



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

Name: Joan McKavanagh

SCR No: 1093772

NOTICE IS HEREBY GIVEN THAT the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **03 December 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 your misconduct;

The Committee decided to make a Conditions of Practice Order for a specified period of 12 months.

The Conditions of Practice are as follows:

1.	You must notify the Council within 7 days of any social work or social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the Council with contact details of your employer.
2.	<p>You must immediately inform the following parties that you are subject to a Conditions of Practice Order under the Council's fitness to practise procedures, and disclose the conditions listed at (1) to (7), to them:</p> <ul style="list-style-type: none">• Any organisation or person employing, contracting with, or using you to undertake social work or social care;• Any agency you are registered with or apply to be registered with (at the time of application);• Any prospective employer (at the time of application);• Any educational establishment at which you are undertaking a course of study connected with social work or social care, or any such establishment to which you apply to take such a course (at the time of application).

3.	You must inform the Council of any professional investigation started against you and / or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.
4.	(a) you must within 7 days of accepting any post or employment requiring registration with the Council, or any course of study connected with social work or social care, provide the Council with the name and contact details of the organisation offering the post, employment or course of study.
	(b) you must within 7 days of entering into any arrangements required by these conditions of practice provide the Council with the name and contact details of the individual and / or organisation with whom you have entered into the arrangement.
5.	No later than 01 September 2026, you must successfully complete a relevant training course (to be approved in advance by the Council) in dealing with crisis intervention and de-escalation when faced with challenging behaviours in the workplace.
6.	No later than 01 September 2026, you must provide the Council with a certificate of successful completion in respect of Condition 5.
7.	Within three months of taking up any social work or social care employment, all mandatory training is to be scheduled, and within six months of taking up any social work or social care employment, all mandatory training is to be completed.

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 as a social worker by Barnardo's at Children's House:	
1.	On or about 03 March 2023, you engaged in inappropriate conduct regarding the use of restrictive practice in relation to a child resident in Children's House.
And your actions as set out above show that your fitness to practise is impaired by reason of your misconduct as per Rule 4 (1) (a) of the Northern Ireland Social Care Council Fitness to Practise (Amendment) Rules 2019.	

Procedure

The hearing was held under the fitness to practise procedure.

Declarations of Conflict of Interest

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

Application to Admit Hearing Bundle

The Committee admitted the hearing bundle into evidence, and marked it as Exhibit 1. The full Employer Referral Form ('ERF') was marked as Exhibit 2. The character references were marked as Exhibits 3 and 4.

Findings of Fact

Ms Lambert told the Committee that the Registrant admitted the facts as set out in the Particulars of the Allegation.

The Registrant is registered on Part 1 of the Register. Ms Owens told the Committee that the Registrant was employed as a social worker by Barnardo's from 03 April 2020. She worked at Children's House until it closed on 23 April 2023. Ms Owens said that Children's House was a home for primary school aged children in care.

Ms Owens said that the matter first came to the Council's attention by way of an ERF, dated 30 May 2023. The ERF stated:

'Sharon Smyth Social Worker (NHSCT) was with child [REDACTED] on 25/5/23 talking about things including Children's House. The child [REDACTED] stated that she did not like JMCK because she had 'pulled them by the feet'. The SW tried to discuss but the child did not say anything further.

This information was passed onto the Acting Manager of Children's House on Friday 26/5/23.

There was an incident report (3/3/23) that reflects an incident of JMCK pulling a child along a laminate floor to remove them from the office in the context of managing an incident of challenging behaviour. This was shared with the placing Trust (SHSCT) at the time.'

Ms Owens said that the ERF also records that the Registrant did not deny the situation, but described *'sliding the child, who was already on the floor, along a laminate surface to get them out of the office where they perceived there to be greater risks.'*

Ms Owens said that the above information was passed onto the Acting Manager of Children's House on 26 May 2023, and was also shared with the Southern Health and Social Care Trust at the time.

Ms Owens told the Committee that the ERF indicated that, at the time of the incident, it was not viewed as requiring disciplinary action for the Registrant, due to the circumstances experienced by the Home at the time. She said that there had been a high level of physical interventions and restrictive practice by all staff. The Registrant was asked to remain at home while Barnardo's considered the need for formal suspension. The ERF indicated that the matter was being investigated by Safeguarding at the Northern Health and Social Care Trust, who had referred the allegations to the police.

