



Teaching
Regulation
Agency

Mr Adam Webb: Professional conduct panel hearing outcome

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

January 2026

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

Teacher:	Mr Adam Webb
Teacher ref number:	3354803
Teacher date of birth:	9 July 1981
TRA reference:	21293
Date of determination:	30 January 2026
Former employer:	Build A Future Independent School, Boston

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened from 19 January 2026 to 30 January 2026 by way of a virtual hearing, to consider the case of Mr Adam Webb.

The panel members were Mr Terry Hyde (teacher panellist – in the chair), Mr Paul Hawkins (lay panellist) and Ms Rosemary Joyce (teacher panellist).

The legal adviser to the panel was Ms Rebecca Hughes of Birketts LLP solicitors.

The presenting officers for the TRA were Mr Mark Millin from 19 January 2026 and Mr Lee Bridges for 28 and 29 January 2026, both instructed by Kingsley Napley LLP solicitors.

Mr Webb was not 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 proceedings dated 17 September 2025.

It was alleged that Mr Webb was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that whilst working as the headteacher at Build A Future Independent School (“the School”):

1. Between 28 September 2020 and 28 January 2021, he:
 - a. Engaged in and/or allowed inappropriate behaviour with pupils as set out in Schedule 1;
 - b. Used and/or allowed inappropriate language around and/or about pupils, as set out in Schedule 2;
 - c. Engaged in the inappropriate behaviour set out in Schedule 3;
 - d. Shouted and/or swore at members of staff;
 - e. Told Colleague C “what happens in BAF stays in BAF, it does not go out of these walls”, or words to that effect.
2. By reason of his conduct at allegations 1a and/or 1b, he did not safeguard the welfare of pupils.
3. He made the comments to Pupil E as outlined in Schedule 2, paragraphs i and/or ii and /or v and/or xii and/or xvi, when he knew, or ought to have known that [REDACTED]

Schedule 1

- i. You allowed play fighting between pupils;
- ii. You allowed a member of staff, namely Colleague A, lying on Pupil B;
- iii. You threw stones at or near pupils on one or more occasions;
- iv. You allowed other staff and/or pupils to throw stones at or near pupils;
- v. You encouraged one or more pupils using a dead animal as a ball;
- vi. You threw and/or allowed the throwing of aerosols on a fire;
- vii. You threw eggs at or near pupils on one or more occasions and/or allowed other staff to throw eggs at or near pupils.

Schedule 2

- i. You called Pupil E “fat” and/or overweight;
- ii. You said to Pupil E “look at the size of your thighs, you should go into goal with your fat stomach”, or words to that effect;
- iii. You called Pupil F “fat tits” and/or “fat bastard”, or words to that effect;
- iv. You referred to and/or allowed other staff to refer to one or more pupils as “fat fucker”, or words to that effect;
- v. You referred to Pupil E as “as wide as a fridge” and/or “as wide as a bus”, or words to that effect;
- vi. You referred to the Husky House as the “spastic house”, or words to that effect;
- vii. You referred to and/or allowed other staff to refer to pupils as “mong” and/or “mong face”, or words to that effect;
- viii. You called pupils “window lickers”, or words to that effect;
- ix. You called Pupil G “horse fucker” and/or “donkey fucker”, or words to that effect;
- x. You called pupils “softs cunts” and/or “cunt”, or words to that effect;
- xi. You called pupils “spastics”, or words to that effect;
- xii. You called Pupil E “ugly”, or words to that effect;
- xiii. You told staff members that you had told Pupil B that you had “wanked over [REDACTED] mum’s tits”, or words to that effect;
- xiv. You told one or more pupils that you had sex with their mothers.
- xv. You said to Pupil A that he was “as wet as a spastic’s chin”, or words to that effect;
- xvi. You commented on Pupil E, who had previously [REDACTED] Schedule 3
 - i. You walked behind Pupil I and imitated how she walked;
 - ii. You threw eggs at Colleague B;
 - iii. You would only let Colleague B down from a cherry picker once she had shown you that she had deleted the video of eggs being thrown at her or proved she had not recorded it.

Summary of evidence

Documents

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

Section 1: Chronology, list of key people and anonymised person list – pages 9 to 13

Section 2: Notice of hearing and response – pages 14 to 46

Section 3: TRA witness statements – pages 47 to 102

Section 4: TRA documents – pages 103 to 1270

Section 5: Teacher documents – pages 1271 to 1312

Service Bundle for [REDACTED] – pages 1313 to 1357

Service Bundle for [REDACTED] – pages 1358 to 1396

Service Bundle for Mr Adam Webb – pages 1397 to 1447

Service Bundle for [REDACTED] – pages 1448 to 1498

Application to adduce hearsay – pages 1499 to 1819

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 Teacher misconduct: Disciplinary procedures for the teaching profession May 2020 (the '2020 Procedures').

Witnesses

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

Witness A - [REDACTED]

Witness B –[REDACTED]

Witness C – [REDACTED]

Witness D – [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.

On 3 March 2017, Mr Webb commenced employment as headteacher at the School.

On 28 January 2021, a police investigation commenced as a result of anonymous whistleblowing allegations made against Mr Webb, [REDACTED], [REDACTED]. On 3 February 2022, Collinson Grant LLP (previously Watershed) was instructed to conduct an internal investigation into Mr Webb, [REDACTED] following the police investigation. Witness A carried out this investigation. Following these investigations, allegations against Mr Webb came to light, which included Mr Webb allegedly engaging in inappropriate behaviour with pupils, including allegedly throwing eggs and stones at pupils and staff, swearing at pupils and calling them names, swearing and shouting at staff and failing to adequately safeguard the pupils at the School.

On 17 November 2022, the matter was referred to the TRA.

The panel noted that [REDACTED], [REDACTED] were also facing allegations before this professional conduct panel hearing.

Findings of fact

The findings of fact are as follows:

The panel considered Mr Webb's statement in which he outlined his dedication to the School. He explained that he had been leading the School during the global pandemic and that the health and well-being of the children were his priority. He wrote that he expressed that he was saddened by the allegations. The panel noted his comments that some of the pupils referenced in the allegations had been admitted to the School following exclusion from mainstream education, and that he stated they had not repeated the challenging behaviours previously exhibited. He further wrote that these learners had made significant progress during their time at the School.

The panel also considered the meeting notes for the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022. These recorded Mr Webb stating that he had spoken to Individual L on numerous occasions about several members of staff he had concerns about and wished to "*formalise*". He explained that there were six individuals he was particularly worried about, namely: Individual F, Witness B, Witness D, Individual J, Individual K, and Individual A. In particular, Mr Webb is recorded saying that he said he was concerned about Witness B because she appeared very focused on providing [REDACTED], as opposed to looking after pupils. It is further recorded that he stated that he had spoken to his extended leadership team, Individual B and

[REDACTED] about Witness B, and although they suggested giving her more time, he “*just knew she wasn’t right*”.

The panel asked Witness B whether any performance appraisals had ever taken place. In her oral evidence, she denied having had any performance conversations at this time, and the panel noted that Witness B remains employed at the School.

The panel also asked Witness C, [REDACTED], whether any concerns had been raised with her regarding staff performance. She confirmed that no serious concerns had been brought to her attention. The panel further noted that it had not been provided with any documentary evidence of formal performance concerns.

The panel considered the written and oral evidence of Witness B, who explained that she began recording the events at the School. The panel noted that Witness B [REDACTED] and that Mr Webb was arrested and ceased teaching on around 28 January 2021. Accordingly, anything Witness B witnessed occurred during the relevant period.

The panel questioned Witness B in her oral evidence about when and how she made her notes. The panel considered that some of the notes were contemporaneous, having been written on the day of the incident. Witness B’s evidence was that she made notes as events occurred, but that some were written at the end of the day, and others were written slightly later. The panel considered the handwritten notes and noted that some were dated, and some were not, consistent with her account that some were made immediately and others retrospectively. They also noted that several entries stated, ‘*date not known*’, which further indicated that not all notes were written on the day of the incident. The panel were therefore satisfied that they could attach weight to these notes.

The panel also noted that Witness B confirmed in her oral evidence that she started making these notes around the third week of September, which the panel noted was before the alleged incident during which Mr Webb was alleged to have shouted at her.

The panel considered Witness B to be a credible witness.

The panel considered the written evidence of Witness D, who explained that she had also begun collecting evidence in preparation for providing a statement to the police, and that she had recorded this during the week she was invited to give a statement to the police. The panel noted that, in her oral evidence, Witness D was not clear about whom she had collated the evidence for, and this was prepared during the relevant period (January 2021). The panel considered that, given the passage of time, it was likely that she experienced some minor difficulty recalling precisely when in 2021 she had collated this material.

The panel noted that Witness D [REDACTED], [REDACTED] and that Mr Webb was arrested and ceased teaching on around 28 January 2021. Accordingly, anything Witness D witnessed occurred during the relevant period.

The panel also considered Witness D to be a credible witness.

The panel attached greater weight to the evidence recorded contemporaneously with the incident, including Witness B's and Witness D's contemporaneous notes.

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

Whilst working as the headteacher at Build a Future ("the School"):

1. Between 28 September 2020 and 28 January 2021, you:

a. Engaged in and/or allowed inappropriate behaviour with pupils as set out in Schedule 1;

Mr Webb made no admissions in relation to allegation 1(a).

The panel then considered the police interview transcript of Mr Webb, dated 27 January 2021, in which he was recorded as stating that he would "*immediately*" intervene, ask to speak with the teacher if he saw a teacher acting inappropriately towards a pupil and report that teacher.

Schedule 1

i. You allowed play fighting between pupils;

The panel noted that Mr Webb was recorded denying allegation 1(a), Schedule 1 paragraph (i) in his police interview transcript dated 27 January 2021.

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb as part of the independent investigation, and the undated statement provided by Mr Webb and his previous representative.

The panel then considered Mr Webb's police interview transcript, dated 27 January 2021, in which he was recorded as stating that he had never assaulted any of the pupils at the School. Mr Webb had also stated that he had not put the pupils in a position where they had to fight each other. Mr Webb had stated that when there was a physical altercation between pupils, he had used forms of intervention such as "*de-escalation, humour, banter or escape and isolate*". Mr Webb was recorded as stating that he would not encourage the pupils to fight and that he had not allowed anyone near each other due to COVID.

The panel further considered the meeting notes for the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded him stating that on one occasion, the pupils played football and during the game, two pupils "*tackle[d]*" each

other and one pupil pushed the other. Mr Webb had stated that he, [REDACTED] and [REDACTED], [REDACTED] intervened “*straight away*”.

The panel considered Mr Webb’s statement, where he stated he did not “*encourage fighting between the learners*”.

The panel then considered the police interview transcript of [REDACTED] dated 27 January 2021, which recorded that [REDACTED] had stated that the pupils “*hardly ever fought*”. [REDACTED] had further stated that “*ninety-nine percent of the time*” the fights had been “*pathetic pushing*” and mostly during sports or a minor altercation between pupils.

The panel noted that, in his evidence, Individual B stated there was never any playfighting between students.

The panel considered the police interview transcript of [REDACTED] dated 27 January 2021, which recorded that [REDACTED] denied the School having fights and that it was “*a really quiet environment generally speaking*”. It was recorded that [REDACTED] stated: “*we simply don’t have kids fighting.... That’s not to say they don’t lose their temper with each other, but they don’t fight.*”

The panel considered [REDACTED] written statement to the police dated 9 April 2021, which recorded him stating that playfighting was “*a mild grapple*” and that there were no punches or kicks. [REDACTED] had stated that it was “*never violent*”. [REDACTED] further stated that the School’s leadership were aware and that they “*actively encouraged*” the activity and “*regularly participated*”. [REDACTED] further stated that “*there were no punches, no kicks and it was never violent*” and that “*there were always other members of staff present when [he] was involved in playfighting*”.

The panel further considered the meeting notes for the meeting held by Witness A and attended by Individual C on 20 April 2022 as part of the independent investigation. The panel noted that he responded “*no*” when asked if he had seen any physical altercations at the School. The panel considered that his statement may simply indicate that he did not personally witness any playfighting, and that his absence of observation is not evidence that it did not occur. The panel also noted that his account was consistent with, and supported, Mr Webb’s evidence.

The panel further considered the meeting notes for the meeting held by Witness A and attended by Witness C on 17 June 2022 as part of the independent investigation. The panel noted that she stated that they did not “*allow play fighting at all in schools as its dangerous and can get out of hand*”. The panel considered that her statement may simply indicate that she did not personally witness any playfighting, and that her absence of observation is not evidence that it did not occur. The panel also noted that her account was consistent with, and supported, Mr Webb’s evidence.

The panel considered Witness B's handwritten notes dated 6 November 2020, in which she stated that on that day, there was a bonfire for the pupils, which took place outside of [REDACTED]. Witness B stated that Mr Webb had said, "*let the boys have a fight*", to [REDACTED]. Witness B stated that [REDACTED] drew a ring in the gravel around 6 feet away from the bonfire. Witness B stated that flammables were being thrown into the bonfire. Witness B stated that the pupils were "*throwing each other down*", and some of the pupils were bleeding and hurt. Witness B stated that whilst the pupils were fighting, [REDACTED] put stones down the pupils' trousers. The panel noted that this entry began "*today I...*" which was consistent with this being written on the same day.

