



Department
for Education



Department
of Health &
Social Care

Social Work England

**Consultation on secondary legislative
framework**

Launch date 8 February 2018

Respond by 21 March 2018

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Foreword

Social work is a complex and challenging profession. The best social workers deliver excellent support that has the power to transform the lives of some of the most vulnerable people in our society.

We want all social workers to be equipped to deliver outstanding services. We have developed a significant reform programme, across child and family and adult social work, to improve both the quality of social work practice, and the systems which support social workers. Social workers need to benefit from the highest quality initial education, access to continuing professional development whilst in frontline practice and experience strong, supportive supervision and leadership.

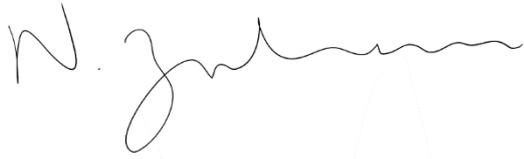
A fundamental part of this reform programme is establishing Social Work England: a new, specialist regulator for social workers in England. Like the other health and social care regulators across the UK, Social Work England's primary objective will be protection of the public. It will achieve its objective through setting professional, education and training standards for social workers, and providing assurance that those registered meet the standards, are qualified and remain fit to practise. Not only will this help to better protect the public, but by promoting public confidence and trust, it will also bring real benefits to the social workers up and down the country who work to support vulnerable children, adults and families.

Health and social care professional regulation is undergoing change. While the regulators are generally effective in protecting the public from serious harm there has been criticism, including from the regulators themselves, that the system can be slow, inefficient, overly adversarial and confusing to service users and the public. Government recognises that the regulation of all healthcare professionals needs to be faster, simpler, better and less costly and is reviewing the regulation of healthcare professionals through its consultation *Promoting professionalism, reforming regulation*. Social Work England is at the forefront of this reform.

Therefore, the regulatory framework for Social Work England, described in this consultation, aims to take account of the latest thinking, enabling the regulator to be streamlined, proportionate and efficient. Social Work England will be able to operate systems and processes which adapt to emerging opportunities, challenges and best practice, ensuring professional regulation reflects the changing reality of delivering social work practice safely and effectively.

We encourage everyone with an interest in social work and professional regulation to express their views through this consultation. This is your opportunity to influence the core elements of Social Work England's regulatory framework. Working together, we are confident that the new regulator can have a lasting and sustained impact on both the social work profession, and the people that social workers serve and protect.

We look forward to working in partnership with you to make this a reality.



Nadhim Zahawi
Parliamentary Under Secretary of State
for Children and Families

Caroline Dinage
Minister of State
for Social Care

Message from the Chief Social Workers

As social workers, we work alongside children, adults, families and communities who expect the highest standards of social work practice and professional conduct. The creation of Social Work England is an important part of a developing national infrastructure helping to build public confidence in the social work profession.

Social Work England will ensure that all students receive high standards of education leading to initial qualification and that qualified social workers develop their knowledge and skills throughout their careers. For this institution to have enduring credibility and to have true value, each and every registered social worker must meet the regulator's standards and every institution that delivers regulated education provision must deliver the quality expected.

Social Work England will set new standards that, we hope, will get to the heart of what it means to be a social worker. We hope too that it will consistently and fairly measure the quality of teaching and practice against those standards; that it will create a fitness to practise system that is fit for purpose, making sure that action is proportionate, timely and effective; and that it will provide opportunities for individuals, the sector and Government to learn how social work practice could improve.

Building on established specialist roles such as approved mental health professionals, Social Work England will also have the power to set post-qualification standards and accredit post-qualification specialists, helping to bring about a systematic approach to post-qualification career pathways. In time, and in consultation with the profession, we would expect to see Social Work England take a leading role in this space. We want Social Work England to set clear expectations about what every social worker should be able to demonstrate at their level of practice or specialism and build on the work to implement the Knowledge and Skills Statements and to embed the Professional Capabilities Framework.

This consultation is another critical opportunity to help shape the future of social work and ensure that the framework for Social Work England supports and assists social workers in their many and varied roles.

We are looking forward to working with you, and Social Work England's leadership, to make this a reality.



Isabelle Trowler
Chief Social Worker for
Children and Families



Lyn Romeo
Chief Social Worker for
Adults (England)

The consultation

About this consultation

The Children and Social Work Act 2017 sets out the broad legal framework for Social Work England, but much of the detail of the legal framework is to be set out in regulations. This consultation seeks views on the policy underpinning those regulations, which cover the full range of Social Work England's regulatory functions. It sets out:

- the policy background to the reform of social work regulation;
- our approach and aims in setting up Social Work England;
- our approach to establishing the secondary legislative framework for Social Work England; and
- the key propositions that we are consulting on.

This consultation may be read in parallel with draft illustrative regulations, which set out how the proposals in this consultation document are likely to appear in the legislative framework. We have included indicative provisions to aid the consultation process and indicated in square brackets where further provisions are likely to be added following the consultation. The final regulations will change as a result of the consultation.

Who this is for

We are particularly interested in the views of:

- Social workers (including Approved Mental Health Professionals and Best Interest Assessors);
- Social work employers;
- Social work sector organisations;
- Social work academics and social work education institutions and providers;
- Children and families, adults, and the wider public;
- Other organisations and individuals with an interest in social work; and
- Other professional regulators.

Issue date

- The consultation was issued on 8 February 2018.

Enquiries

If your enquiry is related to the policy content of the consultation, please contact: SocialWorkReg.CONULTATION2018@education.gov.uk.

If your enquiry is about the e-consultation website or the consultation process in general, please email: consultation.unit@education.gov.uk, telephone: 0370 000 2288 or visit the [DfE Contact us page](#).

Additional copies

Additional copies are available electronically and can be downloaded from [GOV.UK](#).

The response

The results of the consultation and the Government's response will be [published on GOV.UK](#) in due course, alongside the final draft regulations.

Respond online

To help us analyse the responses please use the online system wherever possible. Visit www.education.gov.uk/consultations to submit your response.

Other ways to respond

If for exceptional reasons, you are unable to use the online system, for example because you use specialist accessibility software that is not compatible with the system, you may download a word document version of the form and email it or post it.

By email

- SocialWorkReg.CONULTATION2018@education.gov.uk

By post

Social Work England Consultation
Department for Education
8th Floor, Sanctuary Buildings
Great Smith Street
London SW1P 3BT

Deadline

The consultation closes on 21 March 2018.

