



Teaching
Regulation
Agency

Miss Clare Goulding: Professional conduct panel meeting outcome

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

May 2023

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

Teacher: Miss Clare Goulding

TRA reference: 20461

Date of determination: 24 May 2023

Former employer: Aldermaston CE Primary School, Berkshire

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened virtually on 24 May 2023 on, to consider the case of Miss Clare Goulding (“Miss Goulding”).

The panel members were Mrs Christine McLintock (teacher panellist – in the chair), Mr Neil Hillman (teacher panellist) and Ms Susan Ridge (lay panellist).

The legal adviser to the panel was Ms Carly Hagedorn 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 Miss Goulding that the allegations be considered without a hearing. Miss Goulding 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 Mr David Collins of Capsticks Solicitors LLP or Miss Goulding.

The meeting took place in private.

Allegations

The panel considered the allegations set out in the notice of meeting dated 28 February 2023.

It was alleged that Miss Goulding was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that, while employed at Aldermaston Primary School;

1. On one or more occasions she brought alcohol onto school premises, including:
 - a. 2 February 2021;
 - b. 22 June 2021;
2. On one or more occasions she consumed alcohol whilst on school premises and/or during school hours, including:
 - a. 2 February 2021;
 - b. 22 June 2021;
3. On one or more occasions she was under the influence of alcohol whilst pupils were under her care/supervision, including:
 - a. 2 February 2021;
 - b. 22 June 2021;
4. On 22 June 2021, she left a cup containing alcohol unattended on a desk in her classroom while there were pupils on school premises.

The teacher admitted to the facts of the above allegations and that her conduct amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

Preliminary applications

There were no preliminary applications.

Summary of evidence

Documents

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

Section 1: Chronology and key list of people – pages 3 to 4

Section 2: Notice of Referral, response and Notice of Meeting– pages 5 to 30

Section 3: Statement of Agreed Facts and Presenting Officer Representations – pages 31 to 35

Section 4: Teaching Regulation Agency documents – pages 36 to 91

Section 5: Teacher documents – pages 92 to 114

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 Miss Goulding on 14 November 2022.

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 Miss Goulding 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.

Miss Goulding was employed as a class teacher, deputy Designated Safeguarding Lead (“DSL”) and Special Educational Needs Co-ordinator (“SENCo”) at Aldermaston Primary School (“the School”) from September 2008.

In February 2021, a colleague approached the [REDACTED] of the School to raise concerns that Miss Goulding was drinking alcohol in School. Miss Goulding was approached and initially denied drinking alcohol at School, but later admitted to doing so, after the School had tested the bottle that she had been drinking from; the contents of which tested positive for alcohol. As this was the first proven incident of Miss Goulding drinking alcohol at work, the School offered support and no disciplinary action was taken.

In June 2021, Miss Goulding attended a Senior Leadership Team (“SLT”) meeting and was reported to be distracted throughout. A travel mug that Miss Goulding had been drinking from during the SLT meeting was found on a pupil’s desk in Miss Goulding’s classroom by a colleague. The contents were said to smell of alcohol and upon testing, were found to contain alcohol. Miss Goulding was approached about the incident the following day and she admitted that she brought alcohol into the School. Miss Goulding was suspended as a result.

A disciplinary panel met on 16 July 2021 and Miss Goulding was dismissed by the School. Miss Goulding appealed the dismissal and the appeal was dismissed following a hearing.

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 one or more occasions you brought alcohol onto school premises, including:

a. 2 February 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The statement of agreed facts stated that on 2 February 2021, a colleague of Miss Goulding's *"provided a drinks bottle that Miss Goulding had been drinking from to the [REDACTED]"*. The [REDACTED] *"tested the contents of the bottle with an alcohol testing strip. The contents tested positive for alcohol."*

The panel found allegation 1(a) proved.

b. 22 June 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The statement of agreed facts stated that on 22 June 2021 *"the Teacher attended a Senior Leadership Team (SLT) meeting and was reported to be distracted throughout by a colleague...Shortly after, a travel mug that the Teacher had been drinking from during the SLT meeting, [REDACTED] found on a pupil's desk in the Teacher's classroom. The contents were said to smell of alcohol and on testing, by [REDACTED] were found to contain alcohol. Pupils were still on the premises and could access the classroom. The Teacher was approached about the incident on the morning of 23 June 2021 and she admitted bringing alcohol into the School."*

The panel found allegation 1(b) proved.

