



Teaching
Regulation
Agency

Mr Hassan Moosa: Professional conduct panel meeting outcome

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

December 2025

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

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| Teacher: | Mr Hassan Moosa |
| Teacher ref number: | 19/66717 |
| Teacher date of birth: | 29 November 1997 |
| TRA reference: | 23265 |
| Date of determination: | 19 December 2025 |
| Former employer: | Waringham School, Surrey (the “School”) |

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 19 December 2025 by way of a virtual meeting, to consider the case of Mr Moosa.

The panel members were Mr Paul Hawkins (lay panellist – in the chair), Mrs Bernie Whittle (teacher panellist) and Mr Scott Evans (lay panellist).

The legal adviser to the panel was Miss Elizabeth Gilbert of Eversheds Sutherland (International) LLP solicitors.

The presenting officer for the TRA was Mrs Cher Lyne Peh of Browne Jacobson LLP solicitors.

Mr Moosa was not present and was not represented.

In advance of the meeting, after taking into consideration the public interest and the interests of justice, the TRA agreed to a request from Mr Moosa that the allegations be considered without a hearing. Mr Moosa provided a signed Statement of Agreed Facts and admitted that he was guilty of unacceptable professional conduct and conduct that may bring the profession into disrepute. The panel considered the case at a meeting without the attendance of the presenting officer, Mr Moosa or his representative.

The meeting took place in private.

Allegations

The panel considered the allegations set out in the notice of proceedings dated 3 October 2025.

It was alleged that Mr Moosa was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that whilst employed as a teacher at Warlingham School:

1. He failed to maintain appropriate professional boundaries with Pupil A in that:
 - a) he purchased and/or gifted a vape smoking device for Pupil A's birthday;
 - b) he told Pupil A not to tell anyone about the vape referred to at allegation 1a above
 - c) he gave Pupil A a lift home in his personal car unaccompanied.
2. He failed to maintain appropriate professional boundaries with one or more pupils in that he:
 - a) Allowed one or more pupils to store vape smoking devices in his classroom
 - b) Hugged one or more pupils;
 - c) Allowed students to spend time in his classroom with him behind closed doors when he had no professional reason to do so;
 - d) Engaged in conversations of a sexual nature with one or more pupils;
 - e) Told students to keep his conversations a secret by stating words to the effect of "this conversation cannot go anywhere, as I will get in a lot of trouble".
3. His conduct as may be found proven at allegation 1 and/or 2 above was despite the fact that he was given advice relating to professional boundaries and safeguarding in or around July 2022.
4. His conduct as may be found proven at allegation 1b and/or 2(a) and/or 2(e) above lacked integrity and/or was dishonest.

In the Statement of Agreed Facts dated 6 August 2025, Mr Moosa admitted the facts of allegations 1, 2, 3 and 4. Mr Moosa also admitted that his conduct constituted unacceptable professional conduct and conduct that may bring the profession into disrepute.

Summary of evidence

Documents

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

Section 1: Notice of meeting and response – pages 6 to 20

Section 2: Statement of agreed facts and representations – pages 21 to 26

Section 3: Teaching Regulation Agency witness statements – pages 28 to 67

Section 4: Teaching Regulation Agency documents – pages 70 to 277

Section 5: Teacher documents – pages 280 to 307

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

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

Statement of Agreed Facts

The panel considered a Statement of Agreed Facts dated 6 August 2025 which was signed by Mr Moosa.

Decision and reasons

The panel announced its decision and reasons as follows:

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

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

Mr Moosa was employed as a teacher at the School between 1 September 2020 and 8 February 2024.

Mr Moosa was referred to the TRA on 22 February 2024.

Findings of fact

The findings of fact are as follows:

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

- 1. You failed to maintain appropriate professional boundaries with Pupil A in that:**
 - a) you purchased and/or gifted a vape smoking device for Pupil A's birthday;**
 - b) you told Pupil A not to tell anyone about the vape referred to at allegation 1a above**

In the Statement of Agreed Facts, Mr Moosa admitted that he purchased and gifted a vape smoking device for Pupil A's birthday and told Pupil A not to tell anyone about the vape. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with Pupil A as a result of the behaviours in allegations 1(a) and 1(b).

In his written statement dated 4 May 2025, Mr Moosa stated that he "gave Pupil A a vape as a birthday gift" and "acted on a stupid impulse and instinctively gave Pupil A the vape" as he vaped himself and "had many spare vapes in his class". Mr Moosa further stated that he greatly regretted this decision and wished he "had never done this". Mr Moosa further stated that he "did tell Pupil A not to tell anyone about the vape" and he did "on some level" know that he was making a stupid, reckless mistake and he deeply regretted his actions.