Background

The Health and Care Professions Council

1. The Health and Care Professions Council (HCPC) currently regulates social workers in England alongside 15 other professions. The Government believes that the regulation of social workers in England will be better carried out by a social work specific body able to develop an in-depth understanding of the profession. The Children and Social Work Act 2017 (the 2017 Act), provides for the establishment of Social Work England for this purpose.

Social Work England

2. In January 2016, the then Secretary of State for Education announced, in partnership with the Secretary of State for Health, the intention to set up a new regulator for social workers, as part of wider reforms to improve confidence in social work and raise the status of the profession. Social Work England's central focus will be public protection. In particular, it will drive up standards in social work education, training and practice and operate a quality assurance system for continuous professional development ensuring all social workers remain fit to practise.
3. The new regulator will be a separate legal entity in the form of a Non-Departmental Public Body (NDPB) operating at arm's length from government. Social Work England will be responsible for day-to-day operations and will be able to employ the staff it needs to carry out its functions, it will have its own governance arrangements and a clear set of responsibilities. Government will hold the regulator to account for the overall delivery of its functions. This is consistent with the approach to regulating the social work profession in Scotland, Wales and Northern Ireland.

The Law Commissions' Review of the Regulation of Health and Social Care Professions

4. The Law Commissions published a comprehensive review of the legal framework for the regulation of health and social care professionals in the UK in 2014.¹ The reforms recommended by the Law Commissions aimed to create greater flexibility in decision making, consolidate and simplify the existing legal framework and impose

¹ [Law Commission: regulation of health and social care professionals](#)

greater consistency across the regulators. The Government published its response to this review in January 2015, accepting many of the recommendations.²

Promoting professionalism, reforming regulation and Right-touch reform

5. The Government is currently consulting on proposals for the reform of the regulation of healthcare professionals across the UK. *Promoting professionalism, reforming regulation*³ sets out that while healthcare regulators are generally effective, the system is slow, expensive, complicated, reactive, overly adversarial and confusing. The proposals in that consultation and the setting up of Social Work England have shared aims of:
 - allowing regulators greater autonomy in setting their own working procedures to meet defined statutory objectives; and
 - providing a comprehensive suite of fitness to practise powers that give regulators the tools to address concerns about individuals in a proportionate manner.
6. Both draw on the Law Commissions' recommendations, and on the Professional Standards Authority's (PSA) *Right-touch reform* work. The PSA's most recent right-touch reform paper was published in November 2017.⁴ It brings together research and sets out the PSA's views on the future direction for regulatory reform, looking at four areas: the role of regulators in harm prevention, fitness to practise, quality assurance of higher education and registers.

Stakeholder Engagement

7. In developing regulations, we have engaged extensively with stakeholders. We meet regularly with the Social Work England Advisory Group and engage with professional regulators, including those in Scotland, Wales and Northern Ireland. Our Regulator Expert Group provides support and challenge informed by extensive regulatory knowledge. See annex B for membership of these groups.
8. We will seek further opportunities to engage directly with social workers through professional networks and will seek the views of children, young people, families and adult service users through service user organisations' focus groups.

² [Regulation of health and social care professionals: response](#)

³ [Promoting professionalism, reforming regulation](#)

⁴ [PSA: Right-touch reform - a new framework for assurance of professions](#)

Vision and Approach

Vision

9. Delivering strong, consistently effective social work practice, needs high quality social workers, who are well-trained and properly supported. Social workers who are able to adopt evidence-based and innovative approaches, who learn from the very best practice and are able to deliver quality outcomes for all service users.
10. The Department for Education and the Department of Health and Social Care both published policy documents in July 2016 which set out the Government's reform programme for social work. *Putting children first, delivering our vision for excellent children's social care*⁵, set out our ambition for a children's social care system that works for every child, young person and family. The *Strategic statement for social work with adults in England*⁶, set out the Government's vision for a highly skilled, capable and confident adult social work profession, which is clear about its role in working with people to empower, protect and promote their wellbeing and inclusion. Fundamentally, we want a social work profession that is equipped and supported to help vulnerable people in times of crisis and to achieve their full potential, in line with British values.
11. A key part of our vision for the social work profession is a new regulator, which will focus on raising the quality of the social work profession. Our aim is to create a responsive system of regulation for social workers by establishing a new, single-profession regulator that focuses on public protection and supporting practice excellence. The regulator will set profession specific standards that clarify expectations about the knowledge, skills, values and behaviours required to become and remain registered as a social worker in England. It will set standards for initial education and training to ensure that newly qualified social workers are prepared for the challenges of direct practice with service users. It will ensure that all social workers maintain their fitness to practise by setting out expectations for continuous fitness to practise and operating a system to identify and support those social workers that are not meeting the standards. And it will have the power to set standards and approve and recognise post-qualification specialisms, helping to bring consistency to social work career pathways.
12. This approach will have benefits for the general public and people who use services – including some of the most vulnerable children, young people and adults in society – through a proportionate, targeted and efficient system of public protection. It will

⁵ [Putting Children First](#)

⁶ [Department of Health strategic statement for social work with adults in England 2016-2020](#)

also have benefits for social workers themselves through increasing public confidence and the status of the profession, and through a less adversarial, more proportionate fitness to practise system which reduces unnecessary stress and supports practice improvement.

13. As a single-profession regulator, Social Work England will be able to use the data and evidence it gathers through delivering its core regulatory functions to gain an expert understanding of the challenges that face the social work profession in England and use this information to feed learning back into the wider social work system.

Approach

14. In creating the legal framework for Social Work England, we are designing a flexible model of professional regulation which aims to secure public protection, foster professionalism and improve practice, while also being able to adapt swiftly to future developments. This means giving Social Work England greater freedom to determine its own internal structures and make regulatory rules. These regulatory rules – created by the regulator rather than Government – set out detailed procedures and requirements in relation to the regulator’s key functions. This consultation sets out those propositions that are new or different to the current approach to the professional regulation of social workers in England.

Regulatory functions

15. This chapter sets out our proposed approach to Social Work England's core regulatory functions: registration, approval of education and training courses and qualifications, and fitness to practise.

Registration

Background

16. Establishing and maintaining a transparent and accurate register of social workers is fundamental to effective regulation and public protection. We are proposing that Social Work England maintains a single register of social workers in England providing assurance that only those who are sufficiently qualified, have up to date knowledge and remain competent are able to practise as social workers in England.