2. On one or more occasions you consumed alcohol whilst on school premises and/or during school hours, including:

a. 2 February 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The statement of agreed facts stated that on 2 February 2021, a colleague of Miss Goulding's *"provided a drinks bottle that Miss Goulding had been drinking from to the*

[REDACTED]". The [REDACTED] *"tested the contents of the bottle with an alcohol testing strip. The contents tested positive for alcohol."*

The panel found allegation 2(a) proved.

b. 22 June 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The statement of agreed facts stated that on 22 June 2021 *"the Teacher attended a Senior Leadership Team (SLT) meeting and was reported to be distracted throughout by a colleague...Shortly after, a travel mug that the Teacher had been drinking from during the SLT meeting, [REDACTED] found on a pupil's desk in the Teacher's classroom. The contents were said to smell of alcohol and on testing, by [REDACTED] were found to contain alcohol."*

The panel found allegation 2(b) proved.

3. On one or more occasions you were under the influence of alcohol whilst pupils were under your care/supervision, including:

a. 2 February 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The panel noted Miss Goulding's role within the School as a class teacher, deputy DSL and SENCo. The purpose of a DSL is to take a lead responsibility for safeguarding and child protection. The panel noted the formal training that a DSL is required to undertake to allow them to understand and keep up to date with any developments relevant to their role.

The statement of agreed facts stated that on 2 February 2021, a colleague of Miss Goulding's *"provided a drinks bottle that Miss Goulding had been drinking from to the [REDACTED]". The [REDACTED] "tested the contents of the bottle with an alcohol testing strip. The contents tested positive for alcohol." The colleague raised concerns because the Teacher had been engaged in a video call with a class and had been behaving strangely."*

The panel found allegation 3(a) proved.

b. 22 June 2021;

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The panel again noted Miss Goulding's additional responsibilities within the School as deputy DSL and SENCo.

The statement of agreed facts stated that on 22 June 2021 *"the Teacher attended a Senior Leadership Team (SLT) meeting and was reported to be distracted throughout by a colleague...Shortly after, a travel mug that the Teacher had been drinking from during the*

SLT meeting, [REDACTED] found on a pupil's desk in the Teacher's classroom. The contents were said to smell of alcohol and on testing, by [REDACTED] were found to contain alcohol. Pupils were still on the premises and could access the classroom.

The panel found allegation 3(b) proved.

4. On 22 June 2021, you left a cup containing alcohol unattended on a desk in your classroom while there were pupils on school premises.

Miss Goulding admitted this allegation in the response to the Notice of Referral dated 30 June 2022 and the signed statement of agreed facts dated 14 November 2022.

The statement of agreed facts stated that on 22 June 2021, a travel mug that Miss Goulding had been drinking from during the SLT meeting was *“found on a pupil's desk in the Teacher's classroom. The contents were said to smell of alcohol and on testing, by [REDACTED] were found to contain alcohol. Pupils were still on the premises and could access the classroom.”*

The panel had sight of photographs of a disposable cup containing liquid on what appeared to be a desk within a classroom. The document was titled *“Photos taken on Tuesday 22nd June 2021”*. The panel also had sight of testing strips and an alcohol colour chart.

The panel found allegation 4 proved.

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

Having found all of 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 noted that Miss Goulding admitted that her conduct in all allegations amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

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

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach
- 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 Miss Goulding in relation to the facts found proved, involved breaches of Keeping Children Safe In Education (“KCSIE”). The panel considered that Miss Goulding was in breach of the following provision: All staff have a responsibility to provide a safe environment in which children can learn.

