



Teaching  
Regulation  
Agency

# **Mr Jason Harrison: Professional conduct panel hearing outcome**

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

**June 2025**

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

**Teacher:** Jason Harrison

**Teacher ref number:** 1260131

**Teacher date of birth:** 25 November 1989

**TRA reference:** 18235

**Date of determination:** 18 June 2025

**Former employer:** Notre Dame High School, Sheffield

### **Introduction**

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 17 and 18 June 2025 by way of a virtual hearing, to consider the case of Mr Jason Harrison.

The panel members were Mrs Emma Hendry (lay panellist – in the chair), Mrs Hannah Foster (teacher panellist) and Mr Alan Wells (former teacher panellist).

The legal adviser to the panel was Mr Nicholas West of Birketts LLP solicitors.

The presenting officer for the TRA was Ms Louisa Atkin of Capsticks LLP solicitors.

Mr Harrison was not present and was not represented.

The hearing took place in public and was recorded.

## **Allegations**

The panel considered the allegations set out in the notice of hearing dated 18 March 2025.

It was alleged that Mr Harrison was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that while working as a teacher at Notre Dame High School (“the School”):

1. On or around 28 February 2019 he:
  - a. touched and/or attempted to touch Pupil A’s legs and/or bottom;
  - b. caused, or allowed, Pupil A to undo his clothing;
  - c. caused, or allowed, Pupil A to put his penis in her mouth;
  - d. encouraged Pupil A to put his penis in her mouth by making one or more comments to the effect of:
    - i. asking her to “suck it”;
    - ii. “come on”
    - iii. “it will only be ten seconds”;
2. His conduct as may be found proven:
  - a. at 1a, 1c and/or 1d was conduct of a sexual nature;
  - b. at 1a to 1d above was sexually motivated.
3. On or after 28 February 2019, he failed, either promptly or at all, to make the School aware that an incident of a sexual nature had occurred involving Pupil A.

Mr Harrison denied the allegations, as set out in the response to the notice of hearing dated 13 January 2023.

## **Summary of evidence**

### **Documents**

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

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

Section 2: Notice of hearing and response – pages 6 to 21

Section 3: TRA witness statements – pages 22 to 35

Section 4: TRA documents – pages 36 to 373

Section 5: Teacher documents – pages 374 to 378

The panel also received an addendum to the bundle which included:

Section 1: Key service documents – pages 2 to 27

Section 2: CMH application and decision – pages 28 to 47

In addition, the panel received an anonymised pupil list and a video recording of Pupil A's achieving best evidence (ABE) interview.

The panel members confirmed that they had read all of the documents provided, in advance of the hearing and watched the video recording of Pupil A's ABE interview.

In the consideration of this case, the panel had regard to the document Teacher misconduct: Disciplinary procedures for the teaching profession April 2018, (the "Procedures").

## **Witnesses**

The panel heard oral evidence from the following witness called by the presenting officer:

Witness A – [REDACTED]

## **Decision and reasons**

The panel announced its decision and reasons as follows:

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

Mr Harrison joined the School in September 2015. He was appointed as a [REDACTED] teacher in September 2016.

Pupil A commenced [REDACTED] in September [REDACTED].

On 28 February 2019, Pupil A went to see Mr Harrison in his classroom to discuss some work at lunchtime. An incident of a sexual nature allegedly occurred.

On 1 March 2019, friends of Pupil A reported concerns about the incident. They reported that Mr Harrison exposed his penis to Pupil A and forced her to have oral sex. Pupil A spoke to the headteacher and raised concerns about Mr Harrison's family; she went on to

say that she had been joking with her friends and that it had gone too far. Pupil A disclosed to her mother that what she had told her friends was true.

Mr Harrison was arrested on 3 March 2019. Pupil A and Mr Harrison were interviewed by police on 4 March 2019.

Mr Harrison resigned from his role at the School in August 2019.

In August 2021, Mr Harrison was tried and acquitted of a criminal offence relating to the incident on 28 February 2019.