Ms Owens said that the ERF also indicated that there had been a number of factors within the service, resulting in the staff having to manage very difficult behaviours. She said that the PSNI concluded its investigation with no further action recommended in a report sent to the Public Prosecution Service ('PPS'). Ms Owens also told the Committee that the relevant child did not wish to pursue a formal complaint.

Ms Owens explained that Barnardo's then initiated their own investigation into the matter. Ms Emma Greer of Barnardo's undertook the investigation into the allegation against the Registrant, the terms of reference for that investigation being *'to investigate the alleged inappropriate conduct regarding the use of restrictive practice re. the incident on 03-03-2023'*. Ms Owens further explained that as part of her investigation, Ms Greer reviewed Children's House's Daily Log and Incident Report, both of 03 March 2023. Ms Greer also reviewed the supervision records for the period January to June 2023, and she carried out interviews with relevant staff members and with the Registrant herself. Ms Greer found that on review of the Daily Log and Incident Report for 03 March 2023, it was clearly recorded that the Registrant removed the relevant child from the office by the feet and that two other staff members were present. Ms Greer held investigation meetings with each of the staff members present.

Ms Owens highlighted that, during the investigation meeting, the Registrant described feeling concerned that herself or the relevant child would get hurt as the child was repeatedly kicking the Registrant during the incident. The Registrant described being trained in the use of Therapeutic Crisis Intervention ('TCI') restraint, but that she did not feel that she could restrain the relevant child alone. Ms Owens also highlighted that the Registrant described the relevant child's behaviour as *'heightened and threatening'*. Ms Owens said that the Registrant had stated that she wanted the incident to end quickly, but that she understood that the technique which she had used was not the best way of achieving this.

Ms Owens told the Committee that the Registrant was very open during the investigation meeting and acknowledged that she had pulled the relevant child by their feet and, in the process, that the child had banged their head. Ms Owens also told the Committee that the Registrant had felt that this was the only way she could have removed the relevant child from the office, and that she was preventing anyone from being harmed. She did not consider using any other de-escalation techniques.

Ms Owens explained to the Committee that Ms Greer acknowledged in her report that Children's House was experiencing a particularly challenging period when this incident occurred. It was acknowledged that there were issues with staffing and leadership, systems and procedures, and that significant issues were raised by RQIA. The Registrant referred to these issues during her investigation meeting and felt that they contributed to practice at the time – particularly in relation to use of TCI and restrictive practice. Ms Owens further explained that Ms Greer concluded her investigation by indicating as follows:

'Given the safeguarding concerns in relation to this incident and the potential risk of harm to the child in the use of inappropriate restrictive practice, I would therefore conclude that a formal hearing should be convened in respect this incident.'

Ms Owens said that a disciplinary hearing took place on 14 November 2023, and that the Registrant was in attendance with her union representative. During the hearing, the Registrant described her actions on 03 March 2023 as *'a reaction in a moment of anxiety, fear, and being upset'*. Ms Owens also said that the Registrant confirmed that she had completed training in restrictive practice, and had also completed refresher training earlier

that year. On 28 July 2024, the Registrant provided a copy of the letter provided by the PPS, dated 03 July 2023, which stated no prosecution in relation to an incident between 17 January 2023 and 20 April 2023.

Ms Owens told the Committee that the Registrant has consistently admitted her actions on 03 March 2023. She highlighted the Registrant saying that she was '*horrified at what I had done*', that her actions were wrong, and that she had handled the incident badly.

The Committee had careful regard to all of the documentary evidence contained in Exhibits 1 and 2. In particular, the Committee had regard to the Agreed Statement of Facts document, signed by the Registrant on 01 July 2025, as follows:

'That, whilst registered under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended), and whilst employed as a social worker with Barnardo's Northern Ireland, at Children's House, and following concerns raised in relation to her fitness to practise by reason of misconduct, the Registrant hereby accepts the following:

