



Teaching
Regulation
Agency

Mr John Dixon: Professional conduct panel meeting outcome

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

May 2023

Contents

Introduction	3
Allegations	4
Preliminary applications	4
Summary of evidence	5
Documents	5
Statement of agreed facts	6
Decision and reasons	6
Findings of fact	6
Panel's recommendation to the Secretary of State	9
Decision and reasons on behalf of the Secretary of State	13

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

Teacher:	Mr John Dixon
Teacher ref number:	3957387
Teacher date of birth:	21 February 1987
TRA reference:	19982
Date of determination:	15 May 2023
Former employer:	The Boxing Academy AP Free School, Hackney

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened virtually on 15 May 2023, to consider the case of Mr Dixon.

The panel members were Mrs Gemma Hutchinson (teacher panellist – in the chair), Mr Jeremy Phillips KC (lay panellist) and Dr Lee Longden (former teacher panellist).

The legal adviser to the panel was Miss Ellie Floyd of Eversheds Sutherland (International) LLP solicitors.

In advance of the meeting, after taking into consideration the public interest and the interests of justice, the TRA agreed to a request from Mr Dixon that the allegations be considered without a hearing. Mr Dixon provided a signed statement of agreed facts and admitted unacceptable professional conduct and/or conduct that may bring the profession into disrepute. The panel considered the case at a meeting without the attendance of the presenting officer Ms Louise Ravenscroft of Capsticks LLP, Mr Dixon.

The meeting took place in private.

Allegations

The panel considered the allegations set out in the notice of meeting dated 12 April 2023.

It was alleged that Mr Dixon was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that:

1. On or around February 2021, he falsely recorded the HT3 Score and/or the Baseline Score for one or more pupils;
2. On or around February 2021, he falsely re-labelled one or more of the HR1 Fitness for Sport and Exercise papers as "HT3" for one or more pupils;
3. On or around February 2021, he falsely labelled the Fitness for Sport and Exercise paper for one or more pupils as "HT3" and "Feb, 21" when you knew or ought to have known that the assessment was not taken at that time;
4. On or around February 2021, he falsely submitted that the Fitness for Sport and Exercise paper for one or more pupils was for "HT1" when you knew or ought to have known that the assessment was not taken at that time;
5. On or around February 2021, he partially and/or fully completed the Fitness for Sport and Exercise paper for one or more pupils and/or falsely presented this paper as the work of one or more pupils;
6. By his conduct as set out in one or more of the following allegations, he was dishonest:
 - a) Allegation 1;
 - b) Allegation 2;
 - c) Allegation 3;
 - d) Allegation 4;
 - e) Allegation 5.

Mr Dixon admitted the facts of the case, unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

Preliminary applications

At the outset of the meeting, the legal adviser brought to the panel's attention that the signed statement of agreed facts did not specifically include the wording "and Feb, 21" in relation to Allegation 3, namely that Mr Dixon falsely labelled the Fitness for Sport and Exercise paper for one or more pupils as "Feb, 21".

The panel considered whether it was necessary to adjourn the meeting for the presenting officer and teacher to make representations in relation to Allegation 3.

The panel considered that it was clear Mr Dixon admitted to all of the allegations, including that he falsely labelled the Fitness for Sport and Exercise paper for one or more pupils as “Feb, 21”. In particular, in an email dated 17 November 2022, the teacher stated “Yes, I confirm to admit all of the allegations set out.” Further, in his written response to Allegation 3, he states, “on or around February 2021 I falsely labelled the Fitness for Sport and Exercise Paper for one or more pupils as HT3 and Feb 21’.”

The panel also noted that the notice of meeting contained a typographical error at allegation 2, namely reference to ‘HR1’. Allegations 1, 3 and 4 in the notice of meeting all reference ‘HT’ as opposed to ‘HR’, so the panel was satisfied that this was a typographical error.

The panel considered whether to amend allegation 2. The panel has the power to, in the interests of justice, amend an allegation or the particulars of an allegation, at any stage before making its decision about whether the facts of the case have been proved.

The panel decided to amend allegation 2 to correct this error. The panel was satisfied that the corrections did not change the nature or scope of the allegations and there was no prospect of Mr Dixon’s case being presented differently had the amendment been made at an earlier stage, and therefore no unfairness or prejudice caused to the teacher. Mr Dixon had been notified of all of the allegations, including the correct references to ‘HT’ at allegations 1,3 and 4.

