



Teaching
Regulation
Agency

Ms Rebecca Joynes: Professional conduct panel outcome

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

December 2025

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

Teacher: Ms Rebecca Joynes
Teacher ref number: 3943931
Teacher date of birth: 30 December 1993
TRA reference: 20992
Date of determination: 4 December 2025
Former employer: [REDACTED]

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 4 December 2025 by way of a virtual hearing, to consider the case of Ms Rebecca Joynes.

The panel members were Mr Philip Thompson (teacher panellist – in the chair), Ms Victoria Miller (teacher panellist) and Ms Wendy Shannon (lay panellist).

The legal adviser to the panel was Mr John Lucarotti of Blake Morgan solicitors.

The presenting officer for the TRA was Ms Shirlie Duckworth of Lincoln House Chambers instructed by Brabners LLP solicitors.

Ms Joynes was not present and was not represented.

The hearing took place in public and was recorded.

Allegations

The panel considered the allegation set out in the notice of hearing dated 29 August 2025.

It was alleged that Ms Joynes was guilty of having been convicted of a relevant offence, namely that, on 17 May 2024, she was convicted at Manchester Crown Court of:

1. Two counts of sexual activity with a child in that you engaged in penetrative sexual activity with a boy aged between 13 to 15 years old, contrary to section 9 of the Sexual Offences Act 2003.
2. Two counts of sexual activity with a child in that you engaged in non-penetrative sexual activity with a boy aged between 13 to 15 years old, contrary to section 9 of the Sexual Offences Act 2003.
3. Two counts of sexual activity with a child in breach of trust in that you had sexual activity with a boy aged between 13 to 17 years old while you were in a position of trust in relation to that boy, contrary to section 16 of the Sexual Offences Act 2003.

Ms Joynes has not responded to the allegation or attended the hearing. In the absence of a response from the teacher, the allegation is not admitted.

Summary of evidence

Documents

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

Section 1: Notice of referral and notice of proceedings – pages 2 to 17

Section 2: Teaching Regulation Agency documents – pages 18 to 119

Section 3: Notice of Hearing and Proof of Service – pages 120 to 132

In addition, the panel agreed to accept a further document – the email (referred to above) from the prison, dated 1 December 2025.

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 Procedures.

Witnesses

The panel did not hear any oral evidence from witnesses.

Decision and reasons

The panel announced its decision and reasons as follows:

On 22 July 2022, Ms Joynes was referred to the TRA by the secondary school at which she had been employed as a maths teacher until her dismissal for gross misconduct on 21 July 2022. The school informed the TRA that Ms Joynes was under investigation for sexual activity with a child.

On 17 May 2024, following a contested jury trial at Manchester Crown Court, Ms Joynes was convicted of six counts of sexual activity with a child. These offences related to two different male pupils of the school at which she had been a teacher.

On 4 July 2024, Ms Joynes was sentenced at Manchester Crown Court to six and a half years imprisonment, a restraining order and a sexual harm prevention order.

Findings of fact

The panel found the following allegation against Ms Joynes proved:

She was convicted of a relevant offence, namely that, on 17 May 2024, she was convicted at Manchester Crown Court of:

- 1. Two counts of sexual activity with a child in that you engaged in penetrative sexual activity with a boy aged between 13 to 15 years old, contrary to section 9 of the Sexual Offences Act 2003.**
- 2. Two counts of sexual activity with a child in that you engaged in non-penetrative sexual activity with a boy aged between 13 to 15 years old, contrary to section 9 of the Sexual Offences Act 2003.**
- 3. Two counts of sexual activity with a child in breach of trust in that you had sexual activity with a boy aged between 13 to 17 years old while you were in a position of trust in relation to that boy, contrary to section 16 of the Sexual Offences Act 2003.**

The panel was provided with a certificate of conviction dated 2 August 2024 which recorded the convictions of 17 May 2024. It noted that the recorded convictions corresponded with those alleged against Ms Joynes in these proceedings.

It was also provided with the sentencing remarks of Individual A dated 4 July 2024.

The panel noted the following factual background from the sentencing remarks.

- Ms Joynes had started teaching at the school in 2018 and she taught children between the ages of 11 to 18.

- The events which led to the matters which were the subject of the criminal proceedings started in October 2021, when the two victims (Pupil A and Pupil B) were in Year 11 and taught maths by Ms Joynes.
- There was sexual activity (including penetrative sex) between Ms Joynes and Pupil A on 15 October 2021.
- This was reported to the police and Ms Joynes was suspended from working at the school the following week and placed under bail conditions by the police.
- Notwithstanding those bail conditions, Ms Joynes entered into communication with Pupil B (who was 15) during late 2021.
- In January 2022, there were two occasions of sexual activity (kisses) between Ms Joynes and Pupil B.
- From February 2022, and after Pupil B's 16th birthday, there was regular sexual activity between Ms Joynes and Pupil B, including penetrative sex.
- This continued until June 2022, when Pupil B left school, and then beyond that.
- In March 2023, Ms Joynes became pregnant with Pupil B's child. The relationship ended in June 2023.

