



Teaching
Regulation
Agency

Mrs Lindsey Bauer: Professional conduct panel hearing outcome

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

May 2022

Contents

Introduction	3
Summary of evidence	4
Findings of the Panel	4
Decision and reasons on behalf of the Secretary of State	4

Professional conduct panel decision and recommendations, and decision on behalf of the Secretary of State

Teacher: Mrs Lindsey Bauer

Teacher ref number: 1335218

Teacher date of birth: 11 March 1976

TRA reference: 19130

Date of determination: 14 April 2022

Former employer: [REDACTED]

Introduction

Professional Conduct Panel Outcome and Decision of the Secretary of State for Education

In accordance with The Teachers' Disciplinary (England) Regulations 2012, a professional conduct panel was convened to consider the case of Ms Lindsey Bauer.

The panel members were Ms Mona Sood (lay panellist – in the chair), Ms Claudette Salmon (teacher panellist) and Dr Zubair Hanslot (lay panellist).

The legal adviser to the panel was Ms Abigail Trencher of Birketts LLP solicitors

Allegations

It was alleged that Ms Bauer was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that, whilst employed as a teacher:

1. She failed to maintain appropriate professional boundaries with a student, evidenced by suggesting they arrange face-to-face meetings, making inappropriate advances, and communicating with the student outside of school without good reason on matters that did not relate to the school curriculum;
2. She abused her position of trust by encouraging the student in activity which was viewed to be sexual in nature.
3. Her conduct at paragraph 1 was sexually motivated.

Admissions

Ms Bauer admitted the facts relating to allegations 1 and 2,

Ms Bauer denied the facts of allegation 3.

Ms Bauer further admitted that the facts of each of the admitted allegations amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

Summary of evidence

The Panel considered a bundle of documents supplied by both the TRA and Ms Bauer. No witnesses, other than Ms Bauer, were called to give oral evidence at the hearing which the Panel directed was held in private.

Findings of the Panel

After considering all the evidence before it, the Panel found that all allegations were proven. The Panel then went on to make findings that Ms Bauer was guilty of unacceptable professional conduct and conduct that may bring the profession into disrepute, namely that Ms Bauer failed to maintain appropriate professional boundaries with a pupil at a secondary school and abused her position of trust, which included engaging in inappropriate communications with the pupil which the Panel concluded was sexually motivated.

The Panel was of the view that prohibition was both proportionate and appropriate. The Panel decided that the public interest considerations outweighed the interests of Ms Bauer. The fact that Ms Bauer's actions were sexually motivated was a significant factor in forming that opinion. Accordingly, the panel made a recommendation to the Secretary of State that a prohibition order should be imposed with immediate effect. The Panel further recommended that Ms Bauer should be able to apply for a review of the prohibition order after a period of 5 years.

Decision and reasons on behalf of the Secretary of State

The decision maker, on behalf of the Secretary of State considered the Panel's recommendation and concluded that a prohibition order is proportionate and in the public interest.

This means that Ms Lindsey Bauer 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 23 May 2027, 5 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, Ms Bauer remains prohibited from teaching indefinitely.

The prohibition order took effect on 23 May 2022.

Ms Lindsey Bauer has a right of appeal to the King's Bench Division of the High Court within 28 days from the date she is given notice of this order.

A handwritten signature in black ink, appearing to read 'SABuxcey', with a horizontal line extending from the start of the signature.

Decision maker: Sarah Buxcey

Date: 16 May 2022

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