1. *The Registrant is a Social Worker who was employed by Barnardo's Northern Ireland at Children's House at the time of the employer referral on 25 July 2023. Her employment with Barnardo's started in 03 April 2020 in Children's House which closed on 28 April 2023. Children's House provided residential care to primary school children in preparation for and through transition to fostering.*
2. *The Employer referral form stated that on 25 May 2023, a Social Worker at the Northern Health Social Care Trust was informed by a child who had resided but subsequently left Children's House, that she did not like the registrant because she had 'pulled them by the feet'.*
3. *On 03 March 2023 the Registrant pulled a child across the floor in Barnardo's Children's House.*
4. *An incident report dated 03 March 2023 reflects an incident of the registrant pulling a child along a laminate floor to remove them from the office in the context of managing an incident of challenging behaviour.*
5. *The Registrants actions as detailed at 3 and 4 above amount to inappropriate conduct regarding the use of restrictive practice in relation to a child resident in Children's House.*
6. *PPS confirmed by correspondence to the Registrant dated 03 July 2023 that they had decided not to prosecute her in relation to an alleged incident between 17 January 2023 and 20 April 2023.*
7. *It is accepted by the Registrant that her actions on 03 March 2023 have breached the Standards of Conduct and Practice for Social Workers and in particular the following paragraphs:*

Standards of Conduct:

Standard 3: As a Social Worker, you must promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes:

- 3.2 *Using established processes and procedures to assess, respond to and manage dangerous, abusive, discriminatory or exploitative behaviour and practice;*
- 3.3 *Following practice and procedures designed to keep you and other people safe from violent and abusive behaviour at work.*

Standard 5: As a Social Worker, you must strive to 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 such 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 worker, you must be accountable for the quality of your work and take responsibility for maintaining and improving your knowledge and skills. This includes:

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

Accordingly, the Committee found the facts proved by way of admission.

Fitness to Practise

The Committee proceeded to consider whether, by reason of her misconduct, the Registrant's fitness to practise is currently impaired.

Ms Lambert told the Committee that the Registrant admits current impairment of her fitness to practise.

The Committee heard submissions from Ms Owens, who said that the Registrant's actions had fallen well below the standards to be expected of a registered social worker by reason of her misconduct. She submitted that the Registrant's fitness to practise is impaired by reason of her misconduct as outlined at Rule 4 (1) (a) of the Rules. Ms Owens further submitted that the Registrant's misconduct on 03 March 2023 was serious. She said that the Registrant's actions call into question her suitability to work in social care services, and to remain on the Register without restriction, or to be registered at all.

She referred the Committee to the Standards of Conduct and Practice for Social Workers ('the Standards'), and also to the Agreed Statement of Facts, wherein the Registrant accepts breaching multiple Standards.

Ms Owens said that the starting point for remediation is insight into, and acceptance of, the Registrant's actions and she referred to the case of CHRE v Grant. She further said that the Registrant had made very early and consistent admissions. She said that the Registrant has engaged with the Council and is present at the hearing. Ms Owens submitted that all of the aforementioned demonstrated insight.

Ms Owens submitted that there was no evidence of actual remediation, such as training or any other appropriate steps. She further submitted that there is a risk of repetition. Ms Owens highlighted a previous referral from 22 September 2020, which had resulted in a letter of advice being issued to the Registrant by the Council. Ms Owens told the Committee that this related to the Registrant tapping / slapping a child on the side of their face.

She further told the Committee that the Registrant had been suspended and investigated under a Joint Protocol, and that the Registrant admitted '*tapping*' the relevant child during a scuffle. Subsequent to the incident, the Registrant was to be fully retrained in TCI, as well as undergoing formal and informal supervision. Ms Owens submitted that this previous incident was of a similar nature to the incident of 03 March 2023.

Ms Owens concluded her submission by referring to the public interest. She said that a finding of impairment was necessary in order to uphold public trust and confidence in the profession, as well as to uphold proper standards of conduct and behaviour.

Ms Lambert submitted that the Registrant's admissions demonstrated significant insight, and she highlighted the Registrant's '*devastation*' regarding the events of 03 March 2023.

Ms Lambert explained to the Committee that the Registrant was initially suspended and then made redundant when the Home closed in August 2023. Whilst no longer an employee, she attended a disciplinary hearing voluntarily in November 2023. Ms Lambert told the Committee that the outcome was that the Registrant would have been dismissed, had she still been employed. Ms Lambert submitted that the Registrant's voluntary engagement with the disciplinary process further demonstrates insight into her actions.