The panel therefore decided to amend allegation 2 as follows:

2. On or around February 2021, he falsely re-labelled one or more of the HT1 Fitness for Sport and Exercise papers as "HT3" for one or more pupils;

The panel did not consider it necessary in the interests of justice or the public interest for the case to be considered at a professional conduct panel hearing or for the meeting to be adjourned to take representations from the presenting officer and teacher on amending the statement of agreed facts.

Summary of evidence

Documents

In advance of the meeting, the panel received a bundle of documents which included:

Section 1: Chronology, anonymised pupil list and list of key people – pages 3 to 6

Section 2: Notice of referral, response and notice of meeting – pages 7 to 30

Section 3: Statement of agreed facts and presenting officer representations – pages 31 to 40

Section 4: Teaching Regulation Agency documents – pages 41 to 242

Section 5: Teacher documents – pages 243 to 259

The panel members confirmed that they had read all of the documents within the bundle, in advance of the meeting.

Statement of agreed facts

The panel considered a statement of agreed facts which was signed by Mr John Dixon on 23 January 2023.

Decision and reasons

The panel announced its decision and reasons as follows:

The panel carefully considered the case and reached a decision.

In advance of the meeting, the TRA agreed to a request from Mr John Dixon for the allegations to be considered without a hearing. The panel had the ability to direct that the case be considered at a hearing if required in the interests of justice or in the public interest. The panel did not determine that such a direction was necessary or appropriate in this case.

Mr Dixon had been employed by The Boxing Academy AP Free School (“the School”) as a teacher of P.E. from 4 June 2018.

To track pupils’ data, the School requires teachers to assess pupils at the end of each half term, mark their assessments and provide the pupils’ assessment scores to the School. The School would then review the data to track pupils’ progress against their baseline grade. There was a requirement for this data to be accurate and reliable to allow for pupils’ progression and achievement to be properly assessed. Each ‘HT’ score is reviewed against the pupil’s previous scores to monitor their progress.

In February 2021, Mr Dixon was required to provide the results of Year 11’s third pupil assessment scores (‘HT3’).

On 22 February 2021, Mr Dixon attended a meeting with the Principal and admitted that he had falsified the pupils’ assessments for HT3.

Mr Dixon resigned on 13 March 2021 during an internal investigation into his conduct and before a disciplinary meeting could be carried out.

Findings of fact

The findings of fact are as follows:

The panel found the following particulars of the allegations against you proved, for these reasons:

- 1. On or around February 2021, you falsely recorded the HT3 Score and/or the Baseline Score for one or more pupils;**
- 2. On or around February 2021, you falsely re-labelled one or more of the HT1 Fitness for Sport and Exercise papers as "HT3" for one or more pupils;**
- 3. On or around February 2021, you falsely labelled the Fitness for Sport and Exercise paper for one or more pupils as "HT3" and "Feb, 21" when you knew or ought to have known that the assessment was not taken at that time;**
- 4. On or around February 2021, you falsely submitted that the Fitness for Sport and Exercise paper for one or more pupils was for "HT1" when you knew or ought to have known that the assessment was not taken at that time;**
- 5. On or around February 2021, you partially and/or fully completed the Fitness for Sport and Exercise paper for one or more pupils and/or falsely presented this paper as the work of one or more pupils;**
- 6. By his conduct as set out in one or more of the following allegations, you were dishonest:**
 - a) Allegation 1;**
 - b) Allegation 2;**
 - c) Allegation 3;**
 - d) Allegation 4;**
 - e) Allegation 5.**

On 17 November 2022, Mr Dixon responded to the notice of referral admitting all of the allegations.

On 23 January 2023, in a statement of agreed facts, Mr Dixon admitted the allegations as set out above. He accepted that his conduct was dishonest. He also accepted that the allegations amount to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

The panel has had sight of a witness statement of the [REDACTED], a witness statement of [REDACTED], and email exchanges included by the presenting officer which support the allegations.

The allegations were admitted and were supported by evidence presented to the panel within the bundle. In light of Mr Dixon's admissions, and the evidence corroborating the falsification of the completion, recording, labelling and submission of assessments for one or more pupils, the panel found all of the allegations against Mr Dixon proved and that they constituted dishonesty. The panel was satisfied that an ordinary decent person would find the actions of falsifying pupils' assessments dishonest.

