



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

REDACTED

**Name:** Heather Ann McCarroll

**SCR No:** 6025484

**NOTICE IS HEREBY GIVEN THAT** the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **07 and 08 May 2025**, 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 misconduct and convictions in the United Kingdom for criminal offences;**

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

### **Particulars of the Allegation:**

That, whilst being registered as a social worker under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended), and whilst employed by Northern Health & Social Care Trust as a social worker:	
1.	From in and about November 2021, due to circumstances surrounding your personal life and lifestyle, [REDACTED] as a result of the concerns regarding your lifestyle. The aforementioned conflicts with the professional expectations and judgements required to be demonstrated in your role as a social worker.
2.	On 13 October 2022, at a [REDACTED], you presented in a volatile manner and, at one point, issued a threat 'to kill' [REDACTED], and expressly asked that your threat be noted in the minutes of the meeting.
3.	On 24 October 2023, you were convicted at the Magistrates' Court of the following offences:
	(a) [You] on the 6th day of September 2022, unlawfully assaulted [Witness 3] contrary to section 42 of the Offences Against the Person Act 1861;
	(b) [You] on the 6th day of September 2022 unlawfully assaulted [Witness 1] contrary to section 42 of

		the Offences Against the Person Act 1861;
	(c)	[You] on the 6th day of September 2022, unlawfully assaulted [Witness 2] contrary to section 42 of the Offences Against the Person Act 1861;
	(d)	[You] on the 6th day of September 2022, unlawfully assaulted [Witness 5] contrary to section 42 of the Offences Against the Person Act 1861;
	(e)	[You] on the 6th day of September 2022, without lawful excuse damaged a bathroom belonging to JET2 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;
	(f)	[You] on the 6th day of September 2022, recklessly or negligently acted in a manner likely to endanger an aircraft, or any person in an aircraft contrary to Article 240 of the Air Navigation Order 2016;
	(g)	[You] on the 6th day of September 2022 entered an aircraft when drunk or were drunk in an aircraft contrary to Article 242(1) of the Air Navigation Order 2016; and
	(h)	[You] on the 6th day of September 2022, behaved in a threatening, abusive, insulting or disorderly manner towards a member of the crew of an aircraft contrary to Article 245(b) of the Air Navigation Order 2016.
And your actions as set out in 1 and 2 above show that your fitness to practise is impaired by reason of your misconduct.		
And your actions as set out at 3 above show that your fitness to practise is impaired by reason of your conviction in the United Kingdom for criminal offences.		

## Procedure

The hearing was held under the fitness to practise procedure.

## Preliminary Issues

The fitness to practise hearing was held at the Council's offices in James House, Belfast. The Registrant was not in attendance, nor was she represented. The Council was represented by Ms Sinead Owens, Solicitor, Directorate of Legal Services.

## Declarations of Conflict of Interest

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

## **Service**

Ms Owens told the Committee that the Notice of Hearing and hearing bundle were sent by Special Delivery post on 26 March 2025 to the Registrant's last known address as it appears on the Register, and that the package was received and signed for by the Registrant on 27 March 2025.

The Committee received legal advice from the Legal Adviser, and he referred the Committee to the requirements as set out in the Northern Ireland Social Care Council's ('the Council') Fitness to Practise (Amendment) Rules 2019 ('the Rules') and, in particular, Rule 3 and Paragraph 5 of Schedule 2.

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 of the Rules and the requirements of Paragraph 5 of Schedule 2 of the Rules.

## **Proceeding in the Absence of the Registrant**

Ms Owens made an application to proceed in the absence of the Registrant.

Ms Owens told the Committee that a Committee Clerk called the Registrant on 01 May 2025, and left a voicemail asking her to return the call to confirm her attendance at the hearing scheduled for 07 and 08 May 2025. Ms Owens said that the Registrant had not responded to either the service letter or voicemail, and that she had not provided any reason for her non-attendance. Ms Owens invited the Committee to conclude that the Registrant's absence was a voluntary waiver of her right to attend. She further submitted that it was in the public interest for there to be an expeditious disposal of the hearing. She noted that the Registrant had not made a request for an adjournment. Ms Owens submitted that any disadvantage to the Registrant would be outweighed by a fair and expedient hearing. Ms Owens also highlighted that a witness had made themselves available and was ready to give evidence.

