



Teaching
Regulation
Agency

Mr Alun Pickford: Professional conduct panel meeting outcome

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

November 2024

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

Teacher:	Mr Alun Pickford
Teacher ref number:	9040716
Teacher date of birth:	30 January 1969
TRA reference:	19886
Date of determination:	28 November 2024
Former employer:	Dauntsey's School, Wiltshire

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 28 November 2024 via virtual means, to consider the case of Mr Alun Pickford.

The panel members were Mr Peter Ward (lay panellist – in the chair), Ms Jackie Hutchings (teacher panellist) and Ms Katie Dent (lay panellist).

The legal adviser to the panel was Miss Shanie Probert 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 Pickford that the allegation be considered without a hearing. The panel had sight of a signed statement of agreed facts and noted that Mr Pickford had admitted to the conviction of a relevant offence. The panel considered the case at a meeting without the attendance of the presenting officer, or Mr Pickford.

The meeting took place in private.

Allegations

The panel considered the allegation set out in the notice of meeting dated 13 September 2024.

It was alleged that Mr Pickford was guilty of having been convicted of a relevant offence, in that:

1. On 17 May 2023, he was convicted of rape of a woman 16 years of age or over, contrary to Section 1 of the Sexual Offences Act 2003.

The teacher admitted the allegation and also admitted that he was convicted of a relevant offence.

Summary of evidence

Documents

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

Section 1: Chronology and list of key people – pages 4 to 5

Section 2: Notice of referral and response to notice of referral – pages 6 to 13

Section 3: Statement of agreed facts – pages 14 to 16

Section 4: Teaching Regulation Agency documents – pages 17 to 159

Section 5: Teacher documents – pages 160 to 181

Section 6: Notice of meeting – pages 182 to 183

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 Person Y [REDACTED] on his behalf on 18 July 2024.

The panel noted that Mr Pickford had not signed the statement of agreed facts himself, due to him currently serving a custodial sentence. The panel also noted that it did not have sight of any 'form of authority' or similar form to confirm that Mr Pickford had agreed for Person Y to sign the statement of agreed facts on his behalf. However, the panel did have sight of a handwritten note from Mr Pickford in the bundle dated 30 April 2024, which had been sent to [REDACTED] (Person Y) by email from prison. Within this note,

Mr Pickford confirmed that he had “no intention of fighting against any decisions barring [him] from the teaching profession by the T.R.A” and that he had hoped that his letter “brings the matter with the T.R.A to an end”. The panel considered that Mr Pickford’s note was consistent with the contents of the statement of agreed facts and therefore, accepted that Person Y was authorised to sign the statement of agreed facts on behalf of Mr Pickford.

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 Pickford for the allegation 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 Pickford obtained his PGCE in August 1991.

Between April 1991 and August 1998, Mr Pickford was employed at Aldenham School (“the School”) as a Teacher of Technology.

In June 1993, Mr Pickford had a one-bedroom flat allocated to him, situated [REDACTED] at the School. Person A attended the School. [REDACTED].

In June 1993, Person A left the School. At this time, Mr Pickford was 23 years old [REDACTED].

On 1 September 1998, Mr Pickford commenced employment as Head of Design Technology at Dauntsey’s School.

On 23 September 2020, Mr Pickford attended a voluntary interview with the police following a historic allegation of rape made by Person A that took place in 1993.

On 10 October 2020, Mr Pickford was suspended from Dauntsey’s School, pending the outcome of the police investigation.

On 17 May 2023, Mr Pickford was convicted.

Mr Pickford was referred to the TRA.

Findings of fact

The findings of fact are as follows:

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

1. On 17 May 2023, you were convicted of rape of a woman 16 years of age or over, contrary to Section 1 of the Sexual Offences Act 2003.

The allegation was admitted by Mr Pickford in the statement of agreed facts, signed by [REDACTED] (Person Y) on his behalf on 18 July 2024.