## Findings of fact

The findings of fact are as follows:

The panel made the following findings of fact for these reasons:

### 1. On or around 28 February 2019 you:

#### a. touched and/or attempted to touch Pupil A's legs and/or bottom;

The panel considered the video recording and written transcript of Pupil A's interview with the police on 4 March 2019, when she stated, "*he started touching up my legs, my bum and stuff*", "*he was touching my bum*" and "*it was under my skirt but over my tights*". When Pupil A was asked where else Mr Harrison had touched her, she replied, "*it were mainly my bum and stuff*". The panel was conscious that Pupil A's evidence is hearsay evidence and that it did not have an opportunity to test her evidence through questioning. The panel did watch the video recording of Pupil A's evidence and considered that her responses were straightforward, matter of fact and believable. The panel considered that the version of events that Pupil A provided was plausible and consistent and the panel did not find any evidence of embellishment.

The panel further noted Pupil A's witness statement produced for these proceedings which confirmed that that she was truthful during her police interview to the best of her ability. The panel did note that Pupil A stated that, whilst she was providing evidence to the police to support their investigation, she accepted that she also felt that she wanted to protect Mr Harrison.

The panel considered the written transcript of Mr Harrison's police interview dated 4 March 2019 where he stated, "*I was only touching her body because I was trying to like...*", and when asked if his hands were touching Pupil A's tights, he responded "*Probably yeah. Not in an arousing way, just in a way*". Mr Harrison was asked directly if any of his DNA will be on Pupil A's tights, around the bottom area and he responded, "*Could be around her bottom area yeah*".

Taking into account the available evidence, the panel was satisfied on the balance of probability that Mr Harrison did touch Pupil A's legs and bottom and therefore allegation 1(a) was proven.

**b. caused, or allowed, Pupil A to undo your clothing;**

The panel noted the witness statement of Pupil A which stated, *"I can remember that Mr Harrison was wearing a belt and his trousers were fastened...I wish it to be known that I did not take his penis out of his trousers. He did..."*. The panel considered this was consistent with Pupil A's contemporaneous account in the police interview on 4 March 2019 when she stated, *"he got his penis out"*. When Pupil A was asked if she said Mr Harrison has got his penis out, she responded, *"Yeah"*. Pupil A's evidence during the criminal proceedings was also consistent when she denied unzipping Mr Harrison's trousers and denied pulling his penis out.

The panel considered the written transcript of Mr Harrison's police interview dated 4 March 2019 where he stated, *"before I know it she's unzipped my fly on my trousers, she popped her bag on the floor and quickly put her mouth around my penis"*. Mr Harrison was asked if there was anything stopping him from just moving away as *"she's not a big girl is she?"* and he accepted *"she's not"*.

The panel noted that Mr Harrison accepted he was wearing tight boxer shorts, trousers with a button and zip and a belt. The panel considered that, on the balance of probabilities, Pupil A's version of events was more believable and plausible and that Mr Harrison would have more likely than not undone his own clothing. The panel did not consider that Mr Harrison caused or allowed Pupil A to undo his clothing and therefore did not find allegation 1(b) proven.

**c. caused, or allowed, Pupil A to put your penis in her mouth;**

The panel considered the video recording and written transcript of Pupil A's video interview with the police on 4 March 2019, when she stated, *"he got his penis out and then he asked me to suck it and I said no I can't you're my teacher and he was like saying, come on and stuff like that. He said it will only be 10 seconds"*. When Pupil A was asked what she said to that, she replied, *"Nothing. So I did it"*.

The panel was conscious that Pupil A's evidence is hearsay evidence but considered it could be given appropriate weight as the version of events that Pupil A provided was plausible and consistent. During the criminal proceedings, the panel noted Pupil A provided evidence that Mr Harrison *"was touching me up, asked me to get on my knees and suck his willy"*. The panel further noted Pupil A's witness statement which stated, *"his penis only touched me where Mr Harrison forced it to"*.

The panel considered the written transcript of Mr Harrison's police interview dated 4 March 2019 where he stated, Pupil A *"quickly put her mouth around my penis"*. The panel

considered that this version of events was unlikely to have happened, following its earlier findings of fact that Mr Harrison was more likely to have undone his own clothing and taken his penis out of his boxer shorts. The panel noted inconsistencies in Mr Harrison's evidence when he stated in the police interview, *"it wasn't a proper ejaculation as she didn't have a chance to suck my dick"*.

