



Teaching
Regulation
Agency

Miss Megan Lanning: Professional conduct panel meeting outcome

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

April 2025

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

Teacher:	Miss Megan Lanning
Teacher ref number:	2287971
Teacher date of birth:	5 October 1988
TRA reference:	23603
Date of determination:	3 April 2025
Former employer:	Ripplevale School and College Rochester

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 3 April 2025 by way of a virtual meeting, to consider the case of Miss Megan Lanning.

The panel members were Mr Alan Wells (former teacher panellist – in the chair), Mrs Georgina Bean (teacher panellist) and Mrs Jayne Bamford (lay panellist).

The legal adviser to the panel was Ms Natalie Kent 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 Miss Lanning that the allegations be considered without a hearing. Miss Lanning provided a signed statement of agreed facts and admitted unacceptable professional conduct and/or conduct that may bring the profession into disrepute. The panel considered the case at a meeting without the attendance of the presenting officer Ms Kiera Riddy of Browne Jacobson LLP, Miss Lanning or any representative for Miss Lanning.

The meeting took place in private.

Allegations

The panel considered the allegations set out in the notice of meeting dated 13 January 2025.

It was alleged that Miss Lanning was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that whilst employed as a teacher of performing arts and music at Ripplevale School and College between 3 January 2018 and 19 March 2024:

1. She engaged in and/or developed an inappropriate relationship with Pupil A, by;
 - a. Sharing personal contact details with Pupil A;
 - b. Communicating with Pupil A;
 - i. Via social media and/or personal contact details;
 - ii. Outside of school hours;
 - c. Sending one or more images of her to Pupil A in a state of undress and/or engaging in an sexual act;
 - d. Providing one or more gifts to Pupil A;
 - e. Informing Pupil A that she had feelings for them.
2. Her conduct as may be found proven at allegation 1 above was conduct of a sexual nature and/or was sexually motivated.

The panel noted that Miss Lanning admitted the particulars of allegations 1(a), 1(b), 1(c), 1(d), 1(e) and 2, as set out in the statement of agreed facts, signed by Miss Lanning on 16 December 2024.

Preliminary applications

There were no preliminary applications.

Summary of evidence

Documents

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

Section 1: Chronology – page 5

Section 2: Notice of proceedings and response – pages 7 to 25

Section 3: Statement of agreed facts and presenting officer representations – pages 27 to 33

Section 4: TRA documents – pages 35 to 314

Section 5: Teacher documents – pages 317 to 345

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

In the consideration of this case, the panel had regard to the document Teacher misconduct: Disciplinary procedures for the teaching profession 2020, (the “Procedures”).

Statement of agreed facts

The panel considered a statement of agreed facts which was signed by Miss Lanning on 16 December 2024.

Decision and reasons

The panel announced its decision and reasons as follows:

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

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

Miss Lanning began her role as a teacher at Ripplevale School and College (‘the School’) on 3 January 2018.

On 12 February 2024, Miss Lanning reported to the safeguarding team that she felt inappropriate feelings towards Pupil A, who had [REDACTED].

In an email, Miss Lanning admitted that she had been communicating with Pupil A via phone and social media, and that she had sent two naked pictures to Pupil A.

The matter was referred to the TRA on 19 April 2024.

Findings of fact

The findings of fact are as follows:

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

- 1. You engaged in and/or developed an inappropriate relationship with Pupil A, by;**
 - a. Sharing personal contact details with Pupil A;**
 - b. Communicating with Pupil A;**
 - i. Via social media and/or personal contact details;**
 - ii. Outside of school hours;**

The panel noted that Miss Lanning admitted this allegation in its entirety. Notwithstanding this, the panel considered the evidence before it and came to a conclusion.

The panel noted that the bundle did not contain copies of the emails or social media messages which had been exchanged between Miss Lanning and Pupil A but noted that this had been self-declared by Miss Lanning.

The panel considered the initial witness statement obtained from Pupil A dated 21 February 2024, who stated that they had been messaging Miss Lanning on Instagram and talking on the telephone and that this started on the Friday [REDACTED]. They stated that Miss Lanning had played a song to them which she played on the last Friday [REDACTED], on a voice recording on her phone and that she played it through the headphones.

Pupil A stated that the first time that Miss Lanning contacted them was on the Friday evening after they [REDACTED] and that it had only been through Instagram and text messages that they had communicated. The panel therefore accepted that in order for this to have happened, Miss Lanning must have shared her personal contact details with Pupil A.

Pupil A stated that Miss Lanning first called them in the evening on 8 February 2024 and that they were on the phone a lot and for some time they were just generally catching up and talking about what they were up to and a little bit about their feelings for each other, but the last time they had spoken was the Tuesday in half term.