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. He referred the Committee to the cases of R v Jones and Adeogba v GMC. He 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. He 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.

The Committee reminded itself that fairness to the Registrant should be a prime consideration. The Committee concluded that the Registrant had voluntarily absented herself from the hearing. There was no reason to suppose that an adjournment of the hearing would secure the Registrant's attendance at a later stage. In addition, the Committee noted the serious nature of the Allegation faced by the Registrant, and that the Council intended to call a witness in support of its case. The Committee considered that it was important to conclude the

case while the memories of the witness were still fresh and, given the seriousness of the Allegation, that the public interest was also strongly engaged.

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 admitted the hearing bundle into evidence, and marked it as Exhibit 1.

### **Background**

The Registrant is registered on Part 1 of the Social Care Register as a qualified social worker.

The Committee heard from Ms Owens that the Council received three separate Employer Referral Forms ('ERF') from the Registrant's employer, the Northern Health and Social Care Trust ('the Trust'), concerning the Registrant. The first referral was submitted by the Registrant's line manager in or around November 2021 (noted to have an erroneous date of 02 November 2022). The referral raised concerns around the Registrant's personal life and lifestyle, including issues relating to [REDACTED]. The first referral was updated on 14 February 2022, and it detailed that the investigation was ongoing and that [REDACTED]. The Committee also noted that the Registrant had informed the Trust that she [REDACTED], and she also refuted all allegations in respect of [REDACTED].

A further referral from the Registrant's line manager was received, detailing that the Registrant had been suspended on a precautionary basis on 13 July 2022 due to '*...ongoing concerns in respect of her private life and the impact on her as a front line social worker...*'. It further detailed that [REDACTED] and that the investigations were ongoing. The referral contained the following update:

*'[The Registrant] is under significant stress from the events in her personal life which has led to [REDACTED]. [REDACTED] and continues to be of the view [REDACTED] in her circumstances. [REDACTED].*

*In July 2022 [the Registrant] attended voluntarily to the PSNI in respect of the following which remains on going and file is with the PPS.*

*5 x common assault charges on an aircraft*

*Smoking on board the aircraft*

*Disruptive behaviour on an aircraft*

*Drunk on board an aircraft*

*Endangering an aircraft and the life of others on board the aircraft' [sic]*

The Committee further noted that the same referral detailed that the Registrant was a '*...social worker on a front line Looked After Children's team...*' and that '*...her case load deals with issues that [REDACTED]...*' [sic]

A referral was received from Witness A, who was at the time a social work service manager in the Trust, with responsibility for chairing a [REDACTED] on 13 October 2022. It was detailed that [REDACTED], and Witness A

stated, '*...I was concerned about her presentation and fitness to practice. [The Registrant] showed limited insight into the worries / concerns presented in respect of risk which brings into question her professional ability to safely manage risk for children and families and her presentation throughout the meeting was concerning in regards to her volatility with her at one point issuing a threat "to kill" [REDACTED] and expressly asking her threat to be noted in the minute of the meeting.*' [sic]

In respect of harm or risk of harm, the referral stated that '*Her cases deals with issues that [REDACTED]. Concerned re how she will be able to [REDACTED] whilst needing to manage support and advice in a professional capacity given her role is to assess and manage risk to children, the concern is how does she safely do [REDACTED].*' [sic]. The Committee noted that the said referral was electronically signed by Witness A, and dated 10 January 2023.

The Committee had regard to redacted minutes, signed by Witness A and dated 09 November 2022, which contained the following excerpt: '*[The Registrant] also wanted it noted that she would kill [REDACTED] if [REDACTED].*'

## **Evidence**

The Committee heard oral evidence from Witness A, who was the author of the ERF dated 10 January 2023, and she adopted her statement dated 20 November 2024.

The Committee had regard to all of the evidence in Exhibit 1, and the submission made by the Council.

## **Findings of Fact**

Ms Owens told the Committee that the Registrant had not made any formal admission to the Allegation, and she provided the background to the referral forms as detailed above. She said that the ERFs were cogent evidence from a reliable source. She highlighted the references to a lack of insight and concerns about [REDACTED]. Ms Owens said that Particular 1 and Particular 2 related to impaired fitness to practise on grounds of misconduct, whereas Particular 3 related to impaired fitness to practise on grounds of convictions.