Taking into account the available evidence, the panel was satisfied on the balance of probabilities that it was more likely than not that Mr Harrison caused Pupil A to put his penis in her mouth and therefore allegation 1(c) was proven.

**d. encouraged Pupil A to put your penis in her mouth by making one or more comments to the effect of:**

- i. asking her to "suck it";**
- ii. "come on";**
- iii. "it will only be ten seconds";**

The panel considered the video recording and written transcript of Pupil A's video interview with the police on 4 March 2019, when she stated, *"he got his penis out and then he asked me to suck it and I said no I can't you're my teacher and he was like saying, come on and stuff like that. He said it will only be 10 seconds"*. The panel was conscious that Pupil A's evidence is hearsay evidence and that it did not have an opportunity to test the evidence through questioning. The panel did watch the video recording of Pupil A's evidence and considered that appropriate weight could be provided to her evidence. The panel considered the version of events that Pupil A provided was plausible and consistent. The panel further noted Pupil A's witness statement produced for the purposes of these proceedings which confirmed that Mr Harrison *"asked me to suck it"*.

Pupil A's account is also supported by the contemporaneous witness statement of Pupil A's mother dated 29 August 2019, who recalled that Pupil A had told her how Mr Harrison had *"subsequently asked Pupil A to "suck him off". Pupil A then said that Jason then pushed her down so that she was on the floor and said "it will only take ten seconds"*.

The panel considered Mr Harrison's evidence from the Judge's summing up at the criminal proceedings which stated, *"I never said it would only take ten seconds. That's a complete lie on her part"*.

Taking into account the available evidence, the panel was satisfied on the balance of probabilities that Mr Harrison did encourage Pupil A to put his penis in her mouth by asking her to *"suck it"*, commenting *"come on"* and that *"it will only be ten seconds"*. The panel therefore found allegation 1(d) was proven.

## 2. Your conduct as may be found proven:

- a. at 1a, 1c and/or 1d was conduct of a sexual nature;
- b. at 1a to 1d above was sexually motivated.

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 that the conduct it had found proven at allegations 1(a), 1(c) and 1(d), namely that Mr Harrison had touched Pupil A's legs and bottom, caused Pupil A to put his penis in her mouth and encouraged her to do so, was inherently conduct of a sexual nature.

The panel went on to consider whether the conduct was sexually motivated. It noted guidance from *Basson* that: *"A sexual motive means that the conduct was done either in pursuit of sexual gratification or in pursuit of a sexual relationship"*. It also noted *Haris*, in which the High Court indicated that the criteria in *Basson* set the bar too high. Foster J stated:

*"in the present case it is in my judgement clear beyond argument that the intimate touching of Patients A and B was sexual and that answering a question as to the motivation of the toucher, the only available answer, is yes, the motivation must have been sexual [...]"*

*"Of course, there are significant differences in the context and the analogy is not exact, but it does seem to me that pleading 'sexual motivation' is unhelpful. Similarly to look for 'sexual gratification' may be misleading or overcomplicating. It is irrelevant to the actions which the GMC would wish to proscribe whether or not the perpetrator was sexually "gratified" at all – whether before, after or during the act in question. Gratification, as with "pursuit of a relationship" are, pace the analysis of Mostyn J in Basson, not helpful in my judgement in promoting the public interests at stake here. These criteria set the bar too high and I respectfully disagree that they represent the law".*

The panel then went on to consider whether Mr Harrison's conduct, as found proven, was sexually motivated. The panel considered that, on the balance of probabilities, Mr Harrison's conduct it had found proven at allegations 1(a), 1(c) and 1(d) was sexually motivated. The panel concluded that there was no evidence of any other plausible innocent explanation for such conduct.

The panel therefore found allegations 2(a) and 2(b) proven.

