

Notice of Decision

Registrant	Quenta Duguid
Registration number	4024747
Part of Register	Social care worker
Town of employment	Dundee
Sanction	Removal
Date of effect	20 February 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 while registered with the SSSC as a social care worker:

1. on 26 August 2024 at Forfar Sheriff Court you were convicted of stealing, in that on various occasions between 14 July 2020 and 20 March 2021, both dates inclusive at Bank of Scotland, Royal Bank of Scotland, Nationwide and Tesco, you did by means of bank cards and pin, repeatedly force open a lockfast automated teller machine and steal a total sum of £9,999.00
2. by your behaviour at allegation 1, you were dishonest as you stole money from a service user

and in light of the above, your fitness to practise is impaired because of your conviction as set out in the allegations above.

Reasons for finding your fitness to practise has been impaired

1. Your fitness to practise is impaired because:
 - a. Social service workers must be truthful, open, honest and trustworthy and must not behave, while in or outside work, in a way which would bring their suitability to work in social services into question. Social services workers are trusted to ensure the safety and welfare of those most vulnerable. The public have the right to expect that social service workers, in whom they place trust and confidence, will uphold the law and not behave in such a way that calls into question their values and character. Social service workers are expected to be reliable and dependable and must not abuse, neglect or harm people who use services.
 - b. You have been convicted of a criminal offence relating to stealing a significant amount of money from a vulnerable person. Your conduct is extremely serious and constitutes financial abuse and a significant breach of trust. Your actions represent conduct which is fundamentally incompatible with the principles of the social service profession. Your actions have resulted in significant financial detriment to a service user and represents clear values concerns.
 - c. Your conduct is dishonest and questions your character and demonstrates a worrying attitude of disregard towards service users' property and their welfare.
 - d. The offence occurred over a period of time and was deliberate which demonstrates a pattern of behaviour. You have shown no insight, regret or apology or taken any steps of remediation. Consequently, there are concerns about your ability to continue working with vulnerable people.
 - e. A repetition of your behaviour would present a real risk of financial and emotional harm to services users in your care. Your behaviour is likely to impact on the trust and confidence members of the public have in registered workers. The public would expect that action is taken on this behaviour. There are significant ongoing public protection and public interest concerns as a result of the above. There

is a collective need protect the public and to maintain confidence in social services and the profession.

2. You have failed to follow parts 2.1, 2.4, 3.6, 3.10, 5.1, 5.2, 5.3, 5.7 and 5.8 of the SSSC Code of Practice for Social Service Workers in force from 1 November 2016 and parts 2.1, 2.4, 3.6, 3.8, 6.1, 6.2, 6.6 and 6.7 of the SSSC Code of Practise for Social Service Workers in force from 1 May 2024.

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 shown any insight, regret, or made an apology.
- Your conduct occurred relatively recently, and you were convicted in August 2024.
- The money was stolen from a vulnerable person who you were supporting.
- You have not engaged with the SSSC's investigation.
- This was not an isolated incident with the money stolen over a period of several months.
- Your behaviour has caused financial harm to a vulnerable service user.
- You have seriously abused the trust of a service user and your former employer by stealing money from a service user.

Factors in your favour

- There is no history of previous concerns with your fitness to practice.

Reasons why other sanctions are not appropriate

- A warning would not be appropriate as the behaviour involves a crime of dishonesty. It is at the higher end of seriousness and impairment. Accordingly, a warning would not adequately address the impairment of

your fitness to practice or protect the public.

- A condition would not be appropriate because the type of behaviour at issue is not the type of behaviour which conditions could rectify. There was a pattern of dishonest behaviour which is indicative of your attitude and values.
- A warning plus conditions would not be appropriate due to the reasons outlined above.
- A Suspension Order would not be appropriate as we have concerns about your underlying values and your behaviour is fundamentally incompatible with continuing 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 both necessary and justified in the public interest and 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 23 December 2024 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 20 February 2025.