



ROYAL COLLEGE OF VETERINARY SURGEONS
DISCIPLINARY COMMITTEE INQUIRY RE:

AMY ADKINS RVN

DECISION OF THE DISCIPLINARY COMMITTEE

1. Ms Adkins was due to appear before the Disciplinary Committee ("the Committee") to answer the following charge:

That, being registered in the Register of Veterinary Nurses held by the Royal College of Veterinary Surgeons ("the College"), you:

1. In or around January 2025, during an investigation by your employer, Medivet, regarding a grievance brought by Person A, told a Medivet investigator that you had not made certain comments to Person A, when in fact you had done so during a conversation with Person A on 6 December 2024, more particularly, you had told Person A during that conversation that veterinary surgeon Person B had made comments to you about:

- (a) Person A lying about a [REDACTED] during his interview with Medivet;
- (b) Person A's [REDACTED] being responsible for lower income for the practice;
- (c) Person A's ability or inability to deliver emergency care and that this was related to Person A's [REDACTED];
- (d) Person A never succeeding as a veterinary professional, owing to his [REDACTED]

2. On 22 January 2025, when asked by the College, as part of its regulatory process, for your comments on concerns raised by Person A about Person B prescribing buprenorphine to a cat located overseas, sent an email to the College stating that:

- (a) you were at a loss as to why Person A had made allegations about Person B based on one message train, without speaking to you or Person B directly; and/or
- (b) that Person A had possibly overheard a conversation and that this was how he had come to ask about the situation regarding the prescription of buprenorphine; in circumstances where you had, in or around November and/or December 2024, spoken to and/or exchanged messages (other than the "one message train" referred to above) with Person A about the issue of Person B prescribing buprenorphine to a cat located overseas;

3. Your conduct in 1 and/or 2 above was:
(a) dishonest, in that you knew what you had communicated to the said Medivet investigator and/or the College was not true;
(b) misleading;

AND it is alleged that, in relation to the matters set out above, whether individually or in any combination, you are guilty of disgraceful conduct in a professional respect.

Preliminary matters

Service and Proceeding in Absence

2. As Ms Adkins was not in attendance the Committee had to be satisfied that the Notice of Hearing had been sent to her, in accordance with the Veterinary Surgeons and Veterinary Practitioners (Disciplinary Committee) (Procedure and Evidence) Rules, Order of Council 2004 ("the Rules"), before moving on to consider whether it would be appropriate to proceed in her absence.
3. The Committee accepted the advice of the Legal Assessor. The Committee had sight of a letter dated 17 August 2026 sent to Ms Adkins at both her registered email and postal address giving notice of the hearing. The Notice of Inquiry informed Ms Adkins of the hearing time, the date and that the hearing would be conducted remotely by video conference. Information was included about Ms Adkins' right to attend and be represented together with her right to apply for a postponement, should she have wished to do so. The letter also confirmed that the Committee had power to proceed in her absence, in the event that she did not attend. On the 17 September 2026 Ms Adkins was sent, via email, the links to join the virtual hearing.
4. The Committee therefore determined that service had been effected in accordance with the Rules.
5. Ms Stevens, who appeared on behalf of the College, made an application to proceed in the absence of Ms Adkins. In summary, she submitted that Ms Adkins had made it clear to the College in her correspondence that she did not wish to engage with these proceedings. Ms Stevens submitted that no useful purpose would be served with an adjournment and it was in the public interest that the case proceeded today.
6. The Committee heard and accepted the legal advice from the Legal Assessor, who referred it, inter alia, to the case of the GMC v Adeogba [2016] EWCA Civ 162, and the principles to be considered when deciding whether or not to proceed in the absence of a respondent. The Committee had in mind the need to exercise its discretion to proceed with the utmost care and caution.
7. The Committee was satisfied that Ms Adkins had been made aware that the hearing was due to begin on the 21 September 2026 and that, in the event that she did not attend, the hearing could go ahead in her absence, as detailed in the Notice of Inquiry. Ms Adkins did not respond to the Notice of Inquiry. However, in her email to the College dated 21 May 2026 she stated that she would not be engaging with the process further and would not be responding to any further correspondence. On 6 June 2026 Ms Adkins sent a further and final email to the College requesting voluntary removal from the register and indicating that she had no intention of returning to the profession. Ms Adkins has not requested an adjournment or responded to any further correspondence sent to her.