Ms Lambert explained to the Committee that the Registrant now struggles with self-doubt and loss of confidence, and that she has questioned all aspects of her practice. Ms Lambert said that the Registrant wanted these proceedings completed before she could consider returning to practice. Although she could have practised since the 03 March 2023 incident, as she has had no restrictions on her practice, she has chosen not to. Ms Lambert further explained that the Registrant has moved house, got married, and has been taking care of her elderly mother.

Ms Lambert said that when considering the public interest, the Committee should have regard to the context of the regime in Children's House. She also referenced two significant investigations and the Home being closed.

With regard to the Registrant's previous referral to the Council, Ms Lambert submitted that this does not demonstrate a pattern of behaviour. She said that the Registrant has been on the Register since 1988 and that, subsequent to the incident, she was permitted to return to work. Ms Lambert told the Committee that the relevant incident was not a scuffle but a violent fight between two children, and that the Registrant had intervened by using her fingers on a child's face to de-escalate the situation.

In response to a question from the Committee regarding the absence of any tangible remediation, Ms Lambert said that this was correct as the Registrant has not felt able to engage in training yet. In response to a question from the Committee, Ms Lambert clarified that no regulatory action was taken against the Registrant in respect of the previous incident, and that she had returned to work following a period of suspension.

The Committee considered the submission from Ms Owens on behalf of the Council, the submission from Ms Lambert on behalf of the Registrant, and had regard to all of the evidence in the case. The Committee heard and accepted the advice of the Legal Adviser. In the course of that advice, he referred the Committee to Paragraph

24 (3) 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 the maintenance of public confidence in social care services. He further referred the Committee to the comments of Mrs Justice Cox in the Fifth Shipman Report, cited with approval in CHRE v NMC & Grant. The Committee accepted the Legal Adviser's advice.

The Committee considered whether, by reason of her misconduct, the Registrant's fitness to practise is currently impaired. When addressing that issue, the Committee 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 was satisfied that, by her actions, the Registrant has breached the following standards:

Standard 3: As a social worker, you must promote the autonomy of service users while safeguarding them as far as possible from danger or harm. This includes:

- 3.2 Using established processes and procedures to assess, respond to and manage dangerous, abusive, discriminatory or exploitative behaviour and practice; and
- 3.3 Following practice and procedures designed to keep you and other people safe from violent and abusive behaviour at work.

Standard 5: As a social 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; 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.

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

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

The Committee considered whether the Registrant's actions on 03 March 2023 amounted to misconduct. As detailed above, her actions breached the Standards. The Committee was mindful that the breaches occurred in the workplace, and considered the workplace environment to be a relevant consideration. There were clearly significant staffing and leadership issues in Children's House, and the increased use of restrictive practices was

relevant to this case. In the Committee's view, this environment amounted to important context but did not absolve the Registrant of her culpability for her actions. The Committee was satisfied that the misconduct was not trivial, inconsequential, or a mere temporary lapse. However, the Committee did not consider the Registrant's actions to be conduct that could properly be described as 'deplorable'. In the Committee's view, the Registrant's actions occurred in circumstances where she was managing the challenging behaviour of a child and, whilst she fell short of the Standards expected, this was not to the extent that her actions were 'deplorable'.

The Committee considered the Registrant's actions to be capable of remediation but that, at present, remediation has not occurred. The Committee was satisfied that the Registrant has sufficient insight into her misconduct. This was evidenced by her admissions and the absence of any attempts to downplay her misconduct. The Committee was also satisfied the Registrant has demonstrated genuine and authentic remorse.

The Committee considered the risk of repetition. It paid careful regard to the previous referral to the Council. In the Committee's view, this did not amount to a pattern of behaviour or demonstrate an attitudinal problem. Whilst Ms Lambert referenced the Registrant being on the Register since 1988, the Committee was mindful that the current system of registration has only been in existence since 2001. However, the Committee noted that the Registrant Confirmed that she has been a social worker since 1998. Against this context, the Committee considered two incidents over a long career, with a gap between the two incidents, to be insufficient in demonstrating a pattern of behaviour or an attitudinal problem.

