



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

Name: Van Clarence Quinico Cid

SCR No: 6035697

NOTICE IS HEREBY GIVEN THAT the Fitness to Practise Committee of the Northern Ireland Social Care Council, at its meeting on **22 January 2026**, 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 convictions in the United Kingdom for a criminal offence and your inclusion on a list maintained by the Disclosure and Barring Service;

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 care worker under the Health and Personal Social Services Act (Northern Ireland) 2001 (as amended):

1.	On 17 May 2024, you were convicted at the Crown Court of the following offences:
(i)	[You] on the 4th day of September 2019, made an indecent photograph or pseudo photograph of a child with file name [REDACTED], contrary to Article 3(1)(a) of the Protection of Children (Northern Ireland) Order 1978;
(ii)	[You] on the 27th day of July 2020, made an indecent photograph or pseudo photograph of a child with file name [REDACTED], contrary to Article 3(1)(a) of the Protection of Children (Northern Ireland) Order 1978
(iii)	[You] on the 5th day of August 2019, made an indecent photograph or pseudo photograph of a child with file name [REDACTED], contrary to Article 3(1)(a) of the Protection of Children

	(Northern Ireland) Order 1978.
2.	On 23 December 2024, the Disclosure and Barring Service included your name on the Adults' Barred List, using barring powers as defined Schedule 1 of the Safeguarding Vulnerable Groups (Northern Ireland) Order 2007 (SVGO).
And your actions as set out at 1 above show that your fitness to practise is impaired by reason of your convictions in the United Kingdom for criminal offences as per Rule 4 (1) (d) of the Fitness to Practise (Amendment) Rules 2019.	
And on the basis of the decision of the Disclosure and Barring Service, as set out at 2 above, your fitness to practise is impaired by reason of your inclusion on the barred list maintained by the Disclosure and Barring Service as per Rule 4 (1) (f) of the Fitness to Practise (Amendment) Rules 2019.	

Procedure

The hearing was held under the fitness to practise procedure.

Preliminary Matters

The fitness to practise hearing was held at the Northern Ireland Social Care Council ('the Council') offices at James House, Belfast. The Registrant was in attendance and was not 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.

Application to Admit Hearing Bundle

The Committee accepted the hearing bundle into evidence, and marked it as Exhibit 1.

Findings of Fact

The Particulars of the Allegation were put on record. The Registrant accepted that he has been convicted of the offences as set out in the Particulars of the Allegation and the Certification of Conviction in Exhibit 1 referred to him. He confirmed that he has not appealed his conviction. The Registrant also accepted that, in accordance with the letter dated 31 December 2024, he has been included on the Adults' Barred List from 23 December 2024 by the Disclosure and Barring Service ('DBS').

The Committee, therefore, found the facts proved.

Fitness to Practise

Ms Owens provided the Committee with a background of the case. She said that the Registrant is registered on Part 2 of the Register.

Ms Owens said that the matter first came to the Council's attention on 08 October 2024, following receipt of a self-declaration form, dated 07 October 2024, from the Registrant. The Registrant declared that he had been convicted of the following offences:

'Three counts of Making of indecent photographs contrary to article 3 (1) (a) of the protection of children (Northern Ireland) Order 1978'.

Ms Owens said that the Certificate of Conviction confirms that the Registrant pleaded guilty and was convicted, on 16 September 2024, of three offences.

Ms Owens said that the Certificate of Conviction also confirms that the Registrant was sentenced on 16 September 2024 to a two - year Probation Order, a Sexual Offences' Prevention Order ('SOPO') for five years and sex offenders' registration required for a period of five years.

Ms Owens further referred the Committee to the Registrant's PSNI interview statement and the PSNI Case Summary contained in the hearing bundle.

Ms Owens told the Committee that the Council received confirmation from the DBS that the Registrant's name was added to the Adults' Barred List on 23 December 2024. She referred the Committee to the letter from the DBS, dated 19 December 2025, which was exhibited as Exhibit 2. She said that the letter confirms that the DBS had not received any late representations from the Registrant for consideration. The letter also confirmed that the Registrant remains on the Adults' Barred List.

Ms Owens submitted that the Registrant's convictions and current DBS status call into question his ability to work in social care services, and to remain on the Register without restriction or to be registered at all. She said that his actions fall well below what is expected of a social care worker. Ms Owens directed the Committee to the Standards of Conduct and Practice ("the Standards") and, in particular, Standard 5 and 5.8. She invited the Committee to determine that the Registrant's convictions, and the actions which led to his inclusion on the DBS barred list, were in breach of these Standards.