Witness B's written evidence further stated that one of the pupils approached Individual E and said they wanted to leave. Witness B stated that "*the pupil was hurt; [REDACTED] [REDACTED] had blood on [REDACTED] [REDACTED] knuckles and grazes on the bottom of [REDACTED] back*". Witness B stated that Individual E then took the pupil away. Witness B stated that she believed the pupil to be Pupil G. Witness B said that Mr Webb, Individual B and Individual M "*were laughing at this and encouraging this behaviour*".

The panel considered the bullet point list prepared by Witness D for the police and noted that one bullet-point entry stated, "*all encouraged to have physical fight outside*", listing five pupils' names.

The panel had sight of the police witness statement of Individual A, who was a teacher at the School, dated 17 February 2021. Individual A's police witness statement recorded that one afternoon, Mr Webb, [REDACTED] and two other colleagues picked out which pupils fought against each other and allowed them to fight.

The panel had sight of the police witness statement of Witness 2, dated 8 February 2021, in which Witness 2 explained that they had worked for the School for [REDACTED][REDACTED]. Witness 2's police witness statement recorded that there was a lot of play fighting at the School. Witness 2 further stated that on some of the days, Mr Webb removed lessons and let the pupils do as they wanted. The panel noted that they did not know who Witness 2 was and therefore placed limited weight on this evidence. However, they observed that it supported the contemporaneous evidence, as well as the oral evidence given by Witness B.

The panel had sight of the police witness statement of Witness 5, who used to work for the School, dated 10 February 2021. Witness 5's police witness statement recorded that there was sometimes physical interaction between staff and students, mostly whilst playing sports or during "*legitimate restraint*" of students. Witness 5 further stated that there were occasions where Mr Webb, [REDACTED] [REDACTED] and [REDACTED] would play fight with the pupils and that the playfighting stopped when the students wanted it to. The panel noted that they did not

know who Witness 5 was and therefore placed limited weight on this evidence. However, they observed that it supported the contemporaneous evidence, as well as the oral evidence given by Witness B.

The panel had sight of the police witness statement of Witness 13, who was a [REDACTED] teacher [REDACTED][REDACTED]at the School, dated 10 February 2021. In Witness 13's statement, Witness 13 stated that the extent of the playfighting "*did not seem appropriate*". Witness 13 further stated that Mr Webb and [REDACTED] [REDACTED] "*provoked*" the pupils into fighting when they were on good behaviour and were calm. The panel noted that they did not know who Witness 13 was and therefore placed limited weight on this evidence. The panel noted that Witness 13 attended the School [REDACTED] and, therefore, was not at the School during the relevant time. However, they observed that it supported the contemporaneous evidence on the culture of the School.

The panel also had sight of Witness 17's police witness statement dated 8 February 2021, in which they stated that Mr Webb, [REDACTED] and [REDACTED] were involved with play fighting and "*playful wrestling*" between the pupils. Witness 17 said that the pupils sometimes initiated the playfighting themselves, and the pupils "*appeared to enjoy it*". The panel noted that they did not know who Witness 17 was and therefore placed limited weight on this evidence. However, they observed that it supported the contemporaneous evidence, as well as the oral evidence given by Witness B.

The panel considered the record of the police interview with [REDACTED] on 27 January 2021, who described the School environment as one of "*rough and tumble*", although he did not say there had been active encouragement of playfighting.

The panel were satisfied that the direct evidence they had heard, together with the corroborative hearsay evidence, much of which had been taken by the police in sworn statements, and the contemporaneous note written at the time, supported the findings that Mr Webb had allowed and encouraged play-finding between 28 September 2020 and 28 January 2021.

The panel found, on the balance of probabilities, that Mr Webb not only allowed playfighting to occur but also engaged in it. The panel noted in particular Witness B's evidence that circles had been drawn for the pupils to do so, rather than this being a passive observation.

The panel found the act of engaging in and allowing pupils to playfight amongst themselves to be inappropriate behaviour.

The panel, therefore, found allegation 1(a), Schedule 1 paragraph (i) proven.

ii. You allowed a member of staff, namely Colleague A, lying on Pupil B;

Mr Webb made no admissions as to allegation 1(a), Schedule 1, paragraph (ii).

The panel noted that Colleague A was [REDACTED].

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statements provided by Mr Webb.

The panel again considered the police interview transcript of Mr Webb, dated 27 January 2021, in which he was recorded as stating that he would "*immediately*" intervene and ask to speak with the teacher if he saw a teacher acting inappropriately towards a pupil and report that teacher.

The panel also considered that during his statement, he stated that "*some of the learners can exhibit violent behaviour towards each other or members of staff. Staff are trained in how to de-escalate such situations and teach the learners to express their feelings without using aggression*".

The panel considered the police interview transcript of [REDACTED] dated 27 January 2021, which recorded that, when asked whether she had ever seen any staff do anything to the children, [REDACTED] responded, "*no*".

The panel considered Witness B's handwritten notes and noted there was a reference to [REDACTED] lying on top of boys and pretending to have sex with them, but that there was no reference in the handwritten note specifically to Mr Webb being there.

The panel considered the written and oral evidence of Witness B, who stated that she saw [REDACTED] "*lying on a student, moving his body up and down, simulating having sex*". Witness B further stated that [REDACTED] also pulled Pupil B's ears and stood on Pupil B's toes. Witness B stated that Individual A, Mr Webb and [REDACTED] were present at this time. Witness B stated that Mr Webb and [REDACTED] were present at the time and "*did not discourage [REDACTED] behaviour*" and "*found it funny*". The panel noted that Witness B stated that she wrote a note of this incident on the same day.

The panel found Witness B a reliable witness.

The panel considered Witness B's statement to the police dated 11 February 2021, which did not record this alleged incident. However, the panel accepted that police statements often follow police-led questioning, and that Witness B had stated she provided her own notes of concerns, which did refer to this incident, even if the full details were not recorded in the police statement.

The panel considered [REDACTED] written statement to the police, in which he stated that he had occasionally been involved in "*pile-ons*" at School with both staff and students.

The panel considered the statement of [REDACTED] dated 23 July 2024. In that statement, he explained that “*how learners interact with each other would differ and change at the drop of a hat. They would argue, bicker, physically fight, torment, and throw objects and furniture at each other just to name a few.*” In response to the allegation that he permitted other staff members to lie on top of learners, [REDACTED] stated that this was not “*something [he] had ever witnessed whilst employed at the school*”. He wrote that learners would often become over-excited during playfighting and had, on occasion, “*piled on one another so to speak*”. However, he stated that he had never witnessed a staff member being involved in such conduct. He confirmed that, had he observed such behaviour by staff, he would have reported it to the School’s designated safeguarding lead.

The panel noted that Witness 8 in their police witness statement said that Mr Webb, [REDACTED] and [REDACTED] “*pile[d]*” on top of a child on more than one occasion. Witness 8 further commented that sometimes the pupil got hurt and that it went “*too far*”. The panel noted that they did not know who Witness 8 was and therefore placed limited weight on this evidence. However, they observed that it supported Witness B's evidence.

The panel had sight of the police witness statement of Witness 11, a pupil at the School, dated 12 February 2021. Witness 11, in their police witness statement, explained that the number of staff and pupils present at the time determined how many people then “*piled*” on a pupil. Witness 11 stated that when the pupils said this was hurting them or asked the teachers to get off them, the teachers called the pupils “*childish*” or told them to “*grow a pair*”. The panel noted that they did not know who Witness 11 was and therefore placed limited weight on this evidence. However, they observed that it supported the evidence given by Witness B.

On the balance of probabilities, the panel did not find that Mr Webb lay on a pupil.

The panel did find, on the balance of probabilities, that Mr Webb allowed inappropriate behaviour to occur, as described in Schedule 1 paragraph (ii), by allowing colleague A to lie on Pupil B. The panel noted that Mr Webb was present, did not discourage the behaviour, and was described as laughing. The panel further noted that [REDACTED] admitted to lying on pupils during at least one “*pile on*”, and that the evidence of Witness B, supported by other witnesses, indicated that this occurred with Pupil B.

The panel also noted that Witness B was employed at the School at the relevant time and that, as a headteacher, Mr Webb's allowing a colleague to lie on a pupil, for any reason, was inappropriate, particularly where he laughed, did nothing to stop the behaviour, and failed to report it.

The panel, therefore, found allegation 1(a), Schedule 1 paragraph (ii) proven.

iii. You threw stones at or near pupils on one or more occasions; and iv. You allowed other staff and/or pupils to throw stones at or near pupils

Mr Webb was recorded denying the facts set out in allegation 1(a) Schedule 1, paragraph (iii) and (iv) in his police interview transcript dated 27 January 2021.

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb and his previous representative.

The panel had sight of the transcript of Pupil E's interview with the police, which took place on 17 February 2021. In the interview, Pupil E said that there was "*banter*" at the School with "*things been thrown*" at pupils.

The panel considered Witness B's handwritten notes dated 25 November 2020 in which she stated that Mr Webb, [REDACTED] and Individual B were throwing stones and eggs at the pupils and called them "*window lickers*", "*spastics*" and "*soft cunts*".

The panel then considered Witness B's written evidence, which explained that the pupils often climbed onto the School's roof. Witness B stated that Mr Webb and Individual B threw eggs and stones at the pupils, whilst those pupils were on the roof, on numerous occasions.

Witness B further stated that on 16 November 2020, she saw Mr Webb and Individual B throwing "*large*" stones at a pupil for several minutes. Witness B stated that the pupil was hurt and upset. Witness B stated that Mr Webb encouraged other pupils to watch him throw stones and laugh at the pupil.

The panel found Witness B a credible witness.

The panel noted that Witness 5, in their police statement, stated that on more than one occasion Mr Webb picked gravel up and threw it towards a pupil "*to almost goad them into a reaction*".

The panel had sight of a police witness statement of Witness 6, who worked for the School, dated 16 February 2021. Witness 6 stated that on one occasion, she saw [REDACTED] staff members throwing "*rocks*" at the pupils. Witness 6 further stated that there was one occasion where a pupil was trapped in a corner whilst staff members and other pupils "*pelted*" [REDACTED] with stones, causing [REDACTED] to be "*cowering*".

The panel then considered the written and oral evidence of Witness D, who stated that on more than one occasion, she saw Mr Webb, [REDACTED] and [REDACTED] take part in a game with students where the pupils stood in a circle, took it in turns to throw stones up in the air and then duck. The panel noted that Witness 17's evidence within

their police statement was consistent with this. Witness D stated that on one occasion, Mr Webb put stones in Witness D's hand and said, "*now you are involved*". Witness D stated that she dropped the stones and walked away. The panel considered the oral evidence of Witness D, who explained that the game was similar to a game from TikTok.

Witness D stated that there was another occasion where the pupils were "*running along the dyke with Mr Webb, [REDACTED] and [REDACTED] throwing stones at the pupils*".

The panel found Witness D a credible witness.

The panel had sight of Individual A's police witness statement, in which she explained that she began working for the School on [REDACTED]. Individual A stated that on her first day, after lunch, she saw pupils throwing stones at each other. Individual A stated that she also saw Mr Webb, [REDACTED] and another [REDACTED] staff member were "*picking big stones up and throwing them towards the [pupils]*." Individual A stated that she and another colleague asked the three [REDACTED] staff members why they were throwing stones, and they responded that the pupils "*needed it*" and "*needed the release*". Individual A stated that she then asked what would happen if a stone hit a pupil on the head and was told "*what happens in BAF stays in BAF*".

The panel considered the notes of the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that he was not aware of a game in which gravel was thrown into the air, and pupils tried to "*escape*".

Individual A stated that on 12 November 2020, she was conducting a science experiment with some of the pupils in the class. Individual A stated that the other pupils stayed with [REDACTED], Mr Webb and another person. Individual A stated that within the group of three teachers and other pupils, a breezeblock wall about 6ft 4 inches high was built with the School's embankment behind the wall. Individual A stated that a plank of wood about 20cm wide was placed from the blocks to the embankment. Individual A stated that Mr Webb and [REDACTED] made two pupils walk the plank to the breezeblocks, balance on one leg, jump off, and walk back. Individual A stated that Mr Webb made one pupil stand on the end and that Mr Webb and [REDACTED] launched stones at pupils. Individual A stated that one pupil fell off and landed on a breezeblock, landing on his right thigh. Individual A stated that she then asked how that pupil was and stated that the other pupils "*were all in hysterics*". Individual A stated that the next day, the pupil who had fallen told her his leg was heavily bruised.

The panel considered the notes from the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb denying that he built a tower about six feet high, placed a plank on it, and had pupils walk over it.

Individual A explained that at the end of term, near Christmas, a dumper truck and a cherry picker were on the School's site. Individual A stated that Mr Webb, [REDACTED]

and [REDACTED] permitted the pupils to go on the cherry picker without helmets or harnesses and raised the cherry picker “*as high as they could*”. Individual A stated that they then got on the roof and Mr Webb, [REDACTED] and [REDACTED], [REDACTED] threw stones, eggs and tomatoes at the children.

The panel then considered the notes of the meeting between [REDACTED], and Witness A dated 23 March 2022, which recorded [REDACTED] stating that five or six staff members were present when he and a pupil went up into the cherry picker as part of the School’s nativity. [REDACTED] had also stated that there was a video of this.

The panel had sight of Witness 16’s police witness statement dated 9 February 2021, where they stated that, on one occasion, Mr Webb, [REDACTED] and [REDACTED] threw stones at the pupils and [REDACTED] pulled the trousers of one of the pupils and put stones in them.

The panel then considered Mr Webb’s police interview transcript dated 27 January 2021, which recorded him stating that there were occasions when pupils were upset whilst outside, they grabbed the stones and threw them at windows, and staff had to intervene.