Pupil A stated in her written statement to the TRA that Mr Moosa asked her, on or around her birthday, what she wanted for her birthday and she jokingly said an expensive pair of trainers. Pupil A further stated that Mr Moosa "got a vape" and gave it to her when they were "alone in his classroom with the door open", on or around her birthday. Pupil A also stated in her written statement that Mr Moosa "whispered to [her] and told [her] to put the vape in [her] pocket quickly as there were teachers" walking passed in the corridor outside and Mr Moosa told her "not to tell anyone about it". Pupil A also stated that Mr Moosa "reminded" her a few days after he "gifted the vape", that she should "make sure" she does not tell anyone.

The panel considered the School's meeting note between Teacher A [REDACTED] and Pupil A on 6 December 2023. The panel noted that Pupil A stated that Mr Moosa had given her a vape and that Mr Moosa told her not to say anything as he would get into trouble.

Pupil B stated in her written statement that Mr Moosa never gave her a vape, but Pupil A told her that Mr Moosa had bought her a vape and that Mr Moosa had told her not to tell anyone or he would get in trouble.

Teacher A stated in his written statement that, during a meeting on 27 November 2023, Mr Moosa admitted to gifting a vape from his drawer to Pupil A for her birthday. Additionally, Teacher A stated that in a further meeting on 5 December 2023, Mr Moosa stated that he gave the vape to Pupil A in his classroom and “may have asked [Pupil A] to keep it a secret” because he would not have wanted anyone else to know. The panel considered a note of both the meeting on 27 November 2023 and 5 December 2023, which were exhibited to Teacher A’s written statement. The panel considered that the content of the notes corresponded with Teacher A’s description of the conversation he had with Mr Moosa.

The panel considered the school’s drugs and substance misuse policy, which stated the following:

“The smoking of tobacco and use of e-cigarettes or vapes is illegal on site. Students who smoke or use vapes in school, in the immediate vicinity of the school or in school uniform outside of school or on school activities (e.g. trips/visits) will be placed in detention, isolation, Maple Room or, for persistent offenders, they may be excluded from school. Students must not bring cigarettes, tobacco, lighters, e-cigarettes/vapes or other equipment associated with smoking into school. Any such items will be confiscated and disposed of, and parents informed”.

The panel also considered the school’s code of conduct, which stated the following:

“It is inadvisable to give personal gifts to pupils or their families. This could be interpreted as a gesture either to bribe or groom. It might also be perceived that a 'favour' of some kind is expected in return.”

The panel noted that the evidence from Mr Moosa, Pupil A, Pupil B, and Teacher A was consistent. As such, the panel was satisfied that Mr Moosa gifted Pupil A a vape smoking device for her birthday and told Pupil A not to tell anyone about the vape. Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A, as it was inappropriate for a teacher to gift a pupil a device that was not permitted to be on the School’s premises and to ask a pupil to conceal this gift from others.

The panel therefore found allegations 1(a) and 1(b) proven.

c) you gave Pupil A a lift home in your personal car unaccompanied.

In the Statement of Agreed Facts, Mr Moosa admitted that he gave Pupil A a lift home in his personal car unaccompanied. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with Pupil A as a result of the behaviour in allegation 1(c).

In his written statement dated 4 May 2025, Mr Moosa stated that he gave Pupil A a lift home once, as Pupil A was using “a combination of walking and public transport to get home” which would have taken an hour, but was “less than 10 minutes drive and on his way home”, and he thought he was being helpful. Mr Moosa further stated that it was cold, dark and the pupil was alone.

Pupil A stated in her written statement that Mr Moosa drove her home in his car alone in the winter of 2022 and she sat in the back seat. Pupil A further stated that it was a “5-minute car ride”, it “was dark outside” and Mr Moosa told her to put her “head down” if she saw someone she knew otherwise he would “get in trouble”.

Pupil B stated in her written statement that she recalled a time when Pupil A informed her that Mr Moosa “pulled over in his car” when Pupil A was at the bus stop and said that he could drive her home. Pupil B further stated that Pupil A told her that she sat in the back seat and felt scared as there was no reason for him to drive her.

Teacher A stated in his written statement that, in a meeting on 5 December 2023, Mr Moosa admitted to giving Pupil A a lift home after school at the end of 2022. The panel considered a note of the meeting which was exhibited to Teacher A’s written statement. The panel considered that the content of the note corresponded with Teacher A’s description of the conversation he had with Mr Moosa.

Teacher A further stated in his written statement that, in a meeting on 11 January 2024, Mr Moosa said that he knew giving Pupil A a lift in his car was a breach of the School’s policy but “wanted to help”.