8. The Committee noted that Ms Adkins faced serious allegations involving dishonesty and there was a clear public interest in the matter being dealt with expeditiously. The Committee considered an adjournment would serve no useful purpose, because it seemed most unlikely that Ms Adkins would attend on another occasion. Furthermore, the Committee noted she had not requested an adjournment. In light of Ms Adkins' clear indication that she did not wish to engage with the process the Committee decided that she had voluntarily absented herself from this hearing and thereby waived her right to be present and her right to be represented.
9. The Committee concluded that it was in the interests of justice that the matter should proceed notwithstanding the absence of Ms Adkins. The Committee would draw no adverse inference from Ms Adkins' non-attendance and would take into account all information within the papers that she had provided.

Application for the opening of the case to be heard in private and for the charges to be redacted.

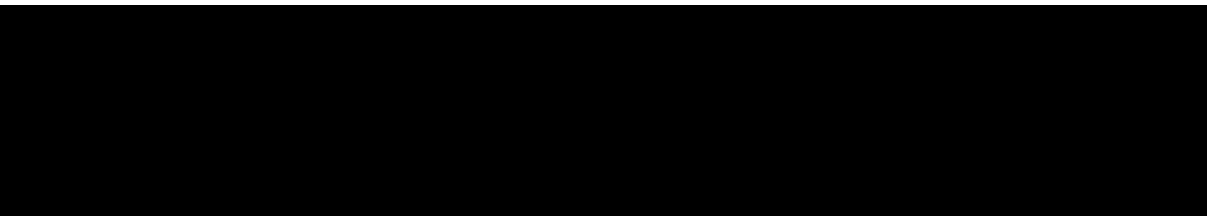
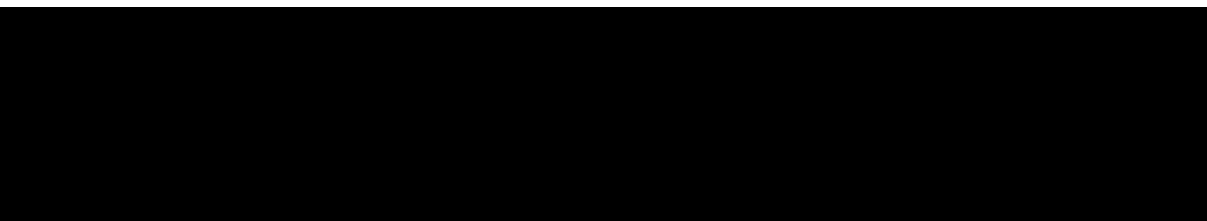
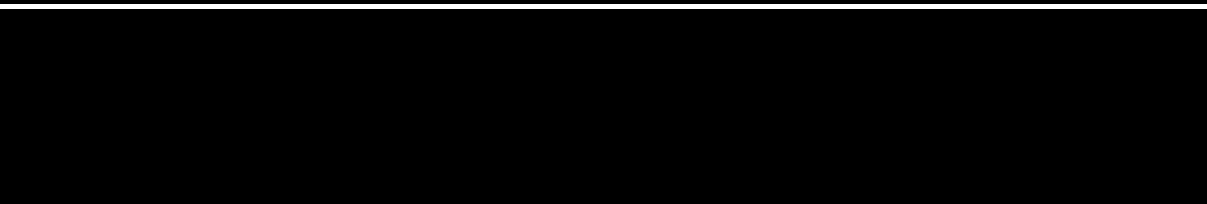
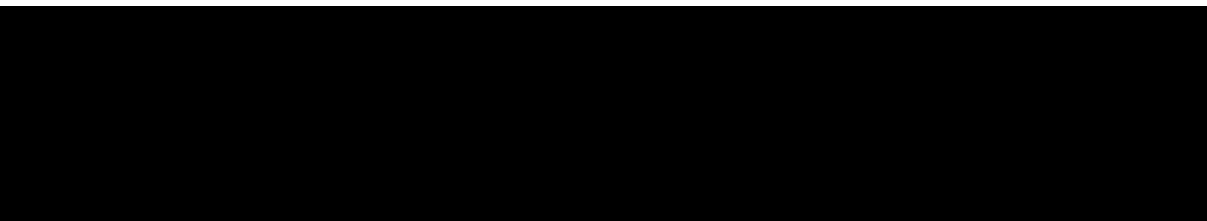
10. Given the nature of the application, the Committee determined to hear the application in private.