Mr Webb, in his police interview transcript dated 27 January 2021, was recorded explaining that during lockdown, the pupils had been planting flowers and fruit at the bottom of the garden. Mr Webb had stated that between 2 pm and 2.30 pm, the pupils would stop working, and Mr Webb would place a cup on top of a totem pole and tell the pupils to try and hit the cup with shingle gravel. Mr Webb further stated that he also put a motorcycle helmet on top of a post. Mr Webb had stated that the pupils were all [REDACTED], [REDACTED] and that he believed everybody was safe. Mr Webb further stated that no one got hurt. Mr Webb stated that other staff members also threw stones at the mug and helmet.

The panel noted that the transcript of [REDACTED], [REDACTED] interview with the police, dated 24 March 2021, appeared to be consistent with Mr Webb’s police interview transcript in that there was a game where pupils threw stones to hit a helmet and cup.

The panel then considered the police interview transcript of [REDACTED], dated 27 January 2021, which recorded [REDACTED] stating that a game took place at the bottom end of the school between the pupils, during which they would throw stones into the air, and that everybody would stand still underneath it. [REDACTED] had stated that the staff who were present had been “*giggling*”. In [REDACTED], [REDACTED] written statement to the police dated 9 April 2021, [REDACTED] stated that Mr Webb was often present.

The panel then considered the notes of the meeting between [REDACTED], and the School dated 23 March 2022, which recorded [REDACTED] stating that there had been fights at the School and that eggs had been thrown at the walls. [REDACTED] stated that he had tried to clean the eggs off, but some were going down the back of his neck and

onto his T-shirt. [REDACTED] had stated in the meeting notes that the eggs and stone throwing were “*probably a daily occurrence*” and that Mr Webb was aware.

Based on the contemporaneous notes, oral evidence, and numerous statements, the panel found, on the balance of probabilities, that Mr Webb engaged in (by participating in the throwing of stones) and allowed others to throw stones at pupils and near pupils.

Although Mr Webb denied throwing stones at pupils, the panel found that he did participate in games and activities involving throwing stones, permitting pupils and staff to do so, and allowing himself to throw stones at or near pupils.

The panel, therefore, found allegations 1(a), Schedule 1 paragraph (iii) and (iv) proven.

v. You encouraged one or more pupils using a dead animal as a ball

Mr Webb was recorded denying the facts set out in allegation 1(a), Schedule (1), paragraph (v) in Mr Webb’s written statement to the police dated 24 March 2021.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel considered Witness B’s handwritten notes dated 17 November 2020, which stated that, on that day, [REDACTED] brought a dead pheasant to the School and a pupil with a bat hit the dead pheasant “*like a ball*”. Witness B’s evidence was that Mr Webb, Individual B and [REDACTED], [REDACTED] encouraged the pupil and did not stop the pupil from doing so.

The panel then considered Witness B’s handwritten notes dated 20 November 2020, which stated that she believed that the pupils watched as [REDACTED] killed some of the baby chickens and a baby cockerel. Witness B’s in her written and oral evidence stated that this was from the kitchen patio doors, she saw Mr Webb, Individual B and [REDACTED], [REDACTED] encouraging the [REDACTED] pupils to go out of Lab House to “*play bat and ball*” with the dead baby cockerel. She stated that the three [REDACTED] teachers “*cheered*” while the [REDACTED], [REDACTED] pupils hit the dead bird.

The panel went on to consider Mr Webb’s written statement to the police dated 24 March 2021, in which he was recorded as stating that on one occasion, a member of staff brought a dead pheasant to the School to teach the pupils biology. Mr Webb had stated that the pupils observed the dissection of the pheasant.

Mr Webb also stated, in his meeting with Witness A on 24 March 2022, that two pupils were present during the biology lesson. Mr Webb had also stated that on a separate occasion, a chick was killed and that no pupils were present. Mr Webb had stated that in

a debrief, the staff discussed that one of the chicks was ill and “*needed to be put down*”. Mr Webb had stated that [REDACTED] said that he would “*deal with it*” when everyone had gone.

The panel considered the notes of the meeting between [REDACTED], and Witness A dated 23 March 2022, which recorded [REDACTED] stating that on one occasion, the pupils were on a walk with [REDACTED], [REDACTED] and they came across a pheasant. [REDACTED] stated that they had taken the pheasant back to the School. [REDACTED] had stated that the pheasant “*was in a mess, it couldn’t stand up and its head was drooping*”. [REDACTED] had stated that he killed the pheasant when the pupils left. [REDACTED] had stated that some days later, the pupils found the pheasant filled with maggots, and then [REDACTED], [REDACTED] threw the pheasant over the fence.

[REDACTED], in the meeting notes, said that the School also had two cockerels and a chick. [REDACTED] had stated that the cockerels fought with each other and that he then killed them. [REDACTED], [REDACTED] had stated that he believed the pupils were not present.

Although Mr Webb denied encouraging one or more pupils to use a dead animal as a ball, the panel, relying on the contemporaneous notes and the evidence of Witness B, found that he did so. The panel considered Witness B to be a reliable witness who gave oral evidence on this matter.

Accordingly, the panel found that Mr Webb did encourage one or more pupils to use a dead animal as a ball, and that this conduct was inappropriate. The panel noted the date of Witness B’s handwritten note and concluded that the incident occurred between 28 September 2020 and 28 January 2021.

The panel, therefore, found allegation 1(a), Schedule 1 paragraph (v) proven.

vi. You threw and/or allowed the throwing of aerosols on a fire;

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

Witness B stated in her handwritten notes and evidence that there was a bonfire on 6 November 2020, at which Mr Webb was present. Witness B’s evidence was that [REDACTED] threw aerosol cans into the bonfire, and the cans exploded. Witness B stated that [REDACTED] “*got the pupils to throw [the cans] in*”. The panel noted that Witness 16’s evidence in their police statement appeared to be consistent with Witness B’s evidence.

The panel also considered Witness D’s written and oral evidence. Witness D stated that aerosols were thrown into fires by Mr Webb, Individual B, and [REDACTED]. Witness D

said that fires were lit daily, typically either at the back of the School or in the courtyard between the office and the first building. Witness D explained that the pupils were searched for aerosols on arrival at the School, but the School kept aerosols in the office cupboard for students who got sweaty, and she did not see any teacher give an aerosol to pupils.

The panel also considered Witness D's oral evidence that Mr Webb thought it was fun to hear the aerosol cans explode on the fire.

Witness D stated in her witness statement that on one occasion, a fire was lit and a long tube was inserted into it. Witness D said that teachers dropped aerosols into the tube, and that Mr Webb, [REDACTED], or [REDACTED] was present. Witness D stated that she believed that all three of them were "*definitely*" there. Witness D stated that she was not certain whether Mr Webb put aerosols in the fire on this occasion. Witness D stated that "*the aerosol popped and shot out from the tube, with everyone running away from it*".

As set out above, the panel had sight of Individual A police witness statement. Individual A statement set out that staff members would allow pupils to throw "*WD40 cans*" into fires.

The panel considered [REDACTED], [REDACTED] written statement to the police dated 9 April 2021, which recorded [REDACTED] stating that he had seen Mr Webb sending various staff members to buy aerosols to throw on the fire. [REDACTED] further stated that the leadership team and Mr Webb encouraged fires to keep pupils warm whilst outside during COVID.

The panel then considered the notes of the meeting between [REDACTED], [REDACTED] and Witness A dated 23 March 2022. [REDACTED] stated that the fires occurred regularly, that Mr Webb "*brought in*" aerosols and sent a member of staff to buy them, and that the carrier bag was to be used to throw them into the fire. [REDACTED] written statement also stated that the school's leadership encouraged this activity and regularly participated in it.

The panel went on to consider the meeting notes of a meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that the School started to have rats when rubbish was not collected due to the pandemic during the first lockdown (not during the relevant period). Mr Webb stated that the rubbish was sorted into what was safe to burn, and that the staff built a fire pit with the help of the pupils. Mr Webb stated that paper and cardboard were thrown into the fire. Mr Webb further stated that the pupils were at least 20 feet from the fire.

Mr Webb, in the meeting notes, had stated that a few weeks later, Mr Webb burnt two bags of rubbish which contained WD40 cans. Mr Webb had stated that there were no pupils around.

Having considered all the evidence, the panel found, on the balance of probabilities, that Mr Webb both threw and allowed others to throw aerosols onto the fire.

The panel considered this behaviour inappropriate, as it was inherently unsafe. Mr Webb should have been able to identify the obvious health and safety risks associated with throwing, or allowing others to throw, aerosols onto a fire, particularly in the presence of pupils, but also in relation to other staff members.

The panel, therefore, found allegations 1(a), Schedule 1 paragraph (vi) proven.

vii. You threw eggs at or near pupils on one or more occasions and/or allowed other staff to throw eggs at or near pupils.

Mr Webb was recorded denying the facts set out in allegation 1(a) Schedule 1(vii) in his police interview transcript dated 27 January 2021.

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel reminded themselves of the evidence relating to the allegation which they had found proven in connection with Schedule 1, paragraph (iii) above.

The panel had sight of the transcript of Pupil E's interview with the police, conducted on 17 February 2021. In the interview, Pupil E said that there was "*banter*" at the School with "*things been thrown*" at pupils. Pupil E said there were water fights at the School and that "*even with water fights... [Mr Webb has] got mad at [Pupil E]*". Pupil E then said that [REDACTED] had eggs thrown at [REDACTED], [REDACTED] at the School because of "*the joke of it ... Mr Webb found it funny.*" Pupil E, in [REDACTED] police interview, said that Mr Webb "*sometimes [knew] when to stop*".

The panel also had sight of the transcript of Child Witness 2's interview with the police, conducted on 17 February 2021. Child Witness 2 stated that eggs were thrown at them whilst they were at the School.

The panel again considered Witness B's handwritten notes dated 25 November 2020, which stated that Mr Webb, [REDACTED], [REDACTED] and Individual B threw stones and eggs at the pupils and Mr Webb called them "*window lickers*", "*spastics*" and "*soft cunts*" whilst doing so.

Witness B's handwritten notes dated "*December (end of term)*" further set out that there was a school trip to the woods at Woodhall Spa in December 2020. Witness B stated that on this trip, Mr Webb and [REDACTED] arrived with forty eggs. Witness B stated that she and other [REDACTED], [REDACTED] staff members got rid of the eggs. Witness B stated that Mr Webb and [REDACTED], [REDACTED] had other eggs and threw these at

the pupils. Witness B stated that Mr Webb and Individual B hit Pupil A with eggs, and she and other [REDACTED] staff members cleaned and washed Pupil A.

The panel considered the written evidence of Witness B, in which she explained that the pupils often climbed up onto the roof of the School and stated that Mr Webb and Individual B threw eggs and stones at the pupils whilst pupils were on the roof on numerous occasions.

The panel had sight of Individual A police witness statement in which she had stated that at the end of term, near Christmas, Mr Webb, [REDACTED] and [REDACTED], [REDACTED] permitted the pupils to go on the cherry picker without helmets or harnesses and raised the cherry picker "*as high as they could*". Individual A stated that when the pupils reached the roof, Mr Webb, [REDACTED] and [REDACTED] threw stones, eggs and tomatoes at them.

Individual A further stated that on another occasion, sometime before Christmas, she saw a pupil covered in egg. Individual A stated that the pupil said that "[REDACTED] *teachers were chasing him; [REDACTED], [Mr Webb] and [another person] were involved.*"

The panel noted that Witness 8's police witness statement said that during the first COVID-19 lockdown in 2020, there were "*constant water fights and egg fights between staff and children*". Witness 8 commented that the pupils "*enjoyed it some of the time*" and that "*sometimes it went too far*". The panel noted that this was outside of the relevant period, but this supported that there was a culture of egg fights between staff and children at the School.

The panel then considered the police interview transcript of [REDACTED], dated 27 January 2021, which recorded [REDACTED] stating that on more than one occasion, "*the headmaster*" had come down and put an egg in a pupil's pocket and had stated that this had been going on for the past three years. [REDACTED], in his police interview, also stated that on more than one occasion, there had been water and egg fights initiated by the pupils, with "*everyone*" joining in.

The panel considered the notes of the meeting between [REDACTED], and Witness A dated 23 March 2022, which recorded [REDACTED] stating that there had been fights at the School and that eggs had been thrown at the walls. [REDACTED] had stated in the meeting notes that the eggs and stone throwing were "*probably a daily occurrence*" and that Mr Webb was aware and participated.

The panel then considered [REDACTED], [REDACTED] written statement dated 24 April 2023, which explained that on the last day of term in December 2020, the School closed "*due to no hot water*". [REDACTED] said she took the pupils to Ostlers Plantation for a BBQ. [REDACTED], [REDACTED] stated that she took the eggs left in the kitchen. [REDACTED] stated that after everyone had eaten, the pupils took the eggs, ran around,

and threw them at each other. [REDACTED], [REDACTED] stated that she did not participate, while some staff did. [REDACTED] further stated that the pupils who took part “enjoyed” it and no one was hurt. [REDACTED] stated that some pupils did not take part and remained with [REDACTED] and Mr Webb.

The panel noted that [REDACTED], [REDACTED] statements made in the transcript of [REDACTED], [REDACTED] police interview on 27 January 2021 appeared to be consistent with [REDACTED], [REDACTED] evidence.