Ms Owens told the Committee that the Council acknowledges that the Registrant pleaded guilty to the offences. However, she said there is no evidence that the core issue has been dealt with and that the Registrant is no longer a risk to service users and, therefore, there is an ongoing risk of repetition. She said that there is also no evidence from the Registrant that he has remediated his behaviour.

Ms Owens said that the Registrant's criminal convictions and his DBS Barring status brings the profession into disrepute. She said that there remains a future risk of harm to others if the Registrant was allowed to practise without restriction.

Ms Owens submitted that the public interest and confidence in the social care profession would be undermined if a finding of current impairment was not made in these particular circumstances.

The Registrant told the Committee that he attended Court last week and that it was decided that ongoing supervision by his probation officer is no longer required. He said that he has attended the hearing today to ask

a 'big favour' of the Committee to give him a second chance and allow him to return to work as a healthcare worker. He said that he has been out of work for two years and that his parents were supporting him financially. However, he said that his mother passed away in September 2025 and that his father no longer works. He said that it is now his time to work to support his family, and asked that the Committee allow him to work as a healthcare assistant again.

The Registrant said that the images came from a group chat. He said that he has learned his lesson and that he would think first before doing anything and would think of the consequences. He said that he worked as a health care assistant for five years with no complaints. He said that he understands why the public would be 'mad' if they were aware of his convictions. He said that he would not repeat his behaviour as it has caused 'hassle' for him and his family, and that he has promised his family that he will not repeat what happened. The Registrant said that his probation officer has told him that he did very well during his probation period.

The Committee considered the submission from Ms Owens on behalf of the Council and the Registrant's submission, and had regard to all of the evidence in the case. The Committee accepted the advice of the Legal Adviser. She referred the Committee to the Standards of Conduct and Practice for Social Care Workers, and advised it to adopt a sequential approach when considering this issue. In particular, she asked it to take into account the nature and content of the criminal convictions against the Registrant, and the reason for his inclusion on the Barred List. She reminded the Committee that it was being asked to determine whether the Registrant's fitness to practise is impaired because of his convictions and current DBS status. She referred the Committee to Paragraph 24 of Schedule 2 of the Rules, and the requirements as set out in the case of the GMC v Cohen. She further referred the Committee to the findings of Dame Janet Smith in the 5th Shipman Report as regards the potential causes of impairment. She also referred the Committee to the cases of CHRE v NMC & Grant 2011.

The Committee considered whether the Registrant's fitness to practise is impaired by reason of his convictions and inclusion on the Adults' Barred List maintained by the DBS, as set out in the Particulars of the Allegation.

The Committee, in considering the issue of impairment of fitness to practise, 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 had regard to Rule 4 (d) and (f) of the Rules, which states that fitness to practise may be impaired by a conviction and / or inclusion on a list maintained by the Disclosure and Barring Service. The Committee was satisfied that the Registrant's convictions and inclusion on the Barred List constitute proper

reasons for the alleged impairment of fitness to practise. The conviction and inclusion on the Barred List occurred as a result of serious convictions involving the making of indecent photographs or pseudo photographs of a child on three separate occasions. The Committee noted that the Registrant pleaded guilty and received a non-custodial sentence. The Committee also took into account that the Registrant has accepted the Particulars of the Allegation and has engaged with the Council.

The Committee had regard to the Standards of Conduct and Practice for Social Care Workers, and the Council guidance titled 'Making a Determination of Impaired Fitness to Practise: Guidance for Committees on Remediation'. The Committee was satisfied that the Registrant's actions are in breach of the following Standards of Conduct:

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

The Committee had no information or evidence from the Registrant as regards any action which he has taken to remediate his behaviour. The Committee noted that the Registrant self-declared his convictions to the Council.

The Committee considered that the Registrant's criminal behaviour is not easily remediable. The Committee considered the Registrant's submission as regards the impact of his criminal convictions on himself and his family. However, the Committee considered that the Registrant did not address the impact of his criminal behaviour on the minors involved. In the view of the Committee, the Registrant's behaviour has not been remediated. The lack of meaningful reflection from the Registrant means that the Committee had no basis on which it could be satisfied that the Registrant has full insight into his behaviour. The Committee noted that the Registrant pleaded guilty to the criminal charges on foot of legal advice. The Committee noted the Registrant's promise to his family not to repeat his behaviour. However, the Committee found the Registrant's convictions to be very serious, and that a risk of repetition remains.

The Committee concluded that the Registrant's convictions for making indecent photographs or pseudo photographs of children bring the social care profession into disrepute, and that the public would find it totally unacceptable, and would be appalled, if a finding of current impairment was not made in these circumstances. The Committee concluded that a finding of impaired fitness to practise was, therefore, necessary for the maintenance of public confidence in the social care profession and the Council as its regulator, and that public confidence in the social care profession would be undermined if a finding of impaired fitness to practise was not made.

