



National College for
Teaching & Leadership

Mrs Anne Vandy: Professional Conduct Panel outcome

**Panel decision and reasons on behalf of the
Secretary of State for Education**

November 2014

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Professional Conduct Panel decision and recommendations, and decision on behalf of the Secretary of State

Teacher:	Mrs Anne Vendy (Previously known as Anne Ridgway).
Teacher ref no:	03/54647
Teacher date of birth:	2 June 1979
NCTL Case ref no:	0010577/03/15467
Date of Determination:	21 November 2014
Former employer:	Wheatley Park School, Oxfordshire

A. Introduction

A Professional Conduct Panel (“the Panel”) of the National College for Teaching and Leadership (“the National College”) convened on 20 and 21 November 2014 at 53-55 Butts Road, Earlsdon Park, Coventry, CV1 3BH to consider the case of Mrs Anne Vendy.

The Panel members were Mr Tony Woodward (teacher Panellist – in the Chair), Mr Martin Greenslade (Lay Panellist) and Ms Mick Levens (Teacher Panellist).

The Legal Adviser to the Panel was Mr Thomas Whitfield of Eversheds LLP Solicitors.

The Presenting Officer for the National College was Mr Ben Bentley of Browne Jacobson Solicitors.

Mrs Anne Vendy was not present and was not represented at the hearing.

The hearing took place in public and was recorded.

B. Allegations

The Panel considered the allegations set out in the Notice of Proceedings dated 14 August 2014.

It was alleged that Mrs Anne Vendy is guilty of unacceptable professional conduct and / or conduct that may bring the profession into disrepute in that: Whilst employed at Wheatley Park School between the 2011/12 academic year and the 2012/13 academic year, Mrs Vendy;

1. allowed students to take their controlled assessment work home despite knowing that this work should have been completed in a controlled environment;
2. acted dishonestly, in that Mrs Vendy intentionally copied work submitted by Student A and presented it as the work of Student B;
3. behaved in an inappropriate manner towards Student B, in that Mrs Vendy blamed her for the trouble Mrs Vendy found herself in as a result of copying Student A's work;
4. submitted marks for the controlled assessments of:
 - a. Student C;
 - b. Student D;
 - c. Student E;
 - d. Student I;
 - e. Student 1;
 - f. Student 2;

which did not reflect the marks the work deserved;

5. in respect of allegation 4(a) above Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student C to the Head of Humanities, despite knowing that she had not handed in any work to be marked;
6. in respect of allegation 4(b) Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student D to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;
7. in respect of allegation 4(c) Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student E to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;
8. in respect of allegation 4(d) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student I to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;
9. in respect of allegation 4(e) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student 1 to the Exam Board, despite

the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;

10. in respect of allegation 4(f) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student 2 to the Exam Board, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved.

In the Notice of Proceedings form signed on behalf of Mrs Vendy on 8 September 2014, the allegations were admitted and it was admitted that the facts amount to unacceptable professional conduct and/or conduct that may bring the profession into disrepute. However, subsequent correspondence sent on behalf of Mrs Vendy appeared to contradict elements of the admission. The Panel therefore followed the procedure set out in paragraph 4.53 of the Teacher misconduct – Disciplinary procedures for the teaching profession (the “Procedures”), for cases where some material facts remain disputed.

C. Preliminary applications

Mrs Vendy did not attend the hearing and was not represented. The Panel therefore considered whether to proceed in the absence of Mrs Vendy.

The Panel determined that the National College had complied with Regulation 19 of the Teachers’ Disciplinary (England) Regulations 2012 and paragraphs 4.11 and 4.12 of the Procedures, in having served an effective Notice of Proceedings at a proper address for Mrs Vendy, at least eight weeks prior to the hearing. The Panel also noted that Mrs Vendy’s representative had responded to the Notice of Proceedings and subsequent correspondence from the National College.

The Panel took into account the considerations identified in *R v Jones* [2003] 1 AC 1 that were applicable in the case. The Panel reviewed the correspondence from Mrs Vendy’s representative and concluded that Mrs Vendy had deliberately, voluntarily and unequivocally waived her right to participate in the hearing. The Panel also concluded from the evidence that an adjournment would not be likely to result in Mrs Vendy attending the hearing. The Panel was mindful of the effect that such an adjournment could have on the memories of witnesses and was mindful of the public interest in such a hearing taking place within a reasonable time of the events to which it relates.