The panel considered Mr Webb’s police interview transcript dated 27 January 2021, which recorded him stating that he could not recall any time when a member of staff had thrown an egg at pupils. He had stated that on one occasion in 2020, during a pupil’s birthday, a [REDACTED], [REDACTED] pupil had picked up two eggs. Mr Webb had stated that he had “quite a strong relationship” with this pupil. Mr Webb had stated that he picked up one egg and said, “right you’re on, start running”. Mr Webb’s police witness statement then stated, “as he was walking away he said to run [sic] are you going to throw them then and he did.” Mr Webb had stated that the pupil’s egg did not hit Mr Webb. Mr Webb’s police witness statement then recorded Mr Webb stating that he “did not aim at [the pupil]” and threw his egg far away from the pupil.

The panel also considered the meeting notes from the meeting with Witness A and Mr Webb, which recorded that Mr Webb explained that eggs had to be locked away, or otherwise the pupils would take them. Mr Webb stated that there was an occasion when the School closed due to a lack of water. Mr Webb stated that the staff took the pupils to the woods with eggs and that they threw them at the trees.

The panel further considered the police interview transcript of [REDACTED] dated 27 January 2021, which recorded him stating that he had not seen another staff member throw eggs at the pupils.

In the transcript of [REDACTED], [REDACTED] police interview on 24 March 2021, [REDACTED], [REDACTED] stated that the pupils started the egg fights. [REDACTED] had stated that some of the pupils stole eggs from the kitchen. [REDACTED], [REDACTED] also stated that he had created a game for the pupils to see who could throw eggs the farthest to diffuse situations where the pupils were throwing eggs at each other.

Having considered all the evidence, the panel found, on the balance of probabilities, that Mr Webb threw eggs at or near pupils on one or more occasions and allowed other staff members to do the same. In reaching this conclusion, the panel placed weight on the contemporaneous handwritten note and the overall consistency of the witness evidence.

The panel also considered this behaviour to be inappropriate.

The panel, therefore, found allegations 1(a), Schedule 1 paragraph (vii) proven.

b. Used and/or allowed inappropriate language around and/or about pupils, as set out in Schedule 2;

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

In relation to allegation 1(b), generally, the panel considered Witness B's written and oral evidence, where she explained that Mr Webb, [REDACTED], Individual B and Individual N usually greeted the pupils in the morning when the pupils got out of their taxis. Witness B's evidence was that all four called the pupils names and laughed at the names being used. The panel found Witness B to be a credible witness.

The panel also considered Witness D's written and oral evidence. Witness D stated that Mr Webb was "*always swearing at staff and students*". The panel found Witness D to be a credible witness.

The panel had sight of Witness 8's police witness statement, where the witness stated that Mr Webb and [REDACTED], [REDACTED] often said, "*derogatory things*" to the pupils and that there was a lot of "*banter*".

The panel had sight of Witness 11's police witness statement, in which Witness 11 stated that staff use swear words towards the pupils "*quite often*".

The panel had sight of Witness 14's police witness statement dated 9 February 2021, in which Witness 14 stated that Mr Webb and [REDACTED], [REDACTED] swore at the pupils and called the pupils names.

The panel then considered the police interview transcript of Mr Webb dated 27 January 2021, which recorded him stating that he admitted to swearing at a pupil and that it was to "*help explain what she said was wrong*". Mr Webb had further stated that he "*never used a swear word in context against anybody*". The panel noted [REDACTED], [REDACTED] police interview transcript dated 27 January 2021 appeared consistent with Mr Webb's evidence in that he heard Mr Webb challenge pupils when they made inappropriate comments and that he had not heard Mr Webb say inappropriate comments in relation to pupils.

The panel considered that [REDACTED], in his police interview transcript dated 24 March 2021, further stated that he had never heard any derogatory comments made about pupils at the School.

The panel considered the notes of the meeting Mr Webb had with Witness A dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

Schedule 2

i. You called Pupil E “fat” and/or overweight; v. You referred to Pupil E as “as wide as a fridge” and/or “as wide as a bus”, or words to that effect; xii. You called Pupil E “ugly”, or words to that effect;

Mr Webb was recorded denying the facts set out in allegation 1(b), Schedule 2, paragraphs (i), (v) and (xii) in his police interview transcript dated 24 March 2021.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the undated statement provided by Mr Webb.

The panel had sight of the transcript of Pupil E’s interview with the police, which stated that when Pupil E was asked what made Pupil E upset at the School, Pupil E said, “*mainly, [Mr Webb’s] fat jokes.*” Pupil E said that Mr Webb would make a joke about how “*wide*” [REDACTED] was and sometimes called [REDACTED] a [REDACTED].

The panel had sight of and considered Witness B’s undated handwritten notes, which set out that she also heard Mr Webb calling Pupil E “*fat*”, “*ugly*” and “*overweight*” as well as his “*taking the mick*” out of what Pupil E was wearing on multiple occasions.

The panel considered Witness B’s written and oral evidence, in which she stated that there was an incident where Witness B heard Mr Webb call Pupil E “*as wide as a fridge*” to Pupil E’s face.

The panel then considered Witness D’s written and oral evidence. Witness D stated that she heard Mr Webb often call Pupil E a “*fridge*” around the staff.

The panel had sight of the police witness statement of Witness 3 dated 12 February 2021. In this statement, Witness 3 was recorded as explaining that they worked for the School. Witness 3 stated that on 21 January 2021, Mr Webb sent an email to all staff members about giving second and third helpings of food to pupils. Witness 3 stated that the email further stated that two particular pupils should not receive second or third helpings of food. Witness 3 stated that the email highlighted the pupil’s size, which seemed “*derogatory*” and “*fat-shaming*”. The panel noted that the witness statement did not identify the pupils to whom Mr Webb was referring in the email.

The panel then considered Witness B’s handwritten notes and Witness 16’s police statement, which appeared to be consistent with the points within Witness 3’s statement.

The panel then considered the police interview transcript of Mr Webb, 27 January 2021, which recorded him stating that the pupils were fed “*good health portions*” and that “*nobody [had] ever been refused food or water for any reason at all*”. Mr Webb was

recorded as stating that there are pupils *“that do not eat and he cannot force them to eat”*.

The panel further noted that in Mr Webb’s police interview on 27 January 2021, he stated that he had a learner who was [REDACTED] and that staff at the School used *“a lot of humour”* and *“a lot of unorthodox methods”*. He explained that this learner came to him and, being [REDACTED] who *“eats way too much”*, said to Mr Webb, *“I’m a fat bastard.”* Mr Webb stated that, because he believed he had a sufficiently strong relationship with the pupil to respond in that way, he replied: *“You’re not a fat bastard, but if you think you’re a fat bastard, why don’t you work with my sports instructor on a programme of fitness?”* Mr Webb is further recorded saying *“I did call [REDACTED] a fat bastard which in hindsight I can see it doesn’t look good from the outside.”* The panel noted that this was not in respect of Pupil E.

The panel considered the police interview transcript of [REDACTED], dated 27 January 2021, which recorded him stating that some pupils sometimes took third helpings, while others took food home.

The panel had sight of Witness 5’s police witness statement, in which they were recorded as explaining that there was a pupil [REDACTED] and that Mr Webb and [REDACTED], [REDACTED] were supporting this pupil at that time.

The panel considered the oral and witness evidence of Witness B and Witness D, [REDACTED]. Witness 5 stated that on one occasion, this pupil did not want to do the work. Witness 5 stated that Mr Webb came into the classroom and *“laid into”* the pupil and shouted and swore at [REDACTED]. Witness 5 further stated that whenever Mr Webb came in, he called this pupil *“fat”* and [REDACTED] cried.

The panel had sight of a police witness statement of Witness 9 dated 17 February 2021, in which Witness 9 was recorded as stating that Mr Webb called Pupil E *“fat”* and that he *“regularly body shame[d]”* the pupils.

The panel had sight of the police statement of Witness 17, dated 8 February 2021, which stated that she was working at the School. Witness 17 explained that she kept biscuits in her classroom and, on one occasion, gave Pupil E a biscuit. Witness 17 stated that Mr Webb then walked in and said in a *“raised”* voice to Pupil E; *“Why the hell are you eating a biscuit?”*; that Pupil E was *“too fat”*; that [REDACTED] *“shouldn’t be eating biscuits”*; and that [REDACTED] *“wasn’t to have any more”*. Witness 17 stated that Pupil E stayed silent. Witness 17 stated that Mr Webb left the room and Pupil E was *“very tearful and obviously upset”*. Witness 17 said that Pupil E asked her, *“Why has he just said that?”*. Witness 17 further stated that she heard Mr Webb saying that staff needed to monitor what Pupil E was eating because [REDACTED] was *“fat”*.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him stating that Pupil E [REDACTED].

The panel again considered the notes of the meeting Mr Webb had with the School dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

Mr Webb, in the meeting notes, further stated that he sent an email out in relation to particular pupils who should not get extra food. Mr Webb had stated that a pupil would “*keep eating until [REDACTED] [fell] asleep*” and further stated that Witness B gave pupils third and fourth portions of food.

The panel considered, on the balance of probabilities, that Mr Webb did make these comments or used words to that effect and that the evidence of Witness B, Witness D and other witnesses supported this.

On the balance of probabilities, the panel found that Mr Webb did call Pupil E “*fat*” and “*overweight*”; referred to Pupil E as “*as wide as a fridge*” and “*as wide as a bus*”, or words to that effect and called Pupil E “*ugly*”, or words to that effect. The panel considered the comments to be inappropriate.

The panel, therefore, found allegations 1(b), Schedule 2 paragraph (i), (v) and xii proven.

ii. You said to Pupil E “look at the size of your thighs, you should go into goal with your fat stomach”, or words to that effect;

Mr Webb was recorded denying allegation 1(b), Schedule 2 paragraph (ii) in his police interview transcript dated 24 March 2021.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the undated statement provided by Mr Webb.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him subsequently stating “*no comment*” in response to this allegation.

The panel had sight of Witness B’s handwritten notes dated October 2020, in which she recorded that Pupil E was playing football; Mr Webb said to Pupil E to get in the goal; and Mr Webb then said that Pupil E would “*be good in goal with [REDACTED] fat belly and huge thunder thighs will stop the ball*”.

The panel noted that Witness B’s written and oral evidence was that Mr Webb said things about Pupil E’s weight and appearance daily.

The panel further considered the police interview transcript of Witness B dated 11 February 2021, in which she stated that Mr Webb told Pupil E [REDACTED] had “*huge*

thighs” and would be “*good in goal because [REDACTED] has a big fat belly and thunder thighs and could stop the ball.*”

In addition, the panel reviewed the recorded interview with Child Witness 3 dated 17 February 2021, which stated that on different occasions, Mr Webb would enter the classroom and make jokes about how “*wide*” they were and would call Child Witness 3 “*daddy pig*” and similar names that he found amusing, but the children did not.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did make the alleged comment. The contemporaneous handwritten notes and Witness B’s evidence were the primary basis for this conclusion.

The panel found this language was inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (ii) proven.

iii. You called Pupil F “fat tits” and/or “fat bastard”, or words to that effect;

Mr Webb was recorded admitting he called Pupil F “*fat bastard*” part of allegation 1(b), Schedule 2 paragraph (iii) in his police interview transcript dated 27 January 2021.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel then considered Witness B’s handwritten notes, which listed the names the children were called by [REDACTED], [REDACTED] members of staff at the School, including Mr Webb. The panel noted that “*fat tits*” was one of the names; however, there was no reference to Pupil F.

The panel considered Witness B’s written and oral evidence that Mr Webb, [REDACTED], [REDACTED] and [REDACTED] called Pupil F “*fat tits*” to his face and explained that this was their nickname for Pupil F. Witness B further explained that Pupil F used to ask Witness B for seconds for lunch. Witness B stated that Mr Webb said to Pupil F, “*you aren’t allowed, you are a fat bastard*”. Witness B also stated that Mr Webb told her, “*fat pupils do not get seconds after lunch*”.

As set out above, the panel had sight of a police witness statement made by Witness 3 where they had stated that Mr Webb sent an email to all staff members which highlighted two pupils’ size in a way that seemed “*derogatory*” and “*fat-shaming*”.

The panel then considered the police interview transcript of Mr Webb, dated 27 January 2021, in which he was recorded as stating that he used “*unorthodox methods*” with the pupils who were vulnerable. Mr Webb had said that Pupil F was [REDACTED] and that [REDACTED] ate “*way too much*”. Mr Webb had stated that Pupil F came up to Mr Webb and said, “*I’m a fat bastard*” to which Mr Webb responded by saying “*you’re not a fat*

bastard but if you think you're a fat bastard why don't you work with my sports instructor on a programme of fitness." Mr Webb had submitted that he made this comment because he "*thought [he] had a strong enough relationship*" with the pupil.

The panel further considered the notes of the meeting with Witness A attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

The panel also noted that in her meeting notes dated 20 April 2022, Individual D stated that she did not hear the phrase "*fat tits*". However, the panel considered the fact that she did not hear it does not mean that it was not said.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did make the alleged comment about Pupil F.

The panel found this behaviour was inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (iii) proven.

iv. You referred to and/or allowed other staff to refer to one or more pupils as "fat fucker", or words to that effect;

Mr Webb was recorded denying using the term "*fucker*" in the notes of the meeting with Witness A attended by Mr Webb, dated 24 March 2022.

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel noted that [REDACTED] also denied calling a pupil "*fat fucker*".

The panel considered the written and oral evidence of Witness D. Witness D stated that on one occasion, Mr Webb and [REDACTED] called pupils "*fat fucker*" and "*mong*". The panel noted that Witness D was consistent in her recollection of this. The panel found Witness D a credible witness.