**3. On or after 28 February 2019, you failed, either promptly or at all, to make the School aware that an incident of a sexual nature had occurred involving Pupil A.**

The panel considered the written transcript of Mr Harrison's police interview dated 4 March 2019 where he was asked who he spoke to on the day of the incident, and he admitted "*Nobody. I've not speak to anybody about it*". Mr Harrison was subsequently asked who he spoke to on the Friday or over the weekend after the incident and he responded, "*Nobody*".

Mr Harrison was asked what he should have done in relation to the School's protocol for inappropriate behaviour and he responded, "*There's a system called CPONS, maybe put something on there to notify her relevant heads of years and SMT link, whatever that is*". The panel considered Mr Harrison's responses in this regard to be flippant and dismissive, particularly taking into account the seriousness of the allegations.

The panel further noted Mr Harrison's written letter to the School dated 15 May 2019 where he stated, "*I did not report the incident to a member of staff – I was in a state of shock after the incident, I intended to speak with a close member of staff/line manager/member of the safeguarding team, I planned to speak to someone on Monday morning '04 March 2019' however at that point I had been arrested by the police*".

The panel considered the witness statement and oral evidence of Witness A, who confirmed that he attempted to speak to Mr Harrison on 3 March 2019. Before doing so, he received a call from the police who requested contact details for Mr Harrison. Mr Harrison was later arrested, before Witness A was able to speak with him.

During Witness A's oral evidence, he confirmed that there were two senior members of staff located geographically close to Mr Harrison's office that he could have approached. Witness A confirmed his own office was "*at the bottom of the stairwell*" and the Head of Sixth Form and Assistant Head's office was "*across the corridor from me*". Witness A further confirmed in his oral evidence that he would have expected Mr Harrison to report an incident like this one "*immediately or as soon as practically possible if a teacher needed to arrange cover for its class*". Witness A clarified that as the incident occurred at lunchtime, he would have expected Mr Harrison to have reported the incident before he went into afternoon lessons.

The panel noted Mr Harrison stated in the police interview that, "*I dint know what to do...I never remember having protocol on someone wanting to do something to you that you're unwilling to take part in and how do you go about telling people about that*". The panel noted Mr Harrison's transcript of evidence from the criminal proceedings, when he stated "*There's no safeguarding that I've ever experienced in five or six years of teaching in terms of this. Yes we deal with infatuation, if a student leaves a chocolate on your*

*desk or something like that, yeah, and then you find out who it is or whatever and you go and tell somebody. But, not an intimate situation”.*

Witness A’s oral evidence confirmed that Mr Harrison would have known that he had a duty to report the incident and this would have been covered “*as part of annual safeguarding training*” as well as the School’s practice to have weekly staff meetings where all staff are reminded that if they have any concerns at all of a safeguarding nature that they should report them as quickly as possible. The panel accepted Witness A’s evidence that he was “*very confident every member of staff received that message on a regular basis*” and that Mr Harrison would have had out of hours contact details for the Designated Safeguarding Lead that he could have contacted over the weekend.

Based on the available evidence, the panel found that Mr Harrison failed to make the School aware that an incident of a sexual nature had occurred involving Pupil A and allegation 3 was therefore 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 first considered whether the conduct of Mr Harrison, in relation to the facts found proved, involved breaches of the Teachers’ Standards.

The panel considered that, by reference to Part 2, Mr Harrison 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 Mr Harrison in relation to the facts found proved, involved breaches of Keeping Children Safe In Education (“KCSIE”) and Working Together to Safeguard Children.

The panel considered that Mr Harrison was in breach of the School’s Child Protection Policy which stated “*We all have a statutory duty to “safeguard and promote the welfare of children” and “if you think the matter is very serious and may be related to a child protection concern, where the child has been harmed or is at risk of harm e.g. physical, sexual, emotional abuse or neglect, you must talk to one of the people below immediately”*. The panel considered that Mr Harrison’s conduct as found proved at allegation 3, in failing to report the incident to the School, was in breach of his statutory duties to report this incident immediately.

The panel also considered whether Mr Harrison’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 found that the offence types of sexual activity, sexual communication with a child and controlling behaviour were relevant.

For these reasons, the panel was satisfied that the conduct of Mr Harrison amounted to misconduct of a serious nature which fell significantly short of the standards expected of the profession.

