



## Application outcomes

**This factsheet will help workers applying for registration to understand what may happen with their application.**

We are committed to promoting equality and valuing diversity. We want our processes to be fair, transparent, and objective.

Please contact the person who sent you this factsheet if you need this document in a different format or to discuss how we can help you further.

We want to know if you are affected by illness, disability or any other factor which may fall into the category of protected characteristics and may impact on our decision to impose a sanction on your registration in any way.

Protected characteristics can mean; age, disability, gender reassignment, marriage and civil partner, pregnancy, race, religion, sexual orientation, according to the Equality Act 2010.

We can:

- grant an application for registration
- grant an application for registration subject to conditions if the worker accepts
- refer an application to a Fitness to Practise Panel who will make a decision.

## Factors we consider

What we take into account depends upon the facts and circumstances of each case.

At every stage of the case, we will be mindful of your needs and encourage you to tell us what your support needs might be or if they have changed.

In most cases, we consider and balance mitigating factors (in favour of the worker) and aggravating factors (not in favour of the worker).

These factors include:

- the seriousness of the behaviour or impairment
- any insight, apology and regret shown

- previous history, length of time since the behaviour or impairment and subsequent practice
- any circumstances leading up to the behaviour or impairment
- whether the behaviour or impairment occurred in or out of social service work
- whether there was a pattern, or if the behaviour or impairment was isolated
- what the consequences of the behaviour were
- whether there was an abuse of trust, dishonesty or concealment of the behaviour or impairment.

In some cases, the conduct or impairment of a worker is so serious, that no number of mitigating factors will affect our decision to refer an application to a Fitness to Practise Panel.

## **Grant application for registration**

If we decide that your current fitness to practise is not impaired, we will grant your application. When making this decision, we consider:

- whether there is evidence to prove the allegations
- whether there is any risk of harm to people who use services or the wider public
- if any risk is being managed
- the reputation of the profession.

Registration will always be granted subject to any required qualification conditions.

We will keep the information about our investigation and should any further allegations come to light or should any more information become available in the future, then we can reconsider it.

## **Grant application subject to conditions**

If we decide a worker's fitness to practise is impaired but additional conditions would protect individuals using services and uphold public trust and confidence, we can grant the worker's application subject to those conditions.

Conditions may be appropriate in cases about a worker's health or professional practice and in particular where:

- a worker has shown insight

- training and/or supervision would address concerns
- there are no underlying concerns about the worker's values.

Examples of conditions are:

- increased supervision
- training
- counselling and/or medical treatment
- a requirement to disclose a health matter
- a reflective account.

Conditions are imposed for a fixed period but will always form part of a worker's record of registration with us. They do not show on our online Register but information is available to current or future employers.

If conditions are imposed on a worker's registration, they are responsible for making sure they are met. An employer will decide if they can accommodate the conditions to allow the worker to continue working in your role.

Registration will always be granted subject to any required qualification conditions.

## **Refer an application to a Fitness to Practise Panel hearing**

If we decide that a worker's fitness to practise is impaired and there are no suitable conditions, we will refer their application to a Fitness to Practise Panel. The Panel will make a decision about their application and registration.

The Panel can decide to:

- grant registration
- grant registration subject to conditions
- refuse registration.

If your registration has been refused, you cannot reapply to register on the same part of the Register within two years, unless the only ground of refusal was due to health, or there has been a material change in circumstances.

If you are applying to a different part of the Register, you can apply at any time.

## Publicity

We do not currently publish information about registration decisions on our website.

## More information

Find more information about our fitness to practise processes on our website: [sssc.uk.com](https://www.sssc.uk.com)

You may also find these documents helpful:

- Factsheet 5 about where to go for help and advice
- our Decisions Guidance about how we make decisions.

You can find all of these on our website: [www.sssc.uk.com](https://www.sssc.uk.com)

If you would like a printed copy of any document, please contact your caseholder.