

Notice of Decision

Registrant	Jennifer Elizabeth Turtle
Registration number	1014727
Part of Register	Part 1 – Qualified Social Worker
Sanction	Warning to remain on your registration for a period of 4 years
Date of Effect	27th March 2025

This is a notice of decision of the Northern Ireland Social Care Council (the Council).

Decision

The Council has decided:

1. That there is sufficient evidence to conclude that there is a realistic prospect that your Fitness to Practise is impaired by reason of Misconduct, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise 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.

Misconduct

That whilst being registered as a Qualified Social Worker you:

- (a) On the 30th September 2023 without lawful excuse damaged ornamental lamp and door belonging to [REDACTED] intending to damage such property or being reckless as to whether such property would be damaged contrary to Article 3(1) of the Criminal Damage (Northern Ireland) Order 1977 and the offence is aggravated by reason of involving domestic abuse, contrary to section 15 of the Domestic Abuse and Civil Proceedings Act (Northern Ireland) 2021;
- (b) On 02nd July 2024, you pleaded guilty to the above offence at the Magistrates' Court. You received a Conditional Discharge for 1 year.

And your actions as set out at (a) and (b) above show that there is a realistic prospect that your fitness to practise is impaired by reason of your misconduct.

Reasons

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

- Your actions were inappropriate, and constituted a criminal offence.
- You attended at the home of a person known to you in your personal life, where an incident ensued. This culminated in your commission of an aggravated criminal damage offence.
- The public has the right to expect that social workers, in whom it places its trust and confidence, to uphold the law and not to 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 Workers

The Standards of Conduct for Social Workers that your behaviour has breached are as follows:

Standard 5: As a social 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 of work, which would call into question your suitability to work in social care services.

The Standards of Practice for Social Workers that your behaviour has breached are as follows:

Standard 1: As a social worker, you must manage your role as a professional social worker.

This includes:

- 1.5 Reflecting on the impact of your own values and experiences on practice with different groups of service users and carers.

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:

- The Council has considered the Court Order Certificates, confirming your guilty plea and court outcomes;
- You made the decision to attend at the other person's home, for the purposes of having an argument with the other person. An incident then ensued; which culminated in you committing criminal damage.
- You have shown only very limited insight into the matter; with no insight shown in relation to the public perception of your commission of the offence.

- You have not indicated any remorse, nor provided the Council with assurances as to your future conduct in respect of the other party.
- The Council has considered your fitness to practise record. You were previously issued with a 2-year warning in 2019 for another out-of-work incident. We consider this to be an aggravating factor when issuing this sanction.
- Your behaviour constitutes a disregard for the Standards of Conduct and Practice for Social Workers.
- Your actions are capable of undermining public confidence in the social work profession.

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

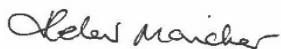
- You self-referred the concerns to the Council at an early stage.
- You provided mitigation on your behalf, which the Council has fully considered in reaching this decision.
- The matter relates to an out-of-work incident only. It does not involve service users; and there are no concerns about your Social Work practice with service users.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 21st March 2025. 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 27th March 2025. A record of the warning has been placed on your entry in the Register for a period of four years, and does not affect your ability to practice.



Helen McVicker
Co-Director of Regulation and Standards (Interim)

Date 27/03/2025