



Teaching
Regulation
Agency

Mr Mohammed Haque: 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: Mr Mohammed Samiul Haque

TRA reference: 23787

Date of determination: 11 December 2025

Former employer: Buile Hill Academy, Salford

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 10 December 2025 and 11 December 2025 by way of a virtual hearing to consider the case of Mr Mohammed Haque.

The panel members were Ms Jo Palmer-Tweed (teacher panellist – in the chair), Ms Charlotte Kelly (lay panellist) and Mr Tim Foy (lay panellist).

The legal adviser to the panel was Ms Clare Strickland of Blake Morgan solicitors.

The presenting officer for the TRA was Mr Jordan Wilford of Browne Jacobson solicitors.

Mr Haque was present and was not represented.

The hearing took place in public (save that portions of the hearing were heard in private) and was recorded.

Allegations

The panel considered the allegations set out in the notice of hearing dated 15 September 2025.

It was alleged that Mr Haque was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that:

1. Whilst applying for the role of Maths Teacher at Buile Hill Academy and/or following his appointment, he provided false and/or misleading information and/or failed to disclose relevant information in order to improve his prospects of securing and/or retaining a teaching post, in that:
 - a. On or around 07.07.2023 he stated on a School Criminal Self Declaration that he had no cautions when in fact he received a caution on or around 15.10.2017.
 - b. On or around 04.03.2024, during an internal investigation meeting, he provided a false and/or misleading account of the circumstances surrounding his caution.
2. His conduct, as may be found proven at 1 above, lacked integrity and/or was dishonest.

Mr Haque initially admitted the facts of the allegations, but having heard his opening submissions, the panel concluded that his admissions were equivocal. His submissions made clear that he did not admit that he had done anything with intent to improve his prospects of securing or retaining a teaching post. He also did not admit dishonesty. The panel therefore proceeded on the basis that the facts of the allegations were not admitted.

Mr Haque did not admit that the facts amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

Summary of evidence

Documents

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

Section 1: Notice of proceedings, response, and statement of agreed and disputed facts – pages 2 to 21

Section 2: Chronology – page 23

Section 3: Teaching Regulation Agency witness statements – pages 24 to 26

Section 4: Teaching Regulation Agency documents – pages 27 to 102

The panel also received written submissions from the TRA in support of its hearsay application.

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

Witnesses

The presenting officer did not call any witnesses. The panel heard oral evidence from Mr Haque and the following witness called by Mr Haque:

Witness A

Decision and reasons

The panel announced its decision and reasons as follows:

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

On 15 October 2017, Mr Haque received a police caution [REDACTED], on 25 August 2017. He was 18 years old at the time of the offence. In July 2023, he applied for the role of maths teacher at the School. He completed a criminal record self-declaration form but answered “no” to a question asking him whether he had any non-protected cautions. The incorrect information on his form was picked up by the School and Individual A met Mr Haque around or before 1 September 2023 to discuss the caution and complete a disclosure risk assessment. Subsequently, he was allowed to take up his post.

In January 2024, an unrelated allegation, which was later found not proved, was raised about Mr Haque. He was suspended and attended an investigation meeting on 4 March 2024. During that meeting, he was asked about the circumstances of his caution. Initially, he said that his caution related to him being caught by police with a baseball bat. He was then told that the School had been given a different account by the police. He revised his account to say that his caution had [REDACTED]. He said that he was eager to distance himself from the past and was reluctant to tarnish his reputation by being open and honest about what actually happened.

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. Whilst applying for the role of Maths Teacher at Buile Hill Academy and/or following your appointment, you provided false and/or misleading information and/or failed to disclose relevant information in order to improve your prospects of securing and/or retaining a teaching post, in that:**
 - b. On or around 04.03.2024, during an internal investigation meeting, you provided a false and/or misleading account of the circumstances surrounding your caution.**

The panel noted that at the time of this investigation meeting, Mr Haque had already given an account of his caution to Individual A and told her that it related to the possession of a bat. Therefore, the panel was satisfied that at the time of the investigation meeting, the School was aware that he had a caution for possession of an offensive weapon in 2017 but was not aware that it related to a [REDACTED].

The panel was also satisfied that at the time of the investigation meeting, Mr Haque had a clear memory of why he had received the caution. He mentioned the [REDACTED] after being told that the version of events he had given was inconsistent with the information the School had been provided by the police. The School did not tell him what information the police had provided or mention a [REDACTED] to Mr Haque. He was the first person to mention a [REDACTED]. From this, the panel inferred that he clearly knew exactly what the caution was for on 4 March 2023. It was not a case of him having forgotten the [REDACTED] and his memory of it being jogged by the School.