Therefore, the Committee concluded that the Registrant's fitness to practise is currently impaired by reason of his criminal convictions and inclusion on the DBS barred list for adults.

Sanction

In reaching its decision on sanction, the Committee considered the submission of Ms Owens on behalf of the Council and the Registrant's submission, and had regard to all of the evidence in this case. Ms Owens referred the Committee to mitigating factors and advised that the Registrant had no previous referrals to the Council, had made a self-referral to the Council and had ultimately pleaded guilty at Court and engaged with the hearing.

As regards aggravating factors, Ms Owens submitted that the convictions are very serious, involving indecent images of children. She submitted that the Registrant's behaviour constituted a serious disregard of the Standards. She submitted that the Registrant had given no evidence of insight, remorse or remediation. She said that the Registrant remains subject to a Probation Order, a Sexual Offences' Prevention Order and placement on the Sex Offenders' Register.

Ms Owens suggested that the Registrant's actions were fundamentally incompatible with remaining on the Register. She submitted that any sanction must be appropriate, fair and proportionate, and that the sanctions of Warning or Conditions of Practice would not be sufficient to protect the public or be appropriate in the circumstances. She referred the Committee to Paragraph 4.7 of the Northern Ireland Social Care Council Indicative Sanctions and Use of Interim Orders: Guidance Fitness to Practise Committees ('the Guidance'). She said that sanctions such as a Warning, a Conditions of Practice Order or a Suspension Order would not be adequate to protect the public. She said that a Conditions of Practice Order would be difficult to devise, given the Registrant's current barring status.

In relation to a Suspension Order, Ms Owens said that this is considered appropriate when failings have been acknowledged and there is no risk of repetition. However, Ms Owens said that in the absence of any insight and remorse, a Suspension Order would not be appropriate. Therefore, Ms Owens suggested that the sanction of a Removal Order should be considered as the Registrant's behaviour is fundamentally incompatible with being registered as a social care worker.

Ms Owens referred the Committee to Paragraph 5.6 of the Guidance which relates to sex offenders and child abuse images offences, and stated that the Registrant's behaviour is fundamentally incompatible with professional registration.

The Registrant asked the Committee to give him another chance. He said that he has worked as a health care assistant for five years and that he loves his job. He said that he tried to apply for other jobs but that health care is his skill, and that all of his family work in healthcare. He said that he has learned a lesson and would never do anything like that again. He said that he has been out of work for two years and that this has caused financial hardship for his family.

The Committee accepted the advice of the Legal Adviser. She 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.

She 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').

She 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 and proportionality, weighing the public interest with 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 recognised that the purpose of sanction is not to be punitive, although a sanction may have a punitive effect. The Committee considered the aggravating and mitigating factors in this case.

The Committee considered the mitigating factors to be:

- The Registrant has the benefit of a previous good work history;
- The Registrant pleaded guilty at Court;
- The Registrant self-referred to the Council; and
- The Registrant has engaged with the Council and the Committee.

The Committee considered the aggravating factors to be:

- The Registrant's convictions are of a very serious nature;

- The Registrant has demonstrated very limited insight; and
- The Registrant has presented limited evidence of remorse and no remediation.

The Committee was in no doubt that the Registrant has shown a serious disregard for the Standards of Conduct and Practice. The Committee previously found that his convictions and inclusion on the DBS barred list meant that his actions fall far below the standards which could be expected of a registered social care worker.

Having balanced the aggravating and mitigating 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 - the Committee had no doubt that it would be entirely inappropriate not to impose a sanction in this case. To impose no sanction would be inappropriate in view of the seriousness of the case, and would not protect the public or address the public interest.

Warning – the Committee considered whether to impose a Warning. Having regard to its previous findings, the Committee considered that such a step would be inadequate to protect the public and would fail to uphold the public interest. The Committee considered that the Registrant’s convictions are not at the lower end of the spectrum, and that a Warning would not address the risk of repetition.

Conditions of Practice Order – the Committee next considered a Conditions of Practice Order. The Registrant’s convictions are for serious sexual offences involving children, and the Committee was of the view that this is not something which could be addressed through re-training or conditions of practice. The Committee concluded that a Conditions of Practice Order would be insufficient to protect the public and uphold the public interest, given the seriousness of the Registrant’s departure from the standards expected of a registered social care worker. As the Registrant is on the Adults’ Barred List, the Committee could not formulate workable, enforceable or verifiable conditions which would address the Registrant’s behaviour, adequately protect the public and address the wider public interest.

Suspension Order – the Committee next considered a Suspension Order. The Committee noted that it had made findings that the convictions in this case are very serious, and fall far below the standards to be expected of a registered social care worker. The Committee also noted that the Registrant is on the Adults’ Barred List, preventing him from working with vulnerable adults.