The panel also had sight of the transcript of the Judge's sentencing remarks, which set out the following background: In the summer of 1993, Mr Pickford was employed as a teacher at the School and had responsibility as a house tutor within House A. Person A was an [REDACTED] pupil at the School [REDACTED]. Mr Pickford issued an open invitation to Person A, for her to stay at his flat, if she was staying late at the School. On one occasion, Mr Pickford offered Person A his bed. Person A was undressed preparing to go to sleep on the understanding that Mr Pickford would be staying on the sofa in the living room. However, about 15 or 20 minutes after Person A got into bed, Mr Pickford went into the bedroom, undressed, put on a condom, positioned himself on top of Person A and proceeded to have sex with her, continuing until he ejaculated.

On 27 February 2020, Person A made a historic report to the police.

Mr Pickford was subsequently charged. He entered a 'not guilty' plea, and on 17 May 2023, he was convicted at St Albans Crown Court of rape of a woman 16 years of age or over.

On 21 July 2023, Mr Pickford was sentenced at St Albans Crown Court to 7 years imprisonment and was placed on the sex register indefinitely.

The panel has seen the certificate of conviction dated 31 January 2024 and accepted it as conclusive proof of the conviction and the facts necessarily implied by the conviction. The panel has also seen an extract of the police national computer record confirming the conviction.

Findings as to conviction of a relevant offence

Having found the allegation proved, the panel went on to consider whether the facts of the proved allegation amounted to the conviction of a relevant offence.

The offence was committed by Mr Pickford's conduct prior to the coming into force of Teachers' Standards. Therefore, the panel had regard to its knowledge and experience of teaching standards at that time and considered that the duties to maintain professional boundaries and safeguard pupils' wellbeing, treat pupils with dignity and respect, show respect for the rights of others, and not undermine the rule of law would have been important then, and that Mr Pickford had breached these duties at the time in his conduct. The panel considered that Mr Pickford's behaviour fell well short of what would have been expected of the personal and professional standards of a teacher at the time of his conduct and that his actions were completely incompatible with being a teacher.

The panel noted that the individual's actions were relevant to teaching, working with children and working in an education setting. The panel noted that the offence was committed at Mr Pickford's flat which was on the School grounds, and also involved a pupil for whom Mr Pickford was responsible [REDACTED]. The panel also considered the Judge's sentencing remarks, in which the Judge stated that Mr Pickford had "enjoyed considerable responsibility and trust, both as a teacher and a house tutor", and that his "conviction is a breach of that trust".

The panel noted that the behaviour involved in committing the offence would have been likely to have had an impact on the safety and/or security of pupils and/or members of the public.

The panel also took account of the way the teaching profession is viewed by others. The panel considered that Mr Pickford's behaviour in committing the offence would be likely to affect public confidence in the teaching profession, if Mr Pickford was allowed to continue teaching.

The panel noted that Mr Pickford's behaviour ultimately led to a sentence of imprisonment, which was indicative of the seriousness of the offences committed, and which the Advice states is likely to be considered "a relevant offence".

This was a case concerning an offence involving violence and sexual activity. The Advice indicates that a conviction for any offence that relates to or involves such offences is likely to be considered "a relevant offence". The panel considered the offence of rape to be a violent offence.

The panel considered the offence to be extremely serious. In particular, the panel noted from the Judge's sentencing remarks that Person A was considered to be "vulnerable", and that Mr Pickford was in a position of trust and was responsible for Person A's wellbeing [REDACTED]. The panel found that he completely abused that position. The panel noted that Mr Pickford was sentenced to a 7-year custodial sentence and was placed on the sex register indefinitely, which demonstrated the level of seriousness of the offence.

The panel also took into account the Judge's sentencing remarks which described Mr Pickford's actions after the incident. In particular, the following day, Mr Pickford had left

Person A a note in her shared study with her study mate, in which he addressed her as a “dead dog”. Further, about one year after the incident, Mr Pickford told another pupil returning from a gap year of what he described as his “conquest” of Person A, going on to comment that “that encounter had been like shagging a dead dog.” The Judge found that the “humiliation” caused by Mr Pickford to Person A was an aggravating feature of the offence.

