



Teaching
Regulation
Agency

Mr Christopher John Taylor: Professional conduct panel outcome

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

October 2023

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

Teacher:	Mr Christopher John Taylor
Teacher ref number:	2248772
Teacher date of birth:	30 October 1978
TRA reference:	20712
Date of determination:	6 October 2023
Former employer:	Lord Williams's School, Oxfordshire

Introduction

A professional conduct panel ("the panel") of the Teaching Regulation Agency ("the TRA") convened virtually on 14 and 15 August 2023 and 6 October 2023 to consider the case of Mr Taylor.

The panel members were Mrs Shabana Robertson (lay panellist – in the chair), Ms Penny Griffith (lay panellist) and Mr Francis Murphy (teacher panellist).

The legal adviser to the panel was Mr Ben Schofield of Blake Morgan LLP.

The presenting officer for the TRA was Miss Leila Chaker instructed by Kingsley Napley LLP.

Mr Taylor was present and was represented by Ms Wendy Hewitt, instructed by Richard Nelson LLP.

The hearing took place in public and was recorded.

Allegations

The panel considered the allegations set out in the notice of hearing dated 1 June 2023.

It was alleged that Mr Taylor was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that whilst working as a teacher at Lord Williams's School:

1. On 25 March 2022, at the Birdcage pub you acted inappropriately towards Pupil 1 in that:
 - a. You put your arms around Pupil 1's waist on one or more occasions; and/or
 - b. You acted aggressively towards Pupil 1 during conversations.
2. On 25 March 2022, at the Birdcage pub you acted inappropriately towards Pupil 3 in that you put your arm around her shoulder.
3. Between January and March 2022, you made inappropriate comments to Pupil 2 which included:
 - a. "I would give you the world, you're my favourite student" or words to that effect; and/or
 - b. "I would invite you to the pub with me" or words to that effect; and/or
 - c. "I'd invite you to a party if I ever had one" or words to that effect; and/or
 - d. "What pubs do you guys go to in Thame?" or words to that effect; and/or
 - e. "Don't worry about being late, I don't mind waiting for you, you're my favourite" or words to that effect.
4. On or around 30 March 2022 you sent threatening and/or offensive messages to Colleague A, which included:
 - a. "Cocksucker"; and/or
 - b. "Lying fucker"; and/or
 - c. "Good luck you lying sack of shit"; and/or
 - d. "Ill see you tomorrow buddy [thumbs up emoji] trust me if you fuck me over ill ruin your life...I have many friends"

Preliminary applications

Application for Special Measures

The TRA made an application for Pupil 2 to be virtually screened from Mr Taylor in the course of giving her evidence and to be accompanied by her father. The application was not opposed by Ms Hewitt. The panel granted the application.

Application to admit late evidence

Ms Hewitt made an application to admit a 29-page bundle at the start of the hearing. This bundle included Mr Taylor's witness statement and supporting documents. Ms Hewitt explained that Mr Taylor had not until very recently been legally represented in these proceedings and the documents had been prepared as soon as possible once instructions were received. Ms Chaker did not oppose the application.

The panel considered the documents would be relevant and in the absence of any objection from the TRA, could not identify any unfairness in admitting the documents and therefore granted the application.

Application to amend the allegation

Ms Chaker made an application to amend allegation 1a. The application was to amend the word 'arms' to 'arm(s)'. This would leave the allegation open to the panel to either make a finding that one or both of Mr Taylor's arms being around the pupil's waist, which was an issue in the case. The application was not opposed by Ms Hewitt. The panel granted the application.

Summary of evidence

Documents

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

Section 1: Index, chronology and anonymised pupil list – pages 1 to 7

Section 2: Notice of hearing and response – pages 8 to 11

Section 3: Teaching Regulation Agency witness statements – pages 12 to 13

Section 4: Teaching Regulation Agency documents – pages 14 to 220

In addition, the panel agreed to accept the following:

Teacher's bundle of documents consisting of 23 pages.

The panel members confirmed that they had read all of the documents within the bundle, in advance of the hearing and the additional documents that the panel decided to admit.