Pupil A stated that they had 4 to 5 calls with Miss Lanning and that they normally texted first to check that neither of them were busy and that they could speak and then one of them would call and it was generally *“50/50 and not one more than the other”*.

Pupil A said that they were surprised after the song was played to them and that obviously they were not expecting what Miss Lanning said but that it was nice to know that she felt the same way.

The panel considered the initial witness statement obtained from Witness A dated 12 February 2024. Witness A stated that Miss Lanning told her she needed to report herself and explained that she had exchanged mobile numbers with Pupil A, who had [REDACTED] and that she had been speaking to them and had strong feelings for them.

The panel considered the information that was gathered from a statement Miss Lanning sent to Individual A, the headteacher and the safeguarding lead. Miss Lanning stated that she spent a lot of time on the phone with Pupil A, into the night at times. She stated that after [REDACTED], she had received an email from Pupil A and she had emailed back. Pupil A then told Miss Lanning that they were going to miss her. Miss Lanning further explained that the messaging moved onto Instagram later that evening. Miss Lanning stated that Pupil A told her that they hoped she would find them on social media and then asked if they could exchange numbers the next day. Miss Lanning stated that for the week after that, she and Pupil A had a few long phone calls chatting about their new job, and about music and songwriting, and they messaged every day.

The panel found allegations 1(a) and 1(b) proven. The panel further found that this amounted to engaging in or developing an inappropriate relationship with Pupil A.

c. Sending one or more images of you to Pupil A in a state of undress and/or engaging in an sexual act;

The panel noted that Miss Lanning admitted this allegation in its entirety. Notwithstanding this, the panel considered the evidence before it and came to a conclusion.

The panel considered the initial witness statement obtained from Pupil A dated 21 February 2024, who stated that they and Miss Lanning had shared photographs between them and that they had received pictures of Miss Lanning with no clothes on.

The panel considered the information that was gathered from a statement Miss Lanning sent to Individual A. Miss Lanning stated that she sent two pictures to Pupil A and in the first she was *“half naked showing her boobs”* and in the second she did not have leggings on and *“her bottom half area was covered with her hand but this could possibly be seen as her performing a sexual act”*. Miss Lanning stated that she did not receive any pictures from Pupil A and did not ask for any.

The panel found allegation 1(c) proven. The panel further found that this amounted to engaging in or developing an inappropriate relationship with Pupil A.

d. Providing one or more gifts to Pupil A;

The panel noted that Miss Lanning admitted this allegation in its entirety. Notwithstanding this, the panel considered the evidence before it and came to a conclusion.

The panel considered the information that was gathered from a statement Miss Lanning sent to Individual A. Miss Lanning stated that on the afternoon of Pupil A's [REDACTED], she gave them a [REDACTED], telling them how talented they were, and that they should never give up the songwriting. She stated that there was nothing untoward in the card, and that she also gave them a [REDACTED].

The panel found allegation 1(d) proven. The panel further found that this amounted to engaging in or developing an inappropriate relationship with Pupil A.

e. Informing Pupil A that you had feelings for them.

The panel considered the initial witness statement obtained from Pupil A dated 21 February 2024, who stated that they had feelings for Miss Lanning emotionally, and that Miss Lanning had told them that she felt the same and that she had feelings for them.

The panel considered the information that was gathered from a statement Miss Lanning sent to Individual A. Miss Lanning stated that she and Pupil A were both feeling very *"wrapped up in one another"*, admitting that they had feelings for one another. Miss Lanning further stated in her written submissions, *"I remember at the time I just wanted to give [them] all of me and wanted [them] to think I was amazing."*

The panel found allegation 1(e) proven. The panel further found that this amounted to engaging in or developing an inappropriate relationship with Pupil A.

2. Your conduct as may be found proven at allegation 1 above was conduct of a sexual nature and/or was sexually motivated.

The panel first considered whether any of the conduct as found proven was conduct of a sexual nature.

The panel's attention was drawn to section 78 of the Sexual Offences Act 2003 and to the cases of *Sait v The General Medical Council [2018]*, *Basson v General Medical Council [2018]* and *The General Medical Council v Haris [2020]*.

The panel considered the definition of what conduct is or is not to be regarded as 'sexual'. The panel was referred to the case of *Sait v The General Medical Council [2018]* which referred to section 78 of the Sexual Offences Act 2003: *"penetration, touching or any other activity is sexual if a reasonable person would consider that (a) whatever its circumstances or any person's purpose in relation to it, it is because of its nature sexual, or (b) because of its nature it may be sexual and because of its circumstances or the purpose of any person in relation to it (or both) it is sexual."*

In referring to the Sexual Offences Act 2003, the panel was able to make a determination as to whether Miss Lanning's conduct at allegation 1 was of a sexual nature. The panel considered the evidence and noted that the pictures Miss Lanning had sent of herself undressed to Pupil A were inherently sexual in nature.

