



Teaching
Regulation
Agency

Mr Liam Knight: Professional conduct panel meeting outcome

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

January 2025

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

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| Teacher: | Mr Liam Knight |
| Teacher ref number: | 4245540 |
| Teacher date of birth: | 31 August 1994 |
| TRA reference: | 22978 |
| Date of determination: | 17 January 2025 |
| Former employer: | Drayton Junior School, Norfolk |

Introduction

A professional conduct panel ('the panel') of the Teaching Regulation Agency ('the TRA') convened on 17 January 2025 by way of a virtual meeting, to consider the case of Mr Liam Knight.

The panel members were Mrs Shabana Robertson (lay panellist – in the chair), Mr Tom Snowdon (teacher panellist) and Ms Geraldine Baird (lay panellist).

The legal adviser to the panel was Mrs Samantha Cass of Birketts 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 Knight that the allegations be considered without a hearing. Mr Knight 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, Callum Heywood of Browne Jacobson, Mr Knight or any representative for Mr Knight.

The meeting took place in private by way of a virtual meeting and was not recorded.

Allegations

The panel considered the allegations set out in the notice of meeting dated 15 October 2024.

It was alleged that Mr Knight was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that whilst employed as a swimming instructor at Drayton Junior School between September 2023 and December 2023:

1. He brought alcohol onto school premises on or around 10 October 2023;
2. He consumed alcohol whilst on school premises and/or during school hours on or around 10 October 2023;
3. He failed to take appropriate action and/or ensure appropriate action was taken to safeguard one or more pupils in that:
 - a) He failed to alert the school about his prescribed medication and/or ensure the prescribed medicine was securely stored on school premises;
 - b) He failed to alert the school that the medication he had been prescribed was causing side effects such as drowsiness;
 - c) He entered the school swimming pool with one or more pupils despite being aware that he was unfit to do so due to his consumption of alcohol and/or prescription medication on or around 10 October 2023.

Mr Knight admitted the facts of allegations 1 to 3 in their entirety and that his behaviour amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute falling short of the standards of behaviour expected of a teacher, as set out in the statement of agreed facts signed by Mr Knight on 6 August 2024.

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 – page 4
- Section 2: Notice of referral and response – pages 6 to 19
- Section 3: Statement of agreed facts and presenting officer representations – pages 21 to 46
- Section 4: TRA documents – pages 48 to 217
- Section 5: Teacher documents – pages 220 to 243

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

Statement of agreed facts

The panel considered a statement of agreed facts which was signed by Mr Knight on 6 August 2024 and subsequently signed by the presenting officer on the same day (“the Statement”).

Decision and reasons

The panel carefully considered the case and reached the following decision and reasons:

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

Mr Knight commenced employment at Drayton Junior School (‘the School’) as a swimming teacher on 1 September 2023.

On 10 October 2023, Mr Knight was allegedly found to be in an unfit state to perform his duties owing to the fact that he presented as intoxicated.

The School referred the matter to the LADO and began an investigation on 12 October 2023. Mr Knight was formally suspended from his duties on 17 October 2023.

A disciplinary hearing took place on 15 December 2023 and Mr Knight was dismissed. Although the panel noted that there were several references in the bundle to Mr Knight having left employment at the School in 2024, the panel was satisfied that the allegations and statement of agreed facts were consistent in referring to his last day of employment having been in December 2023. The panel therefore proceeded on this basis.

Findings of fact

The findings of fact are as follows:

The panel noted that Mr Knight admitted the facts of allegations 1 to 3 in their entirety and that his behaviour amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute falling short of the standards of behaviour expected of a teacher. Nevertheless, the panel considered all the evidence before it and reached its own conclusions.

The panel considered the fact that there was evidence in the bundle in the form of statements which were hearsay, including Mr Knight's responses to the School investigation and the statements of other members of staff relevant to Mr Knight's actions. The panel therefore noted the need to attach the appropriate amount of weight to this hearsay evidence in reaching its decisions.

