

Notice of Decision

Registrant	Lauren Elizabeth Elder
Registration number	7008402
Part of Register	Part 2 – Day Care Worker
Sanction	Warning to remain on your registration for a period of 3 years
Date of Effect	2 nd April 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 3 years.

MISCONDUCT

On 26th January 2024, on your application to NISCC to be registered as a Social Care Worker, you failed to disclose a Criminal Conviction – namely that you were convicted of causing grievous bodily injury by careless driving without due care and attention at Coleraine Magistrates Court on 14th September 2024, in relation to an incident that occurred on 21st October 2020.

On a date in or around 18th April 2024 to 24th April 2024, you also failed to declare the same conviction to a prospective employer, namely MPA Recruitment.

Reasons

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

- Service users have the right to expect that the people who provide them with care and support to be honest and trustworthy and communicate in an appropriate, open, accurate and straightforward way. By failing to disclose criminal convictions relevant to your registration, you have not been honest, open and transparent. This constitutes an impairment to your fitness to practise.
- 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 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;

2.2 Communicating in an appropriate, open, accurate and straightforward way;

Standard 5: As a social care worker you must uphold public trust and confidence in social care services. In particular you must not:

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;

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 3 years.

Reasons for the Sanction

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

- You received a criminal conviction for causing Grievous Bodily Injury by Carless Driving without due care and attention.
- You dishonestly failed to declare the conviction to NISCC on your application to be registered as a Social Care Worker.
- You dishonestly failed to declare the same conviction to a prospective employer, namely MPA Recruitment, at the relevant opportunity.
- That you knowingly and intentionally failed to declare the conviction despite having numerous opportunities to do so, showing a propensity for dishonesty.

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

- No practise concerns have been raised by employers throughout your current and previous periods of Registration from 2020-2024.
- You have made admissions and a self-declaration to NISCC once the issue was raised by MPA Recruitment to NISCC.
- You have engaged in the Fitness to Practise process throughout and provided NISCC with a written reflective account in which you expressed regret and insight into your failure to disclose, and gave assurances that there would be no repeat of this behaviour.

Consent

Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 1st April 2025. A record of the warning has been placed on your entry in the Register for a period of 3 years and does not affect your ability to practise.

Date of Effect

This warning comes into effect on 2nd April 2025.

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2nd April 2025

Co -Director of Regulation and Standards (Interim)

Date