

## Notice of Decision

<b>Registrant</b>	Alasdair Robertson
<b>Registration number</b>	4140346
<b>Part of Register</b>	Social care worker
<b>Town of employment</b>	Wick
<b>Sanction</b>	Warning to stay on your registration for a period of 24 months
<b>Date of effect</b>	10 April 2025

This is notice of a decision of the Scottish Social Services Council (SSSC).

### Our decision

We decided:

1. that based on the facts found your fitness to practise is impaired, as defined in Rule 2 of Part 1 of the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021
2. to place a warning on your registration, on the part of the Register for social care workers, for a period of two years.

### Findings of fact

We decided there is evidence that while employed as a Care at Home Worker by Pulteneytown People's Project at [information redacted] in Wick and during the course of that employment you did:

1. on more than one occasion between around January 2024 and 16 April 2024, carry a Stanley knife with you when at work without reasonable cause, including when supporting clients in their homes
2. on a date unknown between on or around 8 December 2023 and 15 April 2024:

- a. say to client AA 'I have to go careful. I keep a [information redacted] or words to that effect
  - b. show AA a photograph of you wearing [information redacted] holding a [information redacted]
  - c. show AA a photograph of you wearing only your [information redacted]
3. on two occasions on or around 18 and 19 April 2024, tell your employer that you only had the Stanley knife once while at work, when that was not true
4. by your actions at allegation 3 above, act dishonestly because you knew you had carried the knife at work on more than one occasion between in or around January 2024 and 16 April 2024 and were attempting to conceal that from your employer

and your fitness to practise is impaired because of your misconduct as set out in allegations 1 – 4.

### **Reasons for finding your fitness to practise is impaired**

1. Your fitness to practise is impaired because:
  - a. Social care workers are expected to behave in a way that does not call into question their suitability to work with vulnerable people. Carrying a knife at work without reasonable cause, and because you may need to defend yourself, raises concerns about your values and placed you, colleagues and supported people at risk of harm.
  - b. Social care workers are expected to treat the vulnerable people in their care with dignity and respect and to maintain professional boundaries with them. Commenting to a supported person that you keep a weapon at home would likely have caused them fear and alarm. Showing them photographs of you with that weapon and also in a state of undress raises concerns about your values and your ability to maintain appropriate professional boundaries. The photographs were likely have been seen as distasteful and indirectly threatening and would have placed the supported person at risk of emotional harm.

- c. Social care workers are expected to be open and honest in the course of their work. Concealing the truth from your employer meant that they were unable to assess the risk you had posed. They had the right to expect that you would be transparent with them, and in not being so, you were dishonest.
  - d. Overall, your conduct shows a concerning inability to separate your personal life from your work in supporting and protecting vulnerable people in the community. That failure placed vulnerable people and your colleagues at risk of harm.
  - e. You admit carrying the knife, concealing the full facts from your employer, and the dishonesty. You express regret and remorse and show some insight. There was a [information redacted]. We consider that all these factors are likely to have impacted your ability to objectively judge the risks. We do not consider that the [information redacted] are likely to be repeated, and you have shown that you have learnt the risks of the behaviour you admit.
  - f. We do not consider there are deep-seated values issues here, and it is more likely you have made very poor errors of judgment in particular circumstances. As these have, in the main, been remedied by your insight and reassurances, we do not consider that there are current public protection risks that need to be addressed.
  - g. There are however public interest concerns to address given the pattern of conduct that did place vulnerable people, and your colleagues, at some risk of harm. The public would expect the SSSC to underline appropriate standards of conduct and maintain confidence in the integrity of the social care profession.
2. In relation to findings of fact 1 – 4 you have failed to follow parts 1.4, 2.1, 2.4, 3.10, 5.3, 5.7, 5.8, 6.1 and 6.5 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016.

## **The sanction**

After referring to our Decisions Guidance, we decided the appropriate sanction is to place a warning on your registration for a period of two years.

## **Reasons for the sanction**

When making our decision we considered the following factors:

**Factors of concern**

- Your behaviour placed vulnerable people and your colleagues at risk of harm.
- Your behaviour was an abuse of the trust placed in you by vulnerable people and their families to work in a safe way and protect them from harm.
- Some of your conduct is concealment of wrongdoing. We did however consider it to be at the lower end of that scale of seriousness.
- There is a pattern of concerning behaviour.
- Your behaviour took place at work.

**Factors in your favour**

- You have shown regret, remorse and insight into the most serious matters.
- You have no previous findings against you.
- You were very inexperienced as a new worker and were in [information redacted] at the time.
- You have told us [information redacted] that appear likely to have had at least some impact on your conduct.
- You have cooperated with the SSSC investigation.

**Documents we have referred to**

When making our decision, we referred to the documents:

- Regulation of Care (Scotland) Act 2001
- Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021

- Decisions Guidance for Fitness to Practise Panels and Scottish Social Service Council staff.

### **Imposing the warning on your registration**

Under the Scottish Social Services Council (Fitness to Practise) Rules 2016 (the Rules) as amended by the Fitness to Practise (Amendment) Rules 2017 and the Fitness to Practise (Amendment) Rules 2021, we can impose a warning on your registration if you do not ask for a hearing.

We wrote to you on 25 February 2025 to tell you we wanted to place a warning on your registration. After explaining the consequences of not asking for a hearing, and recommending you take legal advice, you have not asked that the case is referred to a Fitness to Practise Panel. We are therefore permitted by the Rules to impose this warning on your registration.

### **Date of effect**

The notice comes into effect on 10 April 2025