The Judge also commented that Mr Pickford’s behaviour at the time of the rape and his subsequent behaviour demonstrated, in her judgement, that at the time of the offence he had what can only be described as “an abhorrent attitude to sexual relations to women” and that Mr Pickford “didn’t even stop during the encounter to check that the unresponsive woman beneath [him] was willing to continue having sex with [him]”.

The panel also had sight of Person A’s victim impact statement within the sentencing remarks, which described the impact of the offence on her. In particular, Person A stated that she had “lived every day with the aftermath of what [Mr Pickford] did to [her]” and that Mr Pickford had treated her as “a young, vulnerable girl, no more than a dead dog.”

Whilst the panel noted that Mr Pickford’s record prior to the offending behaviour appeared to be unblemished, the panel found that the seriousness of the offending behaviour that led to the conviction was relevant to Mr Pickford’s fitness to be a teacher. The panel considered that a finding that this conviction was for a relevant offence was necessary to reaffirm clear standards of conduct so as to maintain public confidence in the teaching profession.

Panel’s recommendation to the Secretary of State

Given the panel’s findings in respect of a conviction of a relevant offence, 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 Mr Pickford 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 safeguarding and wellbeing of pupils, the protection of other members of the public, the maintenance of public confidence in the profession and declaring and upholding proper standards of conduct.

In the light of the panel's findings against Mr Pickford, which involved finding that he had been convicted of the rape of a woman over the age of 16, whom he had been responsible for [REDACTED], there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of inappropriate behaviour towards a pupil.

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

The panel considered that the adverse public interest considerations above outweigh any interest in retaining Mr Pickford in the profession, since his behaviour fundamentally breached the standard of conduct expected of a teacher, and he sought to exploit his position of trust.

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 noted that a teacher's behaviour that exploits their position of trust should be viewed very seriously in terms of its potential influence on pupils and be seen as a possible threat to the public interest.

- 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:
- the commission of a serious criminal offence, including those that resulted in a conviction or caution, paying particular attention to offences that are "relevant matters" for the purposes of the Police Act 1997 and criminal record disclosure;
- misconduct seriously affecting the education and/or safeguarding and well-being of pupils, and particularly where there is a continuing risk;
- abuse of position or trust (particularly involving vulnerable pupils)
- sexual misconduct, for example, involving actions that were sexually motivated or of a sexual nature and/or that use or exploit the trust, knowledge or influence derived from the individual's professional position; and
- violation of the rights of pupils.

The panel also found that there was a serious departure from the personal and professional conduct elements of the teaching standards that were applicable at the time.

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 to be allowed to continue to teach, the panel went on to consider the mitigation offered by the teacher and/or whether there were mitigating circumstances.

Mr Pickford's actions were deliberate.

There was no evidence to suggest that Mr Pickford was acting under extreme duress, e.g. a physical threat or significant intimidation.

Whilst there was no evidence to suggest that Mr Pickford did not previously have a good history, there was also no evidence to show that Mr Pickford had demonstrated exceptionally high standards in both his personal and professional conduct and that he had contributed significantly to the education sector.

The panel did note that there had been no previous disciplinary findings or convictions against Mr Pickford.

The panel noted from the Judge's sentencing remarks that there was a "substantial amount of mitigation". In particular, the Judge noted that Mr Pickford had maintained a successful teaching career, with as far as he was aware, no other complaints about his behaviour. The Judge also noted that there was positive evidence of good character over the 30 years between the date of the offence and the date of the conviction. The panel noted that the Judge was also impressed by Mr Pickford's good work during the COVID pandemic in using the design and technology facilities at the school at which he was employed, to make PPE for the NHS.

The panel also had sight in the bundle of a written statement from Person X [REDACTED] which was provided for the criminal proceedings, which described him as a "kind, honest and decent person" who had an "enthusiasm for and dedication to" his career as a teacher. She also stated it was apparent that Mr Pickford "took his responsibilities for the guidance and development of the young people in his care extremely seriously".