13. The Legal Assessor reminded the Committee that the applicable rules in relation to registered veterinary nurses are Rules 21.1 and 21.2 of the Veterinary Surgeons and Veterinary Practitioners (Disciplinary Committee) (Procedure and Evidence) Rules Order of Council 2004 ("the Rules") provided that hearings "shall be held in public" but that "the Committee may direct that the public shall be excluded from any proceedings or part of proceedings, where it appears to the Committee that this would be in the interests of justice".
14. The Legal Assessor reminded the Committee that the starting point is open justice and advised the Committee to have regard to the general public interest in regulatory proceedings being heard in public. The Legal Assessor advised that the Committee should have regard to the principles outlined in the case law and apply these principles to its judgement about whether the application was in the interests of justice.
15. The Legal Assessor advised the Committee of the competing European Convention on Human Rights (ECHR) Articles potentially engaged and advised that the Committee should undertake a balancing exercise. The Legal Assessor referred the Committee to the November 2022 Disciplinary Committee Manual and in particular paragraph 108 which set out the considerations to be applied.

Committee Decision

16. The Committee carefully considered all the documentation provided to it by the College and took into account the submissions of Ms Stevens.
17. The Committee accepted the advice of the Legal Assessor. The Committee bore in mind that the starting point is that the hearing should be held in public, unless it appears to the Committee that it would be in the interests of justice to be in private. The Committee also considered the Disciplinary Committee Manual, and the Disciplinary Committee Guidance dated August 2020.



Background.

22. At the material time (Autumn 2024 to early January 2025), the Respondent was in practice as a registered Veterinary Nurse at Medivet. The charges relate to the Respondent's conduct during an internal Medivet investigation into a grievance brought by Person A and her responses to the College about her account of her colleague Person B having prescribed a controlled drug to a cat overseas.
23. It is alleged that the Respondent made statements to Medivet during its investigation into a grievance brought by Person A which were untrue. It is alleged that the Respondent denied telling Person A that Person B had made certain comments about them during a meeting on 6 December 2024 at which Person B was not present. Medivet did not uphold Person A's grievance and explained that it was not supported by the account of the Respondent.
24. Person A subsequently produced a recording of a conversation on the 6 December 2024 between them and the Respondent which was covertly recorded by person A. Person A also transcribed the conversation and made a complaint to the College that the Respondent had given an untrue account.

25. It is further alleged that the Respondent told Person A during the conversation on 6 December 2024 that Person B had prescribed a controlled drug to a cat based overseas. It is alleged that the Respondent provided further detail about this in a number of WhatsApp messages to Person A.
26. Person A referred this matter to the College, and the Respondent was asked for her account of events by the College. It is alleged that in her email response to the College dated 22 January 2025 she stated that she did not understand why Person A had referred the matter based on one message thread and without speaking to her.
27. It is alleged that the Respondent was misleading/and or dishonest when making her comments.
28. The Respondent made no admissions to the charges. She did not accept that she had brought the profession into disrepute and indicated that this was an internal employment concern. The Respondent stated that the recording was illegal and the situation was orchestrated by Person A. The Committee considered carefully all of her correspondence with the College and took into account her representations.

Evidence

29. Since the facts were in issue, Ms Stevens fully opened the case for the College. Ms Stevens indicated that all of the witnesses were warned to give live evidence should the Committee have any questions. However, it relied on the witness statements of the following witnesses:
- Person A
 - Dr M [REDACTED] S [REDACTED] MRCVS
 - M [REDACTED] H [REDACTED]
 - B [REDACTED] K [REDACTED]
30. The Committee were provided with a bundle of documents which consisted of 377 pages which contained the supporting evidence which included the investigation notes made by Medivet and correspondence with Person A, the Respondent and the College. The Committee also heard the recording made by Person A on 6 December 2024 and noted the transcript within the bundle.
31. The Legal Assessor advised the Committee that the burden of proving the facts in the Charge lay on the College. She advised that the Committee had to make that decision in relation to each of the factual charges and then go on to consider whether the facts as found proved were misleading and/or dishonest.
32. The Legal Assessor advised the Committee that the College had to prove this charge to the 'higher civil standard', in other words, so that the Committee was 'sure'. She advised that the legal test of dishonesty to apply was that given by the Supreme Court in *Ivey v Genting Casinos* [2017] UK SC 67, charge 74. The Committee first had to determine the Respondent's actual state of knowledge or belief as to the facts. Once that was established, the question whether the Respondent's conduct was honest or dishonest was to be determined by the Committee, applying the (objective) standards of ordinary decent people.