Ms Owens told the Committee that the Registrant had pleaded guilty to the criminal charges as detailed at Particular 3. She successfully appealed the sentence and, on 06 November 2023, a sentence of four months' imprisonment, suspended for two years, was imposed. Ms Owens highlighted that the suspended sentence would expire in November 2025.

Ms Owens said that there has been a huge public interest in the Registrant's convictions, including national media coverage in which the Registrant was referred to as a social worker. Ms Owens directed the Committee to an article in the Daily Mirror, dated 26 October 2023.

Ms Owens referred the Committee to the documentation received from the Airport Police and the PSNI. She further referred to the witness statements, case summary and the Airport Police report. Ms Owens highlighted the Registrant's unruly and abusive behaviour on board the plane. She drew attention to the Registrant's use of

the intercom system, and the resultant difficulties experienced by the captain in hearing the air traffic control communications. She further drew attention to the danger posed by the Registrant to cabin crew and passengers. She specifically referenced the Registrant punching a cabin crew member in the throat. She said that the entirety of the evidence painted '*quite a harrowing picture*'. Ms Owens specifically referred to the captain's witness statement, which highlighted the impact of the Registrant's actions in relation to protocols to be followed and the important and harrowing context of this incident. She also highlighted the long-standing impact on all of those on board, both staff and passengers.

Ms Owens said that the Council relies on the oral evidence of Witness A in respect of Particular 2, and also for the purposes of underpinning the concerns relating to Particular 1. She said that the ERFs confirm that [REDACTED] relating to the Registrant's lifestyle.

In respect of Particular 2, Ms Owens said that Witness A's evidence was corroborated by the minutes of the relevant meeting.

In respect of Particular 3, Ms Owens said that the Council seeks to rely on the certificates of conviction as conclusive proof.

The Committee received advice from the Legal Adviser. He reminded the Committee that the burden of proof was on the Council, and that the standard of proof was the balance of probabilities. He told the Committee that the certificates of conviction are conclusive proof unless the Registrant can demonstrate that she is not the person to whom they relate or that they have been successfully appealed. The Legal Adviser said that misconduct must be serious. He also told the Committee to carefully review the witness evidence, and to exercise caution in respect of hearsay evidence.

**Particular 1: From in and about November 2021, due to circumstances surrounding your personal life and lifestyle, [REDACTED] as a result of the concerns regarding your lifestyle. The aforementioned conflicts with the professional expectations and judgements required to be demonstrated in your role as a social worker.**

In respect of Particular 1, the Committee considered the documentary evidence to be from a reliable source and part of a recognised referral process. It noted that there were errors with regard to the dates on the ERFs but, notwithstanding this, that the content of the documents provided clear and cogent evidence in respect of Particular 1. The Committee was satisfied that [REDACTED] as a result of concerns regarding the Registrant's lifestyle. The Committee specifically noted that there were concerns regarding [REDACTED]. [REDACTED], the Committee drew an inference that there were well substantiated concerns regarding [REDACTED]. The Committee had regard to the oral evidence of Witness A. It found her evidence to be credible. She gave specific detail around the Registrant not engaging in [REDACTED]. She told the Committee that she was concerned by the Registrant's lack of insight into the concerns regarding [REDACTED], her lifestyle and not agreeing with the level of risk identified by the Trust. Witness A told the Committee that her concerns extended beyond [REDACTED] and led her to question how the Registrant could make professional decisions or assessments of

risk as a social worker in a frontline Looked After Children's team. She described being very concerned, to the point where she escalated the matter to senior management. Witness A also advised that the Registrant had no insight into the situation which she faced, and did not understand why the Trust was taking action.

The Committee carefully considered the 'professional expectations and judgements required to be demonstrated' by a social worker. It had particular regard to Standard 5.7 (unnecessary risks) and Standard 5.8 (suitability to work in social care) of the Standards of Conduct and Practice for Social Workers. In the Committee's view, the circumstances relating to the Registrant's personal life and lifestyle, [REDACTED], and concerns regarding her inability to identify and assess risk conflicted with her role as a social worker.