The panel was satisfied that the conduct of Miss Goulding fell significantly short of the standard of behaviour expected of a teacher.

The panel also considered whether Miss Goulding’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 noted that the Advice is not intended to be exhaustive and there may be other behaviours that panels consider to be “unacceptable professional conduct”. The panel was mindful of the consequences that could have potentially arisen through Miss Goulding’s consumption of alcohol at the School, and leaving a cup containing alcohol unattended on a desk in her classroom while there were pupils on School premises.

Therefore, the panel was satisfied that Miss Goulding 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 in relation to the safeguarding and welfare of pupils 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 panel also considered whether Miss Goulding’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 noted that the advice is not intended to be exhaustive and there may be other behaviours that panels consider to be “conduct that may bring the profession into disrepute”.

The panel noted the consequences that could have potentially arisen given the proven conduct. Miss Goulding’s behaviour could damage the public perception of the teaching profession, especially as she was an experienced teacher and held important roles, which involved interaction with parents and external agencies.

The panel therefore found that Miss Goulding's actions constituted conduct that may bring the profession into disrepute.

Having found the facts of all particulars proved, the panel further found Miss Goulding'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 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 Miss Goulding 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 a 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 safeguarding and wellbeing of pupils and the protection of other members of the public, 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.

In the light of the panel's findings against Miss Goulding, which involved a finding that Miss Goulding was under the influence of alcohol whilst pupils were under her care and/or supervision, there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious risks involved, especially when leaving a cup containing alcohol on her desk in her classroom while there were pupils on the School premises.

Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Miss Goulding were 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 Miss Goulding was outside that which could reasonably be tolerated.

However, the panel noted that there was a strong public interest consideration in retaining the teacher in the profession, since no doubt had been cast upon her abilities as an educator and she is able to make a valuable contribution to the profession. The panel

had sight of numerous character references which attested to Miss Goulding's ability as a teacher.

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.

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 were:

- serious departure from the personal and professional conduct elements of the Teachers' Standards;
- misconduct seriously affecting the education and/or safeguarding and well-being of pupils, and particularly where there is a continuing risk;
- failure in their duty of care towards a child, including exposing a child to risk or failing to promote the safety and welfare of the children (as set out in Part 1 of KCSIE)

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 teacher and whether there were mitigating circumstances.

There was no evidence to suggest that Miss Goulding's actions were not deliberate. The panel noted Miss Goulding's ongoing [REDACTED] and the fact that she initially appeared to be in denial about her [REDACTED].

There was no evidence to suggest that Miss Goulding was acting under extreme duress.

The panel did not see any evidence to suggest that Miss Goulding was subject to previous warnings or disciplinary investigations. The evidence available to the panel established that Miss Goulding did have a previously good history, having demonstrated exceptionally high standards in both her personal and professional conduct and having contributed significantly to the education sector. The evidence put before the panel indicated that the [REDACTED] in School took place over a limited timeframe.

The panel had sight of a number of character statements which attested to Miss Goulding's abilities as a teacher.

A former colleague, friend and [REDACTED] in Miss Goulding's former class stated:

“We moved [REDACTED] to Clare’s class and she quickly began to thrive. Clare encouraged her and enabled [REDACTED] to develop a sense of self-belief and confidence she had not previously had. She made friends and discovered that she had strengths she didn’t know about. She even became a house captain.”

“I feel privileged to have taught alongside Clare and am in awe of how she always has time for people, despite being a class teacher, SENCO and a member of the senior management team. She is always cheerful and so positive.”

A previous [REDACTED] of the School stated:

“Clare was hugely popular and well loved by pupils, staff and parents; this was largely due to the warm and fun relationships she built with all. Clare was able to adapt her teaching extremely well to individuals, making all activities fun and engaging. Pupils were always keen to please and made great progress.