Mr Haque suggested that his reference to a baseball bat was not deliberate but was a verbal slip. The panel rejected this suggestion, for the following reasons:

- The panel noted that he had previously told Individual A that his caution related to possession of a bat and considered that it was highly implausible that he would make the same verbal slip on two occasions.
- Further, the panel concluded that there is a clear qualitative difference between a baseball bat and [REDACTED], in that a bat has an innocent recreational purpose, but [REDACTED] only purpose is to cause harm. The panel was satisfied that the initial account from Mr Haque was an attempt by him to minimise the seriousness of his conduct.
- This suggestion that he made a verbal slip was inconsistent with the comments he made at the time, which were that he was eager to distance himself from the past, and was reluctant to tarnish his reputation by being open and honest

about what actually happened. These comments were recorded in the record of the meeting, which Mr Haque accepted were accurate.

The panel concluded that it was more likely than not that Mr Haque deliberately gave a false account of the circumstances of his caution when first asked about it during the meeting on 4 March 2023.

Having made that finding, the panel considered whether he had done so in order to improve his prospects of retaining his teaching position. The panel concluded that he had done so. Mr Haque was aware that the investigation meeting could lead to a disciplinary hearing, and therefore his job was at risk. In these circumstances, it was satisfied that he was wholly or partly motivated by a desire to improve his prospects of saving his job. It could identify no other more likely motivation for his conduct in deliberately giving false information that minimised the seriousness of his past caution.

2. Your conduct as may be found proven at 1b above lacked integrity and/or was dishonest.

The panel found this particular proved in respect of allegation 1b only.

The panel was satisfied that Mr Haque was dishonest when he deliberately gave a false account about the circumstances of his caution to the meeting on 4 March 2023. He knew that the information he had given was false, and he did it deliberately in order to improve his prospects of retaining his job. The panel was satisfied that this would be considered dishonest by ordinary decent people.

The panel also found that this conduct amounted to a lack of integrity. The purpose of the investigation meeting was to establish the facts, to inform whether any disciplinary action was required under the School's disciplinary policy. Although the School had been aware that Mr Haque had a caution for possession of an offensive weapon when he was appointed, there is no evidence that it was aware of the circumstances of his offence. In this situation, the panel considered that Mr Haque was under a clear professional duty to give a scrupulously honest and truthful account of those circumstances. His failure to do so, and instead to give a dishonest and misleading account, was not in accordance with the spirit of the School's disciplinary policy and amounted to a breach of the standards expected of teachers.

The panel found the following particular not proved, for these reasons:

1. Whilst applying for the role of Maths Teacher at Buile Hill Academy and/or following your appointment, you provided false and/or misleading information and/or failed to disclose relevant information in order to

improve your prospects of securing and/or retaining a teaching post, in that:

- a. On or around 07.07.2023 you stated on a School Criminal Self Declaration that you had no cautions when in fact you received a caution on or around 15.10.2017.**

The panel accepted Mr Haque's evidence that before 7 July 2023, the School was aware that Mr Haque had a caution. This evidence was supported by the evidence of Witness A, a teacher [REDACTED] at the time. The panel concluded that Witness A was an objective and honest witness who had no reason to give incorrect evidence in support of Mr Haque. Witness A was clear that very shortly after Mr Haque first started his PGCE placement at the School which was between April and June 2023, the Head of Maths told Witness A that Mr Haque had a marker on his DBS record, which related to him having possession of something he should not have had.

Mr Haque gave evidence that when he completed the form on 7 July 2023, he had already been offered the post by the School. He said that he had been required to complete the form very quickly, and that having done so he again mentioned his caution to the Head of Maths and one of the School's HR officers. The TRA did not call any evidence that rebutted Mr Haque's evidence on these points, and the panel did not consider that his account was so inherently unlikely that it should be rejected.

The panel noted that Mr Haque had made other errors on his form, some of which had been corrected. This tended to support his account of completing the form in a hurry.

In these circumstances, the panel concluded that the TRA had failed to disprove Mr Haque's evidence that his failure to declare his caution on the form was a simple human error. The panel concluded that the circumstantial evidence did not support the TRA's allegation that Mr Haque had deliberately answered incorrectly in order to improve his prospects of being appointed.