Taking all of these considerations into account the Panel decided to continue with the hearing in Mrs Vendy’s absence.

D. Summary of evidence

Documents

In advance of the hearing, the Panel received a bundle of documents which included:

Section 1: Chronology and Anonymised Pupil List, with page numbers from 2 to 4

Section 2: Notice of Proceedings and Response, with page numbers from 5 to 14

Section 3: National College for Teaching and Leadership Witness Statements and Agreed Facts, with page numbers from 15 to 23.

Section 4: National College for Teaching & Leadership Documents, with page numbers from 24 to 245

Section 5: Teacher Documents, with page numbers from 246 to 249

The Panel Members confirmed that they had read all of the above documents in advance of the hearing.

In addition, the Panel agreed to accept a statement of agreed facts dated 5 May 2014, relating to an earlier formulation of the allegations, which was given page numbers from 251 to 255 (allocating page number 250 to a blank page at the end of the original bundle).

Witnesses

The Panel heard oral evidence from:

Witness A, Head of Humanities at Wheatley Park School, called by the National College; and

Witness B, Headteacher of Wheatley Park School, called by the National College.

E. Decision and reasons

The Panel announced its decision and reasons as follows:

We have now carefully considered the case before us and have reached a decision.

We confirm that we have read all the documents provided in the bundle in advance of the hearing.

Summary of Evidence

Mrs Vendy began work at Wheatley Park School (the “School”) in September 2004. In September 2010 Mrs Vendy was promoted to Head of Geography. Around June or July 2011 Year 10 students taught by Mrs Vendy were due to carry out controlled assessment work, which was to be marked by Mrs Vendy. The controlled assessments were required for the Geography GCSE and counted towards the grades that the students would receive. Marks for the controlled assessment work were submitted by Mrs Vendy for such students. Again, in June and July 2012, Year 10 students taught by Mrs Vendy were due to carry out controlled assessment work. In September 2012 the marks for three students who had been due to carry out controlled assessment work in June and July 2012 were missing. In March 2013 the School discovered that the same marks were missing, but after enquiries from Witness A, Head of Humanities, Mrs Vendy provided those three sets of marks. Between March 2013 and May 2013 the School looked into Mrs Vendy’s marking of controlled assessments. These investigations led to the School having concerns that led to a disciplinary hearing and Mrs Vendy’s dismissal in or around July 2013. These events gave rise to the allegations set out below.

Findings of Fact

Our findings of fact are as follows:

We have found the following particulars of the allegations against you proven, for these reasons:

Whilst employed at Wheatley Park School between the 2011/12 academic year and the 2012/13 academic year, Mrs Vendy:

1. allowed students to take their controlled assessment work home despite knowing that this work should have been completed in a controlled environment;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted.

The Panel also noted that this was consistent with the statement of agreed facts dated 5 May 2014, relating to an earlier but identical allegation. The Panel also had regard to an e-mail from Witness A to Mrs Vendy dated 13 July 2012, in which he recorded that students at the School understood that Mrs Vendy had permitted her class to take their controlled assessment work home; and also a statement signed by a student in Mrs Vendy's class, in which that student indicated that Mrs Vendy granted her permission to take the work home.

The Panel did have regard to Mrs Vendy's letter of 5 May 2014 in which she indicated that, notwithstanding her admission, she did not expressly allow a candidate to take coursework home, but in light of the evidence to the contrary, as summarised above, the Panel found this allegation proven.

2. acted dishonestly, in that Mrs Vendy intentionally copied work submitted by Student A and presented it as the work of Student B;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted.

The Panel also noted that this was consistent with the statement of agreed facts dated 5 May 2014, relating to an earlier but identical allegation.

The work in question was shown to the Panel, which noted that a section of the work submitted by the two students was identical. The Panel had regard to the evidence of Witness A and Witness B that Students A and B were not friends with each other and that in the view of Witness B, copying by Student B, with the collusion of Student A, would be particularly out of character for both students. The Panel also had the benefit of written statements from Students A and B, in which they confirmed that they had not copied from each other.