The allegations were therefore, found proved.

Findings as to unacceptable professional conduct and/or conduct that may bring the profession into disrepute

Having found the allegations proved, the panel went on to consider whether the facts of those proved allegations amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

In doing so, the panel had regard to the document Teacher Misconduct: The Prohibition of Teachers, which is referred to as "the Advice".

The panel was satisfied that the conduct of Mr Dixon, in relation to the facts found proved, involved breaches of the Teachers' Standards. The panel considered that, by reference to Part 2, Mr Dixon was in breach of the following standards:

Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.

Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The panel was satisfied that the conduct of the teacher breached Teachers' Standards and fell significantly short of the standard of behaviour expected of a teacher. The panel was not satisfied that the conduct of the teacher, in relation to the facts found proved, breached KCSIE and/or Working Together to Safeguard Children.

The panel also considered whether the teacher's conduct displayed behaviours associated with any of the offences in the list that begins on page 12 of the Advice. The panel found that none of these offences were relevant.

The panel was satisfied that Mr Dixon was guilty of unacceptable professional conduct.

The panel took into account the way the teaching profession is viewed by others, the responsibilities and duties of teachers to promote good progress and outcomes by pupils, make accurate and productive use of assessment and to fulfil wider professional responsibilities, and considered the influence that teachers may have on pupils, parents and others in the community. The panel also took account of the uniquely influential role

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

The findings of misconduct were serious. The panel considered that Mr Dixon's conduct would have a negative impact on the individual's status as a teacher, damaging the public perception of the profession. The panel also considered the potential consequences to pupils and the School as a result of Mr Dixon's conduct. If Mr Dixon's conduct had been discovered by the relevant external exam board after incorrect final grades had been awarded to pupils, their grades may have been voided, their offers to attend college withdrawn and the School may have lost its certification as an exam centre. The panel also considered that the public perception of the value and reliability of pupils' qualifications could also potentially be reduced.

The panel therefore found that Mr Dixon's proven conduct may bring the profession into disrepute.

Having found the facts of particulars of 1, 2, 3, 4, 5 and 6 proved, the panel further found that Mr Dixon's conduct amounted to both unacceptable professional conduct and 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/or conduct that may bring the profession into disrepute, it was 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 is appropriate, the panel had to consider the public interest, the seriousness of the behaviour and any mitigation offered by the teacher and whether a prohibition order is necessary and proportionate. 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 had regard to the particular public interest considerations set out in the Advice and, having done so, found a number of them to be relevant in this case, namely, the maintenance of public confidence in the profession, declaring and upholding proper standards of conduct; and the interest of retaining the teacher in the profession.

Given Mr Dixon's deliberate falsification and dishonesty, there was a strong public interest consideration in respect of the maintenance of public confidence in the profession. Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Dixon was not treated with the utmost seriousness when regulating the conduct of the profession.

The panel was of the view that a strong public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mr Dixon was outside that which could reasonably be tolerated, particularly in light of the potential significant implications for both pupils and the School in the future.

The public interest considerations present outweigh any contribution Mr Dixon may make to the teaching profession, since his actions have fundamentally undermined the trust placed in him.

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 Mr Dixon.

The panel considered carefully the seriousness of the behaviour, noting that the Advice states that the expectation of both the public and pupils, is that members of the teaching profession maintain an exemplary level of integrity and ethical standards at all times.

In carrying out the balancing exercise, the panel had regard to the public interest considerations both in favour of, and against, prohibition as well as the interests of Mr Dixon. The panel took further account of the Advice, which suggests that a panel will likely consider a teacher's behaviour to be incompatible with being a teacher if there is evidence of one or more of the factors that begin on page 15. In the list of such factors, those that were relevant in this case are as follows:

- serious departure from the personal and professional conduct elements of the Teachers' Standards;

- dishonesty or a lack of integrity, namely the deliberate concealment of their actions or purposeful destruction of evidence, especially where these behaviours have been repeated or had serious consequences;

- collusion or concealment namely: defending inappropriate actions or concealing inappropriate actions; lying to prevent the identification of wrongdoing;

- deliberate action in serious contravention of requirements for the conduct of an examination or assessment leading to an externally awarded qualification or national assessment (including deliberate concealment of such action) particularly where the action had, or realistically had the potential to have, a significant impact on the outcome of the examination assessment;

Even though the behaviour found proved in this case indicated that a prohibition order would be appropriate, taking account of the public interest and the seriousness of the behaviour and the likely harm to the public interest were the teacher be allowed to continue to teach, the panel went on to consider the mitigation offered by the Mr Dixon and whether there were mitigating circumstances.

