet the public interest in this matter, given the seriousness of the Registrant's departure from the standards expected of a registered social care worker. The Committee noted that there were no concerns with the Registrant's practice. However, the Committee had no information as regards the Registrant's current employment. The Registrant's criminal behaviour occurred outside of the work place, involved the relative of a service user and caused serious physical and psychological harm. In these circumstances, the Committee could not formulate workable, enforceable or verifiable conditions which would address the Registrant's behaviour and adequately address the public interest.

Suspension Order – the Committee next considered a Suspension Order. The Committee noted that it had made findings at the facts and impairment stages of the proceedings which were of a very serious nature, and that the Registrant's actions fell far below the standards to be expected of a registered social care worker.

The Committee carefully considered the issue of proportionality, and whether suspension would address the concerns which it had identified. The Committee noted Paragraph 4.19 of the Indicative Sanctions Guidance, which states:

'4.19 Suspension from the Register may be an appropriate sanction for impairment which while very serious, is not so serious as to justify removal from the Register; for example, where there has been an acknowledgment of failings and where a Committee is satisfied that the behaviour is unlikely to be repeated, and the Registrant has no psychological or other difficulties preventing them from understanding and seeking to remedy the failings and the failings are realistically capable of being remedied, then suspension may be appropriate.'

The Committee had no evidence before it of remediation by the Registrant, nor had it any information to indicate that the Registrant was unlikely to repeat her criminal behaviour in the future. The Committee considered that the Registrant had failed to express any insight or remorse, particularly in relation to the seriousness of her criminal convictions and the impact on the victim and the public. The Committee had no evidence from the Registrant, nor did she engage with the Council in any way. The Committee considered the public interest in this matter. The Committee considered that the public would perceive the Registrant's criminal behaviour as falling far short of what would be expected of a registered social care worker. In all of the circumstances, the

Committee concluded that a Suspension Order would not be sufficient to address the seriousness and unacceptability of the Registrant's criminal convictions.

Removal Order – the Committee then considered a Removal Order. In considering this, the Committee took into account the Guidance at 4.26 – 4.28. It concluded that, given the seriousness of the Registrant's criminal convictions and her lack of insight, remorse and remediation of her failings, a Removal Order was the only sanction appropriate to protect the public and to maintain public confidence in the social care profession and the Council as its regulator. The Committee considered that the Registrant's actions constituted a serious departure from the professional standards as set out in the Standards of Conduct and Practice for Social Care Workers, and were fundamentally incompatible with continued registration. The Registrant's criminal behaviour involved a violent assault on a servicer user's granddaughter and brought the social care profession into disrepute. The Registrant showed no insight or remorse, had taken no remedial action and had failed to engage with the Committee in relation to today's hearing. In all of the circumstances, the Committee concluded that a Removal Order was the only sanction available to it that would protect the public and meet the public interest in upholding confidence in the social care profession and its regulator, by marking the seriousness and unacceptability of the Registrant's actions.

The Committee did take into account the Registrant's previous good work history. However, the Committee had no information from the Registrant as regards the impact upon her of any restriction on her registration, nor was it provided with any testimonials or references for consideration.

The Committee considered that public confidence in the social care profession, and the Council as its regulator, would be undermined if a social care worker who was criminally convicted of AOABH and unlawful assault and who failed to show any insight or remediation, was allowed to remain on the Register. The Committee considered a Removal Order to be a suitable, appropriate and proportionate sanction, which was imposed on the Registrant's registration with immediate effect.

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.

You should note that the Fitness to Practise Committee's decision takes effect from the date upon which it was made.

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

You are prohibited from working as a social care worker in any of the following 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 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; or
 - 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 Council (Social Care Workers Prohibition) and Fitness of Workers Regulations (Northern Ireland) 2013 and the Northern Ireland Social Care Council (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. This does not affect your right to appeal the Committee's decision to the Care Tribunal. You are prohibited from working in a social care role until a successful application for restoration onto the Register has been made to the Council.

Chennedy		13 March 2024
Committee Clerk	Date	