- 2. Your conduct as may be found proven at 1a above lacked integrity and/or was dishonest.**

It follows that having found allegation 1a not proved, allegation 2 is not proved in relation to allegation 1a.

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

Having found some of the allegations proved, the panel went on to consider whether the facts of those proven 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 Haque, in relation to the facts found proved, involved breaches of the Teachers’ Standards.

The panel considered that, by reference to Part 2, Mr Haque was in breach of the following standards:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour ...
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach ...

The panel also considered whether Mr Haque’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 of serious dishonesty was relevant.

Mr Haque’s dishonesty related to a serious inquiry about a criminal offence and caution in the context of a formal investigation. He deliberately put his own interests in minimising the seriousness of his past offending ahead of the interests of the School in being able to make an accurate assessment about his suitability for a teaching post in light of his past offending.

For these reasons, the panel was satisfied that the conduct of Mr Haque 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 Haque was guilty of unacceptable professional conduct.

In relation to whether Mr Haque’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 Haque'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 Haque was guilty of unacceptable professional conduct, the Panel found that the offence of serious dishonesty was relevant.

The panel was satisfied that the conduct displayed would be likely to have a negative impact on Mr Haque's status as a teacher. The public needs to be able to trust teachers, and his conduct was capable of seriously undermining trust in him.

For these reasons, the panel found that Mr Haque'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 regard to the particular public interest considerations set out in the Advice and, having done so, found some of them to be relevant in this case.

The panel did not consider that the proven conduct engaged the safeguarding and wellbeing of pupils. Although Mr Haque's dishonesty did occur in the context of an investigation into his disclosure of past criminal conduct, the panel was satisfied that on the particular facts of this case, he did not present any risk of harm to anyone, and he presents no risk of harm to anyone in the future.

The panel did consider that the maintenance of public confidence in the profession, and declaring and upholding proper standards of conduct, were engaged, albeit the

circumstances of the case meant that this was to a limited extent. While the public would recognise that any dishonesty about past criminal behaviour was serious, it would also recognise that in this case, Mr Haque had sought to minimise, rather than to conceal completely, and that his actions did not present any actual risk of harm to anyone.

The panel also considered that there was a public interest in retaining Mr Haque in the profession. The panel concluded that he has a clear and genuine commitment to teaching. Witness A was realistic about Mr Haque's development needs but generally gave a positive assessment of a young man who had made a positive start to his teaching career.

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 concluded that Mr Haque did not do that, but although his conduct was serious, it was not at the most serious end of the spectrum of dishonesty.

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 Haque.

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:

- dishonesty or a lack of integrity, including the deliberate concealment of their actions.

While this factor was present, the panel considered that the action that Mr Haque had concealed [REDACTED], as opposed to a baseball bat, over 6 years earlier, when he was 18 years old) was of very limited relevance to his suitability to teach in 2023.

The panel did not consider that he had concealed his offending history, rather than he had sought to minimise it.

The panel went on to consider the mitigating factors. It did not consider that Mr Haque had acted under extreme duress, and it concluded that his actions were deliberate. However, he did have a previous good history, albeit as a new teacher he had not yet had the opportunity to make a significant contribution to the profession.

The panel also considered his level of remorse and insight, as this is relevant to the risk of his misconduct being repeated.

The panel considered that his insight was limited, in that he did not appear to recognise that the panel had found his conduct was deliberate and dishonest. However, he did

have insight into how seriously his conduct was regarded by the School and the TRA, and the panel accepted his evidence that he had learned from this and adapted his behaviour so he would never behave in a similar way in future. He said that he had been open and transparent with prospective employers, and the panel accepted this.

He also expressed remorse and apologised for his past conduct.

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, the recommendation of no prohibition order would be both a proportionate and an appropriate response. Although the nature and severity of the behaviour were categorised as serious dishonesty because they related to the minimisation of past criminal offending, it was at the less serious end of the possible spectrum because the truth concealed was of such limited relevance to his suitability to teach. Having considered this, and the mitigating factors that were present, the panel determined that a recommendation for a prohibition order would not be appropriate in this case. The panel considered that the publication of the adverse findings it had made was sufficient to send an appropriate message to the teacher as to the standards of behaviour that are not acceptable, and the publication would meet the public interest requirement of declaring proper standards of the profession.

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 sanction.

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 some 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.

In this case, the panel has also found some of the allegations not proven. I have therefore put those matters entirely from my mind.