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

In relation to whether Mr Harrison’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.

In considering the issue of disrepute, the panel also considered whether Mr Harrison's conduct displayed behaviours associated with any of the offences in the list that begins on page 12 of the Advice.

As set out above in the panel's findings as to whether Mr Harrison was guilty of unacceptable professional conduct, the Panel found that the offence types of sexual activity, sexual communication with a child and controlling behaviour were relevant.

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

For these reasons, the panel found that Mr Harrison's actions constituted conduct that may bring the profession into disrepute.

## **Panel's recommendation to the Secretary of State**

Given the panel's findings in respect of unacceptable professional conduct and conduct that may bring the profession into disrepute, it was necessary for the panel to go on to consider whether it would be appropriate to recommend the imposition of a prohibition order by the Secretary of State.

In considering whether to recommend to the Secretary of State that a prohibition order should be made, the panel had to consider whether it would be an appropriate and proportionate measure, and whether it would be in the public interest to do so. Prohibition orders should not be given in order to be punitive, or to show that blame has been apportioned, although they are likely to have 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 and declaring and upholding proper standards of conduct within the teaching profession.

In the light of the panel's findings against Mr Harrison, which involved touching Pupil A's legs and bottom, causing Pupil A to put his penis in her mouth, encouraging Pupil A to put his penis in her mouth and failing to make the School aware that there had been an incident of a sexual nature involving Pupil A there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of inappropriate sexual misconduct with a child.

The panel made very serious findings that Mr Harrison engaged in sexual conduct with Pupil A and his actions were sexually motivated.

Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Harrison was 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 Harrison 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 Mr Harrison in the profession.

Whilst there was some positive witness evidence from Witness A who stated, *"I had a good working relationship with Mr Harrison. I was impressed with how he was developing as a teacher and how he contributed to the school community"*, the panel considered that the adverse public interest considerations above outweighed any interest in retaining Mr Harrison in the profession. The panel considered Mr Harrison's actions fundamentally breached the standards of conduct expected of a teacher, and he sought to exploit his position of trust. The panel considered that retaining Mr Harrison in the profession would only lead to further risk to the safeguarding and wellbeing of pupils.

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 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 Mr Harrison.

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 to act on evidence that indicated a child's welfare may have been at risk e.g. failed to notify the designated safeguarding lead;
- 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;
- dishonesty or lack of integrity, including the deliberate concealment of their actions.

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 Harrison's actions were not deliberate.

There was no evidence to suggest that Mr Harrison was acting under extreme duress, such as a physical threat or significant intimidation.

The panel was not presented with any evidence that Mr Harrison demonstrated exceptionally high standards in his personal and professional conduct or contributed significantly to the education sector. In light of Witness A's evidence that *"No complaints or concerns of a safeguarding nature had been raised about Mr Harrison prior to the events discussed"*, the panel did accept that it appeared to be a singular incident.

The panel considered that there was a complete lack of insight and remorse from Mr Harrison. Mr Harrison had failed to recognise the devastating impact of his actions on Pupil A and her family, and his written evidence focused on the impact the proceedings have had on his own life.

The panel accepted Pupil A's written evidence which stated, *"At the time of the events, I was [REDACTED] and my perspective now that I am older has changed. I realise that I had been groomed and manipulated and can see that I should not have been worrying about protecting Mr Harrison nor the impact that a prison sentence may have had on him. It is classic grooming to make the child feel responsible and keep a secret and I know that now"*. Pupil A also stated, *"I have gone through four years of hell...I am still scared of Mr Harrison and the potential that I may bump into him out in public"*. *"The events of 28 February 2019 had a diabolical impact on me, [REDACTED]"*

The panel further considered that Mr Harrison would have had knowledge of Pupil A's vulnerability [REDACTED] and this was an aggravating factor in respect of Mr Harrison's conduct. The panel did not accept Mr Harrison's evidence when he stated in his police interview that, "*I think she has [REDACTED]*". The panel accepted Witness A's oral evidence that he was "*quite confident*" Mr Harrison would have been aware of Pupil A's [REDACTED] as he stated this would have been shared on the School's management information system as an alert, [REDACTED].

