

Notice of Decision

Registrant	Belinda Jane Doyle
Registration number	7007818
Part of Register	Part 2 – Day Care Worker
Sanction	Warning to remain on your registration for a period of 4 years
Date of Effect	3rd October 2024

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 Caution 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 4 years.

Caution in the United Kingdom

That whilst being registered as a social care worker, on 3rd November 2023, you were cautioned for the following offence:

- [You], on the 22nd September 2021, assaulted a Service User under your care, 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 1: As a social care worker, you must protect the rights and promote the interests and wellbeing of service users. This includes:

- 1.1 Treating each person as an individual;
- 1.2 Treating people with consideration, respect and compassion;
- 1.3 Empowering service users and carers to communicate their views, needs and preferences, taking account of their preferred language and form of communication;
- 1.4 Respecting and, where appropriate, representing the individual views and wishes of both service users and carers;
- 1.5 Supporting service users' right to control their lives and make informed choices about the services they receive;
- 1.6 Gaining consent as appropriate from service users before you provide care or services, in line with your employer's procedures and any statutory requirements;
- 1.7 Explaining your role, the purpose of your involvement and the reasons for any decision you make;
- 1.8 Respecting and maintaining the dignity and privacy of service users;

Standard 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;
- 5.7 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.

Standard 6: As a social care worker, you must be accountable for the quality of your work and take responsibility for maintain and improving your knowledge and skills. This includes:

- 6.1 Meeting relevant standards of practice and working in a lawful, safe and effective way;

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 4 years.

Reasons for the Sanction

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

- Your Caution for 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, a Service User in your care, who suffered a large skin tear on her arm as a result of your actions.
- 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:

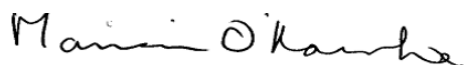
- While you may have been reckless or negligent in the actions that led to you being cautioned for assault occasioning actual bodily harm, the Council is satisfied that you did not deliberately intend for any harm to come to the service user.
- The behaviour that led to the Caution seems to have been an isolated event, and you have not been brought to the attention of the Council for any other reason previously. The Council therefore views this as evidence of previous good conduct and behaviour.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning. A record of the warning has been placed on your entry in the Register for a period of 4 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 3rd October 2024.



Director of Regulation and Standards

Date 03.10.2024