Witnesses

The panel heard oral evidence from the following witnesses called by the TRA:

- Pupil 2 ([redacted])

The panel heard oral evidence from the following witnesses called by Mr Taylor:

- Mr Christopher Taylor (the Teacher)

Decision and reasons

The panel announced its decision and reasons as follows:

The panel carefully considered the case before it and reached a decision.

Mr Taylor took up a maternity cover position at Lord Williams School (the “School”) at the beginning of January 2022. He was a teacher in business studies.

On the evening of 25 March 2022, Mr Taylor attended the Birdcage pub in Thane. A video clip purporting to show Mr Taylor with his arms around Pupil 1 began to be circulated around the school community. On 27 March 2022, the School’s Designated Safeguarding Lead (DSL) was informed of the video by a parent and also by another member of staff from the School.

An investigation was started by the agency that employed Mr Taylor. As part of that process, Colleague A interviewed a number of witnesses including Mr Taylor. On 31 March 2022, Mr Taylor informed the agency that he was leaving. The following day the agency made a referral to the TRA, which has resulted in this hearing.

Findings of fact

The findings of fact are as follows:

The panel found the following particulars of the allegation(s) against you proved, for these reasons:

1. On 25 March 2022, at the Birdcage pub you acted inappropriately towards Pupil 1 in that:

a. You put your arm(s) around Pupil 1’s waist on one or more occasions;

In a signed statement taken by the School on 28 March 2022, Pupil 1 stated that she went to the Birdcage pub over the weekend with Pupil 3 and Pupil 4 and saw that Mr Taylor was also in the pub. Pupil 1 further stated that Mr Taylor came over to speak to Pupil 3, during this interaction she made a joke about 'BTEC not being proper A Levels' and that Mr Taylor got very upset about it. Pupil 1 further stated that during the evening, Mr Taylor repeatedly said to her and Pupil 3 that "I'm not your teacher, you're not my student". Pupil 1 stated that Mr Taylor came over to her and that was when the Snapchat video was recorded by another pupil.

Mr Taylor admitted this allegation, in so far as it applied to having his right arm around Pupil 1. Mr Taylor explained in his evidence that he moved to England in January 2022 and this was his first teaching post in the UK. In February 2022, Mr Taylor suffered a serious sporting injury [redacted]. On 25 March 2022, Mr Taylor went to the Birdcage pub. Mr Taylor stated this was the first time he had been out since the injury. He saw Pupil 1 and was speaking with her. As the environment was loud, he moved in closer. As he still needed the support of crutches, he accepted putting his arm around Pupil 1's waist. He accepted it was inappropriate for teacher to be in such physical contact with a pupil.

Before the panel was video footage taken by another pupil who was present at the pub on 25 March 2022. It was a short clip approximately 2 seconds in length and was focused on 2 people. One was a male with the right-hand side of his back to the camera. The male was close to a young female who was facing the camera. The male could be seen to be using a crutch and clearly had his right arm around the waist of the young female. What was not immediately clear on the footage was whether the male's left arm was also around the female's waist. The clip contained an overlaid caption which read "*Taylor WTF*".

There was no dispute between the parties that the male in the footage was Mr Taylor and the young female was Pupil 1.

The panel was satisfied Mr Taylor's admission was unequivocal and consistent with the surrounding evidence and therefore found this allegation proved.

Following the earlier application to amend this allegation, the panel was required to resolve whether Mr Taylor had one or both arms around Pupil 1's waist. The panel was not able to resolve from the video evidence whether Mr Taylor also had his left arm around Pupil 1. Mr Taylor accepted in his evidence he could be seen with his right arm around Pupil 1's waist. He denied that his left arm was around her waist. Pupil 2 was not present at the pub that evening, so could not assist the panel on this point. On this evidence the panel could not be satisfied that it was more likely than not that Mr Taylor's left arm was around Pupil 1's waist. The panel's finding in relation to this sub-allegation is only in so far as Mr Taylor placing his right arm around Pupil 1's waist.

and/or b. You acted aggressively towards Pupil 1 during conversations.

The TRA offered no evidence in regard to allegation 1b. Therefore, the panel found this sub-allegation not proved.

2. On 25 March 2022, at the Birdcage pub you acted inappropriately towards Pupil 3 in that you put your arm around her shoulder.