When she worked with infants, Clare’s phonics teaching was excellent and children developed their early reading and writing skills extremely well.

In her role as SENCo, Clare always championed children’s emotional well being.”

A second former colleague of Miss Goulding stated:

“The children always loved Clare and her relationship with her class, as well as with the families of the children she taught, was something I aspired to attain myself.”

A third former colleague of Miss Goulding stated:

“The teaching profession will be a much lesser place without her and children will miss out on having someone like her who truly makes a difference to their lives.”

A fourth former colleague of Miss Goulding stated:

“Clare’s love of being a teacher and passion for the career has been evident throughout the time I have known her. Without question, her enthusiasm and caring nature benefits the school - staff, parents as well as the pupils. Teaching was never just a job for Clare.”

The panel also considered Miss Goulding’s insight and remorse in respect of her conduct.

Miss Goulding described her conduct as *“reckless and incomprehensible”*. She states; *“I take full responsibility for the safeguarding risks I presented due to the consumption of alcohol whilst on the school premises.”*

The panel acknowledged that Miss Goulding had a good level of insight into the seriousness of her behaviour, recognising that her own description of her conduct was *“reckless and incomprehensible”*.

The panel considered the actions that Miss Goulding has taken to address her behaviour to reduce the risk of this conduct happening again.

The panel noted that Miss Goulding attended a [REDACTED] to start “rebuilding” her life. Miss Goulding stated that the [RDACTED] also allowed her “*to develop new skills and strategies which were invaluable for my future.*” Miss Goulding goes on to explain that “*over the last year I have embedded these key strategies into my life and as a result have been able to deal with many stressful situations without feeling any [REDACTED].*”

The panel also noted the following comments from Miss Goulding:

“I am someone who has had an amazing career working and supporting children of mixed ages and needs and this was a career I excelled in. I am fully accountable for losing my way and making irresponsible decisions yet I cannot comprehend the impending outcome of not being able to work with children. I am devastated that my actions have forced me into this situation, yet I have, and will continue to, make amends for my mistakes.”

“I have a close relationship with my [REDACTED] and have been working the [REDACTED] for months now. I have regular review meetings with [REDACTED]. In addition, I have an invaluable network of support ranging from skilled professionals, [REDACTED] to close friends and family.”

The panel also noted that Miss Goulding had made a positive step to expand her continuing professional development by completing courses over the past few months. The panel had sight of the level 2 and level 3 NCFE certificates which Miss Goulding has been awarded. The panel recognised Miss Goulding’s determination to improve her knowledge and well-being and acknowledged that she had made good use of her time whilst her TRA case was under consideration. The panel considered that the qualifications would benefit any future educational establishment as the sector emerges from the recent Covid-19 pandemic.

A former colleague of Miss Goulding stated:

“She has proven that she is strong and determined and uses the help and support that has been offered to her both professionally and personally, working hard to follow the advice from her mentors and proudly sharing her progress with those of us who are there to keep her motivated and well, physically and mentally.”

“I feel if Clare was denied the opportunity to continue teaching, doing what she loves, I am concerned that it would affect her excellent progress and ultimately her own mental well-being.”

The panel noted that Miss Goulding was openly sharing her progress with her former colleagues which showed a level of transparency and willingness to improve.

A friend of Miss Goulding stated:

“Clare has been [REDACTED] and although the stress of moving home, [REDACTED], being unemployed as well as the uncertainty of this whole situation Clare has not lost her way and now has coping strategies in place to help her for any [REDACTED].”

She also noted that Miss Goulding “*has attended [REDACTED] regularly in which she was able to identify the changes she needed to make going forward.*”

The panel 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, the recommendation of no prohibition order would be both a proportionate and an appropriate response. Given that the nature and severity of the behaviour were at the less serious end of the possible spectrum and, having considered the mitigating factors that were present, the panel determined that a recommendation for a prohibition order would not be appropriate in this case. The panel considered that the publication of the adverse findings it had made was sufficient to send an appropriate message to the teacher as to the standards of behaviour that are not acceptable, and the publication would meet the public interest requirement of declaring proper standards of the profession.