Proposal and rationale

17. Regulations will set out the key registration functions essential for ensuring public protection, for example the power to appoint a registrar. Registration functions include keeping and maintaining the register, the assessment and determination of registration applications, and annotation of the register, renewal and lapse and restoration following removal. Our approach is intended to allow flexibility for Social Work England to set out the detail of its procedures in rules.

Registration with Social Work England

18. Social Work England will, following consultation, set professional standards which individuals must meet as a condition of registration. These include standards for proficiency, performance, conduct and ethics and continuous professional development. Social workers must confirm that they meet these standards on an ongoing basis as a condition of continued registration. We would expect Social Work England to implement proportionate monitoring through the renewal of registration and auditing of continuous professional development.

19. We are proposing that, like the Scottish and Northern Ireland social care regulators, Social Work England have the power to register social workers in England with conditions. Conditional registration allows an individual to be registered and practise subject to conditions, such as restrictions on the type of work they can undertake or requirements related to health conditions, such as undertaking medical treatment or assessments. This would give Social Work England greater flexibility to grant registration applications for individuals where it considers it proportionate and in line with public protection, allowing the individual an opportunity to meet standards rather than refusing registration. The procedure would be set out in rules made by Social

Work England. We propose that conditional registration entries would be annotated on the register to provide transparency. Where a registrant does not comply with the conditions attached to their registration, the regulator will have the power to remove them from the register.

20. In line with some other professional regulators, and following the introduction of the code of practice on English language requirements for public sector workers⁷ under Part 7 of the immigration Act 2016, we are also proposing to give Social Work England proportionate powers in relation to the English language skills of registrants. This acknowledges that it is vital social workers can understand and communicate effectively with vulnerable adults, children, their families and other professionals to practise safely and effectively.
21. These provisions will make having the necessary knowledge of English a condition of registration for applicants with EEA qualifications, as well as those with UK and international qualifications and require Social Work England to set out the process and criteria for determining whether a person meets the requirement in rules. Lack of English language proficiency will also be a basis of a fitness to practise inquiry. We anticipate that Social Work England will take a phased approach to applying this registration condition to existing registrants. Our intention is that regulations will also place a duty on registrants to notify Social Work England of changes to registration details and a duty on applicants and registrants to respond to requests by the regulator for registration information. This duty will help ensure public protection through an accurate register. Our intention is that regulations will allow for the sanction for non-compliance to be set in rules by the regulator and may include a fitness to practise referral or suspension and removal by the regulator from the register under a process set in the rules.

Annotation

Additional qualifications, specialisms and accreditations

22. Annotation is a means of adding additional information to a registrant's entry. The Government agreed with the Law Commissions that regulatory bodies should have the power to annotate specialisms and qualifications and that regulators should be proportionate, ensuring that the approach to annotation supports public protection.
23. Regulations will provide a power for Social Work England to set out in rules additional qualifications, specialisms or accreditations that may be annotated on the
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⁷ [English language requirement for public sector workers: code of practice](#)

register. Social Work England will be required to set out in rules the procedure for adding and removing such annotations.

Fitness to practise outcomes

24. We think that public protection is best served where the register is a transparent, single record of a registrant's practice history. Making information available about a social worker's current or past restrictions on practice helps employers to make informed recruitment decisions and affords greater transparency to service users. Any potential detrimental impact to the registrant is outweighed by public protection benefits.

25. In line with the Law Commissions' recommendation, we are proposing that Social Work England's public register should indicate current fitness to practise sanctions. This will cover all sanctions imposed following an impaired fitness to practise determination by case examiners or adjudicators, including interim orders put in place to protect the public and removal from the register. Warnings where no impairment is found will also be annotated. Sanctions imposed following a determination of impairment will only be annotated after any registrant appeal period has expired or any appeal has been unsuccessful. We are proposing that Social Work England will have a power to determine in rules how long expired sanctions will be annotated on the register. Where an annotation ceases to be accurate it will be removed. The register would also indicate cases where registration has lapsed.

Social workers with European mutual recognition rights

26. The mutual recognition of professional qualifications (MRPQ) directive aims to promote free movement in the EU by simplifying the recognition of professional qualifications to allow professionals to practise in other EU countries. The Directive has been implemented in the UK by, for example, setting out the required arrangements for recognition of qualifications within registration processes.

27. On 23 June 2016, the EU referendum took place and the people of the United Kingdom voted to leave the European Union. Until exit negotiations are concluded, the UK remains a full member of the European Union and all the rights and obligations of EU membership remain in force. During this period the Government will continue to negotiate, implement and apply EU legislation. The outcome of these negotiations will determine what arrangements apply in relation to EU legislation in future once the UK has left the EU.

Questions

Do you agree that Social Work England should have the power to register social workers in England with conditions?

Do you agree with the proposal to introduce proportionate English language controls as a registration requirement?

Do you agree that Social Work England should have the power to annotate additional qualifications, specialisms, and accreditations?

Do you agree that current fitness to practise sanctions should be annotated on the register?

Do you agree that Social Work England should have a rule-making power to determine the length of time that expired sanctions are annotated on the register?

Education and Training

Background

28. Setting education and training standards is a core regulatory function of health and social care regulators. Regulators operate a scheme of approval for courses of initial education and training, approve qualifications and determine that having an approved qualification is a requirement of registration. In *Right-touch reform* the PSA sets out that the quality assurance activity that professional regulators undertake in relation to prospective registrants' courses is one of the primary ways in which the regulator ensures that those qualifying from education and training courses are fit to practise and join the register.⁸ This is fundamental to meeting the public protection objective.

29. The powers in the 2017 Act enable Social Work England to set standards and approve courses and qualifications for those who are or who wish to become social workers in England.

Proposal and rationale

30. In line with our overall approach to creating the secondary legislative framework (regulations), we are proposing to give Social Work England autonomy to determine its approach to approving these courses and qualifications through its regulatory

⁸ [PSA: Right-touch reform - a new framework for assurance of professions](#), page 115

rules. We are proposing to set out high-level provisions and requirements in regulations to ensure that Social Work England is focused on a proportionate approach when approving courses, training and qualifications. Social Work England will also need to take account of the complex framework of internal programme approval processes within the sector and the role of related guidance such as the Quality Assurance Agency's benchmarking statements for social work education and the Framework for Higher Education Qualifications.