The panel considered the School’s code of conduct, which stated that “staff should never offer to transport pupils outside of their normal working duties, other than in an emergency or where not doing so would mean the child may be at risk.”

The panel noted that the evidence from Mr Moosa, Pupil A, Pupil B, and Teacher A was consistent. As such, the panel was satisfied that Mr Moosa gave Pupil A a lift home in his personal car unaccompanied. The panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A, as it was inappropriate for a teacher to be alone in a vehicle with a pupil unless there was an emergency and this was in direct breach of the School’s policy in relation to transporting pupils.

The panel therefore found allegation 1(c) proven.

2. You failed to maintain appropriate professional boundaries with one or more pupils in that you:

a) Allowed one or more pupils to store vape smoking devices in your classroom

In the Statement of Agreed Facts, Mr Moosa admitted that he allowed a pupil to store vape smoking devices in his classroom. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with one or more pupils as a result of the behaviours in allegation 2(a).

In his written statement dated 4 May 2025, Mr Moosa stated that he allowed Pupil C to store a vape in his classroom, as they were “extremely stressed” during the GCSE exams and Mr Moosa was trying to “solve something” they were stressed about. Mr Moosa further stated that, once the exam was over, the pupil collected their belongings.

Pupil B stated in her written statement that, when the School found her vape during a spot-check, Mr Moosa told her that she should have left it on her chair as he would have kept it for her.

The panel considered a note of Pupil D’s disclosure to the School dated 8 December 2023, in which Pupil D stated that Mr Moosa bought Pupil C vapes “all the time” and when she was doing her GCSE’s, she could leave the vapes in his classroom in his top right draw instead of taking into the exams.

Teacher A stated in his written statement that, in an interview with Mr Moosa on 11 January 2024, Mr Moosa admitted that he allowed students to store vapes in his classroom “when they were worried about where to store them” and he “thought he was being helpful”. The panel considered a note of the meeting which was exhibited to Teacher A’s written statement. The panel considered that the content of the note corresponded with Teacher A’s description of the conversation he had with Mr Moosa.

The panel considered the School’s drugs and substance misuse policy, which stated the following:

“The smoking of tobacco and use of e-cigarettes or vapes is illegal on site. Students who smoke or use vapes in school, in the immediate vicinity of the school or in school uniform outside of school or on school activities (e.g. trips/visits) will be placed in detention, isolation, Maple Room or, for persistent offenders, they may be excluded from school. Students must not bring cigarettes, tobacco, lighters, e-cigarettes/vapes or other equipment associated with smoking into school. Any such items will be confiscated and disposed of, and parents informed”.

The panel was satisfied on the corroborating evidence of Mr Moosa, Pupil D and Teacher A that Mr Moosa allowed Pupil C to store a vape smoking device in his classroom. Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil C, as it was inappropriate for a teacher to assist a pupil to store a smoking device, in direct breach of the School’s policy.

The panel therefore found allegation 2(a) proven.

b) Hugged one or more pupils;

In the Statement of Agreed Facts, Mr Moosa admitted that he hugged pupils. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with one or more pupils as a result of the behaviours in allegation 2(b).

In his written statement dated 4 May 2025, Mr Moosa stated that he hugged pupils, “both boys and girls”, as often students would come to him upset, sometimes crying. Mr Moosa further stated that it was his natural human instinct to console a crying child and he sometimes gave them a hug as he was trying to help and to console children who were “visibly upset”.

In the School’s investigation meeting note dated 11 January 2024, Mr Moosa said that he hugged Pupil A “to comfort” with “an arm around the shoulder, the same as with other students”.

Pupil A stated in her written statement that Mr Moosa would ask whether she “wanted a hug” whenever she was crying and that she would “nod” as she “thought it would otherwise be rude” to decline and was “too scared to say anything else”.

Pupil B stated in her written statement that Mr Moosa would “always ask for hugs” and if her or Pupil A said no, he would say “are we not friends”. Pupil B further stated that Mr Moosa had hugged her and Pupil A, but it was a “one-off” for her.

Teacher A stated in his written statement that, in an interview with Mr Moosa on 11 January 2024, Mr Moosa admitted that he hugged students. The panel considered a note of the meeting which was exhibited to Teacher A’s written statement. The panel considered that the content of the note corresponded with Teacher A’s description of the conversation he had with Mr Moosa.