33. The Legal Assessor advised the Committee that it was for the Committee to assess the evidence presented. However she reminded the Committee that the Respondent had not attended to give evidence and so her account of events had not been tested in cross examination.

Decision on Finding of Facts

34. Although the Respondent was not present and the Committee did not draw any adverse inference against her due to her not being present, it was not able to test her evidence, so the veracity of what she had asserted in writing was taken by the Committee at face value.
35. The Committee considered that it was assisted by listening to the recording of the conversation between Person A and the Respondent on 6 December 2024. The Committee recognised that this recording was undertaken covertly without the Respondent's permission. However, it considered that the transcript was an accurate reflection of what was said. The Committee considered that although Person A was speaking freely there was no evidence that she was manipulated by Person A into making certain comments or that she was not in control of her emotions. The Committee considered that the recording was a reliable and accurate reflection of what was said and did not appear to have been altered. Whilst the Committee noted the Respondent's objection to the covert recording, it did not consider that it was unfair to take its contents into account.

Charge 1 In or around January 2025, during an investigation by your employer, Medivet, regarding a grievance brought by Person A, told a Medivet investigator that you had not made certain comments to Person A, when in fact you had done so during a conversation with Person A on 6 December 2024, more particularly, you had told Person A during that conversation that Person B had made comments to you about:

(a) Person A lying about a [REDACTED] during their interview with Medivet;

36. The Committee considered the notes made by M [REDACTED] S [REDACTED] during the January investigation and in particular the notes of his interview with the Respondent. The Committee also considered the outcome letter written to Person A dated 28 February 2025 which stated as follows:

"I spoke to Amy (the Respondent) who accepts being in a meeting on 6 December with Person B and [another employee]. However, denies that Person B accused you of lying about your [REDACTED]...."

[The Respondent] denies that they informed you (Person A) that Person B had made any allegations of you 'lying' about your [REDACTED]"

37. The Committee considered that it was clear from this extract that the Respondent had denied that she told Person A that Person B had said he had lied about his [REDACTED] when asked by Medivet about this comment.

38. The Committee noted the recording of the conversation on 6 December between Person A and the Respondent. The Committee was satisfied that the Respondent could clearly be heard to say, *"She [meaning Person B] said that you lied at your job interview..."*

39. The Committee noted that the Respondent had indicated in her response to the College dated 12 June 2025 that she could not remember the conversation with Person A on 6 December at the time of the interview with Medivet. She stated,

"I had completely forgotten about this conversation with Person A in all honesty, which was why I did not mention it when I provided my initial response to the RCVS, and is also what I told my employer during their investigations. I apologise for this but I do not remember or document every conversation that I have with colleagues."

40. The Committee considered that this was not consistent with the responses she gave to Medivet in January 2025 when she accepted that she had provided a summary of the conversation between her, another employee and Person B to Person A as he was not present. The Committee noted that the Respondent was able to recollect this conversation at the time and was able to recollect the details she provided to Person A as part of that "summary". The Committee noted that the Respondent was clear that Person A did not hear any of that conversation and only knew the details because of what the Respondent told him.
41. The Committee noted that the Respondent stated to Medivet, *"Yeah, he didn't hear it his door was shut because he text (sic) me and said that sounded like a heated conversation and I said to no, it's just my big mouth. It's not heated whatsoever. So I then told him the contents of the conversation obviously it was summarised, it's I didn't go into the ins and outs of what every single word that was discussed..."*
42. The Committee were therefore satisfied so that they were sure that the Respondent had denied making this comment to Person A to Medivet in January 2025 when the recording of the conversation on 6 December 2024 demonstrated that she had.