Having regard to the entirety of the evidence, the Committee found Particular 1 proved.

**Particular 2: On 13 October 2022, at a [REDACTED], you presented in a volatile manner and, at one point, issued a threat 'to kill' [REDACTED], and expressly asked that your threat be noted in the minutes of the meeting.**

Witness A gave oral evidence consistent with the ERF relating to a threat made by the Registrant during a meeting chaired by Witness A, [REDACTED] on 13 October 2022. Witness A told the Committee that the Registrant's behaviour and demeanour during the meeting was heightened, volatile and very concerning. She also said that the Registrant had a fixation on [REDACTED]. It was in this context that the Registrant issued a threat to kill a specific [REDACTED], and expressly requested that the threat be noted in the minutes of the meeting. In response to a question from the Committee, Witness A said that she had referred the matter to her senior management, but that she understood that it was not reported to the Police.

As detailed above, the Committee found Witness A's evidence to be credible. Her oral evidence was consistent with her statement. The Committee was satisfied that the Registrant had presented in a volatile manner, issued a threat to kill, and expressly asked it to be noted in the minutes of the meeting. Accordingly, the Committee found Particular 2 proved.

**Particular 3:** Particular 3 related to the Registrant being convicted at the Magistrates' Court on 24 October 2023 in respect of four unlawful assaults; one count of criminal damage; one count of acting in a manner likely to endanger an aircraft or any person in an aircraft; entering an aircraft when drunk or being drunk in an aircraft; and behaving in a threatening, abusive, insulting or disorderly manner towards a member of the crew of an aircraft.

The Committee had regard to the certificates of conviction in respect of each of the offences referred to above. It specifically noted that the Registrant successfully appealed the sentence only. She was sentenced on 06 November 2023 to four months' imprisonment, suspended for two years. The Committee was satisfied that the convictions were conclusive proof of Particular 3. Accordingly, Particular 3 was found proved.

## **Fitness to Practise**

Ms Owens submitted that the Registrant's fitness to practise is currently impaired owing to misconduct and convictions. She said that the Registrant's behaviour fell well below the standards expected of a social worker, and that the circumstances of this case call into question her suitability to remain on the Register. Ms Owens said that trust and confidence in the profession would be damaged if the Registrant's fitness to practise was found not to be impaired.

In respect of the Standards of Conduct and Practice for Social Workers, Ms Owens opined that the Registrant had breached Standards of Conduct 5, 5.7, 5.8, 6, 6.3, 6.6 and 6.12.

In relation to remediation, Ms Owens told the Committee that there has been no engagement with the Council and no evidence of insight or remorse. She stated that as a consequence, without remediation, there is an ongoing risk of repetition.

Ms Owens said that the Registrant's behaviour was very serious, and that she remains subject to a suspended sentence as a result of a prolonged, concerning incident on board a JET2 flight. Ms Owens again highlighted the substantial and widespread media coverage of the incident. She said that the Registrant's behaviours would cause the public to be shocked if the Registrant was deemed fit to practise as a social worker.

The Committee received advice from the Legal Adviser. He referred to Rule 4 and Paragraph 24 (3) of Schedule 2 to the Rules. He reminded the Committee of the need to consider current impairment, and referenced the case of CHRE v Grant. The Legal Adviser also reminded the Committee of the need to consider the public interest, including the need to uphold proper professional standards and public confidence in the profession and the regulator.

The Committee was satisfied that the facts as found proved amount to misconduct. The Committee, therefore, moved on to consider whether or not the Registrant's fitness to practise was impaired on the grounds of misconduct and conviction. The Committee considered that the Registrant's actions had breached the following Standards:

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

- 5.7 Put yourself or other people at unnecessary risk; or
- 5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

In considering whether the impairment would be capable of remediation, the Committee was of the view that the Registrant's misconduct and convictions are very serious matters. Taken collectively, they involved multiple incidents relating to violence, threats of violence and putting other persons at risk of harm. They occurred in different settings on different dates across a period of time. It was the Committee's view that notwithstanding the very serious nature of the Allegation, it was capable of remediation. However, the Committee was also of the



view that any such remediation would be difficult, and would require compelling evidence in respect of insight and remorse. There was no such evidence before the Committee. It was noted that the Registrant had pleaded guilty to the criminal offences, but there was no evidence of any apology or contrition. In the circumstances, the Committee concluded that there was no remediation evidenced and that there remains a high risk of repetition, which could result in harm to others.