The Committee carefully considered the issue of proportionality, and whether suspension would address the concerns which it had identified. The Committee noted Paragraph 4.19 of the Guidance, which states:

4.19 Suspension from the Register may be an appropriate sanction for impairment which while very serious, is not so serious as to justify removal from the Register; for example, where there has been an acknowledgment of failings and where a Committee is satisfied that the behaviour is unlikely to be repeated, and the Registrant has no psychological or other difficulties preventing them from understanding and seeking to remedy the failings and the failings are realistically capable of being remedied, then suspension may be appropriate.

The Committee had no evidence before it that the Registrant has fully acknowledged his failings in so far as they impacted his victims and his registration as a social care worker. The Registrant has demonstrated limited insight and has provided no evidence of remediation. In his submission, the Registrant addressed the impact of his criminal behaviour on himself and his family, with no reference to the victims. The Committee had earlier determined that there is a risk of repetition in the future. The Registrant has not satisfied the Committee that he would realistically remedy his behaviour during a period of suspension. Furthermore, the Committee was not satisfied that a Suspension Order would be appropriate or would take into account that the Registrant is on the DBS Adults' Barred List.

The Committee concluded that a Suspension Order would be insufficient to protect the public or to address the seriousness of the Registrant's criminal convictions, and would not meet the high public interest taking into account that the Registrant has been placed on the DBS barred list for adults.

Removal Order – the Committee, therefore, decided to impose a Removal Order. The Committee took into account the Guidance at Paragraphs 4.26 – 4.28. In particular, the Committee paid careful regard to Paragraph 4.26 which states:

4.26 This is the most serious sanction which a Committee can impose. A Removal Order is likely to be appropriate when the Registrant's behaviour is fundamentally incompatible with being a social care worker. Removal should be used where there is no other way to protect the public, for example, where there is a lack of insight, continuing problems and a pattern of unacceptable behaviour or denial, where there is no evidence that there is likely to be satisfactory remediation and where confidence in the social care profession would be undermined by allowing the Registrant to remain on the Register.

The Committee concluded, given the seriousness of the Registrant's criminal convictions and inclusion on the DBS barred list, that a Removal Order is the only appropriate sanction to protect the public and to maintain public confidence in the social care profession and in the Council as its regulator. The Registrant's actions constitute a very serious departure from the professional standards as set out in the Standards. The Committee determined that the Registrant's criminal behaviour, involving the making of indecent images of children and his inclusion on the DBS barred list, identifies him as being unfit to be a member of a caring and responsible profession.

The Committee was satisfied that the Registrant's conviction for making indecent images of children is fundamentally incompatible with continued registration. Public confidence in the Council, and in social care services, would be undermined if a social care worker who was convicted of such serious offences remained on the Register. The Registrant is still subject to a five-year Probation Order, a SOPO Order and is on the Sex Offenders' Register. In addition, the Registrant has been barred from working with vulnerable adults. The Committee considered that a sanction short of a Removal Order would fail to declare and uphold proper standards of conduct and behaviour.

The Committee did take into account the Registrant's submissions and the financial impact of any Order. However, balancing all of the factors in this case, and after taking into account all of the evidence, the Committee

determined that the appropriate and proportionate sanction was that of a Removal Order. The Committee, therefore, determined that the public interest outweighs the Registrant's interests in this matter.

The Committee decided, in order to protect the public and in the public interest, to make a Removal Order with immediate effect in respect of the Registrant's registration.

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.

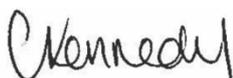
The effect of this decision is that your entry in the Register has been removed.

You are prohibited from working as a social care worker in any of the following positions:

1. A member of care staff at a:
 - a.) Children's home;
 - b.) Residential care home;
 - c.) Nursing home;
 - d.) Day care setting;
 - e.) Residential family centre.
2. A person who is supplied by a domiciliary care agency to provide personal care in their own homes for persons who by reason of illness, infirmity or disability are unable to provide it for themselves without assistance.
3. A manager of a:
 - a.) Residential care home;
 - b.) Day care setting;
 - c.) Residential family care centre; or
 - d.) Domiciliary care agency.

It is **compulsory** for the above social care workers to be registered with the Northern Ireland Social Care Council in order to work. This is pursuant to the Northern Ireland Social Care Council (Social Care Workers Prohibition) and Fitness of Workers Regulations (Northern Ireland) 2013 and the Northern Ireland Social Care Council (Social Care Workers Prohibition) and Fitness of Workers (Amendment) Regulations (Northern Ireland) 2017.

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



27 January 2026

Hearings Officer (Clerk to the Fitness to Practise Committee)

Date