The panel concluded that Miss Lanning's conduct at allegation 1 was conduct of a sexual nature, as the comments about having feelings for Pupil A, and the pictures she had sent to Pupil A of herself undressed were by their very nature sexual.

The panel considered whether Miss Lanning's conduct was sexually motivated. It noted guidance from *Basson v General Medical Council [2018]* that: "*A sexual motive means that the conduct was done either in pursuit of sexual gratification or in pursuit of a sexual relationship*".

The panel further noted that in *General Medical Council v Haris [2021]*, it was stated that, "*In the absence of a plausible innocent explanation for what he did, the facts spoke for themselves. A sexual motive was plainly more likely than not; I would go so far as to say that that inference was overwhelming.*"

The panel considered whether there was a plausible innocent explanation for the conduct as found proven at allegation 1. The panel found no plausible innocent explanation for the conduct, and that it was clear Miss Lanning was pursuing some sort of relationship and/or sexual gratification.

The panel concluded that on the balance of probabilities, and viewing the allegations found proved as a whole, and in the absence of any plausible innocent explanation, that Miss Lanning's conduct as found proven at allegation 1 was sexually motivated.

The panel found allegation 2 proven, in that the conduct found proven at allegation 1 was both of a sexual nature and sexually motivated.

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

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

In doing so, the panel had regard to the document Teacher misconduct: The prohibition of teachers, which is referred to as "the Advice".

The panel first considered whether the conduct of Miss Lanning, in relation to the facts found proved, involved breaches of the Teachers' Standards.

The panel considered that, by reference to Part 2, Miss Lanning 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
 - showing tolerance of and respect for the rights of others
- 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 Miss Lanning, in relation to the facts found proved, involved breaches of Keeping Children Safe In Education ("KCSIE").

The panel considered that Miss Lanning's conduct as found proven was in breach of the general tenor of KCSIE, in that she had developed feelings for a pupil at the School in respect of whom she was in a position of power and authority and had acted upon this by sending photographs of herself of a sexual nature.

The panel was satisfied that the conduct of Miss Lanning, in relation to the facts found proved, involved breaches of Working Together to Safeguard Children.

The panel also considered that Miss Lanning's conduct as found proven was in breach of the general spirit and tenor of Working Together to Safeguard Children.

The panel considered whether Miss Lanning's conduct displayed behaviours associated with any of the offences listed on pages 12 and 13 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 was not satisfied that any of these offences were relevant.

For these reasons, the panel was satisfied that the conduct of Miss Lanning amounted to misconduct of a serious nature which fell significantly short of the standards expected of the profession, particularly in circumstances where she had acted upon her feelings for a pupil in a way which the panel had found to be sexually motivated.

Accordingly, the panel was satisfied that Miss Lanning was guilty of unacceptable professional conduct.

In relation to whether Miss Lanning's actions amounted to conduct that may bring the profession into disrepute, the panel took into account the way the teaching profession is viewed by others. It considered the influence that teachers may have on pupils, parents and others in the community. The panel also took account of the uniquely influential role that teachers can hold in pupils' lives and the fact that pupils must be able to view teachers as role models in the way that they behave.

The panel considered that the public's perception of the teaching profession could potentially be damaged by conduct such as that found against Miss Lanning, which included sending photographs of a sexual nature to a pupil who had only [REDACTED] and over whom she was in a position of authority. This was particularly so in circumstances where the pupil was still [REDACTED].

The panel considered that Miss Lanning's conduct could potentially damage the public's perception of a teacher.

For these reasons, the panel found that Miss Lanning'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/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 particular regard to the 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 light of the panel's findings against Miss Lanning, which involved engaging in and/or developing an inappropriate relationship with a pupil who had [REDACTED] which was sexually motivated and of a sexual nature, there was a strong public interest

consideration in the safeguarding and wellbeing of pupils and the protection of other members of the public.

There was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of an inappropriate relationship with a former pupil over whom she was in a position of power and authority.

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

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

In addition to the public interest considerations set out above, the panel went on to consider whether there was a public interest in retaining Miss Lanning in the profession. Whilst there is evidence that Miss Lanning had ability as an educator, the panel considered that the adverse public interest considerations above outweigh any interest in retaining Miss Lanning in the profession, since her behaviour fundamentally breached the standard of conduct expected of a teacher, in that she sought to exploit her 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 which seeks to exploit 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.