(b) Person A's [REDACTED] being responsible for lower income for the practice;

(c) Person A's ability or inability to deliver emergency care and that this was related to Person A's [REDACTED]

(d) Person A never succeeding as a veterinary professional, owing to their [REDACTED]

43. The Committee considered that the same reasoning as outlined above relating to charge 1a was applicable for these charges.
44. The Committee were satisfied so that they were sure that when the Respondent was asked by Medivet whether she had told Person A that Person B had made the comments as outlined in charges b, c and d, she denied that she had done so.
45. The Committee considered carefully the notes of the interview prepared on behalf of Mr S [REDACTED] and noted that the Respondent was specifically asked if Person B had ever stated that Person A's [REDACTED] was responsible for a lower income, that his ability to deliver personal care was related to his [REDACTED] and that he would not succeed because of his [REDACTED]. The Respondent denied that Person B had ever made those comments and she denied telling Person A that they had. The Respondent was emphatic that Person B had not made those comments and she stated to Mr S [REDACTED] that she didn't know where Person A *"...was getting this from."*

46. The Committee noted that in the recording, the Respondent clearly stated to Person A that Person B had said during the meeting on 6 December all of the comments as outlined in charges b, c and d. The Committee were therefore satisfied beyond a reasonable doubt that the Respondent denied that Person B had made the alleged comments to Medivet when she had clearly told Person A that they had done.
47. The Committee went on to determine whether the conduct it has found proved was dishonest and/or misleading. The Committee looked to see if there was an innocent explanation for the Respondent's conduct and concluded that there was not. The Committee did not accept her account that she had "*forgotten*" about the conversation on 6 December during her investigation meeting with her employer. The Committee noted that in the course of the investigation she specifically recalled this conversation; stated that she gave a summary of what was said in the meeting by Person B; and that it specifically did not include the comments as alleged.
48. The Committee was satisfied that during the investigation meeting the Respondent was seeking to distance herself from the comments she had made to Person A and the aspects of Person A's grievance that were based on them. The Committee was satisfied that the Respondent deliberately sought to give an untrue and misleading account to Medivet about what she had said to Person A on 6 December. The Committee was persuaded that the Respondent was well aware of the comments that she had made to Person A, but she chose to deny them during the investigation, either out of loyalty to Person B or for some other reason. The Committee considered that this was dishonest and would be considered to be dishonest by the standards of ordinary decent people.

2. On 22 January 2025, when asked by the College, as part of its regulatory process, for your comments on concerns raised by Person A about Person B prescribing buprenorphine to a cat located overseas, sent an email to the College stating that:

(a) you were at a loss as to why Person A had made allegations about Person B based on one message train, without speaking to you or Person B directly; and/or

(b) that Person A had possibly overheard a conversation and that this was how he had come to ask about the situation regarding the prescription of buprenorphine; in circumstances where you had, in or around November and/or December 2024, spoken to and/or exchanged messages (other than the "one message train" referred to above) with Person A about the issue of Person B prescribing buprenorphine to a cat located overseas;

49. The Committee noted the Respondent's email to the College dated 22 January 2025 when she stated that the allegations were based on one message train. The Committee was satisfied so that it was sure that the Respondent had sent the email containing the words as alleged.
50. The Committee then went on to consider whether this was dishonest and or misleading.
51. The Committee had sight of messages between the Respondent and Person A which began on 27 November 2025 and began, "You know you said Person B gave that dog drugs in Portugal and took them there without ever seeing it. How recent was that?" This message clearly suggested that there had been a conversation between Person A and the Respondent about this matter before the 27 November 2025.

52. The Committee also considered the recording of the conversation between the Respondent and Person A on 6 December in which this concern was discussed.
53. The Committee was satisfied so that it was sure that at the point of writing the email to the College the Respondent was aware that she had had a direct conversation with Person A about this concern. The Committee did not accept she had “forgotten” about it and it considered that this belief was inconsistent with her statement to Medivet that she recalled the conversation on 6 December. In addition, the Committee had no reason to doubt the evidence of Person A, that this was a matter that the Respondent had discussed with him directly on more than one occasion. The Committee was satisfied that it was not something that had been merely overheard by Person A.
54. The Committee considered that it was clear from the evidence that the Respondent was seeking to distance herself from her conversations with Person A, and the complaints that had been generated as a result, by suggesting she had not said these things. The Committee was satisfied that the Respondent knew that she was making a misleading and untrue statement to the College in her email of 22 January 2025. The Committee considered that this conduct would be considered dishonest by the standards of ordinary decent people.
55. The Committee therefore finds the charges proved in their entirety.