There was no evidence that the teacher's actions were not deliberate.

There was no evidence to suggest that Mr Dixon was acting under extreme duress, e.g. a physical threat or significant intimidation and, in fact, the panel found Mr Dixon's actions to be calculated and motivated having regard to the repetition of misconduct.

The panel considered whether Mr Dixon had a previously good history and whether there was evidence of him demonstrating exceptionally high standards in both his personal and professional conduct and contributing significantly to the education sector. Some of the references suggested that Mr Dixon was a particularly effective teacher, capable of building and maintaining good relationships with colleagues and pupils. He had also impressed a number of individuals with his commitment to the role, including the [REDACTED].

However, at the same time the panel noted the concerns raised by the [REDACTED] in her witness statement regarding his previous behaviour. As the panel have not had sight of relevant disciplinary evidence in relation to these concerns, and that the evidence of the [REDACTED] has not been cross examined in this regard, the panel did not rely on this evidence when determining the relevant recommendation for the allegations set out above.

Mr Dixon has stated that he is truly remorseful for his actions, that he is accountable for his actions and the mistakes that were made. The panel accepted that he had demonstrated a degree of insight into his behaviour.

Although Mr Dixon admitted the allegations in their entirety for the purpose of these proceedings, the panel noted that he had made denials regarding his conduct at the outset of the School's investigation and made attempts to downplay and conceal his conduct in meetings with the [REDACTED].

Mr Dixon has suggested that the events occurred during a period of time when he was [REDACTED]. However, the panel noted that Mr Dixon had not provided any [REDACTED] to support this. The panel did consider on the balance of probabilities that Mr Dixon was likely to have a [REDACTED] and will have required support from the School. There was conflicting evidence in relation to the level of support that was asked for and/or given in relation to Mr Dixon's [REDACTED]. The panel particularly notes that no reference to such support was present or appears in the witness statement of the [REDACTED]. The [REDACTED] does not acknowledge Mr Dixon's [REDACTED] in her witness statement. There is also evidence that Mr Dixon's line manager was not replaced when he left the School.

However, the panel agreed that the witness statement of the colleague at the School who was responsible for data and assessments provided evidence that support was available in respect of collating and inputting assessment data. Further, that in Mr Dixon's role as a teacher, it was reasonable to expect him to be competent to assess students, accurately report this data and seek support where required. The panel noted that Mr Dixon did not

elect to challenge the findings of the School's Disciplinary Investigation Report, but instead chose to resign from the post.

The panel considered the nine very positive character statements/references in the hearing bundle that could attest to Mr Dixon's abilities as a teacher and to high standards in his personal and professional conduct. These included statements from: a [REDACTED] that Mr Dixon is supportive, trustworthy and reliable; from [REDACTED] that he is open and honest and if prohibited from teaching, would be a loss to the teaching profession; from a [REDACTED] that Mr Dixon is professional and hardworking; from a [REDACTED] at the School that Mr Dixon is honest, respectful and follows rules and procedures; from a [REDACTED] that Mr Dixon behaved appropriately when amongst students; from [REDACTED] that Mr Dixon met teachers' standards, has a strong moral code and decency; from a [REDACTED] that Mr Dixon is hardworking and dedicated; from a [REDACTED] that Mr Dixon has morals and ethics and from a [REDACTED] that Mr Dixon is exceptional and professional.

The references demonstrate that there is a consensus that Mr Dixon is personable and a good teacher. However, the panel noted that it is to make a recommendation based on Mr Dixon's professional conduct, as opposed to his personality and likeability. The panel noted that only two of the nine references provided refer specifically to the allegations against Mr Dixon. The remaining seven referees may not have been fully or even partially aware of the allegations, therefore lessening the value and reliability of their references.

Whilst there is evidence that Mr Dixon has ability as an educator, the panel considered that the adverse public interest considerations outlined above outweigh any interest in retaining Mr Dixon in the profession, since his behaviour fell significantly short and fundamentally breached the standard of conduct expected of a teacher.