The panel has made a recommendation to the Secretary of State that the findings of unacceptable professional conduct and/or conduct likely to bring the profession into disrepute should be published and that such an action is proportionate and in the public interest.

In particular, the panel has found that Mr Mohammed Haque is in breach of the following standards:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour ...
- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach ...

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

The findings of misconduct are serious as they include a teacher exhibiting behaviour that was dishonest and/or lacked integrity.

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 Haque, 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 provides this observation:

“The panel did not consider that the proven conduct engaged the safeguarding and wellbeing of pupils. Although Mr Haque’s dishonesty did occur in the context of an investigation into his disclosure of past criminal conduct, the panel was satisfied that on the particular facts of this case, he did not present any risk of harm to anyone, and he presents no risk of harm to anyone in the future.”

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 also considered his level of remorse and insight, as this is relevant to the risk of his misconduct being repeated.

The panel considered that his insight was limited, in that he did not appear to recognise that the panel had found his conduct was deliberate and dishonest.

However, he did have insight into how seriously his conduct was regarded by the School and the TRA, and the panel accepted his evidence that he had learned from this and adapted his behaviour so he would never behave in a similar way in future. He said that he had been open and transparent with prospective employers, and the panel accepted this.

He also expressed remorse and apologised for his past conduct.”

In my judgement, the evidence of insight and remorse detected by the panel indicates that the risk of repetition is limited. 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 makes this observation:

“The panel did consider that the maintenance of public confidence in the profession, and declaring and upholding proper standards of conduct, were engaged, albeit the circumstances of the case meant that this was to a limited extent. While the public would recognise that any dishonesty about past criminal behaviour was serious, it would also recognise that in this case, Mr Haque had sought to minimise, rather than to conceal completely, and that his actions did not present any actual risk of harm to anyone.”

I am mindful of the finding of dishonesty in this case and the negative impact that such a finding may have on the reputation of the profession.

I have had to consider that the public has a high expectation of professional standards of all teachers and that the public might regard a failure to impose a prohibition order as a failure to uphold those high standards. In weighing these considerations, I have had to consider the matter from the point of view of an “ordinary intelligent and well-informed citizen.”

I have considered whether the publication of a finding of unacceptable professional conduct and conduct likely to bring the profession into disrepute, in the absence of a prohibition order, can itself be regarded by such a person as being a proportionate response to the misconduct that has been found proven in this case.

I have also considered the impact of a prohibition order on Mr Haque himself. The panel provides the following observation:

“The panel went on to consider the mitigating factors. It did not consider that Mr Haque had acted under extreme duress, and it concluded that his actions were deliberate. However, he did have a previous good history, albeit as a new teacher he had not yet had the opportunity to make a significant contribution to the profession.”

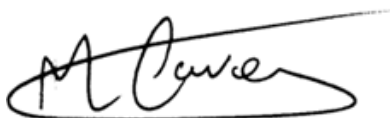
A prohibition order would prevent Mr Haque from teaching. A prohibition order would also clearly deprive the public of his contribution to the profession for the period that it is in force.

I have considered the panel's concluding comments:

"The panel was of the view that, applying the standard of the ordinary intelligent citizen, the recommendation of no prohibition order would be both a proportionate and an appropriate response. Although the nature and severity of the behaviour were categorised as serious dishonesty because they related to the minimisation of past criminal offending, it was at the less serious end of the possible spectrum because the truth concealed was of such limited relevance to his suitability to teach. Having considered this, and the mitigating factors that were present, the panel determined that a recommendation for a prohibition order would not be appropriate in this case. The panel considered that the publication of the adverse findings it had made was sufficient to send an appropriate message to the teacher as to the standards of behaviour that are not acceptable, and the publication would meet the public interest requirement of declaring proper standards of the profession."

In this case, I have placed considerable weight on the panel's comments concerning the relative seriousness of the misconduct found, its finding that Mr Haque did not present a risk to pupils, and its findings regarding his remorse.

For these reasons, I agree with the panel that a prohibition order is not proportionate or in the public interest. I consider that the publication of the findings made would be sufficient to send an appropriate message to the teacher as to the standards of behaviour that were not acceptable and that the publication would meet the public interest requirement of declaring proper standards of the profession.

A handwritten signature in black ink, appearing to read 'M Cavey', enclosed within a horizontal oval shape.

Decision maker: Marc Cavey

Date: 15 December 2025

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