The panel also considered the typed list prepared by Witness D for the police, which listed Mr Webb as referring to a pupil as "*fat*".

The panel considered the witness statement of Witness B, which states that [REDACTED], [REDACTED] Mr Webb, Individual B and Individual M used to call a pupil "*horse fucker*" or a "*donkey fucker*" to his face.

The panel had sight of Individual A's police witness statement which recorded her as having said that Mr Webb and [REDACTED] told pupils that they could not have anything to eat on multiple occasions and called the pupils "*fat cunts*", "*special fuckers*" and that

“[their] parents [were] neglecting them because of how fat they are and not let them have seconds”. Individual A stated that there was a pupil who was refused food and that Mr Webb and [REDACTED] called [REDACTED] a *“fat fucker”*.

Individual A also stated that on one occasion, a pupil had been playing football with [REDACTED] staff, had approached Individual A, and had been upset. Individual A stated that she asked the pupil if [REDACTED] was okay, and the pupil said in reply that *“they [kept] calling [REDACTED] a fat fucker”*. Individual A asked the pupil who was calling him this, and the pupil responded by saying, *“I am no grass, but they always do it”*.

As set out above, the panel had sight of a police witness statement made by Witness 3 in which they were recorded as saying that Mr Webb sent an email to all staff members which highlighted two pupils’ size in a way that seemed *“derogatory”* and *“fat-shaming”*.

The panel again considered the notes of the meeting Mr Webb had with Witness A, dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

The panel considered the notes of the meeting with Individual C and Witness A dated 20 April 2022, which recorded that he had never heard any swearing or students being referred to as *“fat fucker”*.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to and allowed other staff to refer to one or more pupils as *“fat fucker”* or words to that effect.

The panel found this was inappropriate behaviour.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (iv) proven.

vi. You referred to the Husky House as the “spastic house”, or words to that effect;

Mr Webb was recorded denying the facts set out in allegation 1(b), Schedule 2, paragraph (vi) in the notes of the meeting with Witness A attended by Mr Webb, dated 24 March 2022.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel considered that Mr Webb stated *“no comment”* in his police interview to this allegation.

The panel considered Witness B’s written and oral evidence, which was that the pupils in Husky House were vulnerable and had additional needs. Witness B stated that Mr Webb called the Husky House *“the spastic house”* on many occasions and also said this

in front of the pupils. Witness B also stated in her witness statement that the pupils knew they were called spastics and that this was a growing culture. The panel found Witness B to be a credible witness.

The panel then considered Witness B's handwritten notes, which listed the names the children were called by [REDACTED], [REDACTED] members of staff at the School, including Mr Webb. The panel noted that "*spastics*" was one of the names.

The panel noted the meeting notes of the discussion with Individual E and Witness A, dated 21 April 2022, which recorded that Individual E stated she had heard the term "spastic". She stated that this was never said directly to a learner's face but was used among adults.

The panel also noted the meeting notes from the discussion with Individual F and Witness A, dated 5 May 2022, which recorded that the term used was "*mainly spas.*" Individual F explained that most of the Special Educational Needs ("SEN") pupils were in her bubble and that all pupils were grouped into houses, and "*spas house*" was used as a nickname.

The panel further noted that other teachers, including [REDACTED], denied that such a term was used.

The panel also had sight of Witness 17's police statement, who stated that Mr Webb and [REDACTED] repeated the word "*spastic*" to the pupils when they said it themselves.

The panel noted that [REDACTED] denied referring to Huskey House as "*spastic house*" in the record of his police interview dated 9 April 2021.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to Huskey House as spastic house and that this was inappropriate behaviour.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (vi) proven.

vii. You referred to and/or allowed other staff to refer to pupils as "mong" and/or "mong face", or words to that effect;

Mr Webb made no admissions in relation to allegation 1(b) Schedule 2, paragraph (vii).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the undated statement provided by Mr Webb.

Witness B stated in her witness statement that Mr Webb, Individual B, [REDACTED] and Individual M had addressed pupils as "*mong*" and "*mong face*" on more than one occasion. The panel found Witness B to be a credible witness.

The panel then considered Witness B's handwritten notes, which listed the names the children were called by [REDACTED] members of staff at the School, including Mr Webb. The panel noted that both "*mong*" and "*mong face*" were recorded in these handwritten notes.

The panel considered the witness statement of Witness D, in which she stated that Mr Webb and [REDACTED], [REDACTED] used the terms "*fat fucker*" and "*mong*" when referring to pupils. The panel found Witness D to be a credible witness.

The panel noted that in Witness 3's police witness statement, Witness 3 was recorded as saying that Mr Webb and [REDACTED] repeatedly used the phrase "*mong*" and that this was not directed at anyone in particular. Witness 3 stated that they asked Mr Webb and [REDACTED] to stop using the word and explained why the word should not be used. Witness 3 stated that Mr Webb and [REDACTED] responded in a way that was "*very childish*" and that using the word was "*banter*". Witness 3 said that Mr Webb and [REDACTED] then "*continually repeat[ed] the word over and over again*" to Witness 3.

The panel noted that Witness 16, an employee around the relevant time, recorded in their police statement as saying that Mr Webb, [REDACTED] and [REDACTED] used the word "*mong*" to describe the SEN pupils.

The panel noted the meeting notes from the interview with [REDACTED] conducted by Witness A on 23 March 2022, in which it was recorded that [REDACTED] stated that the term "*mong*" was used by "*students and staff*," although he stated that he did not believe it was ever directed at a student.

The panel further noted the meeting notes from the interview with [REDACTED], conducted by Witness A on 25 March 2022, in which, when he was asked about the term "*mong*" he stated that "*learners say that all the time*," but that it was not a term he would use towards a student.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to and allow other staff to refer to pupils as "*mong*" and "*mong face*". The panel found this language inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (vii) proven.

viii. You called pupils "window lickers", or words to that effect;

Mr Webb made no admissions in relation to allegation 1(b) Schedule 2, paragraph (viii).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel again considered the meeting notes held by the School and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him stating “*no comment*” when asked if he called pupils “*window lickers*”.

As set out above, Witness B’s handwritten notes dated 25 November 2020 recorded her as saying that Mr Webb, [REDACTED] and Individual B threw stones and eggs at the pupils and Mr Webb called them “*window lickers*”, “*spastics*” and “*soft cunts*” whilst doing so.

The panel considered the written and oral evidence of Witness B. Witness B stated that Mr Webb, [REDACTED] [REDACTED] and Individual B threw stones and eggs at pupils while calling them “*window lickers*,” “*spastics*,” and “*soft cunts*.” She stated that Mr Webb was the person making the derogatory comments, while [REDACTED] and [REDACTED] laughed at Mr Webb and at the pupils.

The panel then considered the written and oral evidence of Witness D. Witness D stated that Mr Webb referred to SEN pupils as “*window lickers*” on more than one occasion.

The panel also considered the written list prepared by Witness D for the police, which recorded the existence of a severe bullying culture towards learners, including the use of the terms “*spaz*,” “*retard*,” and “*window lickers*.” The panel noted, however, that Mr Webb’s name did not appear specifically alongside these entries.

Having considered all the evidence, the panel concluded, on the balance of probabilities, based on the contemporaneous notes and the written and oral evidence, that Mr Webb did refer to pupils as “*window lickers*.” The panel found this language inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (viii) proven.

ix. You called Pupil G “horse fucker” and/or “donkey fucker”, or words to that effect;

Mr Webb was recorded denying the facts set out in allegation 1(b), Schedule 2, paragraph (ix) in the meeting notes for the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel then considered the notes of the meeting between [REDACTED] [REDACTED], and Witness A dated 23 March 2022, which recorded [REDACTED] stating that a pupil had brought in a [REDACTED] stated that there was [REDACTED].

The panel considered the meeting notes of the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that on one occasion, [REDACTED]. Mr Webb had stated that he said to the pupil, “*very funny*”, and told the pupil to [REDACTED] and leave it at the School’s office. Mr Webb further stated that the term came from a referral that the School received. Mr Webb had stated that only Mr Webb and [REDACTED] [REDACTED] knew. Mr Webb further stated that on another day, a different [REDACTED] pupil had a picture, which [REDACTED] had drawn, of that pupil “*shagging a horse*” and shouting “*horse fucker*”. Mr Webb stated that the pupil who drew the picture continued to shout “*horse fucker*” when [REDACTED] saw the other pupil. Mr Webb had stated that he spoke to both [REDACTED] pupils separately.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him stating “*no comment*” in response to this allegation.

The panel considered Witness B’s written statement. Witness B stated that Mr Webb, [REDACTED] and Individual B and Individual M used to call Pupil G “*horse fucker*” or a “*donkey fucker*” to [REDACTED] face.

The panel then considered Witness B’s handwritten notes, which listed the names the children were called by [REDACTED] members of staff at the School, including Mr Webb. The panel noted that “*horse fucker*” and “*donkey fucker*” were included in the list of names.

The panel had sight of Individual A police witness statement. She was recorded as having stated there that Mr Webb, [REDACTED] and another person accused a specific pupil “*of shagging horses and donkeys*” and called this pupil “*horse fucker*”. Individual A further stated that Mr Webb, [REDACTED], and [REDACTED] “*intimidate[d] [this particular pupil] with a [REDACTED]*”. The panel noted that Individual A had not confirmed this was Pupil G.

The panel noted that [REDACTED] evidence was that the “*horse fucker*” comment originated from a referral the School had received, describing it as a complicated case.

The panel noted that, in the notes of the meeting with Witness A and Individual D dated 20 April 2022, it was recorded that she did not personally hear the phrase “*horse fucker*”. The panel, however, considered that her not hearing the term did not mean it was never said.

The panel considered the interview notes of [REDACTED] from his meeting with Witness A on 23 March 2022. The panel noted that [REDACTED] said he knew the [REDACTED] who wore [REDACTED] on it, and that he believed this would have been a name used. He stated that something was “*going around among the students*”.

The panel also reviewed the interview notes of [REDACTED] meeting with Witness A on 24 March 2022. In that meeting, he stated: “*I particularly remember the learners saying donkey fucker*”.

As set out above, the panel had sight of a Witness 8’s police witness statement, which recorded Witness 8 as having stated that Mr Webb said “[REDACTED] *likes shagging horses*” in relation to one of the pupils.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to call Pupil G a horse fucker and a donkey fucker and that this was inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (ix) proven.

x. You called pupils “softs cunts” and/or “cunt”, or words to that effect;

Mr Webb was recorded denying the facts set out in allegation 1(b), Schedule 2, paragraph (x) in the meeting notes for the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel again considered Witness B’s handwritten notes dated 25 November 2020 in which she had recorded that Mr Webb, [REDACTED] and Individual B threw stones and eggs at the pupils and Mr Webb called them “*window lickers*”, “*spastics*” and “*soft cunts*” whilst doing so.

The panel had sight of a Witness 5’s police witness statement in which Witness 5 was recorded as saying that on one occasion, Pupil E told Witness 5 that Mr Webb called [REDACTED] a “*cunt*”. Witness 5’s evidence was that shortly after Pupil E’s [REDACTED] submitted a complaint to the School, Mr Webb was “*openly bragging about the fact he called [Pupil E] a cunt*” and then told Pupil E’s [REDACTED] that he had not done so.

The panel noted that Witness 8’s police statement recorded Witness 8 as having stated that Mr Webb referred to one of the pupils [REDACTED] as a “*cunt*” to Witness 8.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to pupils as “*soft cunts*” and “*cunts*” and that this was inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (x) proven.

xi. You called pupils “spastics”, or words to that effect;

Mr Webb was recorded denying the facts set out in allegation 1(b), Schedule 2, paragraph (xi) in the meeting notes for the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022.

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel further considered the meeting notes held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

As set out above, Witness B’s written and oral evidence stated that Mr Webb, Individual B, [REDACTED] and Individual M had addressed pupils as “*spastics*”.

The panel then considered Witness B’s handwritten notes, which listed the names the children were called by [REDACTED] members of staff at the School, including Mr Webb. The panel noted that “*spastics*” was one of the names.

The panel also had sight of Witness 17’s police statement, who stated that Mr Webb and [REDACTED] repeated the word “*spastic*” to the pupils when they said it themselves.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did refer to pupils as “*spastics*” and that this was inappropriate.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (xi) proven.

xiii. You told staff members that you had told Pupil B that you had “wanked over [REDACTED] mum’s tits”, or words to that effect; xiv. You told one or more pupils that you had sex with their mothers.

Mr Webb denied allegation 1(b) Schedule 2, paragraph (xiii) and (xiv).

The panel noted that it is recorded that in the meeting notes of the interview with Mr Webb and Witness A on 24 March 2022, that Mr Webb stated he “*categorically state[d] that did not happen. A learner came into his group and voluntarily told everybody [REDACTED] [REDACTED]. [He] wasn’t present at the time, it was reported to [him] afterwards*”.

The panel noted that, as recorded in the interview with [REDACTED] and Witness A on 25 March 2022, [REDACTED] stated: “*I said, “can we stop going on about your [REDACTED],’ because I don’t really want to hear about that.*” It is further recorded that [REDACTED] denied teasing a student about [REDACTED] or asking how many people the student’s mother had slept with, responding “*definitely not*” to that allegation.

The panel again considered Witness B's undated, handwritten notes, where it was stated that Pupil B informed Witness B that on one occasion, when Pupil B arrived at School, Mr Webb said to Pupil B that he had "*taken out their mums and had sex with them*" many times.

Witness B's written and oral evidence was that she was present in a briefing where Mr Webb told the staff that he had told Pupil B that he had "*wanked over [REDACTED] mum's tits*". Witness B said that no one said anything in response.