The panel considered that Mr Dixon's conduct was repeated, taking place on several occasions. Further, that Mr Dixon had falsified the data in a number of ways. Mr Dixon's conduct was fundamentally dishonest and could easily have had an adverse impact on the pupils' education and the reputation of the School.

The panel first considered whether it would be proportionate to conclude this case with no recommendation of prohibition, considering whether the publication of the findings made by the panel would be sufficient.

The panel was of the view that, applying the standard of the ordinary intelligent citizen, it would not be a proportionate and appropriate response to recommend no prohibition order. Recommending that the publication of adverse findings would be sufficient would unacceptably compromise the public interest considerations present in this case, despite the severity of the consequences for the teacher of prohibition.

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 the

teacher. Mr Dixon's breach of multiple Teachers' Standards and the potentially significant consequences of his misconduct and dishonesty were significant factors 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 went on to consider whether or not it would be appropriate for it to decide to recommend a review period of the order. The panel was mindful that the Advice states 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 2 years.

The Advice indicates that there are cases involving certain conduct where it is likely that the public interest will have greater relevance and weigh in favour of a longer period before a review is considered appropriate. These cases include fraud or serious dishonesty. The panel found that Mr Dixon's conduct was dishonest.

In making its recommendation in relation to the length of the review period, the panel considered Mr Dixon's teaching ability, the additional training he has undertaken in his new employment, the positive reference provided by the [REDACTED], and Mr Dixon's insight and expression of remorse. The panel considers that the minimum review period is therefore appropriate as these factors provide some comfort that the risk of repetition from Mr Dixon is probably low.

The panel decided that 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 of 2 years.

Decision and reasons on behalf of the Secretary of State

I have given very careful consideration to this case and to the recommendation of the panel in respect of both sanction and review period.

In considering this case, I have also given very careful attention to the Advice that the Secretary of State has published concerning the prohibition of teachers.

In this case, the panel has found the allegations proven and found that those proven facts amount to unacceptable professional conduct and conduct that may bring the profession into disrepute. The panel has made a recommendation to the Secretary of State that Mr Dixon should be the subject of a prohibition order, with a review period of 2 years.

Specifically, the panel has found that Mr Dixon is in breach of the following standards:

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The panel finds that the conduct of Mr Dixon fell significantly short of the standards expected of the profession.

In its considerations, the panel found that, “Given Mr Dixon’s deliberate falsification and dishonesty, there was a strong public interest consideration in respect of the maintenance of public confidence in the profession. Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Dixon was not treated with the utmost seriousness when regulating the conduct of the profession.”.

I have to determine whether the imposition of a prohibition order is proportionate and in the public interest. In assessing that for this case, I have considered the overall aim of a prohibition order which is to protect pupils and to maintain public confidence in the profession. I have considered the extent to which a prohibition order in this case would achieve that aim taking into account the impact that it will have on the individual teacher. I have also asked myself, whether a less intrusive measure, such as the published finding of unacceptable professional conduct or conduct likely to bring the profession into disrepute, would itself be sufficient to achieve the overall aim. I have to consider whether the consequences of such a publication are themselves sufficient. I have considered therefore whether or not prohibiting Mr Dixon, and the impact that will have on the teacher, is proportionate and in the public interest.

In this case, I have considered the extent to which a prohibition order would serve the public interest, specifically by maintaining public confidence in the teaching profession. In doing so I have taken account of the panel’s finding that “a strong public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mr Dixon was outside that which could reasonably be tolerated, particularly in light of the potential significant implications for both pupils and the School in the future.”.

I have also taken into account the panel’s comments on insight and remorse, which the panel sets out as follows, “Mr Dixon has stated that he is truly remorseful for his actions, that he is accountable for his actions and the mistakes that were made. The panel accepted that he had demonstrated a degree of insight into his behaviour.”. However, the panel goes on to state that “Although Mr Dixon admitted the allegations in their entirety for the purpose of these proceedings, the panel noted that he had made denials regarding his conduct at the outset of the School’s investigation and made attempts to downplay and conceal his conduct in meetings with the [REDACTED]”. It also goes on to

say that “The panel considered that Mr Dixon’s conduct was repeated, taking place on several occasions. Further, that Mr Dixon had falsified the data in a number of ways. Mr Dixon’s conduct was fundamentally dishonest and could easily have had an adverse impact on the pupils’ education and the reputation of the School.”. I have given this element considerable weight in reaching my decision.