31. We want Social Work England to be able to respond to emerging evidence and best practice in developing its approach and ensure that it keeps pace with new and innovative approaches to ensuring on-going quality provision. This is consistent with the PSA's principles of right-touch regulation which state that regulation should be proportionate, consistent, targeted and agile.

32. We are therefore proposing to set out in regulations that Social Work England must:

- include criteria for the approval of initial education and training courses, ensuring that courses and qualifications meet Social Work England's Standards of Education and Training;
- include criteria for tests of knowledge of English and comparable qualifications (relating to courses of education and training taken outside the UK) in rules;
- ensure that the criteria also stipulate that prospective registrants are able to meet the Professional Standards (determined by the regulator) at the point of course completion, which are a condition of registration;
- determine and publish the scheme for approving initial education and training courses, test of knowledge of English and comparable qualifications in regulatory rules. Regulations will specify that rules must cover (at a minimum): the procedure for decision making, consultation of students, service users and providers (e.g. placements); further information about conditional approval, suspension of approval, withdrawal and refusal of approval; information to education providers, the publication of reports and decisions and a requirement to set out on-going monitoring and assurance processes and re-approval; and
- publish a list of approved courses, qualifications and tests of knowledge of English and a list of qualifications that have been but are no longer approved.

33. The regulations will also give Social Work England powers to refuse or withdraw approval, attach conditions to approval or suspend approval. Our intention is to give Social Work England a range of powers to work alongside education providers to ensure that the quality of provision available is of the highest standard, as well as a range of options to support improvement within specified timescales. Conditions might be applied where it is more proportionate for a provider to make any necessary changes to a course or training without requiring the provider to start the approval process from the beginning. Suspension might be used where a serious

concern has been raised about the quality of a course or training. In these circumstances the regulator may consider it appropriate to suspend approval pending an immediate investigation. In both circumstances, we are proposing that the regulator would be required to apply a specific time period for change or investigation and determine the procedure for decision-making and determining a final outcome.

34. To ensure that the regulator can adopt a risk-based approach to quality assurance of education and training, we propose to give Social Work England the power to require information from education providers at any time, not just at the point of approval, re-approval or monitoring. This will ensure that the regulator is able make full use of evidence and data to identify, act on and resolve emerging issues quickly and efficiently.
35. We are also proposing to give Social Work England the flexibility to determine how it gathers information in the approval and monitoring processes, particularly in relation to visiting providers. We are proposing that the regulations provide that Social Work England may appoint individuals to undertake visits as part of the approval process. These individuals are known as inspectors.
36. We are proposing to include a rule-making power for Social Work England in relation to inspections, requiring the regulator:
- to set out of the role of an inspector including the knowledge, skills and experience required;
 - place the responsibility for conflict of interest declarations on the individual responsible for carrying out the visit rather than the regulator; and
 - set out the inspection and reporting procedures.
37. Individuals will be appointed under the adviser provisions or will be members of the regulator's staff. This will give Social Work England a flexible framework to determine its operational structures for visiting and inspecting providers.
38. We anticipate that the legislative framework will be coupled with a self-service online portal for education providers enabling them to upload information to the regulator quickly and easily.

Post-qualification specialisms

39. In addition to quality assuring initial education and training, Social Work England will have powers to approve courses of education and training in social work post-qualification specialisms. There are two existing adult mental health roles, Approved

Mental Health Professionals (AMHPs)⁹ and Best Interest Assessors (BIAs), that require a professional qualification and specialist training to ensure that individuals are able to work safely and effectively. In both of these roles, practitioners have decision-making authority and exercise functions on behalf of the state.

40. At present, HCPC approves AMHP courses while the Secretary of State for Health and Social Care approves BIA courses. Establishing Social Work England provides an opportunity to make the assurance process for education and training for these two roles consistent. Our proposal is that the responsibility for setting the criteria for education and training courses for AMPHs and BIAs will transfer to Social Work England, as will the responsibility for approving such courses. Social Work England will also have powers in regulations to charge for the approval of BIA and AMHP courses.
41. In addition, we recognise that, over time, Social Work England, as a single profession regulator, will have the opportunity to bring a consistent approach to the recognition of social work post-qualification specialisms and career pathways. It will be for Social Work England to determine its role in this area. We are therefore proposing to include powers for the regulator to use the approval process for post-qualification education and training.

Continuous Professional Development

42. Ensuring that individual registrants maintain up-to-date knowledge, skills and capabilities to practise safely and effectively is a core function for a professional regulator. The PSA supports the move away from the narrow input based system which looks at the number of hours of activity to *'much broader frameworks of activity based on assessment of registrants' ongoing fitness to practise and consideration of more innovative measures seeking to ensure that registrants understand and continue to comply with the standards throughout their professional life'*.¹⁰
43. Continuing Professional Development is now more broadly seen as 'continuing fitness to practise' which the PSA states is supported by *'the regulatory functions of education, standard setting, registration and fitness to practise'*.
44. Social Work England will set Professional Standards under section 41 of the 2017 Act, which will include standards for continuous professional development. We propose that regulations will provide for Social Work England to make rules about

⁹ A range of professions may train to become AMHPs including social workers, mental health and learning disabilities nurses, occupational therapists and practitioner psychologists. The majority of AMHPs are social workers.

¹⁰ [PSA: Right-touch reform - a new framework for assurance of professions](#) pg. 17

the requirements and process for auditing how registrants must meet these standards and to make provision for those who fail to comply with any requirements.

45. It will be for Social Work England to determine compliance with these standards and requirements, but we would expect this to be a proportionate, risk based and transparent system in line with the recommendations and findings of the PSA in this area.

Questions

Do you agree that Social Work England should be able to determine the criteria for the approval of education and training courses and qualifications in regulatory rules?

Do you agree that Social Work England should have the power to suspend education and training course approval?

Do you agree that Social Work England should have the power to attach conditions to education and training course approval?

Do you agree with the approach to allow Social Work England to approve other post-qualification specialisms relating to social work using the approval scheme for initial education and training set out in regulations and regulatory rules?

Fitness to Practise

Background

46. An effective fitness to practise system is critically important both in terms of public protection and public confidence in regulated professions. Regulators will consider what action to take where an allegation is made that a professional's fitness to practise is 'impaired'. If a regulator finds that fitness to practise is impaired, it may put in place a range of sanctions in order to protect the public. These range from a warning to removal from the register, meaning that the registrant may no longer work in their chosen profession.