Committee’s Decision on Disgraceful Conduct

56. The Committee took time to consider its factual findings at Stage 1. It considered the submissions made by Ms Stevens on behalf of the College. The Committee heard and accepted the advice of the Legal Assessor.
57. The Committee bore in mind that disgraceful conduct in a professional respect is conduct which falls far short of expected standards. It was therefore relevant to consider the expected standards and breaches of fundamental professional principles, as well as the express standards in the Code. The Committee was mindful that not every breach of the Code will amount to disgraceful conduct in a professional respect: the breach must be found to have been a serious breach.
58. The Committee also referred to the Guidance published by the College. The Committee noted that the conduct in this case had all been found to have been misleading and dishonest conduct, and that the Guidance sets out that proven dishonesty has been held to come at the ‘top end’ of the gravity of disgraceful conduct in a professional respect.
59. The Committee observed that the Guidance states that the Committee must consider any aggravating and mitigating factors at appropriate stages of the determination process. Some factors may be relevant at the stage of deciding whether there had been disgraceful conduct in a professional respect.
60. The Committee noted that the case does not involve allegations of a clinical nature. No harm or risk of harm to an animal was involved. However, the actions arose within the Respondent’s practice as a veterinary professional and had the potential to affect both the outcome of Person A’s grievance and the investigation by the College into the complaint against Person B. The Committee was mindful that dishonesty in the context of professional regulation has the potential to seriously undermine public trust. In addition, the Respondent’s dishonest conduct was repeated and involved both her

employers and the College. For all these reasons, in the Committee's view, the proven charges amounted to a case of serious dishonesty.

61. The Committee considered that the following elements of the Code are engaged:

"Principles of Practice:

Veterinary nurses seek to ensure the health and welfare of animals committed to their care and to fulfil their professional responsibilities, by maintaining five principles of practice:

...

2. Honesty and integrity"

...

"4.4 Veterinary nurses must not impede professional colleagues seeking to comply with legislation and these standards or with the RCVS Code of Professional Conduct for Veterinary Surgeons." and;

"6.5 Veterinary nurses must not engage in any activity or behaviour that would be likely to bring the profession into disrepute or undermine public confidence in the profession."

62. The Committee noted the Respondent had stated that she did not harm any animal or member of the public and these events occurred in the context of an otherwise unblemished professional career.
63. The Committee considered the charges and noted its findings that the Respondent had been dishonest during her employer's investigation and when asked for information by the College. The Committee noted that the Respondent had some time to reflect on her actions but maintained during The Practice's appeal investigation that she had not told Person A that Person B had made the comments as outlined in the charges. The Committee has found that she was able to recollect the conversation with Person A on 6 December. The Committee was of the view that this had not been a momentary lapse.
64. Further, the Respondent was also dishonest with the College about what she had discussed with Person A. The Committee was not persuaded that this dishonesty was because the Respondent did not recollect discussions with Person A.
65. The Committee was of the view that the dishonest and misleading accounts given by the Respondent to her employer and the College had breached the fundamental principles of honesty and integrity expected of the profession. This conduct also risked bringing the profession into disrepute with the public and eroding public confidence in the veterinary profession. The conduct fell far short of what was expected of a veterinary nurse.
66. The Committee determined that in relation to all the charges, both individually and collectively this was disgraceful conduct in a professional respect.

Sanction

67. Ms Stevens informed the Committee that there was one investigation concerning the Respondent that was closed by the Case Examiners Group (CEG) with advice given to the Respondent.

68. The Committee was provided with the letters recording the outcome of that investigation. In addition, the Committee was provided with an undated reference from Dr A [REDACTED] M [REDACTED] which was provided to the College on 30 July 2026.