In considering potential mitigations, I have taken into account the following comment from the panel “Mr Dixon has suggested that the events occurred during a period of time when he was [REDACTED]. However, the panel noted that Mr Dixon had not provided any [REDACTED] to support this. The panel did consider on the balance of probabilities that Mr Dixon was likely to have a [REDACTED] and will have required support from the School”. Consequently, I have given this element less weight in reaching my decision.

I have also considered the impact of a prohibition order on Mr Dixon himself and the panel comment “The references demonstrate that there is a consensus that Mr Dixon is personable and a good teacher. However, the panel noted that it is to make a recommendation based on Mr Dixon’s professional conduct, as opposed to his personality and likeability. The panel noted that only two of the nine references provided refer specifically to the allegations against Mr Dixon. The remaining seven referees may not have been fully or even partially aware of the allegations, therefore lessening the value and reliability of their references.”.

A prohibition order would prevent Mr Dixon from teaching. A prohibition order would also clearly deprive the public of his contribution to the profession for the period that it is in force.

In this case, I have placed considerable weight on the finding of the panel that “Regarding Mr Dixon’s general character and contribution to the teaching profession, the panel has noted that the character statements and references that he put forward suggest he has ability as an educator. However, the panel also considered that the adverse public interest considerations outlined above outweigh any interest in retaining Mr Dixon in the profession, since his behaviour fell significantly short and fundamentally breached the standard of conduct expected of a teacher.” Therefore, I have given this element less weight in reaching my decision.

In considering whether a prohibition order should be imposed on Mr Dixon, I have noted the panel’s remarks that “The panel was of the view that, applying the standard of the ordinary intelligent citizen, it would not be a proportionate and appropriate response to recommend no prohibition order. Recommending that the publication of adverse findings would be sufficient would unacceptably compromise the public interest considerations present in this case, despite the severity of the consequences for the teacher of prohibition.”.

In addition I have given considerable weight to the following “The panel was of the view that, applying the standard of the ordinary intelligent citizen, it would not be a

proportionate and appropriate response to recommend no prohibition order.

Recommending that the publication of adverse findings would be sufficient would unacceptably compromise the public interest considerations present in this case, despite the severity of the consequences for the teacher of prohibition.”

In my view, it is necessary to impose a prohibition order in order to maintain public confidence in the profession. A published decision does not in my view satisfy the public interest requirement concerning public confidence in the profession.

For these reasons, I have concluded that a prohibition order is proportionate and in the public interest in order to achieve the intended aims of a prohibition order.

I have gone on to consider the matter of a review period. In this case, the panel has recommended a 2 year review period.

I have considered the panel’s comments “In making its recommendation in relation to the length of the review period, the panel considered Mr Dixon’s teaching ability, the additional training he has undertaken in his new employment, the positive reference provided by the [REDACTED], and Mr Dixon’s insight and expression of remorse. The panel considers that the minimum review period is therefore appropriate as these factors provide some comfort that the risk of repetition from Mr Dixon is probably low.”

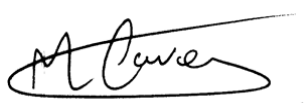
I have considered whether a 2 year review period reflects the seriousness of the findings and is a proportionate period to achieve the aim of maintaining public confidence in the profession. In this case, I believe that it is.

I consider therefore that a 2 year review period is required to satisfy the maintenance of public confidence in the profession.

This means that Mr John Dixon is prohibited from teaching indefinitely and cannot teach in any school, sixth form college, relevant youth accommodation or children’s home in England. He may apply for the prohibition order to be set aside, but not until 24 May 2025, 2 years from the date of this order at the earliest. This is not an automatic right to have the prohibition order removed. If he does apply, a panel will meet to consider whether the prohibition order should be set aside. Without a successful application, Mr John Dixon remains prohibited from teaching indefinitely.

This order takes effect from the date on which it is served on the teacher.

Mr John Dixon has a right of appeal to the King’s Bench Division of the High Court within 28 days from the date he is given notice of this order.



Decision maker: Marc Cavey

Date: 17 May 2023

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