The panel considered the School’s code of conduct, which stated the following in respect of physical contact with pupils:

“There are occasions when it is entirely appropriate and proper for staff to have physical contact with children, however it is crucial that they only do so in ways appropriate to their professional role and in relation to the pupil’s individual needs and any agreed care plan. Any physical contact should be in response to the child’s needs at the time, of limited duration and appropriate to their age, stage of development, gender, ethnicity and background”

- Members of staff should “establish the preferences of pupils”; and
- Members of staff should “consider alternatives, where it is anticipated that a pupil might misinterpret or be uncomfortable with physical contact”.

The panel noted that the evidence from Mr Moosa, Pupil A, Pupil B, and Teacher A was consistent. As such, the panel was satisfied that Mr Moosa hugged Pupil A and Pupil B. Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A and Pupil B, as it was inappropriate for a teacher to engage in physical contact with pupils in circumstances where the pupils were uncomfortable with this interaction. This was in breach of the School's code of conduct in relation to physical contact with pupils.

The panel therefore found allegation 2(b) proven.

c) Allowed students to spend time in your classroom with you behind closed doors when you had no professional reason to do so;

In the Statement of Agreed Facts, Mr Moosa admitted that he allowed students to spend time in his classroom with him behind closed doors when he had no professional reason to do so. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with one or more pupils as a result of the behaviours in allegation 2(c).

In his written statement dated 4 May 2025, Mr Moosa stated that a number of students, both boys and girls, spent time in his classroom, sometimes one on one. Mr Moosa further stated that the door would be closed when students were upset or wanted to talk privately as he wanted to try and create a calming, safe environment in which the students felt comfortable.

Pupil A stated in her written statement that Mr Moosa would "ask for [her] to be in his classroom and he would have his door closed". Pupil A further stated that most of the time it would just be her and Mr Moosa in the class, but sometimes Pupil B or another friend would be with her. Pupil A further stated that Mr Moosa would not let [REDACTED] enter the room and would ask him to go for a walk around the School. Additionally, Pupil A stated that when teachers passed by, they would open the classroom door and told Mr Moosa that it was not appropriate for him to have Pupil A in his class alone with the door closed. Pupil A further stated that, once teachers left, Mr Moosa "would close the door again" as he would say that he did not want anyone to hear what she was sharing as the corridor "was quite busy at lunchtime".

Pupil B stated in her written statement that "it was common for students to go to Mr Moosa's classroom to speak to him" and that she would "often" spend time in Mr Moosa's classroom with him and Pupil A with the door shut.

The panel considered the School's code of conduct, which stated that "staff working one to one with pupils, including visiting staff from external organisations, can be more vulnerable to allegations or complaints and should ensure that, wherever possible, there is visual access and/or an open door in one to one situations".

The panel noted that the evidence from Mr Moosa, Pupil A and Pupil B was consistent. As such, the panel was satisfied that Mr Moosa allowed Pupil A and Pupil B to spend time in his classroom with him behind closed doors, when he had no professional reason to do so. Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A and Pupil B, as it was inappropriate for a teacher to interact with a pupil in private in his classroom with a closed door, which was in breach of the School's policy.

The panel therefore found allegation 2(c) proven.

d) Engaged in conversations of a sexual nature with one or more pupils;

In the Statement of Agreed Facts, Mr Moosa admitted that he engaged in conversations of a sexual nature with pupils. Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with one or more pupils as a result of the behaviours in allegation 2(d).

In his written statement dated 4 May 2025, Mr Moosa stated that he engaged in conversations with pupils about their "physical relationships" as they often disclosed worries they were having and they were often stressed and anxious about rumours that may have been spread, or just felt overwhelmed and needed to speak about certain issues. Mr Moosa further stated that he did not initiate these conversations, but he wanted to help.

Pupil A stated in her written statement that Mr Moosa would ask details about her relationship, including whether she had sexual intercourse [REDACTED]. Pupil A further stated that Pupil B told her that Mr Moosa would ask her similar questions, and made a comment that she was "doing him during half-term" when Pupil B referenced speaking to a boy.

Pupil B stated in her written statement that Mr Moosa had asked Pupil A "who's penis is bigger" after she had broken up [REDACTED]. Pupil B further stated that Mr Moosa would "always ask" about the boys she was talking to and "whether [she] kissed anyone".

Teacher A stated in his written statement that he interviewed Pupil B on 8 January 2024 who explained that Mr Moosa would often ask personal and sexual questions about the boys they had kissed and what they had done with them. Teacher A also stated that Pupil B disclosed that Mr Moosa asked "what dick size do you prefer". The panel considered a note of Teacher A and Pupil B's meeting which was consistent with this description.

In the School's meeting note with Pupil B dated 4 January 2024, Pupil B stated that Mr Moosa asked her about her personal life and sexual experience, including who she had "snogged" which made her feel "weirded out".

