

### Notice of Decision

<b>Registrant</b>	<b>Jennifer Elizabeth Turtle</b>
<b>Registration number</b>	<b>1014727</b>
<b>Part of Register</b>	<b>Qualified Social Worker</b>
<b>Sanction</b>	<b>Consensual Warning for 2 years</b>
<b>Date of Effect</b>	<b>19 August 2019</b>

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

#### Decision

The Council has decided:

1. that there is evidence that your Fitness to Practise is impaired by reason of a caution received from the PSNI, as defined in Part 1, Rule 4 of the NISCC Fitness to Practise (Amendment) Rules 2019.
2. to issue a warning and direct that a record of the warning should be placed on your entry in the Register for a period of 2 years.

#### Caution in the United Kingdom for a criminal offence

- That on 23 November 2018, whilst working as a freelance Registered Social Worker, you assaulted a female known to you, whilst attending a social event, outside of the workplace. This resulted in you receiving a caution from PSNI on 18 April 2019.

#### Reasons

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

- Your behaviour has fallen below the standard expected of a person registered with the Northern Ireland Social Care Council
- The public has the right to expect their social workers, in whom it places trust and confidence, to uphold the law, to not engage in offending behaviour not otherwise behave in a way in work, or outside work which would call into question their suitability to work in social care services.

#### NISCC Standards of Conduct and Practice for Social Workers

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

**Standard 5: As a social worker, you must uphold public trust and confidence in social work services.**

In particular you must not:

5.7 Put yourself or other people at unnecessary risk

5.8 Behave in a way, in work or outside work, which would call into question your suitability to work in social care services.

### Sanction

Having regard to the document '*Consensual Disposal Indicative Sanctions*' the Council decided that the appropriate sanction was the imposition of a warning on your registration for a period of 2 years.

### Reasons for the Sanction

When reaching its decision the Council considered the following factors:

#### Aggravating factors

- You received a caution as a result of your actions
- A risk was posed to the public and the nature of your assault suggests recklessness, with an aggressive act which could have resulted in serious injury to the Alleged Aggrieved Party.
- Your behaviour constituted a serious disregard for The Standards of Conduct and Practice for Social Workers.

#### Mitigating factors

- You have no previous convictions
- Your offence did not involve work or service users as the incident occurred outside of the workplace and did not impact on any service users
- There has been positive engagement by you, via a self-declaration and email. (This is in line with Standard 6.12, which requires Social Workers to cooperate "with any investigation or formal inquiry into your conduct")
- Your behaviour was an isolated incident, which followed a very distressing personal circumstance and subsequent provocation at a social event.
- You have made a genuine and timely expression of regret, together with an apology for a delay in notifying the Northern Ireland Social Care Council.
- You have a previous good history and good character; there has been no repetition of your behaviour since the incident.
- You have been open and honest in informing your employers in regard to the Caution received, and good references have been received from 2 employers.
- You have co-operated with the NISCC investigation, and have demonstrated insight into your actions.
- You have no previous record of misconduct with the Council and continue in your employments.

### Consent

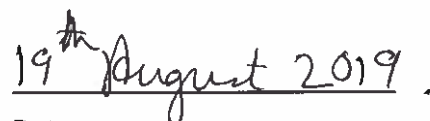
Having been advised of the consequences, and having been recommended to take independent advice, you consented to the imposition of a warning on 10 August 2019. A record of the warning has been placed on your entry in the Register for a period of 2 years and does not affect your ability to practise.

### Date of Effect

This warning comes into effect on 19 August 2019.



Director of Regulation and Standards



Date