The panel had sight of Individual A police witness statement, which set out that Mr Webb and [REDACTED] upset a particular student on multiple occasions by saying to that pupil that they "*spunked over [REDACTED] mum's tits or ask [REDACTED] how many she has slept with.*"

The panel noted that in Witness 8's police witness statement, they were recorded as saying that Mr Webb and [REDACTED] "*[took] the mickey*" out of a pupil who had [REDACTED] who Witness 8 described as "*young and good looking*".

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did tell staff members that he had told Pupil B that he had "*wanked over [REDACTED] mum's tits*", and told one or more pupils that had sex with their mothers. The panel found this was inappropriate language.

The panel, therefore, found allegations 1(b), Schedule 2 paragraph (xiii) and (xiv) proven.

xv. You said to Pupil A that he was "as wet as a spastic's chin", or words to that effect;

Mr Webb made no admissions in relation to allegation 1(b) Schedule 2, paragraph (xv).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel considered the meeting notes of the meeting held by Witness A and attended by Mr Webb, dated 24 March 2022, which recorded Mr Webb stating that all inappropriate comments were challenged appropriately.

The panel had sight of Witness B's handwritten notes in which it was recorded that Mr Webb said directly to Pupil A that Pupil A was "*as wet as a spastic's chin*".

The panel then considered Witness B's handwritten notes, which listed the names the children were called by [REDACTED] members of staff at the School, including Mr Webb. The panel noted that "*spastic*" was one of the names.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did tell staff members that he had said to Pupil A that [REDACTED] was “*as wet as a spastic’s chin*”. The panel found this to be inappropriate language.

The panel took account of Witness B’s recollection, including her handwritten notes, along with the police interview notes, which the panel considered to have been given contemporaneously or close to the time of the events.

When asked about this allegation by the presenting officer, the panel noted that Witness B was very specific in her account. The panel found Witness B to be a credible witness. Accordingly, the panel concluded that, on the balance of probabilities, it was more likely than not that Mr Webb did make this remark.

The panel, therefore, found allegation 1(b), Schedule 2 paragraph (xv) proven.

xvi. You commented on Pupil E, who had [REDACTED], that she should make a [REDACTED].

Mr Webb made no admissions in relation to allegation 1(b) Schedule 2, paragraph (xvi).

The panel considered all the evidence, including Mr Webb’s response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him stating that Pupil E [REDACTED].

The panel noted Witness B’s and Witness D’s written and oral evidence that Pupil E [REDACTED]

Witness D’s written and oral evidence was that, in relation to Pupil E, Mr Webb said to Pupil E that she [REDACTED] Witness D also stated she could not remember if Mr Webb made this comment to a staff member or to Pupil E.

It was recorded in the notes of the disciplinary hearing that [REDACTED] explained that Pupil E was a “[REDACTED]

Having considered the evidence before it, the panel was satisfied that the TRA had provided sufficient evidence to demonstrate that, on the balance of probabilities, Mr Webb had commented on Pupil E that she [REDACTED] The panel found the comment inappropriate.

Therefore, the panel found allegation 1(b) Schedule 2 (xvi) proven on the balance of probabilities.

c. Engaged in the inappropriate behaviour as set out in Schedule 3;

Mr Webb made no admissions in relation to allegation 1(c).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

Schedule 3

i. You walked behind Pupil I and imitated how she walked;

Mr Webb made no admissions as to allegation 1(c), Schedule 3, paragraph (i).

The panel considered the police statement, written and oral evidence of Witness D, who explained that Pupil I had [REDACTED] Witness D stated that she saw Mr Webb go behind Pupil I and imitate how [REDACTED] walked.

In her oral evidence, the panel found Witness D to be honest and fair, and she appropriately confirmed when she could not recall details.

The panel considered Witness D's bullet-point list prepared for the police investigation and noted that she had recorded the entry: "*Pupil I – [REDACTED]– Adam, Individual B and [REDACTED]*".

The panel also considered the police statement, written evidence, and oral evidence of Witness B. The panel noted that although Witness B mentioned Pupil I, she did not mention this particular incident. The panel considered that Witness B's not witnessing the event did not mean that it did not occur.

The panel further noted that in Witness 12's police witness statement, they were recorded as saying that Mr Webb would "*walk behind [REDACTED]*" and make noises such as "*doom doom*", as if [REDACTED] steps were really heavy and [REDACTED] was fat. The panel noted that this related to Child Witness 3 but that this pointed to a pattern of behaviour which the panel found made it more likely that he would have displayed similar behaviour to Pupil I.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did walk behind Pupil I and imitate how [REDACTED] walked. The panel found this behaviour to be inappropriate.

The panel, therefore, found allegation 1(c), Schedule 3, paragraph (i) proven.

ii. You threw eggs at Colleague B;

Mr Webb made no admissions as to allegation 1(c), Schedule 3, paragraph (ii).

The panel noted that colleague B was Witness D.

The panel had sight of a photo of Witness D and another of Individual O, both of whom had their coats covered in egg.

The panel considered the police witness statement, written and oral evidence of Witness D, who stated that Mr Webb, [REDACTED] and [REDACTED] threw eggs at her. Witness D stated that she, Individual D and Individual O were the staff members who got thrown eggs at the most. Witness D stated that it occurred from 2.30 pm onwards, when the pupils were not at the School and may have occurred on a weekly basis. Witness D's evidence was that she washed her coat and scarves often because Mr Webb and other staff members threw eggs at her.

The panel had sight of email correspondence between Mr Webb and Witness D, which showed that Witness D stated she was "*fine with being the target*". Witness D submitted that the comment was made in relation to staff throwing eggs at Witness D.

The panel considered that in oral evidence, Witness D explained that she was not comfortable with the eggs being thrown at her but did not feel sufficiently confident to challenge this.

The panel also considered Witness B's police witness statement, in which she was recorded as having said that she had seen Mr Webb throw eggs at staff members and children.

The panel had sight of Individual A police witness statement. She was recorded as stating that she saw Mr Webb throw eggs at the [REDACTED]staff.

The panel noted that Witness 16 was recorded in her police statement as stating that she had seen a teacher covered in egg.

The panel then considered the police interview transcript of [REDACTED], dated 27 January 2021, which recorded [REDACTED] stating that on more than one occasion, "*the headmaster*" had come down and put an egg in a pupil's pocket, and stated that this had been going on for the past three years. [REDACTED], in his police interview, also stated that on more than one occasion, pupils had initiated water and egg fights, with "*everyone*" joining in.

The panel considered the notes of the meeting between [REDACTED], and Witness A dated 23 March 2022, which recorded [REDACTED] stating that there had been fights at the School and that eggs had been thrown at the walls. [REDACTED] had stated in the meeting notes that the eggs and stone throwing were "*probably a daily occurrence*" and that Mr Webb was aware and participated.

The panel again considered the police interview transcript of [REDACTED] dated 27 January 2021 which recorded that it had been stated that on one occasion, two pupils asked the kitchen staff for eggs to throw at staff and that there had been egg throwing

throughout the school and [REDACTED] submitted that the staff and pupils had “*a good time*” and that there was “*nothing malicious about that situation*”.

The panel then considered the police interview transcript of Mr Webb dated 27 January 2021, in which he was recorded as stating that he had “*banter*” with the staff when asked whether he had ever behaved inappropriately towards a member of staff he replied, “*no comment*”.

Having considered all the evidence, the panel concluded, on the balance of probabilities, that Mr Webb did throw eggs at colleague B and that this was inappropriate.

The panel, therefore, found allegation 1(c), Schedule 3, paragraph (ii) proven.

iii. You would only let Colleague B down from a cherry picker once she had shown you that she had deleted the video of eggs being thrown at her or proved she had not recorded it.

Mr Webb made no admissions as to allegation 1(c), Schedule 3, paragraph (iii).

The panel had found that Mr Webb had thrown eggs at colleague B (Witness D).

The panel considered Witness D’s written evidence and her police witness statement. Witness D stated that on one occasion, after the pupils went home, someone had called Witness D to speak to [REDACTED] outside. Witness D stated that she went outside and saw another person in the cherry picker, “*about 5 storeys up*” and other staff throwing eggs at her. Witness D stated that [REDACTED] staff members told her to get into the cherry picker, but she refused. Witness D stated that Mr Webb, [REDACTED] and [REDACTED] repeatedly said that Witness D “*was no fun*”. Witness D stated that Mr Webb then held onto Witness D’s coat, “*dragged*” her to the cherry picker and pushed her head under the safety bar into the picker. Witness D stated that Mr Webb then closed the safety bar. Witness D stated that the cherry picker was raised, and that Mr Webb, [REDACTED], and [REDACTED] threw eggs at her, none of which hit her. Witness D stated that she told them, “*it wasn’t funny*” and had recorded the incident on her mobile phone. Witness D stated that Mr Webb, [REDACTED], and [REDACTED] let her down from the cherry picker when she showed them she no longer had a recording.

The panel noted that Witness D was clearly able to recall, in her oral evidence, the fear she felt while she was at height in the cherry picker.

The panel noted that in Witness D’s oral evidence, there were some minor discrepancies, including that she said she believed she was around two storeys up, but also explained that she could not remember precisely because she was scared. The panel also noted that she did not mention in oral evidence the egg-throwing while she was in the cherry picker. The panel preferred the evidence taken at or near the time of the incident, noting that discrepancies were to be expected as memories fade.

Having considered the evidence before it, the panel was satisfied that the TRA had provided sufficient evidence to demonstrate that, on the balance of probabilities, Mr Webb would only let colleague B down from a cherry picker once she had shown him that she had deleted the video of eggs being thrown at her. The panel found the behaviour was inappropriate.

Therefore, the panel found allegation 1(c) Schedule 3, paragraph (iii) proven.

d. Shouted and/or swore at members of staff;

Mr Webb made no admissions in relation to allegation 1(d).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel had sight of the police interview transcript of Mr Webb, dated 24 March 2021, which recorded him stating that he only shouted at a member of staff once.

The panel had sight of an email sent by Mr Webb to colleagues with the subject line "Quiz", in which he apologised for swearing during the team Christmas quiz. The panel noted that Mr Webb characterised the remarks as "jokes", that some of them were directed at specific members of staff, and that he stated that "*BAF was set up with humour at its heart*".

The panel noted that, as recorded in the interview with [REDACTED] and Witness A on 25 March 2022, [REDACTED] stated that he does not remember him shouting at someone, but has seen him "*walk off in a huff*" if someone has not done something he asked them to.

The panel considered Witness B's handwritten notes dated 7 December 2020, which set out that Mr Webb shouted and swore at Witness B in the kitchen. Witness B stated that Mr Webb shouted to her, "*when I give you a direct order you do it*".

The panel considered Witness B's written and oral evidence. Witness B provided further details of the incident on 7 December 2020 and stated that before Mr Webb shouted at her, [REDACTED] came into the kitchen and said to Witness B that Mr Webb had asked her to go to the shops and get some tissues, in front of other staff members.

Witness B stated that she told [REDACTED] she was cooking lunch and could not go. Witness B stated that she asked [REDACTED] if someone else could get the tissues instead. Witness B then stated that Mr Webb "*storm[ed]*" into the kitchen and asked all the other staff members to leave. Witness B stated that Individual K, Individual B, and Individual M remained. Witness B stated that Mr Webb shouted, "*When I tell you to jump, you ask me how high and you are going to the shop and you will go and get those*

tissues". Witness B stated that Mr Webb then swore and shouted at her, upsetting her and making her cry. Witness B stated that she then left to buy tissues, handed them to Individual B and Individual M, who did not speak and hung their heads.

The panel had sight of Witness D's WhatsApp messages to her friend dated 7 January, which were consistent with Witness B's evidence.

The panel considered the notes of the meeting between Witness A and Mr Webb dated 24 March 2021, which recorded him stating that on 7 December 2020, Mr Webb said that he had given Witness B a "*direct instruction*" and said to Witness B that he "*really need[ed] [her] to follow it*".

The panel also considered Witness 8's and Witness 17's police witness statements, which were consistent with Witness B's evidence. Witness 8 was recorded as saying that Mr Webb was "*very intimidating*" and that he "*would just tell you to fuck off*" if someone challenged him.

The panel had sight of Witness 6's police witness statement, which stated that on one occasion, she [REDACTED] Witness 6 stated that she was then taken into the kitchen area, and Mr Webb entered the kitchen. Witness 6 stated that Mr Webb shouted at Witness 6 and said, "*you have no idea how much paperwork you have caused*". Witness 6 stated that the next day, Mr Webb called her out of class and shouted at her. Witness 6 stated that Mr Webb made me write a statement about the circumstances of the [REDACTED]

The panel considered the written and oral evidence of Witness D, who stated that on one occasion, Individual P was in a [REDACTED]. Witness D stated that a staff member spoke to Mr Webb about the incident. Witness D stated that Mr Webb entered the kitchen, told everyone to leave and screamed at Individual P, who then cried. The panel noted that Witness B's handwritten notes were consistent with Witness D's evidence in that Mr Webb shouted at Individual P after the bus incident.

The panel attached greater weight to the evidence recorded contemporaneously with the incident, including Witness B's contemporaneous notes and the WhatsApp message Witness D sent to her friend.

The panel found the act of swearing at and shouting at other members of staff to be inappropriate conduct.

Having considered the evidence before it, the panel found allegation 1(d) proven on the balance of probabilities.

- e. Told Colleague C "what happens in BAF stays in BAF, it does not go out of these walls", or words to that effect.**

Mr Webb made no admissions in relation to allegation 1(e).