47. The PSA has argued that existing fitness to practise systems are expensive and overly adversarial. We have taken account of its proposals for reform of fitness to practise processes, along with recommendations by the Law Commissions, in designing the regulatory framework for the Social Work England fitness to practise system.

Proposal and rationale

48. The 2017 Act requires Social Work England to:

- make arrangements for protecting the public from social workers in England whose fitness to practise is impaired, and
- make arrangements for taking other disciplinary action against social workers in England.

49. Our aim is to enable the regulator to create a flexible, efficient and proportionate regime. We are proposing to set out the core requirements for Social Work England's fitness to practise system in regulations, while leaving the operational detail to be determined by the regulator in rules which will be subject to consultation.

Grounds for action

50. Although some of the terminology is different, we propose to follow the Law Commissions' recommendations, set out in their 2014 review, in relation to the circumstances in which disciplinary action may be taken or the circumstances in which a person's fitness to practise is impaired. These 'circumstances' are referred to in the draft regulations as 'grounds for action' and include misconduct, lack of competence or capability, adverse physical or mental health and not having the necessary knowledge of English.

Fitness to practise decision-making framework

51. We want to ensure that the Social Work England fitness to practise system is transparent, accountable and consistent, and includes a robust investigation process, a clear and transparent mechanism for hearings, a clear separation between investigation and adjudication, and a clear right of appeal for registrants. In order to achieve this, the draft regulations set out the essential elements of the fitness to practise decision-making framework. This covers determining which allegations meet thresholds for undertaking an investigation (set by the regulator in rules), investigating allegations that meet this threshold, deciding what action to take following investigation and a process for holding hearings, where necessary. Sanctions may be imposed on the registrant at certain points in the fitness to practise process.

Sanctions

52. Social Work England will have powers to impose a range of different sanctions through the fitness to practise framework. These will vary depending on whether they are applied on an interim basis or are final case outcomes. Final case outcomes may be reached through the accepted disposal process (see below), or through a hearings process.

53. Interim orders are limited both in their nature (suspension or conditions on practice) and their duration (maximum 18 months). They must also be reviewed periodically and may be appealed against by the registrant (to the High Court). A broader range

of sanctions are available for final case outcomes. These include those available on an interim basis (with double the maximum initial duration available on an interim basis), warnings and removal from the register. The regulator may also give advice. For final case outcomes determined via a hearing (see below), registrants would have both rights of internal review by the regulator and external appeal to the High Court.

Decision makers

54. The draft regulations set out that sanctions can only be imposed by certain decision makers in the fitness to practise framework:

- case examiners, who will determine whether a case should be taken forward following an investigation, can agree accepted disposal with registrants (final case outcomes, see below) and can impose interim orders, where necessary to protect the public. We expect that Social Work England will set out in rules, subject to consultation, appropriate safeguards to ensure that the accepted disposal process is fair, transparent and appropriately scrutinised; and
- adjudicators, who will run hearings where case examiners have decided that one is needed to determine the final case outcome, or where a registrant does not agree to an accepted disposal. Adjudicators will be responsible for deciding final case outcomes, i.e. whether or not a registrant's fitness to practise is impaired and, if so, what sanction is appropriate. Adjudicators may also make interim orders so sanctions apply during the appeal period available against final orders.

Accepted disposal

55. We want Social Work England to be able to create a fitness to practise system which encourages early resolution and remediation. We are therefore proposing to incorporate a system of 'accepted disposal' into Social Work England's fitness to practise framework, in line with the Law Commissions and PSA recommendations. Under accepted disposal a registrant would effectively waive their right to an adjudication hearing. It would allow case examiners to put final sanctions in place more quickly where a registrant accepts findings of fact and the sanction proposed by the regulator. The registrant would have the right to take their case to a hearing if they disagree with the findings of fact or sanction proposed. The full suite of sanctions will be available through an accepted disposal, including suspension and removal from the register. The accepted disposal process would allow cases to be dealt with more efficiently, reducing unnecessary costs for the regulator and stress for the social worker involved.

Automatic removal

56. We are proposing, in line with the Law Commissions' and PSA recommendations, to integrate a system of automatic removal into Social Work England's fitness to

practise regime. This will allow the regulator to take action to remove social workers convicted of certain very serious criminal offences from the register, without having to go through fitness to practise processes. We are proposing to align this list of offences with those proposed by the Law Commissions, for example murder and rape. The proposed list of offences is set out in annex A.

57. Although the investigation, case examination and adjudication parts of the fitness to practise decision-making framework would not be required in these circumstances, registrants will have the right to make representations to the regulator.

Criminal convictions resulting in custodial sentences

58. Similar to automatic removal, we are also proposing to include a more streamlined fitness to practise process for social workers convicted of criminal offences which have resulted in a custodial sentence (excluding offences subject to automatic removal). Such a process was recommended by the Law Commissions. This would eliminate the need for the investigatory part of the fitness to practise process, as guilt had already been determined by a criminal court. Instead, such cases could proceed to a hearing (if accepted disposal is not agreed). This more streamlined process will achieve swifter public protection, while also saving the regulator time and money.

Questions

Do you agree that the proposed fitness to practise inquiry approach provides for:

- a robust investigation process;
- a clear and transparent mechanism for hearings;
- a clear separation between investigation and adjudication; and
- a clear right of appeal?

Do you agree with the inclusion of provisions for:

- accepted disposal;
- automatic removal; and
- criminal convictions resulting in custodial sentences?

Do you agree with the proposed list of offences that would result in automatic removal?

Operation and oversight of the regulator

59. This chapter sets out our proposed approach to the operation of Social Work England and how it will be overseen.
60. Social Work England's Chair, Board members and the first Chief Executive will be Ministerial appointments. Social Work England staff (such as Directors of functions) will be recruited by the leadership of the regulator and be employees of Social Work England. The Chair will be responsible for leading Social Work England's Board. Social Work England's Board will be the governing body and will hold the Executive team (led by the Chief Executive) to account. The Board will provide leadership, direction and the overall strategy for the organisation. It will be responsible for overseeing the full range of Social Work England's regulatory functions, including setting professional standards and standards for education and training for all social workers in England; establishing and running a fitness to practise system; and holding a register of social workers in England. The Board will ensure effective arrangements are in place to provide assurance on risk management, governance and internal control.

Advisers

Background

61. The 2017 Act sets out the Secretary of State's powers to allow or require Social Work England, through regulations, to appoint advisers to support the delivery of its regulatory functions.