The panel also had sight of a written statement from Person Y [REDACTED], which had also been provided for the criminal proceedings. Within this statement, Person Y described how Mr Pickford had "dedicated his life to his teaching career" and that he had set up an 'Outreach' programme at a time when the school needed to develop their charitable status, which had continued to be hugely successful. She also stated that Mr Pickford had remained highly regarded at school by staff, students and parents alike.

Whilst the panel considered these statements carefully, the panel noted that they [REDACTED] were provided for the purposes of the criminal proceedings. The panel noted that it did not have sight of any independent character statements or references

from colleagues, that could attest to Mr Pickford's character, his ability as a teacher and his contribution to the education profession.

The panel considered Mr Pickford's level of insight and remorse. The panel noted that Mr Pickford had pleaded 'not guilty' to the offence, and had since maintained his denial of the offence of which he was convicted. As a result, the panel found that Mr Pickford did not have any insight or remorse into his behaviour. The panel had sight of an impact statement provided by Mr Pickford for the criminal proceedings. Within that statement, Mr Pickford described the devastating impact that this event had on his life and his family. Mr Pickford also stated that he had a "very successful and unblemished career taken away from [him]". However, the panel noted that Mr Pickford had only considered the impact of the conviction on himself and his family and had not considered the impact on the victim, the wider public or the teaching profession.

Proportionality

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 Pickford 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 Pickford. The seriousness of the offence, which had involved the rape by Mr Pickford of a pupil when he was in a position of trust, and his lack of insight and remorse, 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 not offering a review period. One of these cases includes serious sexual misconduct, e.g. where the act was sexually motivated and resulted in, or had the potential to result in, harm to a person or persons, particularly where the individual has used his professional position to influence

or exploit a person or persons. The panel found that Mr Pickford was convicted of the rape of a woman aged 16 or over. The panel considered that rape was serious sexual misconduct, that Mr Pickford had caused extreme harm to Person A, and that Mr Pickford had used his professional position [REDACTED] to exploit her.

The panel considered the remarks made by the Judge at the sentencing hearing, which involved finding that Mr Pickford's actions constituted a "flagrant abuse of trust". Whilst the panel noted that the Judge had also recognised that Mr Pickford had "matured" and "moved away from those abhorrent attitudes" toward women since the time of the offence, the panel was still highly concerned that there was no evidence of any insight or remorse from Mr Pickford, given that he had maintained his denial of the offence of which he was convicted. As a result, the panel was unable to state that there would be no risk of repetition.

The panel decided that the findings indicated a situation in which a review period would not be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended without provisions for a review period.

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 a relevant conviction.

The panel has made a recommendation to the Secretary of State that Mr Alun Pickford should be the subject of a prohibition order, with no provision for a review period.

The panel notes that the offence which led to Mr Pickford's conviction was committed prior to the introduction of the Teachers' Standards and comments:

"The offence was committed by Mr Pickford's conduct prior to the coming into force of Teachers' Standards. Therefore, the panel had regard to its knowledge and experience of teaching standards at that time and considered that the duties to maintain professional boundaries and safeguard pupils' wellbeing, treat pupils with dignity and respect, show respect for the rights of others, and not undermine the rule of law would have been important then, and that Mr Pickford had breached these duties at the time in his conduct. The panel considered that Mr Pickford's behaviour fell well short of what would have been expected of the personal and professional

standards of a teacher at the time of his conduct and that his actions were completely incompatible with being a teacher.”

The findings of misconduct are extremely serious as they include a relevant conviction for the rape of a pupil.

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 a relevant conviction, 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 Pickford, 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 observes that:

“In the light of the panel’s findings against Mr Pickford, which involved finding that he had been convicted of the rape of a woman over the age of 16, whom he had been responsible for [REDACTED], there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of inappropriate behaviour towards a pupil.”