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 all of 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 recommended to the Secretary of State that the findings of unacceptable professional conduct and conduct likely to bring the profession into disrepute, should be published and that such an action is proportionate and in the public interest.

In particular, the panel has found that Miss Clare Goulding is in breach of the following standards:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach
- 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 Miss Goulding involved breaches of the responsibilities and duties set out in statutory guidance Keeping children safe in education (KCSIE) and/or involved breaches of Working Together to Safeguard Children.

The panel finds that the conduct of Miss Goulding fell significantly short of the standards expected of the profession.

I have to determine whether the imposition of a prohibition order is proportionate and in the public interest. In considering 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 and conduct that may 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 Miss Goulding, 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 protect children/safeguard pupils. In its recommendation to the Secretary of State, the panel makes note of actions that Miss Goulding has taken to address her behaviour to reduce the risk of this conduct happening again including that she had "...attended a [REDACTED] to start "rebuilding" her life". The panel also makes reference to evidence it had heard that Miss Goulding had [REDACTED] for a significant period. I have therefore, given this element considerable weight in my deliberations.

I have also taken into account the panel's comments on insight and remorse, which the panel sets out as follows, "The panel acknowledged that Miss Goulding had a good level of insight into the seriousness of her behaviour, recognising that her own description of her conduct was *"reckless and incomprehensible"*." The panel also made note of Miss Goulding's comments as follows *"I am devastated that my actions have forced me into this situation, yet I have, and will continue to, make amends for my mistakes."* I have, therefore, given this element considerable weight in reaching my decision.

I have gone on to consider the extent to which a prohibition order would maintain public confidence in the profession. The panel observe, "the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Miss Goulding were not treated with the utmost seriousness when regulating the conduct of the profession." However, I have also noted the panel's conclusion that "Given that the nature and severity of the behaviour were at the less serious end of the possible spectrum and, having considered the mitigating factors that were present, the panel determined that a recommendation for a prohibition order would not be appropriate in this case."

I have had to consider that the public has a high expectation of professional standards of all teachers and that the public might regard a failure to impose a prohibition order as a failure to uphold those high standards. In weighing these considerations, I have had to consider the matter from the point of view of an “ordinary intelligent and well-informed citizen.”

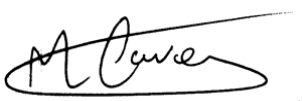
I have considered whether the publication of a finding of unacceptable professional conduct, in the absence of a prohibition order, can itself be regarded by such a person as being a proportionate response to the misconduct that has been found proven in this case.

I have also considered the impact of a prohibition order on Miss Goulding herself. The panel states “The evidence available to the panel established that Miss Goulding did have a previously good history, having demonstrated exceptionally high standards in both her personal and professional conduct and having contributed significantly to the education sector.” The panel also makes reference to having had sight of a number of character statements which attested to Miss Goulding’s abilities as a teacher.

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

In this case, I have placed considerable weight on the panel’s references to the significant degree of insight and remorse demonstrated by Miss Goulding, the mitigating circumstances surrounding these events and the actions that the panel records she has taken to reduce the risk of such conduct occurring again in the future. I have also taken note of the panel’s observation that Miss Goulding’s qualifications “would benefit any future educational establishment as the sector emerges from the recent Covid-19 pandemic.”

For these reasons, I have concluded that a prohibition order is not proportionate or in the public interest. I consider that the publication of the findings made would be sufficient to send an appropriate message to the teacher as to the standards of behaviour that were not acceptable, and that the publication would meet the public interest requirement of declaring proper standards of the profession.

A handwritten signature in black ink, appearing to read 'M. Cavey', enclosed within a thin rectangular border.

Decision maker: Marc Cavey

Date: 31 May 2023

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