In the Committee's view, the incident of 03 March 2023 was 'situationally specific'. As detailed above, it cannot be considered in isolation from the circumstances which existed in Children's House, and which ultimately led to its closure. Having regard to all of the available evidence, the Committee determined that there is a risk of repetition, owing to the absence of remediation, but that the level of risk is low. The Committee further determined that the Registrant's fitness to practise is currently impaired in respect of the personal component.

The Committee next considered the public interest. In the Committee's view, a finding of current impairment was necessary in order to maintain confidence in the profession and to uphold proper standards of conduct and behaviour. As explained above, there were relevant background circumstances, but the Registrant's misconduct still should not have occurred and the circumstances do not amount to a justification.

For these reasons, to protect the public and to uphold the public interest, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of her misconduct.

Sanction

In respect of previous regulatory involvement, Ms Owens referred the Committee to the previous Letter of Advice issued to the Registrant by the Council regarding the incident in 2020. The Committee heard a submission from Ms Owens on the question of what, if any, sanction should be imposed on the Registrant's registration.

Ms Owens referred the Committee to mitigating and aggravating factors, which she submitted were present in this case. Ms Owens said that the Registrant's actions show a serious disregard for the standards expected of

social workers. She asked the Committee to have regard to the NISCC Indicative Sanctions and Use of Interim Orders: Guidance for Fitness to Practise Committees ('the Guidance'). Ms Owens said that the imposition of no sanction would be inappropriate. She also said that a Warning would be inadequate in protecting the public. She said that a Conditions of Practice Order would not be viable as the Registrant is not employed, and that it would be very difficult to identify relevant, proportionate and measurable conditions. She further said that training and supervision had been tried previously.

Ms Lambert highlighted to the Committee that nearly three years have passed since the incident, and that the Registrant has cooperated with her former employer and with the Council. She also highlighted that the Registrant took immediate action in contacting her manager on the day of the incident. She said that the Registrant has taken full responsibility and accepted the impact of her actions on service users and on public trust. Ms Lambert stated that the relevant child suffered no harm. She also referred to failings on the part of the Registrant's employer, and she referred to the children's home being 'dysfunctional'. She referenced the employer's investigation, which detailed high levels of incidents with the relevant child, as well as an increase in restrictive practices in the home. Ms Lambert drew the Committee's attention to the content of two character references, which referred to the Registrant's integrity, honesty, diligence and professionalism.

The Committee heard and accepted the Legal Adviser's advice. He set out the range of available sanctions, which are provided for by Paragraph 26 of Schedule 2 of the Rules. He 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. The Committee was reminded that the purpose of a sanction is not to be punitive, although a sanction may have a punitive effect. Instead, in its consideration of a sanction, the Committee should have at the forefront of its mind the need to protect the public and the public interest.

The Legal Adviser 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').

He 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 carefully considered all of the available documentary material, together with submissions from Ms Owens' on behalf of the Council and Ms Lambert on behalf of the Registrant. It also had careful regard to the Guidance.

The Committee considered the mitigating and aggravating factors in this case.

The Committee considered the mitigating factors to be as follows:

- The Registrant's early admissions;
- The Registrant's insight and remorse;
- The dysfunctional nature of the relevant children's home;
- The absence of any premeditation, with the incident occurring when the Registrant was attempting to de-escalate challenging behaviour; and
- The Registrant's long history of social work employment with one previous incident, which the Committee had discounted as not amounting to a pattern of behaviour.

The Committee considered the aggravating factors to be as follows:

- The incident involved a vulnerable service user, namely, a child in care; and
- The Registrant had previously received training in crisis intervention.

The Committee considered the Registrant's misconduct to be of moderate severity. As detailed above, it involved clear breaches of the Standards but did not amount to conduct which could be described as 'deplorable'.

Having balanced the mitigating and aggravating factors, and having taken into account the interests of public protection and the public interest, the Committee proceeded to consider which sanction to apply in this case.

No Sanction - having regard to its findings, the Committee considered that to conclude this matter and to take no further action would be a wholly inadequate response, and would fail to protect the public and uphold the public interest.

Warning - the Committee was mindful that imposing a Warning would permit the Registrant to practise unrestricted. In light of its findings and, in particular, in the absence of remediation, such a step in the Committee's view would fail to protect the public or uphold the public interest.