1. You brought alcohol onto school premises on or around 10 October 2023;

The panel noted the signed statement of agreed facts, signed by Mr Knight on 6 August 2024, in which Mr Knight admitted allegation 1.

Mr Knight admitted that he brought alcohol with him onto the School premises on or around 10 October 2023. Mr Knight further accepted that it is likely that the bottle of rosé wine found in the staff toilets on or around 10 October 2023 by a member of staff (a picture of which was enclosed in the bundle of documents before the panel) was his and that in any event he had purchased alcohol during lunchtime.

The panel considered that there was insufficient evidence before it on which to conclude that the water bottle in the School office purporting to belong to Mr Knight contained alcohol.

The panel also considered that Mr Knight had said that he may have consumed the alcohol in the park and that he could not remember consuming this on School premises.

Whilst the panel noted that there was a discrepancy in terms of the timing between Mr Knight being in the School toilets and the timing of the bottle being found, the panel considered Mr Knight's admission and the discovery of the empty alcohol bottle on School premises along with the fact that he admitted to having been intoxicated on School premises. The panel also considered the inconclusive nature of Mr Knight's

evidence within the School's investigation and his uncertainty as to where he had consumed the alcohol.

Therefore, the panel found that, on the balance of probabilities, he was more likely than not to have brought alcohol onto the School premises and that the bottle of wine that was discovered belonged to Mr Knight and not anyone else.

The panel found allegation 1 proven.

2. You consumed alcohol whilst on school premises and/or during school hours on or around 10 October 2023;

The panel noted that Mr Knight also admitted allegation 2 in the Statement.

Mr Knight accepted that he had consumed alcohol on School premises and/or within school hours. Mr Knight could not recall the specifics of his drinking on 10 October 2023 but accepted that it is likely that he drank alcohol at lunchtime, probably away from the School site.

Also, the panel noted that there was no clear evidence of Mr Knight being seen with alcohol on the School premises or being seen consuming alcohol. However, the panel considered Mr Knight's admission to having consumed alcohol during the School lunchtime and the discovery of the alcohol bottle on School premises along with the fact that he admitted to having been intoxicated during School hours and found that, on the balance of probabilities, he was more likely than not to have consumed alcohol on the School premises and/or during School hours on or around 10 October 2023. The panel also noted that Mr Knight had recalled that he probably would have consumed the wine directly from the wine bottle. The panel noted that a bottle of alcohol had been found on School premises and that there was evidence from other members of staff that Mr Knight had smelt of alcohol during School hours.

The panel found allegation 2 proven.

3. You failed to take appropriate action and/or ensure appropriate action was taken to safeguard one or more pupils in that:

- a) You failed to alert the school about your prescribed medication and/or ensure the prescribed medicine was securely stored on school premises;**
- b) You failed to alert the school that the medication you had been prescribed was causing side effects such as drowsiness;**
- c) You entered the school swimming pool with one or more pupils despite being aware that you were unfit to do so due to your consumption of alcohol and/or prescription medication on or around 10 October 2023.**

The Panel noted that Mr Knight admitted allegations 3(a), (b) and (c), in the Statement.

[REDACTED]. Mr Knight accepted that he had not completed the full medication declaration form provided to him at the start of his employment at the School, and that he did not advise the School of the exact medication which he was taking at any other time. Mr Knight admitted that the School was therefore not aware that he had prescription medication at School and could not therefore take steps to ensure it was appropriately secured. In light of his admissions, Mr Knight accepted that he had failed to take appropriate action to safeguard pupils.

Mr Knight admitted that the medications he had been prescribed carry with them certain side effects and that one or both of them were causing him to suffer drowsiness whilst he was undertaking work. Mr Knight accepted that he did not advise the School that he was suffering from drowsiness and that he had therefore failed to take action or ensure action was taken to safeguard pupils.