On these bases the Panel found this allegation proven.

3. behaved in an inappropriate manner towards Student B, in that Mrs Vendy blamed her for the trouble Mrs Vendy found herself in as a result of copying Student A's work;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted.

The Panel also noted that this was consistent with the statement of agreed facts dated 5 May 2014, relating to an earlier but identical allegation.

In addition, the Panel had regard to the statement of Student B, in which Student B confirmed that Mrs Vendy had told her that she (Mrs Vendy) was in a lot of trouble because she had helped Student B and also confirmed that Mrs Vendy had accused Student B of having cheated.

On these bases the Panel found this allegation proven.

4. submitted marks for the controlled assessments of:

a. Student C;

b. Student D;

c. Student E;

d. Student I;

e. Student 1;

f. Student 2;

which did not reflect the marks the work deserved;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted.

The Panel also noted that this was consistent with, and supported in part by, the statement of agreed facts dated 5 May 2014, relating to a similar allegation, which was that Mrs Vendy had "submitted marks for the controlled assessments of one or more students which did not reflect the mark the work deserved". In the statement of agreed facts reference was made to students C, D and E in relation to this allegation.

In addition, the Panel had regard to the following, which supported the allegation and Mrs Vendy's admissions relating to Students C, D, I, 1 and 2.

In relation to Student C, the evidence of Witness A, indicating that although Mrs Vendy had submitted marks in March 2013, Student C had in fact kept the work in question at

her home between July 2012 and at least 1 May 2013, and Mrs Vendy had admitted in September 2012 that she had not yet marked the work of Student C, meaning that Mrs Vendy could not feasibly have marked the work and yet had submitted a grade.

In relation to Student D, the evidence of Witness A, indicating that “it was clear that the mark that had been given by Mrs Vendy bore no resemblance to the work itself”, with the result that that in his view the work could have been given no more than 15 marks, compared with the mark given by Mrs Vendy’s of 28; and the fact that the form that was supposed to show the marks for the various elements of the work, making up the overall mark, had not been completed.

In relation to Student I, the evidence of Witness A, indicating that “Student I had received a mark for the evaluation even though she had not completed one”.

In relation to Student 1, the detailed mark sheet showed marks totalling 36, with one section, for which up to 6 further marks could be awarded, remaining blank (therefore giving a total mark of between 36 and 42) and yet a total mark of 46 had been submitted.

In relation to Student 2, the work in question was completely missing many of the sections for which marks could be awarded and those that were present were of such a level that, according to Witness A’s evidence, the maximum mark that the work could have received was 12, as against a submitted mark of 41.

For these reasons, the Panel finds each element of allegation 4 to be proven.

5. in respect of allegation 4(a) above Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student C to the Head of Humanities, despite knowing that she had not handed in any work to be marked;

In the Notice of Proceedings form, signed by Mrs Anne Vendy’s representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy’s admission and the evidence relating to Student C’s work referred to above when considering allegation 4, the Panel found that Mrs Vendy submitted a mark despite knowing that Student C had not handed in any work to be marked.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

6. in respect of allegation 4(b) Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student D to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy's admission and the evidence relating to Student D's work referred to above when considering allegation 4, the Panel found that Mrs Vendy knew that the mark she gave did not reflect the mark the work deserved.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

7. in respect of allegation 4(c) Mrs Vendy acted dishonestly, in that she submitted a mark for the controlled assessment of Student E to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy's admission, the Panel found that Mrs Vendy knew that the mark she gave did not reflect the mark the work deserved.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

8. in respect of allegation 4(d) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student I to the Head of Humanities, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy's admission and the evidence relating to Student I's work referred to above when considering allegation 4, the Panel found that Mrs Vendy knew that the mark she gave did not reflect the mark the work deserved.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

9. in respect of allegation 4(e) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student 1 to the Exam Board, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved;

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy's admission and the evidence relating to Student 1's work referred to above when considering allegation 4, the Panel found that Mrs Vendy knew that the mark she gave did not reflect the mark the work deserved.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

10. in respect of allegation 4(f) Mrs Vendy acted dishonestly, in that she submitted marks for the controlled assessment of Student 2 to the Exam Board, despite the fact that Mrs Vendy knew, or should have known, that the mark she gave did not reflect the mark the work deserved.