The Committee considered that the public interest was significantly engaged in the very serious circumstances of this case. It noted that the Registrant remains subject to a suspended custodial sentence until November 2025. The Committee further considered that an average member of the public who was aware of the detail relating to the Registrant's misconduct and convictions would be shocked or troubled if a finding of impairment was not made.

The Committee determined, therefore, for the reasons as set out above, that the Registrant's fitness to practise is currently impaired on grounds of both misconduct and conviction.

## **Sanction**

Ms Owens addressed the Committee in relation to mitigation and sanction. She said that there had been no previous referrals to the Council regarding the Registrant, and that the Registrant had pleaded guilty to all of the relevant criminal offences. She also noted that no service users were harmed and that all of the incidents occurred outside of the workplace.

Ms Owens added that misconduct demonstrates a serious disregard of the standards for a social worker. She said that the Registrant is currently serving a suspended sentence until November 2025 in respect of the convictions, which she said were serious, and submitted that there has been a lack of regret and insight, and that the reputational damage to the profession and the Council was evidenced by media reporting.

Ms Owens also referred the Committee to paragraphs 2.4 and 4.7 of the Northern Ireland Social Care Council Indicative Sanctions and Use of Interim Orders: Guidance for Fitness to Practise Committees 2017 ('the Guidance'), which includes comment on the consideration to be given to repeated behaviours and the need to have regard to the overall reputation of the profession.

Ms Owens addressed the Committee on the appropriate sanction. She said that no sanction, a Warning or a Conditions of Practice Order would not satisfactorily mark the seriousness of the misconduct and convictions. She further addressed the Committee in respect of suspension. She said that this would require an acknowledgment of the relevant failings and the absence of any risk of repetition. She further said that in the circumstances of this case, there had been no such acknowledgment and that the risk of repetition remained. Ms Owens said that the Registrant's actions are fundamentally incompatible with being a social worker, and that the only appropriate sanction was a Removal Order. She also said that this was necessary to uphold the public interest, including confidence in the social work profession, and that there was no other way to protect the public.

The Committee received advice from the Legal Adviser. He reminded the Committee that the appropriate sanction, if any, is a matter for its own independent judgement. He said that in making its determination, the Committee should consider the least restrictive sanction first before moving on to consider the other available sanctions, and that regard should be had to the principle of proportionality.

The Committee identified the following mitigating factors:

- No previous referrals to the Council; and
- The Registrant pleaded guilty to the relevant criminal offences.

The Committee identified the following aggravating factors:

- Lack of insight into the Registrant's serious departure from the standards expected of social workers;
- Lack of regret for her actions, which spanned multiple incidents on multiple dates;
- The Registrant's actions put other persons at risk of harm;
- Failure to cooperate with the Council's investigation; and
- The Registrant received a four-month custodial sentence, suspended for two years, which remains live until November 2025.

The Committee carefully considered all of the available evidence, both oral and documentary, together with the submissions of Ms Owens. It also had careful regard to the Guidance.

The Committee went on to consider the appropriate sanction. The Committee took the view that the Registrant's actions fell well below the standard of a registered social worker. The Committee noted that the Registrant's actions included violence, threat of violence, criminal damage, and disorderly behaviour. The relevant incidents occurred in different settings, and all involved putting others at risk of harm. The Committee noted the comments of the Judge as contained in a contemporaneous media article relating to the aeroplane incident. He was reported to have said, *'there are too many of these incidents'*, and described her actions as *'possibly the worst form of behaviour that I have come across'*. The Committee further noted the comments of the relevant cabin crew member, who said in her witness statement to the Police, *'as a result of this experience I have requested my manager if I can step down from my position as the cabin crew manager, because I found the experience so traumatic' [sic]*. The aircraft captain said in his witness statement that as a result of the Registrant's actions, there was potential for him to have missed a call from air traffic control, and he also detailed that he had to land the aircraft whilst the cabin was not secure, again owing to the Registrant's actions.