Mr Knight accepted that he had taken a dose or doses of the prescribed medication prior to his lesson on 10 October 2023. Mr Knight also admitted having consumed alcohol prior to the lesson on 10 October 2023. Mr Knight accepted that he entered the pool alongside a class of pupils whilst under the influence of alcohol and/or prescription medication. Mr Knight accepted that due to his consumption of alcohol and/or prescription medication, he was unsteady on his feet, struggling to speak articulately and unable to focus or remain orientated. Mr Knight therefore accepted in the Statement that he was not in a fit state to be responsible for his class within the School swimming pool or at all and that therefore he was also in an unfit state to enter the pool with them.

The panel considered the medication declaration form provided to Mr Knight at the start of his employment at the School and noted that this had not been completed fully and that there was also no evidence of Mr Knight having notified the School of any medication at any other time, albeit the panel did consider the fact that Mr Knight had recalled discussing his [REDACTED] with Individual A's. However, the panel noted that this was not corroborated in the Individual A's statement. The panel considered the fact that the correct way to record this was on the medication declaration which contained no information regarding Mr Knight's prescribed medication. In light of this, the panel considered that, because it had found that Mr Knight had not disclosed his medication, he was more likely than not to have failed to disclose to the School the potential side effects of such medication.

The panel also considered the evidence regarding Mr Knight's storing of the medication and noted that there was no clear definition in implemented School policies of what amounts to safe storage of medication. However, the panel found that on the balance of probabilities and taking into account Mr Knight's failure to disclose his medication on the medical form, he was more likely than not to have failed to alert the School and/or safely store the medication.

The panel considered the evidence provided in respect of Mr Knight entering the pool with one or more pupils despite being aware that he was unfit to do so due to having consumed alcohol and/or prescription medication on or around 10 October 2023. The panel noted that, at the time of the incident in the pool, Mr Knight had stated that he was tired because of his medication, and that this demonstrated sufficient awareness of him being unfit to do so due to his medication and/or consumption of alcohol. The panel noted that Mr Knight was aware that the prescription medication caused side effects. The panel considered the evidence before it which was that, at the time of the incident in the pool, Mr Knight slurred his words, had bloodshot eyes and couldn't focus or remain orientated and, due to the children being vulnerable in a swimming pool setting, this was evidence of Mr Knight being unfit to enter the pool with them. The panel also noted that there was evidence that Mr Knight had run the swimming lesson in a different way on this occasion as he had failed to take a headcount or do a register and that his general mannerisms were different.

The panel found that in relation to allegations 3(a) to (c) Mr Knight had failed to take appropriate action and/or ensure appropriate action was taken to safeguard one or more pupils during the swimming lesson.

The panel found allegations 3(a), (b) and (c) proven.

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 Knight in relation to the facts found proved, involved breaches of the Teachers' Standards. The panel considered that, by reference to Part 2, Mr Knight 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, and maintain high standards in their own attendance and punctuality.

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

The panel was satisfied that the conduct of Mr Knight fell significantly short of the standards expected of the profession.

The panel also considered whether Mr Knight's conduct displayed behaviours associated with any of the offences listed on pages 12 and 13 of the Advice.

The panel found that none of these offences was relevant although considered the offence of serious offences involving alcohol but noted that the facts found proved related to a one-off incident where no actual harm had been caused to the children involved.

The Advice indicates that where behaviours associated with such an offence exist, a panel is more likely to conclude that an individual's conduct would amount to unacceptable professional conduct.

The panel received legal advice and considered the possibility of findings being cumulated in accordance with guidance given in the judgment of *Schodlok v General Medical Council [2015]*. However, as the panel concluded that each of the allegations 1 to 3 in its entirety based on the particulars found proved in respect of each allegation, amounted to unacceptable professional conduct, the panel did not need to determine whether it would be appropriate to cumulate any of those allegations.

Accordingly, the panel was satisfied that Mr Knight 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 they behave.