Proposal and rationale

62. Ensuring that Social Work England can also access expertise from outside its immediate workforce is crucial to enabling it to operate flexibly, proportionately and efficiently. Our intention is that the regulator should have the freedom to appoint individuals or groups of individuals, as advisers to bring in specialist or expert knowledge to support the delivery of its regulatory functions, as it deems appropriate.
63. We envisage that the regulator might want to appoint advisers to gather information for, or make recommendations to, Social Work England on a number of regulatory functions. Advisers are not members of the regulator's staff.
64. The draft regulations set out a power for the regulator to appoint advisers, and requirements to set procedures and processes for these appointments in regulatory rules. The regulations place the duty to declare conflicts of interest on the adviser.

Our approach is deliberately broad, ensuring that Social Work England can regulate efficiently, and appoint advisers, as it considers appropriate.

65. For example, advisers can be appointed by the regulator as inspectors as part of the education and training approval scheme; as investigators, case examiners and adjudicators within the fitness to practise process; and, as members of panels within the registration appeals process.

66. It is also important to note, that the Secretary of State can, under default powers, direct the regulator to appoint an adviser to support and assist the regulator in taking remedial direction.

Questions

Do you agree that advisers should be able to provide the following to the regulator on matters relating to any of its functions?:

- information;
- specialist or expert advice; or
- recommendations.

Do you think there are other advisory roles that advisers could usefully undertake in supporting the regulator to deliver its functions?

Do you think there should be any limitations on the role that advisers can play in supporting the regulator to deliver its functions?

Do you agree that Social Work England should have a rule-making power to set out the detail about the appointment of advisers?

Information and Advice

Background

67. In line with the principles identified by the PSA in right-touch regulation¹¹, regulators should be open, and keep information about how they operate which is simple and user friendly.

68. The 2017 Act provides a broad power for Social Work England to share information or to give advice in relation to its functions. Social Work England will be subject to

¹¹ [Right-touch regulation](#), Page 4

information sharing and data protection legislation in terms of how it processes personal data. We would expect Social Work England to publish policies on its information sharing, data management and compliance with the data protection legislation as part of operating as an effective statutory body.

Proposal and rationale

69. We want to enable Social Work England to operate in a clear, consistent and transparent way to ensure that registrants, employers and the public are clear about the role of the regulator. We are proposing to place a further requirement on the regulator, in regulations, to publish information and give advice to the public, registrants and education providers about the regulatory body and the exercise of its functions. We propose to include a requirement to keep this information under review but are not proposing to set, in regulations, prescribed intervals for it to do so.

70. We are also considering requiring Social Work England to prepare and publish a strategic plan setting out how it will achieve its public protection objective and the steps that it will take to implement its plan. We are proposing to follow the approach taken by the Law Commissions by requiring Social Work England, through regulations, to determine the period for its strategic plan and therefore the cycle for updating and re-publishing it.

Questions

Do you agree that Social Work England should be required in regulations to provide specific information about its core regulatory functions for:

- the public;
- registrants; and
- education providers?

Do you agree that Social Work England should be required in regulations to prepare and publish a strategic plan?

Do you agree that Social Work England should be allowed through regulations to determine the relevant period to which its strategic plan will apply?

Fees

Background

71. Under section 50 of the 2017 Act, the Secretary of State can make regulations which provide Social Work England with the power to charge fees in relation to a number

of its functions. Social Work England is required to set the level of such fees in accordance with these regulations. Before determining the level of any fees, the regulator must obtain the approval of the Secretary of State and consult any persons it considers appropriate.

Proposal and rationale

72. All regulators are funded by fees charged to registrant groups. The draft regulations allow Social Work England to charge fees in relation to registration, including for renewal, restoration and annotation.
73. Some regulators of other professions, including the General Pharmaceutical Council, charge for the approval of courses. Social Work England will have powers to do so, subject to the requirements to obtain approval from the Secretary of State and consult, in line with the 2017 Act.
74. The regulations will allow the regulator to set out in rules various related matters, such as the timescales for payment of fees and the circumstances where a fee is not chargeable or may be reduced or waived, and the steps that the regulator may take where a fee is not paid.

Questions

Do you agree that the regulations should provide for Social Work England to set out the detail about how it will charge fees in relation to registration in regulatory rules?

Do you agree that the regulations should provide for Social Work England to set out the detail about how it will charge fees in relation to approval for education and training courses in regulatory rules?

Regulatory Rules

Background

75. To enable them to undertake their statutory functions, regulators are given powers to make rules. Regulatory rules set out detailed procedures and requirements in relation to a regulator's key functions. Regulations provide for rule-making powers and determine where a regulator must provide additional detail about how a particular function will be carried out. Social Work England will be required to make rules in relation to many of its functions for example rules setting out the process for the appointment, suspension and removal of advisers, rules relating to application, suspension and removal from the register, rules relating to the payment of fees, and

rules setting out the criteria by which it will determine whether there are reasonable grounds for investigating whether a social worker's fitness to practise is impaired.

Proposal and rationale

76. In line with our overall policy approach, we want to provide Social Work England with flexibility in relation to how it makes rules. This would allow the regulator to change its operational processes more efficiently. This, along with the new regulator's status as an NDPB, where the Privy Council has no oversight role, means that Social Work England's rule-making procedure needs to be different to that for other regulators, including HCPC.

77. We are proposing that, for certain rules, oversight of Social Work England's rule-making procedure may be necessary. For example, this might be appropriate in instances where there are requirements (rather than powers) for Social Work England to make rules, or for rules relating to the core regulatory functions: fitness to practise, registration and education and training. For the making of other rules, we are proposing that there is no oversight process.

78. We are keen to hear views on which rules should be subject to such oversight and on three possible oversight procedures. These oversight procedures are:

- public consultation followed by approval by the Secretary of State;
- public consultation followed by a specified period in which the Secretary of State can review content, rules would come into force after a specified period unless the Secretary of State objected; or
- a gateway process, whereby the Secretary of State's views on proposed changes would be sought prior to public consultation, with the option for this process to be waived by the Secretary of State.

79. We do think that it is important that Social Work England is required to consult on all of the rules that it makes (other than when it is making technical or minor changes). We have included this provision thereby providing for a transparent, proportionate and targeted approach to Social Work England's rule-making.

Questions

Do you agree that there should be an oversight process only for certain rules?

If so, which regulatory rules do you think should be subject to an oversight process?