It is the Committee's duty to protect the public from the risk of harm and to uphold proper standards of conduct, so as to maintain public confidence in the profession. Accordingly, the Committee determined that a sanction was required, and that to impose no sanction would fail to mark the seriousness of the convictions and misconduct.

**Warning** – the Committee considered the issue of a Warning in the case. The Committee determined that a Warning was not appropriate. The Committee did not consider that the Registrant's behaviour is at the lower end of the spectrum of impairment. The Committee was concerned by the extent of the Registrant's criminal convictions and misconduct. As a result, the Committee was not confident that a Warning would provide adequate public protection as far as the Registrant's suitability to work as a social worker is concerned.

**Conditions of Practice Order** – the Committee next considered a Conditions of Practice Order. The Committee determined that given the lack of engagement from the Registrant at this hearing and the seriousness of her actions, conditions of practice could not be determined which would be relevant, proportionate and workable. The Committee also concluded that a Conditions of Practice Order would not be sufficient to uphold the public interest, given the significant departure by the Registrant from the standards expected of a registered social worker.

**Suspension Order** – the Committee next considered a Suspension Order. The Committee noted that it had made findings at the findings of fact and impairment stages of the proceedings which were of a serious nature, and related to the Registrant's breaching of fundamental tenets of the social work profession.

The Committee considered that in the absence of any insight or remediation, the Registrant's convictions and misconduct evidenced behaviour that is fundamentally incompatible with continued registration as a social worker. The multi-faceted nature of the Registrant's actions comprised violence, threat of violence, disorderly behaviour, and criminal damage. They demonstrate a complete disregard for the Standards of Conduct and Practice for Social Workers, and are incompatible with continued registration. The Committee determined that a Suspension Order would not address the risk of repetition as identified above. The Committee had no evidence of insight, regret or remediation. In all of the circumstances, the Committee concluded that a Suspension Order would be insufficient to mark the seriousness of the Registrant's actions, and would fail to uphold the public interest.

**Removal Order** - the Committee then considered a Removal Order. In considering this sanction, the Committee took into account the Guidance at Paragraphs 4.26 – 4.28. The Committee considered that the Registrant's actions constitute a serious departure from the professional standards as set out in the Standards of Conduct and Practice for Social Workers. These actions bring the social work profession into disrepute. As detailed above, in the absence of insight, regret and remediation, the Registrant's actions are fundamentally incompatible with continued registration. In all of the circumstances, the Committee concluded that a Removal Order was the only sanction available to it that would adequately protect the public and uphold the public interest. It was also appropriate and proportionate to mark the seriousness of the Registrant's departure from the standards expected of a social worker. The Committee considered that public confidence in the social work profession, and in the Council as its regulator, would be undermined by the imposition of a lesser sanction. The Committee also was of the view that a sanction short of removal would fail to declare and uphold proper standards of conduct in the social work profession.

The Committee considered the potential adverse impact that the making of a Removal Order could have on the Registrant, but decided that her interests are outweighed by the public interest and the need to protect the public. The Committee considered a Removal Order to be a suitable, appropriate and proportionate sanction which will be imposed on the Registrant's registration with immediate effect.

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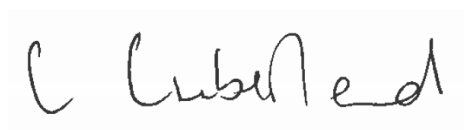
**You have the right to appeal this decision to the Care Tribunal. Any appeal must be lodged in writing within 28 days from the date of this Notice of Decision.**

**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.

It is compulsory for all qualified social workers to be registered with the Northern Ireland Social Care Council in order to work. If you practise as a qualified social worker, you will be guilty of an offence pursuant to Article 8 of the Health and Personal Social Services Act (Northern Ireland) 2001. Article 8 states that if a person who is not registered as a social worker in any relevant Register takes or uses the title of social worker or any description implying that s/he is registered as a social worker, or in any way holds him/herself out as registered, s/he is guilty of an offence.

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 work or social care role until a successful application for restoration onto the Register has been made to the Council.



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Head of Adjudication and Compliance

14 May 2025

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Date