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb.

The panel noted that Colleague C was Witness B.

The panel noted that it had been provided with emails in which Mr Webb referred to the School as "BAF".

The panel considered Witness B's police witness statement in which she was recorded as stating that during a staff debrief, Mr Webb, [REDACTED] and [REDACTED] made "racists jokes". Witness B stated that Mr Webb then looked at Witness B and said, "*what happens in BAF stays in BAF, it does not go out of these walls*", or words to this effect.

The Panel considered Witness B's handwritten note dated 6 November 2020, which recorded that later that day, Mr Webb, [REDACTED] and [REDACTED] were making "racist jokes". The note further recorded that Mr Webb said to Witness 10 (Witness B), "*we don't talk about what is said and it goes [sic] no further. What is said in BAF stays in BAF.*"

The panel noted that the note referred expressly to "today" and therefore appeared to have been written on the same day as the alleged incident. The panel noted that there was a slight discrepancy in the handwritten note as to the precise wording; however, the panel was satisfied that the substance and meaning of the comment were consistently recorded and remained materially the same.

The panel was satisfied that this was a contemporaneous record of events.

The panel had sight of Individual A police witness statement in which she was recorded as stating that on one occasion, around 2 November 2020, the pupils, Mr Webb, [REDACTED] and another [REDACTED] staff member were throwing stones at each other. Individual A stated that she asked what would happen if a pupil got hit on the head and was told "*what happens in BAF stays in BAF*".

The panel then considered the notes of the meeting between [REDACTED], both dated 23 March 2022, which recorded him stating that Mr Webb had not said "*what goes on in BAF, stays in BAF*".

The panel found that telling colleague C, "*what happens in BAF stays in BAF, it does not go out of these walls*", or words to that effect, was inappropriate conduct. The panel considered that such a statement carried the clear implication that misconduct, bullying, or other inappropriate behaviour should not be disclosed and had the effect of

discouraging whistleblowing. The panel found that this amounted to an attempt to suppress reporting of matters that ought properly to have been raised.

The panel considered that, in a school setting where pupil welfare and safeguarding must be at the forefront, any suggestion of covering up inappropriate conduct is particularly serious and wholly unacceptable.

Having considered all the evidence before it, the panel found allegation 1(e) proven on the balance of probabilities.

2. By reasons of your conduct at allegations 1a and/or 1b, you did not safeguard the welfare of pupils.

Mr Webb made no admissions in relation to allegation 2.

Having found allegations 1a and 1b proven, the panel went on to determine whether allegation 2 was proven. In determining this issue, the panel assessed whether Mr Webb had failed to safeguard the welfare of pupils.

In assessing whether Mr Webb failed to safeguard the welfare of the pupils, the panel took into account its knowledge, skills and experience of the responsibilities and duties of teachers in relation to the safeguarding and welfare of pupils and the influence that teachers may have on pupils, particularly those who are vulnerable.

The panel was satisfied that exposing pupils to such behaviour and language is fundamentally inconsistent with the concept of safeguarding. In the panel's view, the use of such language undermines pupils' emotional and social wellbeing and challenges their sense of self-worth. Such conduct is particularly harmful in a setting intended to provide nurture and support to pupils who are already vulnerable.

The panel noted that pupils attending this provision would reasonably be entitled to expect a safe, nurturing environment designed to support their development, enable positive behavioural change, and help them to thrive. Rather than reinforcing harmful behaviours and attitudes.

In particular, the panel considered the incident involving dead animals. While the presence of animals on site was not unusual in itself, the panel drew a clear distinction between incidental exposure and the formalisation of a "*game*" involving dead animals, encouraged or sanctioned by adults. The panel considered that such conduct crossed a clear safeguarding threshold and exposed pupils to inappropriate and harmful experiences.

The panel also had regard to the behaviour set out in Schedule 2, including name-calling and abusive conduct, and agreed that these constituted safeguarding concerns. The panel considered that the incident involving a comment suggesting a [REDACTED] was

particularly serious [REDACTED], and that it presented a risk of encouraging more damaging means of [REDACTED].

For these reasons, the panel found allegation 2 proved.

3. You made the comments to Pupil E as outlined in Schedule 2, paragraphs i and/or ii and/or v and/or xii, when you knew, or ought to have known that [REDACTED] was [REDACTED].

Having found Schedule 2, paragraphs (i), (ii), (v) and (xii) of allegation 2 proven, the panel went on to determine whether allegation 3 was proven.

The panel considered all the evidence, including Mr Webb's response to the allegation in the police interview transcript of Mr Webb, the meeting notes for the meeting held by Witness A attended by Mr Webb, and the statement provided by Mr Webb and his previous representative.

The panel considered Witness D's written and oral evidence was that when [REDACTED] Witness D stated that she was aware that Mr Webb was providing Pupil E with emotional support. The panel noted that the police witness statements of witnesses 3, 6, 8, 12, 16 and 17 were consistent with Witness D's evidence.

The panel had sight of Witness 5's police witness statement which was consistent with Witness D's evidence and further recorded Witness 5 [REDACTED] Having considered the evidence before it, the panel found that Mr Webb was aware of Pupil E's [REDACTED] at the relevant time and that Mr Webb did make the comments to Pupil E outlined in Schedule 2, paragraphs i and ii and v and xii.

Therefore, the panel found allegation 3 proven.

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

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

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

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

The panel considered that, by reference to Part 2, Mr Webb 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...
- 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 Webb, in relation to the facts found proved, involved breaches of Keeping Children Safe In Education (“KCSIE”) 2020, which was the applicable version at the time of the misconduct. The panel noted the following relevant provisions which had been breached by Mr Webb’s conduct:

- Part 1 emphasises that safeguarding is “*everyone’s responsibility*”.
- Paragraph 4 requires staff to protect children from maltreatment and ensure they receive “*safe and effective care*.”
- Paragraph 7 states that all staff are responsible for ensuring a safe environment in which children can learn.
- KCSIE also highlights the need to prevent peer-on-peer abuse, including any conduct that normalises or encourages physical aggression between pupils.

The panel considered that Mr Webb’s actions were incompatible with these obligations. His encouragement of playfighting, use of derogatory and demeaning language, and general disregard for appropriate professional boundaries breached safeguarding duties.

The panel was also satisfied that Mr Webb’s conduct breached Working Together to Safeguard Children, which emphasises that safeguarding is a shared responsibility and that headteachers hold strategic responsibility for ensuring effective safeguarding arrangements. Mr Webb’s actions fell substantially short of those expectations.

The panel also considered whether Mr Webb’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 carefully considered whether the behaviour amounted to “*violence*” under ordinary definitions. Using the Oxford and Cambridge dictionary definitions, the panel accepted that the conduct involved wholly inappropriate physical horseplay, but on balance, it did not reach the level of severity associated with violence. The panel considered it more akin to inappropriate horseplay rather than assault, while still being entirely unacceptable in a school environment.

The panel considered the written submissions made on Mr Webb’s behalf on 3 April 2023, by his previous representative. The panel noted the representations that professional misconduct must exceed trivial or inconsequential behaviour, must not be a mere temporary lapse, and must meet a “*high threshold*”.

The panel found that each proven incident in this case was serious in its own right. Accordingly, the panel did not need to aggregate the allegations; it assessed each on its own seriousness. The panel also took into account that a number of witness identities had been redacted, which meant Mr Webb did not know the names of all witnesses. However, where evidence was not redacted, it did not undermine the reliability of the findings as a whole.

The panel found each proven allegation to be serious misconduct, for the reasons below:

- The panel found that encouraging and permitting pupils to engage in playfighting constituted unacceptable professional conduct. As headteacher, Mr Webb was responsible for setting and maintaining safe standards, and fostering such a culture represented a serious failure.
- The panel found that allowing a member of staff to lie on a pupil was a serious breach of appropriate professional boundaries and placed the child at potential risk, amounting to serious misconduct.
- The panel found that throwing stones at or near pupils, and permitting others to do the same, created a clear and foreseeable risk of physical harm. Such conduct was wholly incompatible with a headteacher’s safeguarding duties and amounted to serious misconduct.
- The panel found that encouraging pupils to use a dead animal as a ball was grossly inappropriate modelling of behaviour. For a headteacher to endorse such conduct was a serious departure from expected professional standards.
- The panel found that throwing aerosols onto a fire posed an obvious and significant health and safety risk and normalised unsafe behaviour. Engaging in such behaviour constituted serious misconduct.
- The panel found that throwing eggs at pupils, and allowing others to do so, exposed pupils to risk of injury and normalised unsafe behaviour. This amounted to serious misconduct.

- The panel found that calling pupils “*fat*” and making other comments about their bodies, including remarks about stomachs, thighs and “*fat tits*”, amounted to bullying behaviour. This was particularly serious in relation to Pupil E, whose extreme vulnerability Mr Webb was aware of.
- The panel found that referring to vulnerable pupils using derogatory disability-related terms was highly inappropriate, demeaning and harmful, amounting to serious misconduct, especially in relation to pupils with SEN.
- The panel found that such sexualised and abusive language (such as “*horse fucker*” or “*donkey fucker*”) directed towards a pupil was plainly serious misconduct.
- The panel found language such as “*cunt*” and “*soft cunt*” to be wholly unacceptable, degrading and abusive language, constituting serious misconduct.
- The panel found that the use of the term “*spastics*” was extremely inappropriate and harmful, and amounted to serious misconduct.
- The panel found that calling pupils “*ugly*” was bullying behaviour inconsistent with safeguarding responsibilities and constituted serious misconduct.
- The panel found that telling pupils he had sex with their mothers, or referring to “*wanking over*” mum’s tits, involved sexualised remarks made to children and was exceptionally serious misconduct.
- The panel found that suggesting that a pupil [REDACTED] posed an immediate safeguarding risk and amounted to extremely serious misconduct.
- The panel found that imitating a vulnerable pupil’s walk was bullying behaviour and amounted to serious misconduct.
- The panel found that throwing eggs at a junior colleague was disrespectful, inappropriate and bullying behaviour, amounting to serious misconduct.
- The panel found that refusing to let a colleague down from a cherry picker until she deleted a video of eggs being thrown at her was coercive and bullying behaviour, motivated by a desire to conceal inappropriate conduct. This was serious misconduct.
- The panel found that shouting and swearing at staff constituted bullying behaviour and amounted to serious misconduct, especially given Mr Webb’s seniority.
- The panel found that telling staff that “*what happens in BAF stays in BAF*” suggested an intention to conceal inappropriate behaviour. This was incompatible with professional obligations and amounted to serious misconduct.
- The panel found that Mr Webb failed to safeguard pupils in his role as headteacher, including failing to respond appropriately to the [REDACTED] of Pupil E. This amounted to serious misconduct.

The panel did not consider any of Mr Webb's actions to be trivial, negligible, or a temporary lapse. Taken individually, each amounted to serious misconduct, and collectively they represented a profound and sustained departure from the standards expected of a headteacher.

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

In relation to whether Mr Webb'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 Webb'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 Webb was guilty of unacceptable professional conduct, the Panel found that none of these offences were relevant.

The panel considered that Mr Webb's conduct was capable of seriously damaging the public's perception of the teaching profession. The behaviour was directed towards highly vulnerable pupils, involved bullying of both pupils and colleagues, and included acts and language that were wholly incompatible with the high standards of professionalism expected of a headteacher. The seriousness and breadth of the behaviours, combined with the seniority of his role, meant that an informed member of the public would be likely to regard such conduct as fundamentally inconsistent with the trust placed in teachers.

For these reasons, the panel found that Mr Webb'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, 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 Mr Webb, which involved inappropriate behaviour and language with pupils and staff, the failure to safeguard pupils and making inappropriate comments in relation to a pupil whilst knowing that they were vulnerable, there was a strong public interest consideration in the safeguarding and wellbeing of pupils.

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

The panel was of the view that a strong public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mr Webb 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 Webb in the profession. The panel considered that the adverse public interest considerations above outweigh any interest in retaining Mr Webb in the profession, since his behaviour fundamentally breached the standard of conduct expected of a teacher, and he sought to exploit his position of trust.

The panel considered carefully the seriousness of the behaviour, noting that the Advice states that the expectation of both the public and pupils, is that members of the teaching profession maintain an exemplary level of integrity and ethical standards at all times. The panel noted that a teacher's behaviour 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 Webb.

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);
- 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 and/or make a referral to children's social care, the police or other relevant agencies when abuse, neglect were identified;
- 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;
- sustained or serious bullying, or other deliberate behaviour that undermines pupils, the profession, the school or colleagues;
- a deep-seated attitude that leads to harmful behaviour;
- concealment including:
 - failure to challenge inappropriate actions, defending inappropriate actions or concealing inappropriate actions;

The panel found that a culture of harmful practices had been established and embedded under Mr Webb's leadership.

The panel considered whether there had been a violation of pupils' rights. It concluded that the pupils at the School had been mistreated, subjected to demeaning and offensive language, and exposed to a culture of ridicule and bullying. This included the treatment of pupils E and F. Pupils had a right to be treated with dignity and respect, and to have their needs met in an environment free from bullying and humiliation. That right was not upheld.

The panel considered that the School specialised in supporting pupils with behaviour issues and vulnerabilities and all of the children were vulnerable. By modelling and permitting a bullying culture, Mr Webb undermined not only pupils but also colleagues. The panel found that he created an environment in which staff felt unable to challenge inappropriate conduct, an environment where such behaviour was explicitly or tacitly

tolerated. Some other staff adopted similar behaviours as a result. This was, in the panel's view, unconscionable conduct for a headteacher.