Conditions of Practice Order – the Committee considered that the Registrant's remediation could be adequately addressed by completion of an appropriate course addressing crisis intervention and de-escalation in dealing with challenging behaviours. The Committee was specifically mindful of the misconduct occurring in a home which was dysfunctional, it was not pre-meditated, and it was during an incident when the Registrant was faced with challenging behaviours. Whilst this did not excuse the Registrant's actions, it amounted to significant mitigation. This was further supported by the extent of the Registrant's insight, as evidenced by her admissions with regard to her misconduct and her meaningful engagement with the fitness to practice process. The Committee considered that whilst there was a public interest argument in support of a sanction being imposed, there was also a public interest argument that the Registrant's remediation is a realistic and achievable prospect that will result in the public benefitting from her continued practice, albeit subject to conditions. It further considered that imposition of a Conditions of Practice Order was a proportionate response to the seriousness of the misconduct. The Committee noted that the Registrant is not currently in employment but decided, with the benefit of appropriate training and notification requirements (as per the conditions below), that the public could be adequately protected and the public interest upheld. The Committee considered the appropriate duration to be 12 months.

Suspension Order – in the Committee's view, an Order of suspension was not necessary to protect the public or to uphold the public interest. As both of the said matters could be adequately addressed by a Conditions of Practice Order, and having regard to the seriousness of the misconduct, the Committee was satisfied that a Suspension Order would be disproportionate.

The Committee imposed the following conditions for a period of 12 months, effective immediately.

1.	You must notify the Council within 7 days of any social work or social care appointment (whether paid or unpaid) you accept within the UK or elsewhere, and provide the Council with contact details of your employer.
2.	<p>You must immediately inform the following parties that you are subject to a Conditions of Practice Order under the Council's fitness to practise procedures, and disclose the conditions listed at (1) to (7), to them:</p> <ul style="list-style-type: none">• Any organisation or person employing, contracting with, or using you to undertake social work or social care;• Any agency you are registered with or apply to be registered with (at the time of application);• Any prospective employer (at the time of application);• Any educational establishment at which you are undertaking a course of study connected with

	social work or social care, or any such establishment to which you apply to take such a course (at the time of application).
3.	You must inform the Council of any professional investigation started against you and / or any professional disciplinary proceedings taken against you within 7 days of you receiving notice of them.
4.	(a) you must within 7 days of accepting any post or employment requiring registration with the Council, or any course of study connected with social work or social care, provide the Council with the name and contact details of the organisation offering the post, employment or course of study.
	(b) you must within 7 days of entering into any arrangements required by these conditions of practice provide the Council with the name and contact details of the individual and / or organisation with whom you have entered into the arrangement.
5.	No later than 01 September 2026, you must successfully complete a relevant training course (to be approved in advance by the Council) in dealing with crisis intervention and de-escalation when faced with challenging behaviours in the workplace.
6.	No later than 01 September 2026, you must provide the Council with a certificate of successful completion in respect of Condition 5.
7.	Within three months of taking up any social work or social care employment, all mandatory training is to be scheduled, and within six months of taking up any social work or social care employment, all mandatory training is to be completed.

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 specified Conditions of Practice have been placed on your entry in the Register for a period of 12 months (03 December 2025 – 02 December 2026).

Early Review

The Fitness to Practise Committee may, at your request, review the Conditions of Practice Order before the end of the period for which the Order has been imposed if there has been a material change of circumstances since the Order was imposed.

Additionally, the Council may request an early review of the Conditions of Practice Order if it receives information which suggests that the Order has not been complied with.

The Committee may, after early review of a Conditions of Practice Order, vary or revoke the terms of the existing Order, or replace the existing Order with a Suspension Order.

Review at Conclusion of Sanction

A review of your fitness to practise will be undertaken towards the end of the period for which the Order has been imposed. The Council will write to you no later than 14 weeks before the expiry of the Order to request evidence to determine compliance with the imposed conditions of practice.

Following the Council's review, the matter may be referred for review by the Fitness to Practise Committee. If the Committee reviews the Order and it is satisfied that your fitness to practise remains impaired, it may impose a further Order to commence upon expiry of the existing Order, or it may impose a Suspension Order to commence upon expiry of the existing Order, or it may vary the terms of the existing Order, or it may revoke the existing Order and impose a Removal Order.



Hearings Officer
(Clerk to the Fitness to Practise Committee)

09 December 2025

Date