The panel decided that, on the balance of probabilities, Ms Joynes was convicted as set out in the allegation.

Findings as to conviction of a relevant offence

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

In doing so, the panel had regard to the document *Teacher misconduct: The prohibition of teachers* ("the Advice").

The panel first considered whether Ms Joynes proven conduct involved breaches of the Teachers' Standards.

The panel considered that, by reference to Part 2, Ms Joynes 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 an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

The panel noted that Ms Joynes' actions were relevant to teaching, working with children and/or working in an education setting, as any sexual activity with a child, whether within an education setting or not, is highly relevant to the person's fitness to teach.

The panel noted that the behaviour involved in committing the offence had a serious and potentially longstanding harmful impact on the safety and/or security of the children in question.

It noted what was said in the pre-sentence report "that the trajectory of his [Pupil B] life has been forever altered" and that Pupil B had said, "Ultimately, I will forever be Rebecca's victim and forever linked to her through our child."

It further noted that in her sentencing remarks, Individual A considered that both pupils had been "groomed" by Ms Joynes and that she also exhibited "control" over both.

The panel also took account of the way the teaching profession is viewed by others. The panel considered that Ms Joynes' behaviour in committing the offence could affect public confidence in the teaching profession, given the influence that teachers may have on pupils, parents and others in the community.

The panel noted that Ms Joynes' behaviour ultimately led to a sentence of six and a half years imprisonment, which was indicative of the seriousness of the offences committed.

The panel also considered the offences listed on pages 12 and 13 of the Advice. This was a case concerning multiple offences involving sexual activity with children, which the Advice states is likely to be considered a relevant offence.

The panel was satisfied that these were extremely serious offences.

The panel noted the following sentencing remarks by Individual A in this regard:

"you abused that position of trust, and you exploited your privileged role to start and continue contact for your own sexual gratification."

“You showed breathtaking gall in deliberately and knowingly breaching police bail conditions ... with almost identical offending behaviour as that you were on bail for”

The panel had no evidence of any mitigation circumstances relevant to the offence.

The panel concluded that the seriousness of the offending behaviour that led to the conviction was relevant to Ms Joynes’ ongoing suitability to teach. The panel considered that a finding that this conviction was for a relevant offence was necessary to reaffirm clear standards of conduct so as to maintain public confidence in the teaching profession.

The panel noted that the TRA put its case primarily on the basis that the conviction was a ‘relevant offence’ for the purposes of establishing misconduct on the part of the teacher.

Notwithstanding this, and having regard to the Advice, it considered that the behaviour leading to the convictions, including the extensive breaches of professional boundaries, amounted to unacceptable professional conduct in its own right.

It also considered that Ms Joynes’ behaviour clearly brought the profession into disrepute.

Panel’s recommendation to the Secretary of State

Given the panel’s finding in respect of a conviction of a relevant offence, it was necessary for the panel to go on to consider whether it would be appropriate to recommend the imposition of a prohibition order by the Secretary of State.

In considering whether to recommend to the Secretary of State that a prohibition order 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, the protection of other members of the public, the maintenance of public confidence in the profession and declaring and upholding proper standards of conduct.

In the light of the panel’s findings against Ms Joynes, which involved a 2024 conviction for six counts of sexual activity with children, there was a strong public interest consideration in the future protection of children.

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

The panel was also of the view that a strong public interest consideration in declaring proper standards of conduct in the profession was present as the conduct found against Ms Joynes 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 Ms Joynes in the profession. The panel had no evidence about Ms Joynes' qualities as a teacher, and in any event, the conviction was so serious that her interests did not outweigh the need to take significant action to address the wider 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 Ms Joynes.

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;
- the commission of a serious criminal offence, including those that resulted in a conviction or caution, paying particular attention to offences that are 'relevant matters' for the purposes of the Police Act 1997 and criminal record disclosures;
- 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);
- 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 any mitigating factors.

Mitigating factors may indicate that a prohibition order would not be appropriate or proportionate.

There was no evidence that Ms Joynes' actions were not deliberate or that she was acting under extreme duress.

The panel had no evidence of any previous findings against Ms Joynes, but equally there was no evidence that she had in the past demonstrated high standards in her personal and professional conduct or had contributed significantly to the education sector.