In his role as headteacher, Mr Webb had a significant impact on the School's culture. Mr Webb had not only failed the pupils but also failed the staff. The expectations within his job description, and the wider requirements for headteachers, were explicit, including the duty to support children with trauma, uphold child protection principles, and treat all pupils with positive regard. The misconduct found was fundamentally incompatible with those core expectations.

The panel observed that his actions were in complete contravention of the standards and responsibilities set out for headteachers. Although Mr Webb may have believed in the "unorthodox" "philosophy" he adopted, the panel considered this to reflect arrogance rather than professional judgment. It evidenced a disregard for necessary safeguarding structures and a failure to ensure that children were appropriately cared for.

The panel also noted the use of deeply offensive language, including referring to "spastic house", and the targeting of individual children with sexually explicit and degrading comments, such as "wank over tits", as well as the treatment of pupil E, who had significant challenges.

Taken together, the misconduct was serious and multifaceted. None of it was minor.

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.

The panel found that Mr Webb's actions were deliberate. As headteacher, he held overall responsibility for the School, and there was no evidence indicating that his conduct was anything other than intentional.

There was no evidence to suggest that Mr Webb was acting under any duress.

Mr Webb provided no supporting evidence to demonstrate exceptionally high standards, nor evidence of significant contribution to the wider education sector. While there was some evidence of support provided to pupils, this did not reach the threshold of being exceptional; it reflected expected aspects of his role. The panel noted that he had established the School which grew and achieved independent school status. It was noted that the period covered by these allegations coincided with Covid (September 2020 to January 2021). However, the panel determined that this did not demonstrate exceptionally high standards or a significant contribution towards the wider education sector.

Mr Webb also referred to having received an award some years before in a previous setting, but the panel found no evidence that this materially mitigated his misconduct.

The panel considered Mr Webb's written statement to the police dated 24 March 2021, which recorded him stating that the nature of working with SEN pupils was "challenging" and that it was difficult to find and retain good staff, which put pressure on Mr Webb and the existing staff. As set out above, Mr Webb had stated that the methods teachers used for the vulnerable pupils were "unorthodox" and Mr Webb further stated that the pandemic added additional pressures to the staff.

[REDACTED] submitted character references to attest to her ability as a teacher. The panel considered these character references and noted these included character references for Mr Webb, in particular, noted the written statements from the following individuals:

- *"We never had any concerns about how either [[REDACTED]] or [Mr Webb] behaved towards [Pupil K] or any other learners. [They] took the time to talk to [Pupil K] when [REDACTED] was finding things hard and were very supportive. They also respected [Pupil K's] boundaries when talking about personal matters..."*

Parent 3

- *"...when under [Mr Webb] and [[REDACTED]] care there was a complete turn around, [Pupil L] became easier to handle at home and at school, [REDACTED] was happy at school and home, and [REDACTED] learned how [REDACTED]...I swear that in my opinion, this was totally down to [Mr Webb] and [[REDACTED]] and the way they helped [REDACTED] in a difficult year.... As a parent, there is no words to how much I thank [Mr Webb] and [[REDACTED]] for the help with [Pupil L]. They have changed our lives for the better. I can honestly say that in all the time I have known [Mr Webb] and [[REDACTED]] working with children, I have only heard good things about the way they treat children, and I can say from my own experience with [REDACTED], I can't thank them enough. It wasn't for them I wouldn't like to think where [Pupil L] would be in [REDACTED] life now, they have given [Pupil L] a reason to look to a happy future".*

Parent 4

- *"... [Mr Webb] would put their all into sorting it out quickly efficiently to make sure all the children felt safe and comfortable in and out of school".*

Former student

- *"Immediately, [Mr Webb] and [[REDACTED]] seemed to understand Pupil M in a way others had not. [REDACTED] confidence grew, and [REDACTED] eagerly*

awaited [REDACTED] taxi every morning. [REDACTED] began to smile again and engage with day to day life in a way [REDACTED] hadn't done for a long time".

Parent 5

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 Webb 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 Webb.

The panel found that the misconduct was not an isolated lapse but formed a sustained course of conduct over several months. This included repeated incidents of encouraging playfighting, throwing stones and eggs at or near pupils, unsafe bonfire activities, the use of derogatory and offensive language towards vulnerable children, and inappropriate interactions with staff. Taken together, these matters demonstrated a clear pattern of behaviour rather than occasional poor judgment.

As headteacher, Mr Webb held ultimate responsibility for the culture, standards and safeguarding within the School. The panel found that he not only failed to challenge inappropriate and unsafe behaviour by staff, but also actively modelled and encouraged it. In doing so, he normalised conduct that other staff members subsequently adopted. His actions shaped and entrenched the School's culture, significantly aggravating the seriousness of the misconduct.

Many pupils at the School were known to be highly vulnerable, including those with SEN and those excluded from mainstream education. The panel found that Mr Webb's use of derogatory, mocking and demeaning language, including comments about pupils' bodies, disability-related slurs, and sexualised remarks, constituted a clear failure to safeguard pupils. Such language, particularly when used by the headteacher, had the potential to cause emotional harm, undermine pupils' dignity, and create an unsafe culture. These factors were central to the panel's conclusion that the misconduct was extremely serious and incompatible with being a teacher.

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.

The panel considered whether elements of child cruelty were present in this case. The panel found that Mr Webb's conduct towards pupils, including in particular Pupil E, was cruel. By creating and sustaining a culture in which derogatory remarks, mocking, shaming and physical play-fighting were encouraged, he exposed pupils, many of whom were highly vulnerable, to behaviour that was demeaning and harmful. The panel considered that this behaviour fell at least on the borderline of child cruelty. It involved the targeting of vulnerable children and the deliberate or reckless allowance of a culture in which they were subjected to humiliating comments about their physical appearance, mental state and other personal attributes. By establishing and permitting an environment where such derogatory comments and unsafe interactions were acceptable, Mr Webb normalised conduct that amounted to mental cruelty. Encouraging or normalising such conduct towards children, particularly those with trauma and those already at risk, was, in the panel's view, mentally cruel. In the panel's judgment, there were certainly significant elements of mental cruelty in both his own conduct and the environment he created in which he allowed other staff members to behave similarly.

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 reviewed the documents in the bundle in an attempt to identify evidence of insight or remorse; however, none was found. Mr Webb's written statements did not demonstrate any recognition of the seriousness of his behaviour or any indication that he understood the impact of his actions on pupils or staff. The panel noted that Mr Webb had not attended the hearing and was therefore it was unable to test the extent to which he had developed any insight into his actions. The panel, therefore, found Mr Webb had not demonstrated any insight or remorse.

In the panel's view, there was a clear risk of Mr Webb repeating this serious misconduct. This conclusion was based on the complete absence of evidence of insight or remorse, the seriousness and sustained nature of his misconduct, and the fact that his behaviour reflected a deliberate and consistent pattern rather than an isolated lapse. He had not shown that he understood his conduct to be wrong, nor that he had taken any steps

towards addressing or correcting it. The panel therefore considered that, if permitted to return to the profession, he would pose a significant risk.

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 Adam Webb should be the subject of a prohibition order, with no provision for a review period.

In particular, the panel has found that Mr Webb 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...
- 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 Webb 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 Webb fell significantly short of the standards expected of the profession.

The findings of misconduct are particularly serious as they include a headteacher using highly inappropriate behaviour and language towards pupils and staff, failing to safeguard pupils and making inappropriate comments in relation to a pupil whilst knowing that they were highly vulnerable.

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 Webb, and the impact that will have on the teacher, is proportionate and in the public interest.

In this case, I have considered the extent to which a prohibition order would protect children and safeguard pupils. The panel has made this comment:

“In the light of the panel’s findings against Mr Webb, which involved inappropriate behaviour and language with pupils and staff, the failure to safeguard pupils and making inappropriate comments in relation to a pupil whilst knowing that they were vulnerable, there was a strong public interest consideration in the safeguarding and wellbeing of pupils.”

A prohibition order would therefore prevent such a risk from being present in the future.

I have also taken into account the panel’s comments on insight and remorse, which it sets out as follows:

“In the panel’s view, there was a clear risk of Mr Webb repeating this serious misconduct. This conclusion was based on the complete absence of evidence of insight or remorse, the seriousness and sustained nature of his misconduct, and the fact that his behaviour reflected a deliberate and consistent pattern rather than an isolated lapse. He had not shown that he understood his conduct to be wrong, nor that he had taken any steps towards addressing or correcting it. The panel therefore considered that, if permitted to return to the profession, he would pose a significant risk.”

In my judgement, the lack of evidence that Mr Webb has developed insight or remorse for his actions means that I agree with the panel that there is some risk of the repetition

of this behaviour and this puts at 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 offers this observation:

“The panel considered that Mr Webb’s conduct was capable of seriously damaging the public’s perception of the teaching profession. The behaviour was directed towards highly vulnerable pupils, involved bullying of both pupils and colleagues, and included acts and language that were wholly incompatible with the high standards of professionalism expected of a headteacher. The seriousness and breadth of the behaviours, combined with the seniority of his role, meant that an informed member of the public would be likely to regard such conduct as fundamentally inconsistent with the trust placed in teachers.”

I am particularly mindful of the finding in this case of a headteacher exposing pupils, many of whom were highly vulnerable, to behaviour that was demeaning and harmful and the very negative impact that such a finding has 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 Webb himself. While the panel notes having had the benefit of considering character evidence indicating that he may have had a positive impact on the education of some pupils at the School, it also provides this comment:

“Mr Webb provided no supporting evidence to demonstrate exceptionally high standards, nor evidence of significant contribution to the wider education sector. While there was some evidence of support provided to pupils, this did not reach the threshold of being exceptional; it reflected expected aspects of his role. The panel noted that he had established the School which grew and achieved independent school status. It was noted that the period covered by these allegations coincided with Covid (September 2020 to January 2021). However, the panel determined that this did not demonstrate exceptionally high standards or a significant contribution towards the wider education sector.

A prohibition order would prevent Mr Webb 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 panel's comments and the evidence offered regarding the seriousness and sustained nature of Mr Webb's misconduct. For example:

"The panel found that the misconduct was not an isolated lapse but formed a sustained course of conduct over several months. This included repeated incidents of encouraging playfighting, throwing stones and eggs at or near pupils, unsafe bonfire activities, the use of derogatory and offensive language towards vulnerable children, and inappropriate interactions with staff. Taken together, these matters demonstrated a clear pattern of behaviour rather than occasional poor judgment.

As headteacher, Mr Webb held ultimate responsibility for the culture, standards and safeguarding within the School. The panel found that he not only failed to challenge inappropriate and unsafe behaviour by staff, but also actively modelled and encouraged it. In doing so, he normalised conduct that other staff members subsequently adopted. His actions shaped and entrenched the School's culture, significantly aggravating the seriousness of the misconduct.

Many pupils at the School were known to be highly vulnerable, including those with SEN and those excluded from mainstream education. The panel found that Mr Webb's use of derogatory, mocking and demeaning language, including comments about pupils' bodies, disability-related slurs, and sexualised remarks, constituted a clear failure to safeguard pupils. Such language, particularly when used by the headteacher, had the potential to cause emotional harm, undermine pupils' dignity, and create an unsafe culture. These factors were central to the panel's conclusion that the misconduct was extremely serious and incompatible with being a teacher."

I have also placed weight on the likely negative impact of Mr Webb's behaviour on the reputation of the profession, as well as the lack of evidence of his insight and remorse and the consequent risk of repetition.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Webb has made to the profession. In my view, it is necessary to impose a prohibition order in order to maintain public confidence in the profession. A published decision, in light of the circumstances in this case, does not in my view satisfy the public interest requirement concerning public confidence in the profession.

For these reasons, I have concluded that a prohibition order is proportionate and in the public interest in order to achieve the intended aims of a prohibition order.

I have gone on to consider the matter of a review period. In this case, the panel has recommended that no provision should be made for a review period.

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

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

The panel considered whether elements of child cruelty were present in this case. The panel found that Mr Webb’s conduct towards pupils, including in particular Pupil E, was cruel. By creating and sustaining a culture in which derogatory remarks, mocking, shaming and physical play-fighting were encouraged, he exposed pupils, many of whom were highly vulnerable, to behaviour that was demeaning and harmful. The panel considered that this behaviour fell at least on the borderline of child cruelty. It involved the targeting of vulnerable children and the deliberate or reckless allowance of a culture in which they were subjected to humiliating comments about their physical appearance, mental state and other personal attributes. By establishing and permitting an environment where such derogatory comments and unsafe interactions were acceptable, Mr Webb normalised conduct that amounted to mental cruelty. Encouraging or normalising such conduct towards children, particularly those with trauma and those already at risk, was, in the panel’s view, mentally cruel. In the panel’s judgment, there were certainly significant elements of mental cruelty in both his own conduct and the environment he created in which he allowed other staff members to behave similarly.”

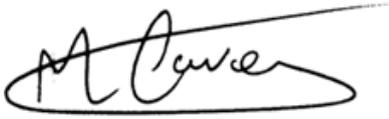
I have considered whether not allowing a review period reflects the seriousness of the findings and is a proportionate response to the findings in this case to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period would not be sufficient 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, the likely injury to the standing of the profession, as well as the lack of either insight or remorse and risk of harm to pupils in the future.

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 Adam Webb 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 Webb 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 Webb 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', enclosed within a large, loopy oval stroke.

Decision maker: Marc Cavey

Date: 5 February 2026

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