Pupil 3 had not engaged with the TRA's investigation, the panel was told that Pupil 3 did not wish to engage as she considered that a significant amount of time had passed and also that she considered that it was 'unnecessary'. In a statement she provided in the School's investigation, Pupil 3 stated:

"we were in the bar area and Mr Taylor came over and said 'Fancy seeing you here'... He put his arm around my shoulder like a greeting. It didn't feel uncomfortable but it was weird."

Mr Taylor admitted this allegation in full, for similar reasons as he set out regarding Pupil 1. The panel was satisfied that Mr Taylor's admissions were unequivocal and consistent with the surrounding evidence. Therefore, the panel found this allegation proved.

3. Between January and March 2022, you made inappropriate comments to Pupil 2 which included:

Pupil 2 wrote a written statement at the School on 28 March 2022 which set out that she felt uncomfortable with a number of comments that Mr Taylor had made to her during lessons. This had arisen as she had been discussing the video that had been circulating with another teacher and she mentioned that Mr Taylor had made some comments that she was uncomfortable with.

In that statement she set out a number of specific phrases, which are set out in sub-allegations 3a) to 3e). The statement further sets out that she felt uncomfortable with Mr Taylor's conversations with her and that other pupils would confirm what Mr Taylor was saying. She gave a list of 7 other pupils names. There was no evidence regarding what these other pupils heard before the panel.

a. "I would give you the world, you're my favourite student" or words to that effect; and/or

e. "Don't worry about being late, I don't mind waiting for you, you're my favourite" or words to that effect.

As sub-allegations 3a) and 3e) deal with substantively the same issue, the panel's reasons deal with both these sub-allegations together.

In her evidence, Pupil 2 explained these remarks were made directly to her in the classroom and accepted that it might have been said in sarcastic manner, albeit it still made her feel uncomfortable. She accepted the words used in relation to sub-allegation a) might have been 'for you, the world' and that she could have misheard or misinterpreted what she heard.

Mr Taylor admitted using words to this effect. In his evidence, Mr Taylor explained that Pupil 2 was often late to class and that he would sometimes use sarcastic phrasing to address the topic. He denied specifically using the phrase 'I would give you the world', but did accept using a phrase along the terms of 'for you, the world', which he described was a style of phrase he often employed with friends and family, as a sarcastic response to being asked to do or get something. He accepted this was a misguided approach and an inappropriate way in which to address pupils.

The panel was satisfied that Mr Taylor's admissions were unequivocal and consistent with the surrounding evidence. Therefore, the panel found these sub-allegations proved.

b. "I would invite you to the pub with me" or words to that effect; and/or

d. "What pubs do you guys go to in Thame?" or words to that effect; and/or

As sub-allegations b) and d) deal with substantively the same issue, the panel's reasons deal with both these sub-allegations.

In her evidence Pupil 2 stated that the remarks were not made directly to her, but to a group of pupils that she was with at the time.

Mr Taylor's evidence was that it was directed to male pupils in the group, in discussions with them about rugby and South African barbecues, known as 'braais'.

The panel considered that the misconduct of allegation 3 was centred on a series of remarks directed at Pupil 2 personally. The oral evidence of both Pupil 2 and Mr Taylor was that these particular remarks were not directed at Pupil 2, but at a wider group of pupils.

Accordingly, the panel found these sub-allegations not proved.

c. "I'd invite you to a party if I ever had one" or words to that effect; and/or

In her evidence Pupil 2 stated that remark was made directly to her, when it was just her and another pupil present. Mr Taylor denied making such a remark to Pupil 2, as he was staying in accommodation on the School grounds and therefore it would have been impossible to either have a party or invite a pupil to one.

Both witnesses were firm in their respective recollections regarding this allegation. In the absence of any other evidence to assist the panel in determining this issue, the panel

could not resolve one account over the other. As a result, the panel considered the TRA had not discharged its burden of proof and therefore found this sub-allegation not proved.