The findings of misconduct were serious and the conduct displayed would be likely to have a negative impact on the individual's status as a teacher, potentially damaging the public perception.

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

Having found the facts of allegations 1, 2 and 3(a) to (c) proved, the panel further found that Mr Knight'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/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 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 that prohibition strikes the right balance between the rights of the teacher and the public interest, if they are in conflict.

In the light of the panel's findings against Mr Knight which involved consuming alcohol on School premises and failing to safeguard pupils, there was a strong public interest consideration in respect of the protection of pupils.

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

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

Notwithstanding the clear public interest considerations that were present, the panel considered carefully whether or not it would be proportionate to impose a prohibition order, taking into account the effect that this would have on Mr Knight. The panel was mindful of the need to strike the right balance between the rights of the teacher and the public interest.

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 Knight. 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, those that are relevant in this case are:

- serious departure from the personal and professional conduct elements of the Teachers' Standards;
- misconduct seriously affecting the education and/or well-being of pupils;
- 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); and
- violating of the rights of pupils.

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.

There was no evidence that Mr Knight's actions were not deliberate.

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

There was no evidence which demonstrated exceptionally high standards in both personal and professional conduct or that Mr Knight had contributed significantly to the education sector. However, the panel did note that there was evidence that Mr Knight was an effective teacher albeit he had only been at this School for a very short period of time. The panel noted that Mr Knight was not a qualified teacher but noted that he was keen to qualify as a teacher in the future and that he had demonstrated good teaching skills during his short tenure at the School.

[REDACTED]. The panel also noted an email from Individual B, [REDACTED] dated 13 March 2024, who was supporting Mr Knight with employment and his journey back into work. Individual B stated that Mr Knight had been extremely engaging and a pleasure to work with. [REDACTED].

Mr Knight had secured an offer of part-time employment as a casual ambulance care assistant which involves working at events. [REDACTED]. The panel considered whether Mr Knight had demonstrated insight and/or remorse for his past conduct relevant to these allegations. The panel was not provided with evidence which demonstrated any insight and/or remorse into the impact that his actions had or could have on pupils.

[REDACTED]. Nevertheless, the panel did not have any evidence from Mr Knight as to how he would react in the future in a similar situation and/or to ensure that these actions were not repeated in the future although the panel did note that Mr Knight was working on his own self-development and wellbeing.

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 was sufficient would unacceptably compromise the public interest considerations present in this case, despite the severity of the consequences for Mr Knight 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 Knight. The panel took account of Mr Knight's actions found proved and the potential for harm to children given that the conduct found proven took place in a School swimming pool setting, Mr Knight's lack of insight and Mr Knight's perceived risk of repetition of these actions as a result of his lack of sufficient insight/remorse was a significant factor in forming that opinion. Accordingly, the panel made a recommendation to the Secretary of State that a prohibition order should be imposed with immediate effect.

The panel went on to consider whether or not it would be appropriate to recommend that a review period of the order should be considered. 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. The panel found that none of these behaviours were relevant.

The Advice also indicates that there are behaviours that, if proved, would have greater relevance and weigh in favour of a longer review period. The panel also found that none of these behaviours were relevant.

The panel did not have sufficient evidence before it to be assured that Mr Knight would be able to control his behaviour and coping mechanisms in the future. The panel noted the steps that Mr Knight had already taken to address his health but, given the seriousness of the incident and the potential for harm to children, the panel wanted to afford Mr Knight a longer period of time to continue to work on his health and ways of coping in a teaching setting and how he might seek to work with teaching professionals in the future by notifying them of his [REDACTED].

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 to recommend a prohibition order with provisions for a two-year 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 unacceptable professional conduct and/or conduct that may bring the profession into disrepute

The panel has made a recommendation to the Secretary of State that Mr Liam Knight should be the subject of a prohibition order, with a review period of two years.

