

## Notice of Decision

<b>Registrant</b>	Zoe Davidson
<b>Registration number</b>	3035261
<b>Part of Register</b>	Social care worker
<b>Town of employment</b>	Girvan
<b>Sanction</b>	Removal
<b>Date of effect</b>	06 May 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 impose a Removal Order removing your registration from the part of the SSSC Register for social care worker.

## Findings of fact

We decided there is evidence that:

1. on 7 November 2024 you were convicted of theft at Ayr Sheriff Court, namely that between 17 May 2023 and 27 August 2023 at Hillcrest Care Home, 29 McConnell Square, Girvan, you did steal £2720
2. the theft that led to your conviction at 1 above was from service user AA during the course of your employment

and your fitness to practise is impaired because of your conviction as set out above.

## **Reasons for finding your fitness to practise has been impaired**

1. Your fitness to practise is impaired because:
  - a. Social services workers must be truthful, open, honest and trustworthy. Social services workers must also be reliable and dependable. You must be open and honest with your employer, people who use services and carers when care has or may have caused physical, emotional, financial or material harm or loss. As a social services worker, you must not abuse, neglect or harm people who use services, carers or colleagues. You must never exploit people who use services, carers or colleagues. Social services workers must be reliable and dependable and must not abuse the trust of people who use services or carers, or the access you have to personal information about them or their property, home or workplace. Social services workers must not behave, while in or outside work, in a way which would bring your suitability to work in social services into question and you must meet the relevant standards of practice and work in a lawful, safe and effective way.
  - b. You have been convicted of stealing £2720 from a vulnerable service user. You have abused your position of trust and used the service user's finances for your own personal use. This type of behaviour is fundamentally incompatible with professional registration and calls into question your character and values. This type of behaviour leads to the loss of trust in you as a social services worker and also in the profession and calls into question your suitability to work within the profession.
  - c. The behaviour is so serious that it violates the fundamental tenets of the social services profession and amounts to financial abuse of a vulnerable supported person. Whilst there is no indication of previous offences, due to the nature of the conviction, there are ongoing public protection and public interest risks. This together with your lack of engagement and absence of any insight or remorse, means that the SSSC has no reassurance in relation to your future behaviour. A finding that your fitness to practise is impaired is required to maintain public confidence and uphold proper standards of behaviour.
2. You have failed to follow parts 2.1, 2.4, 3.6, 5.1, 5.2, 5.3, 5.8 and 6.1 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016.

## **Sanction**

After referring to our Decisions Guidance, we decided to impose a Removal Order, removing your registration from the SSSC Register.

## **Reasons for the sanction**

When making our decision we considered the following factors:

### **Factors of concern**

- You have not provided any insight, remorse or apology.
- The behaviour was premeditated.
- There has been a significant disregard for the codes shown in your behaviour.
- The behaviour occurred during the course of your employment when you were meant to be providing care for a vulnerable person.
- You have not engaged with our process.
- There was a pattern of behaviour.
- You have abused your position of trust with the supported person, their family and the service.

### **Factors in your favour**

- There is no previous history of concern.

### **Reasons why other sanctions are not appropriate**

- A warning would not be appropriate as it would not adequately address the impairment of your fitness to practice.
- A condition would not be appropriate because the type of behaviour would not be rectified by conditions.
- A warning plus conditions would not be appropriate due to the reasons outlined above.
- A Suspension Order would not be appropriate as your behaviour is fundamentally incompatible with continuing professional registration.

- For the reasons outlined above a Suspension Order plus conditions would not be appropriate.
- The SSSC considers a Removal Order is the most appropriate sanction as it is justified for the protection of the public and in the public interest. A Removal Order is necessary to maintain the continuing trust and confidence in the social service profession and the SSSC as the regulator of the profession.

**Documents we have referred to**

- The 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 Removal Order**

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 Removal Order if you do not ask for a hearing before a Fitness to Practise Panel.

We wrote to you on 19 March 2025 to tell you we wanted to place a Removal Order on your registration. After explaining the consequences and recommending you take legal advice, you have not asked for the case to be referred to a Fitness to Practise Panel. We are therefore permitted by the Rules to impose this Removal Order.

**Date of effect**

The notice comes into effect on 06 May 2025.