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 considered Mr Pickford’s level of insight and remorse. The panel noted that Mr Pickford had pleaded ‘not guilty’ to the offence, and had since maintained his denial of the offence of which he was convicted. As a result, the panel found that Mr Pickford did not have any insight or remorse into his behaviour. The panel had sight of an impact statement provided by Mr Pickford for the criminal proceedings. Within that statement, Mr Pickford described the devastating impact that this event had on his life and his family. Mr Pickford also stated that he had a “very successful and unblemished career taken away from [him]”. However, the panel noted that Mr Pickford had only considered the impact of the conviction on himself and his family and had not considered the impact on the victim, the wider public or the teaching profession.”

In my judgement, and notwithstanding the historic nature of the offence committed by Mr Pickford, the lack of evidence of insight means that there is some risk of the repetition of this behaviour and this puts at risk the future wellbeing of pupils. 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 observes that: “Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Pickford were not treated with the utmost seriousness when regulating the conduct of the profession.” I am particularly mindful of the finding that Mr Pickford’s offence involved a grave betrayal of the trust placed in him and the very serious negative impact that such a finding has on the reputation 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 a relevant conviction, 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 Pickford himself. The panel records that:

“The panel noted from the Judge’s sentencing remarks that there was a “substantial amount of mitigation”. In particular, the Judge noted that Mr Pickford had maintained a successful teaching career, with as far as he was aware, no other complaints about his behaviour. The Judge also noted that there was positive evidence of good character over the 30 years between the date of the offence and the date of the conviction. The panel noted that the Judge was also impressed by Mr Pickford’s good work during the COVID pandemic in using the design and technology facilities at the school at which he was employed, to make PPE for the NHS.”

The panel also records having considered character statements attesting to Mr Pickford’s good character and commitment to education.

In this case, I have placed considerable weight on the very serious nature of the panel’s findings which, while they involve an offence committed many years ago, depict behaviour that is fundamentally incompatible with working as a teacher. I have also placed weight on the lack of evidence of insight and/or remorse on Mr Pickford’s part.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Pickford 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, 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 that no provision should be made for a review period.

In doing so, the panel has referred to the Advice which 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 not offering a review period. One of these cases includes serious sexual misconduct, e.g. where the act was sexually motivated and resulted in, or had the potential to result in, harm to a person or persons, particularly where the individual has used his professional position to influence or exploit a person or persons.

I have considered the panel's concluding comments:

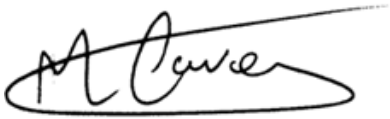
“The panel considered the remarks made by the Judge at the sentencing hearing, which involved finding that Mr Pickford's actions constituted a “flagrant abuse of trust”. Whilst the panel noted that the Judge had also recognised that Mr Pickford had “matured” and “moved away from those abhorrent attitudes” toward women since the time of the offence, the panel was still highly concerned that there was no evidence of any insight or remorse from Mr Pickford, given that he had maintained his denial of the offence of which he was convicted. As a result, the panel was unable to state that there would be no risk of repetition.

The panel decided that the findings indicated a situation in which a review period would not be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended without provisions for a review period.”

I have considered whether not allowing a 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 allowing a review period is not sufficient to achieve the aim of maintaining public confidence in the profession. The main element is the very serious nature of the misconduct found, which involved a teacher abusing his position of trust to commit rape against a pupil, which in my judgment constitutes behaviour completely incompatible with working as a teacher regardless of when it took place.

I consider therefore that allowing for no review period is necessary to maintain public confidence and is proportionate and in the public interest.

This means that Mr Alun Pickford is prohibited from teaching indefinitely and cannot teach in any school, sixth form college, relevant youth accommodation or children's home in England. Furthermore, in view of the seriousness of the allegation found proved against him, I have decided that Mr Pickford shall not be entitled to apply for restoration of his eligibility to teach.

A handwritten signature in black ink, appearing to read 'M. Cavey', enclosed within a hand-drawn oval border.

Decision maker: Marc Cavey

Date: 2 December 2024

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