In the Notice of Proceedings form, signed by Mrs Anne Vendy's representative, Mr Jon Vendy, on 8 September 2014, this allegation (together with each of the other allegations) is admitted, although the Panel did note the apparent inconsistency with the position taken on behalf of Mrs Vendy in the letter of 5 May 2014.

Based on Mrs Vendy's admission and the evidence relating to Student 2's work referred to above when considering allegation 4, the Panel found that Mrs Vendy knew that the mark she gave did not reflect the mark the work deserved.

The Panel found that such actions were dishonest by the standards of a reasonable and honest person and that Mrs Vendy must have known that such actions were dishonest by the standards of ordinary and decent people.

Overall, the Panel was satisfied that Mrs Vendy had acted dishonestly and found this allegation proven.

Findings as to Unacceptable Professional Conduct and / or Conduct that may bring the profession into disrepute

In considering the allegations that the Panel has found proven, the Panel has had regard to the definitions in The Teacher Misconduct – Prohibition of Teachers Advice, which we refer to as the 'Guidance'.

The Panel is satisfied that the conduct of Mrs Vendy in relation to the facts found proven, involved serious breaches of the Teachers' Standards. The Panel considers that by reference to Part Two, Mrs Vendy has failed to demonstrate consistently high standards of personal and professional conduct. The Panel considers that Mrs Vendy has failed to uphold public trust in the profession and maintain high standards of ethics and behaviour within school.

The Panel noted that Mrs Vendy acted dishonestly, over a period spanning two academic years. In the circumstances, the Panel is satisfied that the conduct of Mrs Anne Vendy fell significantly short of the standards expected of the profession.

The Panel has also considered whether Mrs Vendy's conduct displayed behaviours associated with any of the offences listed on page 8 and 9 of the Guidance but we have found that none of these offences are relevant.

Accordingly, the Panel is satisfied that Mrs Anne Vendy is guilty of unacceptable professional conduct.

The Panel has taken into account how the teaching profession is viewed by others and considered the influence that teachers may have on pupils, parents and others in the community. The Panel has taken account of the uniquely influential role that teachers

can hold in pupils' lives and that pupils must be able to view teachers as role models in the way they behave.

The Panel therefore finds that Mrs Anne Vendy's actions constitute conduct that may bring the profession into disrepute.

Panel's recommendation to the Secretary of State

Given the Panel's findings in respect of unacceptable professional conduct and conduct that may bring the profession into disrepute, it is necessary for the Panel to go on to consider whether it would be appropriate to recommend the imposition of a Prohibition Order by the Secretary of State.

In considering whether to recommend to the Secretary of State that a Prohibition Order should be made, the Panel has to consider whether it is an appropriate and proportionate measure, and whether it is in the public interest to do so. Prohibition Orders should not be given in order to be punitive, or to show that blame has been apportioned, although they are likely to have punitive effect.

The Panel has considered the particular public interest considerations set out in the Guidance and having done so has found a number of them to be relevant in this case, namely - the maintenance of public confidence in the profession and declaring and upholding proper standards of conduct.

In light of the Panel's findings against Mrs Vendy, which involved sustained dishonesty, affecting the examination results of students, the Panel considers that public confidence in the profession could be seriously weakened if the Panel did not treat Mrs Vendy's conduct with the utmost seriousness.

The Panel considered that a strong public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mrs Vendy was outside that which could reasonably be tolerated.

Notwithstanding the clear public interest considerations that were present, the Panel considered carefully whether or not it would be proportionate to impose a Prohibition Order taking into account the effect that this would have on Mrs Vendy.

In carrying out the balancing exercise the Panel has considered the public interest considerations both in favour of and against prohibition as well as the interests of Mrs Vendy. The Panel took further account of the Guidance, which suggests that a Prohibition Order may be appropriate if certain behaviours of a teacher have been proven. In the list of such behaviours, those that are relevant (in full or in part) in this case are:

- "Serious departure from the personal and professional conduct elements of the Teachers' Standards".

The Panel finds that there has been a serious departure from these elements of the Teachers' Standards.

- "Dishonesty especially where there have been serious consequences, and/or it has been repeated and/or covered up".