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 Miss Lanning.

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 were relevant in this case were:

- serious departure from the personal and professional conduct elements of the Teachers' Standards;
- misconduct seriously affecting the education and/or safeguarding and well-being of pupils, and particularly where there is a continuing risk;
- abuse of position or trust (particularly involving pupils);

- an abuse of any trust, knowledge, or influence gained through their professional position in order to advance a romantic or sexual relationship with a pupil or former pupil;
- sexual misconduct, e.g. 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;
- 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);
- violation 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 Miss Lanning's actions were not deliberate.

There was no evidence that Miss Lanning was acting under extreme duress.

There was no evidence before the panel that Miss Lanning had demonstrated exceptionally high standards in her personal and professional conduct or having contributed significantly to the education sector.

The panel considered the written statement of Miss Lanning dated January 2025, where she stated that she did not consider Pupil A's feelings when she played them a song, and has recognised that her feelings towards Pupil A were "*not normal*", but she did not speak to anyone out of fear for being judged.

Miss Lanning stated that if she had more self-awareness to help her understand her thoughts, feelings and behaviours, it would have guided her towards making better choices. She stated that if she took time to understand herself and spent more time working on her emotional wellbeing and relationships, she would have made better choices. Miss Lanning stated that looking back, she was not managing stress effectively, and clearly severely lacked emotional intelligence given what she did, and her relationship was suffering.

Miss Lanning stated that she feels sick every time she thinks about what she did now. She stated that it was not something she would ever think of doing again, and the consequences of what she did have been "*so hard to bear [REDACTED]*".

Miss Lanning submitted that she acted selfishly and with impulse telling Pupil A how she felt, and she often thinks of how much this may have hurt them. She stated that she has had therapy to help her work through it a little, but it is going to take a long time for her to get over her actions, and she now works with a counsellor.

Miss Lanning stated that she does not know how she felt it was a good idea to send Pupil A naked photographs. She stated that she is aware of how this might have affected Pupil A's life and how she put herself in a vulnerable position. Miss Lanning stated that she realises how much her actions could affect the reputation of teachers, and she is *"living in constant fear that it will come out in the newspapers"*.

Miss Lanning stated that she is sorry, and she is *"disgusted and repulsed"* by her own actions.

Miss Lanning submitted that the School was also a difficult place to be and she felt let down by way of lack of training in complex needs, lack of regular supervision for emotional wellbeing at work from trained leadership, low morale, increased workloads and being generally unsupported.

[REDACTED].

Miss Lanning stated that she can see how Pupil A was vulnerable and that she is sorry.

The panel considered the character reference from Individual B, a former colleague of Miss Lanning's, who stated:

"I am writing this letter to provide a character reference for Megan Lanning. I worked with Megan from 2017-2024. For a period during this time I was Megan's [REDACTED]. I can confidently say that she is a person of integrity, she is kind and responsible. Throughout our time working together, Megan has shown some strong moral values and a genuine concern and commitment to her students. Megan is hardworking, compassionate and very dedicated to her school performances, band practices and singing lessons. I never had any concerns about Megan's conduct when working with her, and whilst I was very surprised to hear about her actions, I do not believe she would have engaged in this type of contact with someone that still attended the college, and have no doubt that she would not act in this way again. On the occasions that I have seen Megan since we have stopped working together she has shown great remorse and regret, and in disbelief of her own actions"

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 Miss Lanning 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 Miss Lanning. The formation of an inappropriate relationship with a pupil 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 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 certain types of case where, if relevant, the public interest will have greater relevance and weigh in favour of not offering a review period.

This 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 their professional position to influence or exploit a person or persons.

The panel was satisfied that Miss Lanning had sought an inappropriate relationship of a sexual nature with Pupil A which was sexual motivated. In doing so, the panel considered that she had abused her position of trust.

The Advice also indicates that there are certain other types of cases where it is likely that the public interest will have greater relevance and weigh in favour of a longer period before a review is considered appropriate. None of the listed characteristics were engaged by the panel's findings.

The panel considered that Miss Lanning had shown both insight and remorse into her conduct, and in particular noted that she had in fact self-reported the conduct. The panel noted that Miss Lanning considered that, "*the whole thing truly feels like such lunacy to me now*" and had shown considerable remorse for her conduct and the impact that it had had on herself, her family and also Pupil A.

However, the panel formed a view that the conduct which had been found proven was at the more serious end of the potential spectrum, and whilst the panel did consider that this was an isolated incident, it considered that this was an unforgivable lapse of judgment involving a vulnerable individual and an abuse of trust on behalf of Miss Lanning. The panel considered that the public interest weighed heavily against allowing Miss Lanning a

review period.