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 Harrison 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 Harrison. The severity of Mr Harrison's conduct, involving sexual activity with a child, 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, and any sexual misconduct involving a child.

The panel considered that the very serious nature of the findings of sexual misconduct by Mr Harrison against Pupil A, weighed in favour of not offering a review period. The panel noted that there was no evidence that a period of review would result in a different outcome to rebuild public confidence in Mr Harrison returning to the teaching profession.

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 found that Mr Harrison's failure to take responsibility for his actions provides evidence of a real risk of repetition. The panel is not at all convinced that if Mr Harrison were permitted to return to the teaching profession, that similar conduct would not happen to another pupil, particularly as Mr Harrison has not shown any insight into his actions. 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 Mr Jason Harrison should be the subject of a prohibition order, with no provision for a review period.

In particular, the panel has found that Mr Harrison 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 Mr Harrison involved breaches of the responsibilities and duties set out in statutory guidance 'Keeping children safe in education' and/or involved breaches of 'Working Together to Safeguard Children'.

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

The findings of misconduct are particularly serious as they include a teacher engaging in sexual activity with a vulnerable pupil who was also a child.

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 Mr Harrison, 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 the light of the panel's findings against Mr Harrison, which involved touching Pupil A's legs and bottom, causing Pupil A to put his penis in her mouth, encouraging Pupil A to put his penis in her mouth and failing to make the School aware that there had been an incident of a sexual nature involving Pupil A there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of inappropriate sexual misconduct with a child."

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 there was a complete lack of insight and remorse from Mr Harrison. Mr Harrison had failed to recognise the devastating impact of his actions on Pupil A and her family, and his written evidence focused on the impact the proceedings have had on his own life.”

In my judgement, the lack of insight and remorse found by the panel means that there is some risk of the repetition of this behaviour and this puts in jeopardy 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 notes the following:

“As set out above in the panel’s findings as to whether Mr Harrison was guilty of unacceptable professional conduct, the Panel found that the offence types of sexual activity, sexual communication with a child and controlling behaviour were relevant.

The panel considered that Mr Harrison’s conduct could potentially damage the public’s perception of a teacher.”

I am particularly mindful of the finding of a teacher abusing their position in order to engage in sexual activity with a child 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 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 Harrison himself. The panel records the following:

“The panel was not presented with any evidence that Mr Harrison demonstrated exceptionally high standards in his personal and professional conduct or contributed significantly to the education sector. In light of Witness A’s evidence that “*No complaints or concerns of a safeguarding nature had been raised about Mr Harrison prior to the events discussed*”, the panel did accept that it appeared to be a singular incident.”

A prohibition order would prevent M Harrison 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 very serious nature of the misconduct found by the panel, which involved a teacher engaging in sexual activity with a vulnerable pupil who was also a child.

I have also placed considerable weight on the lack of insight and remorse found by the panel.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Harrison 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.

I have considered the panel's concluding comments:

"The panel found that Mr Harrison's failure to take responsibility for his actions provides evidence of a real risk of repetition. The panel is not at all convinced that if Mr Harrison were permitted to return to the teaching profession, that similar conduct would not happen to another pupil, particularly as Mr Harrison has not shown any insight into his actions. 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."

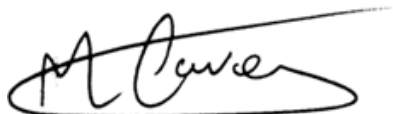
I have considered whether not allowing a review period reflects the seriousness of the findings and is a proportionate period to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period is not sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the very serious nature of the misconduct found, which in my judgment constitutes behaviour incompatible with working as a teacher, as well as the risk of repetition and the intolerable risk this poses to pupils.

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 Jason Harrison 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 him, I have decided that Mr Harrison shall not be entitled to apply for restoration of his eligibility to teach.

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

Mr Harrison has a right of appeal to the High Court within 28 days from the date he is given notice of this order.

A handwritten signature in black ink, appearing to read 'M Cavey', with a long horizontal stroke extending to the right.

**Decision maker: Marc Cavey**

**Date: 20 June 2025**

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