The Panel has found this element of the Guidance to be relevant, in that Mrs Vendy acted dishonestly and the Panel also found that the dishonesty was repeated, taking place over two academic years.

Even though there were behaviours that would point to a Prohibition Order being appropriate, the Panel went on to consider whether or not there were sufficient mitigating factors to militate against a Prohibition Order being an appropriate and proportionate measure to impose, particularly taking into account the nature and severity of the behaviour in this case.

The Panel understood from the evidence that Mrs Vendy had a previously good history.

The Panel recognises that Mrs Vendy was experiencing a degree of stress at the time at which she asked to step down from her role as Head of Geography.

The Panel is of the view that Prohibition is both proportionate and appropriate. The Panel has decided that the public interest considerations outweigh the interests of Mrs Vendy. Mrs Vendy's sustained dishonesty relating to the integrity of the public examination regime was a significant factor in forming that opinion. Accordingly, the Panel makes a recommendation to the Secretary of State that a Prohibition Order should be imposed with immediate effect.

The Panel went on to consider whether or not it would be appropriate for them to decide to recommend that a review period of the order should be considered. The Panel was mindful that the Guidance advises that a Prohibition Order applies for life, but there may be circumstances in any given case that may make it appropriate to allow a teacher to apply to have the Prohibition Order reviewed after a specified period of time that may not be less than two years.

The Guidance indicates that there are behaviours that, if proven, would militate against a review period being recommended. The Panel has not found any of these to be relevant.

The Panel felt the findings indicated a situation in which a review period would be appropriate and as such decided that it would be proportionate in all the circumstances for the Prohibition Order to be recommended with provisions for a review period.

The Panel noted that Mrs Vendy had not communicated to it any remorse or insight into her actions. The Panel felt that permitting Mrs Vendy to apply for any Prohibition Order to be reviewed, after a period of three years has elapsed, would give Mrs Vendy an appropriate opportunity to reflect upon her actions and their potential impact and to develop and demonstrate insight into, and remorse for, her conduct.

Decision and reasons on behalf of the Secretary of State

I have given careful consideration to the findings and recommendations of the panel in this case.

The panel have found all the allegations proven and judged that those facts amount to unacceptable conduct and conduct that may bring the profession into disrepute.

The facts in this case relate to the inappropriate management of controlled assessment work and the submission of marks for this work. The panel have found Mrs Vendy to have acted dishonestly in submitting marks that did not reflect the students work.

In deciding whether it would be appropriate and proportionate to recommend a prohibition order the panel have considered whether it would be in the public interest to do so. They have found two public interest considerations to be particularly relevant in this case, the maintenance of public confidence in the profession and upholding proper standards of conduct.

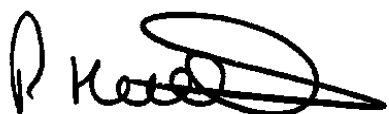
Mrs Vendy's behaviour involved sustained and repeated dishonesty. Whilst the panel have given due regard to Mrs Vendy's previous good history and the stress she was suffering at the time of the incidents, they are of the view that a prohibition order is an appropriate and proportionate sanction in this case. I agree with their recommendation.

The panel have recommended that the order should be with provision for Mrs Vendy to make an application to have it set aside after a period of 3 years have elapsed. I agree that this would allow sufficient time for Mrs Vendy to reflect upon her actions and their potential impact on students and the reputation of the profession. Three years would allow time to develop and demonstrate insight and remorse for her actions.

This means that Mrs Anne Vendy is prohibited from teaching indefinitely and cannot teach in any school, sixth form college, relevant youth accommodation or children's home in England. She may apply for the Prohibition Order to be set aside, but not until 1 December 2017, 3 years from the date of this order at the earliest. This is not an automatic right to have the Prohibition Order removed. If she does apply, a panel will meet to consider whether the Prohibition Order should be set aside. Without a successful application, Mrs Anne Vendy remains barred from teaching indefinitely.

This Order takes effect from the date on which it is served on the Teacher.

Mrs Anne Vendy has a right of appeal to the Queen's Bench Division of the High Court within 28 days from the date she is given notice of this Order.



NAME OF DECISION MAKER: Paul Heathcote

Date: 24 November 2014

This decision is taken by the decision maker named above on behalf of the Secretary of State.