In particular, the panel has found that Mr Knight 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, and maintain high standards in their own attendance and punctuality.
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The panel was satisfied that the conduct of Mr Knight involved breaches of the responsibilities and duties set out in statutory guidance 'Keeping children safe in education'.

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

The findings of misconduct are serious as they include a teacher consuming alcohol on school premises and failing in his duty to safeguard the wellbeing of pupils.

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 Knight, 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 noted the following:

“In the light of the panel’s findings against Mr Knight which involved consuming alcohol on School premises and failing to safeguard pupils, there was a strong public interest consideration in respect of the protection of pupils.”

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 whether Mr Knight had demonstrated insight and/or remorse for his past conduct relevant to these allegations. The panel was not provided with evidence which demonstrated any insight and/or remorse into the impact that his actions had or could have on pupils. [REDACTED]. Nevertheless, the panel did not have any evidence from Mr Knight as to how he would react in the future in a similar situation and/or to ensure that these actions were not repeated in the future although the panel did note that Mr Knight was working on his own self-development and wellbeing.”

In my judgement, the lack of evidence that Mr Knight has developed full insight into and remorse for his behaviour means that there is some risk of repetition 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: “The findings of misconduct were serious and the conduct displayed would be likely to have a negative impact on the individual’s status as a teacher, potentially damaging the public perception.” I am particularly mindful of the finding of a teacher consuming alcohol on school premises in this case and the negative impact that such a finding may have 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 unacceptable professional conduct and conduct likely to bring the profession into disrepute, 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 Knight himself. The panel records the following:

“There was no evidence which demonstrated exceptionally high standards in both personal and professional conduct or that Mr Knight had contributed significantly to the education sector. However, the panel did note that there was evidence that Mr Knight was an effective teacher albeit he had only been at this School for a very short period of time. The panel noted that Mr Knight was not a qualified teacher but noted that he was keen to qualify as a teacher in the future and that he had demonstrated good teaching skills during his short tenure at the School.”

The panel also records that:

“The panel also noted an email from Individual B, [REDACTED] dated 13 March 2024, who was supporting Mr Knight with employment and his journey back into work. Individual B stated that Mr Knight had been extremely engaging and a pleasure to work with. [REDACTED]. A prohibition order would prevent Mr Knight 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 serious nature of the misconduct found by the panel, including the fact that at least in part it involved a swimming pool setting, and the risk it created regarding the safety and wellbeing of Mr Knight’s pupils. I have also placed significant weight on the panel’s comments regarding the degree of insight and/or remorse attained by Mr Knight and the risk of repetition.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Knight 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 two-year review period.

In doing so, the panel has referred to the Advice as follows:

“The Advice indicates that there are behaviours that, if proved, would militate against the recommendation of a review period. The panel found that none of these behaviours were relevant.”

“The Advice also indicates that there are behaviours that, if proved, would have greater relevance and weigh in favour of a longer review period. The panel also found that none of these behaviours were relevant.”

I have noted the panel’s concluding comments:

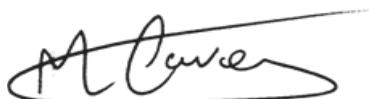
“The panel did not have sufficient evidence before it to be assured that Mr Knight would be able to control his behaviour and coping mechanisms in the future. The panel noted the steps that Mr Knight had already taken to address his health but, given the seriousness of the incident and the potential for harm to children, the panel wanted to afford Mr Knight a longer period of time to continue to work on his health and ways of coping in a teaching setting and how he might seek to work with teaching professionals in the future by notifying them of his [REDACTED].”

I have considered whether a two-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 I agree with the panel that allowing a two-year review period is an appropriate response to achieve the aim of maintaining public confidence in the profession, key among them being the need to enable Mr Knight to continue to develop his insight and so reduce the risk of repetition.

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

This means that Mr Liam Knight 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 29 January 2027, two 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 Knight remains prohibited from teaching indefinitely.

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



Decision maker: Marc Cavey

Date: 21 January 2025

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