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 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 Miss Megan Lanning should be the subject of a prohibition order, with no provision for a review period.

In particular, the panel has found that Miss Lanning 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
 - showing tolerance of and respect for the rights of others
- 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 Miss Lanning involved breaches of the responsibilities and duties set out in statutory guidance 'Keeping children safe in education' and 'Working together to safeguard children'.

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

The findings of misconduct are particularly serious as they include a teacher behaving in an inappropriate and sexually motivated manner towards 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 unacceptable professional conduct and conduct that may bring the profession into disrepute, would itself be sufficient to achieve the overall aim. I have to consider whether the consequences of such a publication are themselves sufficient. I have considered therefore whether or not prohibiting Miss Lanning, 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 makes the following observation:

“In light of the panel’s findings against Miss Lanning, which involved engaging in and/or developing an inappropriate relationship with a pupil who had [REDACTED], which was sexually motivated and of a sexual nature, there was a strong public interest consideration in the safeguarding and wellbeing of pupils and the protection of other members of the public.”

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 that Miss Lanning had shown both insight and remorse into her conduct, and in particular noted that she had in fact self-reported the conduct. The panel noted that Miss Lanning considered that, *“the whole thing truly feels like such lunacy to me now”* and had shown considerable remorse for her conduct and the impact that it had had on herself, her family and also Pupil A.”

I have therefore given this element some 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 records the following:

“The panel considered that the public’s perception of the teaching profession could potentially be damaged by conduct such as that found against Miss Lanning, which included sending photographs of a sexual nature to a pupil who had only [REDACTED]

and over whom she was in a position of authority. This was particularly so in circumstances where the pupil was still on the [REDACTED].”

I am particularly mindful of the finding of a teacher sending naked photographs of herself to a pupil in this case and the very negative impact that such a finding is likely to 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 that may 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 Miss Lanning herself. While the panel notes that it saw no evidence that she had demonstrated exceptionally high standards in her personal and professional conduct or having contributed significantly to the education sector, it does record having had the benefit of character evidence attesting to Miss Lanning's commitment to her pupils and otherwise good conduct.

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

In this case, I have placed considerable weight on the panel's comments concerning the very serious nature of the misconduct found which it describes as having “fundamentally breached the standard of conduct expected of a teacher”. Elsewhere, it characterises Miss Lanning's behaviour as an abuse of her position of trust. I have also placed considerable weight on the injury that her actions are likely to do to the reputation of the profession.

I have given less weight in my consideration of sanction therefore, to the contribution that Miss Lanning 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, it has made reference to the Advice as follows:

“The Advice indicates that there are certain types of case where, if relevant, the public interest will have greater relevance and weigh in favour of not offering a review period.

This 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 their professional position to influence or exploit a person or persons.”

I have considered the panel’s concluding remarks:

“The panel considered that Miss Lanning had shown both insight and remorse into her conduct, and in particular noted that she had in fact self-reported the conduct. The panel noted that Miss Lanning considered that, *“the whole thing truly feels like such lunacy to me now”* and had shown considerable remorse for her conduct and the impact that it had had on herself, her family and also Pupil A.

However, the panel formed a view that the conduct which had been found proven was at the more serious end of the potential spectrum, and whilst the panel did consider that this was an isolated incident, it considered that this was an unforgivable lapse of judgment involving a vulnerable individual and an abuse of trust on behalf of Miss Lanning. The panel considered that the public interest weighed heavily against allowing Miss Lanning a review period.

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, and despite the clear remorse exhibited by Miss Lanning, factors mean that allowing a review period is not sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the very serious nature of the misconduct found, which in my judgment constitutes behaviour fundamentally incompatible with working as a teacher, and the serious negative impact it is likely to have on the reputation of the profession.

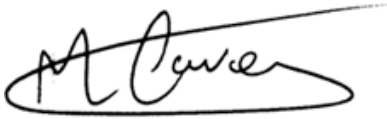
I consider therefore that allowing for no review period is necessary to maintain public confidence and is proportionate and in the public interest.

This means that Miss Megan Lanning 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 allegations

found proved against her, I have decided that Miss Lanning shall not be entitled to apply for restoration of her eligibility to teach.

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

Miss Lanning has a right of appeal to the High Court within 28 days from the date she is given notice of this order.

A handwritten signature in dark ink, appearing to read 'M. Cavey', enclosed within a large, loopy oval stroke.

Decision maker: Marc Cavey

Date: 4 April 2025

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