Which of the three possible oversight processes outlined do you think is most appropriate?

Do you have any suggestions for alternative oversight processes for Social Work England's regulatory rules?

Duty to co-operate

Background

80. The 2017 Act requires Social Work England where appropriate to co-operate with the regulators of social workers in Scotland, Wales and Northern Ireland: the Scottish Social Services Council, Social Care Wales and the Northern Ireland Social Care Council. Regulations may specify further people or bodies with whom the regulator must co-operate.

Proposal and rationale

81. We want Social Work England to be a key part of a reformed system of health and social care regulation. In order for the system to reach its full potential, regulators need to collaborate and co-operate with each other to deliver better public protection, create efficiencies and facilitate learning and improvement.

82. It is crucial that Social Work England co-operates not only with other regulators, but also with other bodies which work with and alongside it. The draft regulations set out similar co-operation requirements for Social Work England as those that currently exist. This includes requirements to co-operate with employers, education and training providers and other health and social care professional regulatory bodies. We are seeking views on whether Social Work England should also be required to co-operate with a range of other organisations, as recommended by the Law Commissions, including inspectorates, the police and health bodies.

Questions

Do you agree that Social Work England should be required to co-operate with the range of organisations set out in the draft regulations?

In addition, do you think that Social Work England should be required to co-operate with:

- relevant inspectorates (e.g. Ofsted and the Care Quality Commission);
- the police;
- NHS bodies (e.g. the NHS Commissioning Board; clinical commissioning groups; and NHS trusts or NHS foundation trusts); and
- the Disclosure and Barring Service (DBS)?

Are there any other bodies that you think that Social Work England should be required to co-operate with?

Default powers

Background

83. Default powers ensure that there is a body that can intervene in cases of regulatory failure. Default powers include taking over functions where the regulator fails to comply with a remedial direction. The Privy Council has this power in relation to HCPC and the other health and social care regulators. As Social Work England is an NDPB, there is no oversight role for the Privy Council.

84. The 2017 Act gives the Secretary of State default powers to give the regulator a remedial direction if it has defaulted in performing any function and has not remedied the default, or it is likely to default, in performing any function.

Proposal and rationale

85. We are proposing that the Secretary of State's role in determining a default and exercising default powers is set out in detail in regulations. This is to ensure the role of Government, and the limits of this role, are clear within the regulatory framework.

86. Therefore, the regulations will set out in detail:

- the steps that the Secretary of State must take in determining default, including carrying out an investigation and information provided to the regulator and the opportunity to make representations;
- when the Secretary of State must inform others;

- the process that the Secretary of State must follow in issuing a remedial direction, including information that must be given to the regulator; and
- the steps that the Secretary of State may take if the regulator fails to comply with the remedial direction, including the power to intervene and take over the regulators functions.

87. We are particularly interested to hear views in relation to the following propositions:

- providing powers for the Secretary of State to publish the remedial direction and action required to ensure transparency;
- providing powers for the Secretary of State to require that the regulator appoints advisers as part of giving the remedial direction to ensure targeted support and accountability; and
- requiring the Secretary of State, when exercising default powers, to appoint an independent person or persons to take registration and fitness to practise decisions on their behalf.

Questions

Do you think that the level of detail about the scope of the Secretary of State's powers with regard to default powers and remedial directions, including the power to appoint advisers, is sufficient?

If not, what further detail would you expect to see in regulations?

Do you agree that the Secretary of State should have powers to publish the remedial direction and the action required?

Do you agree that the Secretary of State should be required, through regulations, to appoint an independent person/s to take registration and fitness to practise decisions where they are delivering the functions of the regulator?

Role of the Professional Standards Authority and funding

Background

88. The Professional Standards Authority (PSA) performs a number of functions in respect of health and care regulators and will perform many of the same functions in relation to Social Work England. These will include carrying out an annual review of how the new regulator discharges its functions and referring cases to the High Court where it feels that fitness to practise decisions are insufficient for public protection.

89. The PSA receives funding from other health and care regulators for fulfilling functions in respect of those regulators, in accordance with regulations made under

section 25A(1) of the National Health Service Reform and Health Care Professions Act 2002.

Proposal and rationale

PSA oversight

90. The 2017 Act provides for oversight by the PSA of Social Work England's regulatory functions. This includes providing for the PSA to refer specified types of fitness to practise decisions to the High Court if it is concerned that such decisions do not sufficiently protect the public. The draft regulations set out the types of decisions that may be referred by the PSA to the High Court.

PSA funding

91. Our intention is that regulations, made under section 25AA of the National Health Service Reform and Health Care Professions Act 2002 (as amended by the 2017 Act), will replicate the fees system for the other health and care regulators in terms of funding the PSA oversight role. This would ensure that Social Work England will fund the PSA on a per registrant basis.

Questions

Do you think that the level of detail in regulations about the scope of the PSA's oversight role is sufficient?

If not, what further detail would you expect to see in regulations in relation to this area?

Do you agree that Social Work England should fund the PSA on the same basis as other health and care regulators?

Impact Assessment

92. Our aim in creating Social Work England is to create a modern, streamlined regulator that is able to utilise innovative new approaches to operate more efficiently. As part of this consultation on the secondary legislative framework for Social Work England, we have set out a high-level indication of the impact that we expect.
93. Overall, we expect the impacts to be positive and deregulatory. We expect that any impact would fall predominantly on the public sector, social work stakeholders and on individuals. This includes: social workers and social work employers (a small proportion of whom undertake the majority of their professional activity in the private sector and therefore are classified as businesses); the Professional Standards Authority (PSA), which oversees the activity of the health and care regulators; children and their families, and adults; education institutions which provide social work training, education and qualifications; the justice system; the wider public and government. Where there is a regulatory impact on business¹² this is both indirect and/or small in scale.
94. There are likely to be benefits to children, families, adults and wider society as a result of the reforms by providing better protection to the public and improving confidence in the social work profession.
95. The Government would like to gather further evidence on the scale of the likely impacts as part of this consultation exercise. We would welcome views both on the types of impact likely and, if possible, the likely scale of these impacts. This will assist us to quantify the impacts so they can be included in an assessment of impact, which we plan to publish alongside the Government consultation response and the regulations laid in Parliament.

¹² As set out in the Small Business, Enterprise and Employment Act 2015 and the Better Regulation Framework

Questions

How do you think that the proposed changes will affect the costs for your organisation or those you represent?