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 Ms Joynes 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 Ms Joynes. The seriousness of her criminal offending and sentence, and the harm to children that it caused, 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 two 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.

These include:

- 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;
- any sexual misconduct involving a child;

The panel recognised that this list is not exhaustive and considered whether there were any other circumstances that might indicate a review period would be appropriate. It concluded there were not. There was no evidence of insight, remorse or remediation from Ms Joynes.

It was very clear to the panel that Ms Joynes' criminal offending involved repeated serious sexual misconduct towards children which resulted in a criminal sentence with a particularly high tariff. It noted the profound impact that Ms Joynes' offending had had on her victims and that the offences in respect of Pupil B had been committed whilst on bail in relation to the offences relating to Pupil A. It considered that this demonstrated Ms Joynes' scant regard for the seriousness of her 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 provision for a review period.

Decision and reasons on behalf of the Secretary of State

I have given very careful consideration to this case and to the recommendation of the panel in respect of both sanction and review period.

In considering this case, I have also given very careful attention to the Advice that the Secretary of State has published concerning the prohibition of teachers.

In this case, the panel has found all of the allegations proven and found that those proven facts amount to a relevant conviction.

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

In particular, the panel has found that Ms Joynes 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 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 Ms Joynes involved breaches of the responsibilities and duties set out in statutory guidance '*Keeping children safe in education*'.

The findings of misconduct are particularly serious as they include a teacher being convicted of offences involving sexual activity with children.

I have to determine whether the imposition of a prohibition order is proportionate and in the public interest. In assessing that for this case, I have considered the overall aim of a prohibition order which is to protect pupils and to maintain public confidence in the profession. I have considered the extent to which a prohibition order in this case would achieve that aim taking into account the impact that it will have on the individual teacher. I have also asked myself, whether a less intrusive measure, such as the published finding of a relevant conviction, would itself be sufficient to achieve the overall aim. I have to consider whether the consequences of such a publication are themselves sufficient. I have considered therefore whether or not prohibiting Ms Joynes, 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 offers the following observation:

“The panel noted that the behaviour involved in committing the offence had a serious and potentially longstanding harmful impact on the safety and/or security of the children in question.”

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: “There was no evidence of insight, remorse or remediation from Ms Joynes.” In my judgement, the lack of evidence of insight and remorse means that there is some risk of the repetition of this behaviour and this puts at risk the future wellbeing of pupils. I have therefore given this element considerable weight in reaching my decision.

I have gone on to consider the extent to which a prohibition order would maintain public confidence in the profession. The panel observes the following:

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

I am particularly mindful of the finding of a teacher being convicted of offences involving sexual activity with more than one 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 a relevant conviction, in the absence of a prohibition order, can itself be regarded by such a person as being a proportionate response to the misconduct that has been found proven in this case.

I have also considered the impact of a prohibition order on Ms Joynes herself. The panel records the following observation:

“The panel had no evidence of any previous findings against Ms Joynes, but equally there was no evidence that she had in the past demonstrated high standards in her personal and professional conduct or had contributed significantly to the education sector.”

A prohibition order would prevent Ms Joynes 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 very serious nature of the misconduct found by the panel, which include offences involving sexual activity with children. I have also noted the absence of evidence of insight and remorse on Ms Joynes part, and the consequent risk to the future wellbeing and safety of pupils.

I have given less weight in my consideration of sanction therefore, to the contribution that Ms Joynes 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

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 referenced 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.

These include:

- 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;
- any sexual misconduct involving a child;”

I have considered the panel’s concluding comments:

“It was very clear to the panel that Ms Joynes’ criminal offending involved repeated serious sexual misconduct towards children which resulted in a criminal sentence with a particularly high tariff. It noted the profound impact that Ms Joynes’ offending had had on her victims and that the offences in respect of Pupil B had been committed whilst on bail in relation to the offences relating to Pupil A. It considered that this demonstrated Ms Joynes’ scant regard for the seriousness of her 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 provision for a review period.”

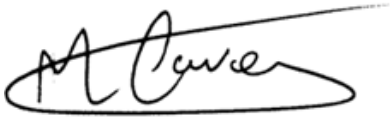
I have considered whether not allowing a review period reflects the seriousness of the findings and is a proportionate period to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period is not sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the very serious nature of the misconduct found, which in my judgment constitutes behaviour fundamentally incompatible with working as a teacher, and the risk that Ms Joynes poses to the wellbeing of pupils in the future given the absence of evidence of insight or remorse.

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

This means that Ms Rebecca Joynes 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 Ms Joynes 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.

Ms Joynes 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 black ink, appearing to read 'M. Cavey', enclosed within a horizontal oval shape.

Decision maker: Marc Cavey

Date: 9 December 2025

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