The Committee's Determination on Sanction

69. In reaching its decision on sanction, the Committee took into account all the written evidence and all matters of personal mitigation, such as were known. The Committee also referred to the RCVS Disciplinary Committee Sanctions Guidance. The Committee had in mind that the purpose of sanctions was not to punish, but to protect animal welfare, maintain public confidence in the profession and maintain proper standards of conduct and performance. The Committee was also mindful of the need to ensure that any sanction was proportionate and reflected the seriousness of the conduct found proved. The Committee accepted the advice of the Legal Assessor who reminded the Committee that a sanction is not intended to be punitive and the Committee must have regard to the overarching requirement to impose a sanction that is just, proportionate and necessary to maintain public confidence in the profession.
70. The Committee first considered the aggravating and mitigating factors present in this case and considered the following to be aggravating factors:
- a blatant disregard of the role of the RCVS and the systems that regulate the veterinary profession;
 - no genuine insight into the misconduct;
 - a failure to take responsibility for her dishonesty and continuing to blame others;
 - no genuine remorse and a limited apology to those affected by her misconduct;
 - no evidence of remediation or reassurance that she would not repeat such behaviour.
71. The Committee did not identify anything that would amount to a mitigating factor. The Committee took into account the reference from Dr M [REDACTED] but noted that he did not appear to have known the Respondent very long and there was no indication within the reference that he was aware of the conduct which led to the charges.
72. The Committee also noted that there was some evidence that the working environment at the Practice at that time was difficult and relationships were strained. However, the Committee considered that the Respondent had, in part, contributed to those difficulties with her comments and so it did not consider this was a mitigating factor.
73. The Committee noted that there were no previous adverse disciplinary findings against the Respondent. However, the Committee did not consider that the lack of regulatory findings amounted to a mitigating factor.
74. The Committee acknowledged there was an investigation in 2022 that was closed with advice. Given the limited information provided to the Committee relating to the details of that investigation, the Committee did not consider it was able to conclude that a failure to follow the advice given at that time amounted to an aggravating factor in this case. The existence of this previous matter did not affect the Committee's decision.
75. In deciding on the appropriate and proportionate sanction in this case, the Committee took into account the nature and seriousness of the conduct and the aggravating factors referred to above.

76. In light of the seriousness of the conduct, which involved dishonesty to the regulator, the Committee did not consider this was an appropriate case to take no further action or for judgment to be postponed.
77. The Committee next considered whether to reprimand or warn the Respondent about her behaviour. However, the Committee was firmly of the view that such a sanction would not reflect the seriousness of the conduct found proved which involved repeated dishonesty in the context of her role as a registered veterinary nurse. The Committee was of the view that public confidence in the profession, and the College as its regulator, would be seriously undermined if such behaviour were dealt with by either a reprimand or a warning.
78. The Committee then considered whether to suspend the Respondent's registration. The College's guidance states that suspension may be appropriate where some or all of the following apply:
- (a) the misconduct is serious, but a lesser sanction is inappropriate and the conduct in question falls short of being fundamentally incompatible with remaining on the register;
 - (b) the respondent veterinary nurse has insight into the seriousness of the misconduct and there is no significant risk of repeat behaviour;
79. The Committee considered that the dishonest behaviour of the Respondent was at the higher end because the Respondent maintained her dishonesty and sought to mislead others who were investigating matters which arose directly from the comments she had made to Person A. Of significant concern was her continued characterisation of the misconduct as a "misunderstanding" and a complete lack of accountability for the issues that her dishonest accounts caused.
80. The Respondent has not appeared before this Committee to provide any reassurance that she has learned from her behaviour and that it would not be repeated. All these factors led the Committee to conclude that there was a complete absence of any genuine insight into her conduct. As a consequence, the Committee could not conclude that there was no significant risk of repeated behaviour.
81. The Committee was also concerned about the effect of the Respondent's behaviour on the reputation of the profession and therefore the wider public interest. The Committee was firmly of the view that public confidence would have been severely affected by the Respondent's dishonesty with her professional regulator.
82. For these reasons the Committee considered that suspending the Respondent's registration would not be sufficient to maintain confidence in the profession and would not address the ongoing risk.
83. The conduct represented a serious departure from professional standards; these were particularly serious and repeated instances of dishonesty; the Respondent has not demonstrated any meaningful remorse, beyond a limited apology for her behaviour and instead has sought to blame others; she has not demonstrated any recognition of the impact of her behaviour on public confidence and trust in the profession. The Committee was therefore of the view that the nature and seriousness of the Respondent's dishonesty coupled with the absence of any meaningful insight, remediation and remorse was fundamentally incompatible with continuing to be registered as a veterinary nurse.

84. In light of these conclusions, the Committee decided that the only appropriate and proportionate sanction in this case was removal from the Register.
85. In reaching this decision the Committee recognised the impact this may have on the Respondent, although she has said she wants to be taken off the Register and no longer wishes to practise as a veterinary nurse and accordingly the impact may be less than otherwise would have been the case. In any event, the need to protect the reputation of the profession and thus the wider public interest, outweighed the Respondent's interests and the Committee concluded that removal was the only appropriate and proportionate sanction in this case.
86. The Committee therefore directs the Registrar to remove Ms Adkins' name from the Register.

DISCIPLINARY COMMITTEE
23 September 2026