4. On or around 30 March 2022 you sent threatening and/or offensive messages to

Colleague A, which included:

- a. “Cocksucker”; and/or**
- b. “Lying fucker”; and/or**
- c. “Good luck you lying sack of shit”; and/or**
- d. “Ill see you tomorrow buddy [thumbs up emoji] trust me if you fuck me over ill ruin your life...I have many friends”**

Colleague A was [redacted]. On 29 March 2023, Colleague A emailed Mr Taylor to invite him to attend the office to interview him about the concerns that had been raised at the School. There was further communication between Colleague A and Mr Taylor by email and WhatsApp messages. Before the panel were copies of these communications which set out Mr Taylor using these terms in response to Colleague A.

Mr Taylor admitted this allegation. In his evidence he explained he had become frustrated as once a concern had been raised and an investigation started, he had not been given any information as to what the concerns or allegations related to, despite repeatedly asking. He accepted his emotions got the ‘better of him’ and he expressed his frustrations to Colleague A. He said he had not been thinking right due to consuming alcohol [redacted]. Mr Taylor said that he apologised the following day and recognised this was a wholly inappropriate way to communicate with others, regardless of the frustrations he was experiencing.

Before the panel was an email from Mr Taylor to Colleague A, sent the following day at 7:17am. It included:

“Apologies again i was an absolute idiot last night. Please forgive me. The toll this has taken is horrendous.”

The panel was satisfied that Mr Taylor’s admissions were unequivocal and consistent with the surrounding evidence. Therefore, the panel found this allegation proved.

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

Having found a number 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 was satisfied that the conduct of Mr Taylor in relation to the facts found proved, involved breaches of the Teachers’ Standards. The panel considered that, by reference to Part 2, Mr Taylor 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
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position
 - 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, 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 also considered whether Mr Taylor’s conduct displayed behaviours associated with any of the offences listed on pages 12 to 14 of the Advice. The Advice indicates that where behaviours associated with such an offence exist, a panel is likely to conclude that an individual’s conduct would amount to unacceptable professional conduct. The panel found that none of these offences were relevant.

Mr Taylor’s misconduct largely related to how he communicated with others, verbally, in writing and through his physical actions. Teachers are required to pay careful regard to how they present themselves to pupils and others in the wider community. Any moral blameworthiness in Mr Taylor’s actions could therefore only fall on him.

Mr Taylor himself recognised his actions fell far short of the expected behaviour of a teacher.

The panel noted that some of the allegations took place outside the education setting. The boundaries of appropriate interactions with pupils and colleagues are not restricted to the school environment. Whether it is a chance meeting of a pupil in a pub, or a late-night message sent to a colleague, professional standards still apply to these interactions.

In considering these factors, the panel was satisfied that the conduct of Mr Taylor amounted to misconduct of a serious nature which fell significantly short of the standards expected of the profession.

Accordingly, the panel was satisfied that Mr Taylor was guilty of unacceptable professional conduct.

The panel took into account the way 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 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 way in which teachers present themselves to others is central to public perception of the profession's reputation. The conduct displayed by Mr Taylor would be likely to have a negative impact on his status as a teacher, potentially damaging the public perception.

The panel therefore found that Mr Taylor's actions constituted 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 should be made, the panel had to consider whether it would be an appropriate and proportionate measure, and whether it would be 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 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 protection of pupils / other members of the public;
- the maintenance of public confidence in the profession;

- declaring and upholding proper standards of conduct;

In the light of the panel's findings against Mr Taylor which involved concerns over how he communicated with others (through his written, verbal and physical actions), there was a public interest consideration in respect of the protection of pupils and the public given the findings that pupils and colleagues were exposed to inappropriate contact from Mr Taylor.

Similarly, the panel considered that public confidence in the profession could be weakened if conduct such as that found against Mr Taylor were not treated with the utmost seriousness when regulating the conduct of the profession.

The panel was of the view that a public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mr Taylor was outside that which could reasonably be tolerated.

In view of 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 Taylor.

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 Taylor. The panel took further account of the Advice, which suggests that a prohibition order may be appropriate if certain behaviours of a teacher have been proved. In the list of such behaviours, one that was relevant in this case was:

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

Whilst taking into account that Mr Taylor was trained outside of the UK, the panel was concerned that in his evidence that Mr Taylor was not able to articulate any material understanding of Part 2 of the Teachers' Standards, and accordingly how he would apply the standards of the profession in the future.

Even though some of the behaviour found proved in this case indicated that a prohibition order would be appropriate, the panel went on to consider the mitigating factors. Mitigating factors may indicate that a prohibition order would not be appropriate or proportionate.