- increase costs;
- decrease costs; or
- no change to costs.

Please explain your answer and provide an estimate of impact if possible.

Do you think that the proposed changes will bring particular benefits for your organisation or those you represent? Please explain your answer and provide an estimate of impact if possible.

Equality Analysis

96. The Department for Education and Department of Health and Social Care are covered by the Equality Act 2010 and specifically the Public Sector Equality Duty (PSED). This places a legal obligation on the Departments to consider how decisions impact differently on different people. The duty applies to all departmental business where it has an impact on individuals.

97. The duty covers the following relevant protected characteristics: age, disability, gender reassignment, pregnancy and maternity, race (includes ethnic or national origins, colour or nationality), religion or belief (includes lack of belief), sex and sexual orientation.

98. There are three parts to the duty and public authorities must, in exercising their functions, have due regard to them all. They are:

- the need to eliminate discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010;
- the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it; and
- the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it.

99. Having due regard to the need to advance equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it involves having due regard in particular to the need to:

- remove or minimise disadvantages suffered by persons who share a relevant protected characteristic that are connected to that characteristic;
- take steps to meet the needs of persons who share a relevant protected characteristic that are different from the needs of persons who do not share it; and
- encourage persons who share a relevant protected characteristic to participate in public life or in any other activity in which participation by such persons is disproportionately low.

100. The steps involved in meeting the needs of disabled persons that are different from the needs of persons who are not disabled include in particular steps to take account of disabled persons' disabilities.

101. Having due regard to the need to foster good relations between persons who share a relevant protected characteristic and persons who do not share it involves having due regard, in particular to the need to:

- tackle prejudice; and
- promote understanding.

102. Schedule 19 of the Equality Act 2010 lists public authorities subject to the PSED in respect of the exercise of their functions. Social Work England will be included in schedule 19 and therefore subject to the PSED in the exercise of all its functions.

Questions

Do you think that any of the proposals would help achieve any of the following aims:

- Eliminating discrimination, harassment, victimisation and any other conduct that is prohibited by or under the Equality Act 2010?
- Advancing equality of opportunity between persons who share a relevant protected characteristic and persons who do not share it?
- Fostering good relations between persons who share a relevant protected characteristic and persons who do not share it?

If you have answered 'yes' to any of the above questions, could the proposals be changed so that they are more effective?

If you have answered 'no' to any of the above questions, please explain what effect you think the proposals will have and whether you think the proposals should be changed so that they would help achieve those aims?

Annex A

Proposed list of offences subject to automatic removal

Law Commission Bill

Regulation of Healthcare Professionals Regulation of Social Work Professionals in England April 2014

Schedule 4: Extract – List of Offences

SCHEDULE 4 Section 67

LISTED OFFENCES

PART 1

LIST OF OFFENCES FOR THE PURPOSES OF SECTION 67(1)(A)

- 1 Murder.
- 2 An offence under section 4 of the Asylum and Immigration (Treatment of Claimants etc) Act 2004 (trafficking people for exploitation).
- 3 An offence under any of the following provisions of the Sexual Offences Act 2003
-
 - (a) section 1 (rape),
 - (b) section 2 (assault by penetration),
 - (c) sections 5 to 8 (rape and other offences against children under 13),
 - (d) sections 9 to 12 (child sex offences),
 - (e) sections 30 to 33 (offences against persons with a mental disorder impeding choice),
 - (f) sections 47 to 50 (abuse of children through prostitution and pornography), or
 - (g) section 59A (trafficking people for sexual exploitation).
- 4 An offence under any of the following provisions of the Sexual Offences (Scotland) Act 2009
 - (a) section 1 (rape),
 - (a) section 2 (assault by penetration),
 - (b) sections 18 to 26 (rape and other offences against children under 13),or
 - (c) sections 28 to 33 (offences against older children).
- 5 An offence under any of sections 3 to 6 of the Sexual Offences (Scotland) Act 2009 (sexual coercion) committed against a person who is, by virtue of section 17 of that Act (capacity to consent: mentally disordered persons), treated as incapable of consenting.

- 6 An offence under any of sections 9 to 12 of the Protection of Children and Prevention of Sexual Offences (Scotland) Act 2005 (sexual services of children and child pornography).
- 7 An offence under any of the following provisions of the Sexual Offences (Northern Ireland) Order 2008 (S.I. 2008/1769 (N.I. 2)) -
- (a) Article 5 (rape),
 - (a) Article 6 (assault by penetration),
 - (a) Articles 12 to 15 (rape and other offences against children under 13),
 - (b) Articles 16 to 19 (offences against children under 16),
 - (c) Articles 37 to 40 (abuse of children through prostitution and pornography), or
 - (a) Article 43 to 46 (offences against persons with a mental disorder impeding choice).

PART 2

LIST OF OFFENCES FOR THE PURPOSES OF SECTION 67(1)(B)

- 1 Blackmail under section 21 of the Theft Act 1968.
- 2 Blackmail under section 20 of the Theft Act (Northern Ireland) 1969 (c. 16 (N.I.)).
- 3 Extortion (in Scotland).
- 4 An offence under section 3 of the Sexual Offences Act 2003 (sexual assault).
- 5 An offence under section 3 of the Sexual Offences (Scotland) Act 2009 (sexual assault).
- 6 An offence under Article 7 of the Sexual Offences (Northern Ireland) Order 2008 (sexual assault).

Annex B

Stakeholder groups

Social Work England Advisory Group

The Social Work England Advisory Group includes key organisations from across the social work sector, employer representatives, education providers and service users:

- Association of Directors of Adult Social Services
- Association of Directors of Children's Services
- Association of Professors of Social Work
- Become
- British Association of Social Workers
- General Pharmaceutical Council
- Joint University Council - Social Work Education Committee
- Local Government Association
- Principal Adult Social Worker Network
- Principal Child and Family Social Worker Network
- Professional Standards Authority
- Royal Institution of Chartered Surveyors
- Shaping Our Lives
- Unison

Regulator Expert Group

The Social Work England Regulator Expert Group membership includes representation from a number of professional regulators:

- Banking Standards Board
- General Chiropractic Council
- General Dental Council
- General Medical Council
- General Optical Council
- General Osteopathic Council
- General Pharmaceutical Council
- Law Commission
- Legal Services Board
- Professional Standards Authority
- Royal Institution of Chartered Surveyors
- Solicitors Regulation Authority



Department
for Education



Department
of Health &
Social Care

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