Mr Taylor's actions were deliberate, however the panel did take into account that Mr Taylor said he had returned to work too soon following his injury and that his poor frame of mind at the time impacted on his judgment-making at the time of these allegations.

There was no evidence to suggest that Mr Taylor was acting under duress.

The panel noted that in regards to allegation 4), Mr Taylor apologised to Colleague A, early the following day, which demonstrated that he had some insight into his actions.

The panel took into account the references provided by Mr Taylor which spoke to his good character. As a relatively junior member of the profession, those references were unable to comment directly on Mr Taylor's abilities as an educator.

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 Mr Taylor 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 Mr Taylor. 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 behaviours that, if proved, would militate against the recommendation of a review period. None of these were relevant.

The panel considered that Mr Taylor would be able to gain a better understanding of the standards expected of a teacher and how teachers should communicate with others by undertaking further training in this area. This would not take a significant amount of time in respect of the minimum review period that applies in this case. The panel also considered that the overall seriousness of the case did not call for a lengthy review period to maintain confidence in the profession and to uphold and declare the proper standards.

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 after a minimum 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 some 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 also found some of the allegations not proven and I have therefore put those matters entirely from my mind.

The panel has made a recommendation to the Secretary of State that Mr Christopher John Taylor should be the subject of a prohibition order, with a review period of 2 years.

In particular, the panel has found that Mr Taylor 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
 - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
 - 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, 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 Taylor fell significantly short of the standards expected of the profession.

The findings of misconduct are serious as they include inappropriate contact with pupils and colleagues.

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 Mr Taylor, 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 and safeguard pupils. The panel has observed, "In the light of the panel's findings against Mr Taylor which involved concerns over how he communicated with others (through his written, verbal and physical actions), there was a public interest consideration in respect of the protection of pupils and the public given the findings that pupils and colleagues were exposed to inappropriate contact from Mr Taylor." A prohibition order would therefore prevent such a risk from being present in the future.

I have also taken into account the panel's comments on insight and remorse, which it sets out as follows, "The panel noted that in regards to allegation 4), Mr Taylor apologised to Colleague A, early the following day, which demonstrated that he had some insight into his actions." In my judgment however, the absence of full insight and remorse means that there is some risk of the repetition of this behaviour. 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 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 way in which teachers present themselves to others is central to public perception of the profession's reputation. The conduct displayed by Mr Taylor would be likely to have a negative impact on his status as a teacher, potentially damaging the public perception." I am particularly mindful of the finding of threatening and/or offensive messages having been sent and the negative impact that such a finding may have on the public's perception of the profession.

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 Mr Taylor himself. The panel noted that it "...took into account the references provided by Mr Taylor which spoke to his good character. As a relatively junior member of the profession, those references were unable to comment directly on Mr Taylor's abilities as an educator."

A prohibition order would prevent Mr Taylor 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 panel's comments that it "...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 Mr Taylor of prohibition."

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Taylor has made to the profession. In my view, it is necessary to impose a prohibition order in order to maintain public confidence in the profession. A published decision, in light of the circumstances in this case, that is not backed up by full remorse or insight, 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.

In doing so, the panel noted the Advice which indicates that there are behaviours that, if proved, would militate against the recommendation of a review period and found that none of these were relevant.

The panel went on to conclude that it "...considered that Mr Taylor would be able to gain a better understanding of the standards expected of a teacher and how teachers should communicate with others by undertaking further training in this area. This would not take a significant amount of time in respect of the minimum review period that applies in this case. The panel also considered that the overall seriousness of the case did not call for a lengthy review period to maintain confidence in the profession and to uphold and declare the proper standards."

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 factors mean that, in my judgment, a 2 year review period is proportionate and justified. These elements are the seriousness of the findings of

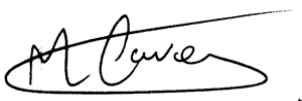
inappropriate contact with pupils and colleagues and the lack of evidence of full insight and remorse.

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 Christopher John Taylor 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 9 October 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 Taylor remains prohibited from teaching indefinitely.

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

Mr Taylor 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.

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

Decision maker: Marc Cavey

Date: 9 October 2023

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