The panel considered the School's code of conduct which stated that staff "must maintain professional boundaries with pupils/students".

The panel noted that the evidence from Mr Moosa, Pupil A, Pupil B, and Teacher A was consistent. As such, the panel was satisfied that Mr Moosa engaged in conversations of a sexual nature with Pupil A and Pupil B. Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A and Pupil B, as it was inappropriate for a teacher to engage in conversations of a sexual nature with pupils which was unrelated to education.

The panel therefore found allegation 2(d) proven.

e) Told students to keep your conversations a secret by stating words to the effect of "this conversation cannot go anywhere, as I will get in a lot of trouble".

In the Statement of Agreed Facts, Mr Moosa admitted that he told pupils to keep his conversations a secret by stating words to the effect of "this conversation cannot go anywhere, as I will get in a lot of trouble". Mr Moosa further admitted that he failed to maintain appropriate professional boundaries with one or more pupils as a result of the behaviours in allegation 2(e).

In his written statement dated 4 May 2025, Mr Moosa stated that he told students to keep conversations a secret as sometimes students made disclosures in front of other students, and he did not want these to be known amongst the pupils. Additionally, Mr Moosa stated that he did not want anyone to be picked on, bullied or threatened because they "disclosed something that another student didn't like".

Pupil A stated in her written statement that Mr Moosa told her not to tell anyone about his gift of a vape. Additionally, Pupil A stated that Mr Moosa told her to put her head down if she saw someone whilst she was in his car as otherwise he would get in trouble.

Pupil B stated in her written statement that Pupil A told her about the gift of a vape from Mr Moosa, and that Mr Moosa told Pupil A not to tell anyone about the gift or he would get in trouble.

Teacher A stated in his written statement that he interviewed Pupil B on 8 January 2024. The panel considered the meeting note, which was exhibited to Teacher A's written statement, and noted that Pupil B stated that Mr Moosa asked her "not to talk about things" they talked about "in his room at break and lunch" and he said she should not "gossip about it".

Teacher A further stated in his written statement that he interviewed Mr Moosa on 5 December 2023, and Mr Moosa admitted that he asked Pupil A to keep the vape a secret because he would not have wanted anyone else to know.

The panel considered the School's code of conduct which stated that staff should "act in an open and transparent way that would not lead any reasonable person to question their actions or intent".

The panel noted that the evidence from Mr Moosa, Pupil A, Pupil B, and Teacher A was consistent. As such, the panel was satisfied that Mr Moosa told Pupil A and Pupil B to keep their conversations secret by stating words to the effect of "this conversation cannot go anywhere, as I will get in a lot of trouble". Additionally, the panel was satisfied that this behaviour was a failure to maintain appropriate professional boundaries with Pupil A and Pupil B, as it was inappropriate for a teacher to encourage pupils to keep secrets and conceal matters, which was in breach of the School's code of conduct to be open and transparent.

The panel therefore found allegation 2(e) proven.

3. Your conduct as may be found proven at allegation 1 and/or 2 above was despite the fact that you were given advice relating to professional boundaries and safeguarding in or around July 2022.

In the Statement of Agreed Facts, Mr Moosa admitted that his conduct as may be found proven at allegation 1 and 2 above was despite the fact that he was given advice relating to professional boundaries and safeguarding in or around July 2022.

In his written statement dated 4 May 2025, Mr Moosa stated that he was given advice relating to professional boundaries and safeguarding in July 2022 which was put to him as an "informal conversation" and it was relayed to him as advice as opposed to "set black and white conditions" that must be followed. Mr Moosa further stated that he did follow the guidance on not having a closed door, but ignored other advice given to him.

Teacher A stated in his written statement that concerns were reported to the Designated Safeguarding Lead in or around July 2022 regarding Mr Moosa having one to one conversations with pupils in his classroom with the door closed. Teacher A further stated that, following these concerns, "clear instructions" were given to Mr Moosa in July 2022 to avoid "being alone with Pupil A".

The panel considered a copy of an email exhibited to Teacher A's written statement which showed that Mr Moosa was instructed to "avoid being alone" with Pupil A and to "actively seek others to be involved with support to avoid any sense of exclusivity or singular dependence" upon Mr Moosa.

The panel noted that the evidence from Mr Moosa and Teacher A was consistent with the copy of the email dated 21 July 2022. As such, the panel was satisfied that Mr Moosa was given advice in July 2022 in relation to professional boundaries and safeguarding, as he was told to avoid being alone with Pupil A and to avoid exclusivity and dependence.

The panel noted that, whilst specific examples of conduct to avoid were given, the advice extended beyond this in terms of professional boundaries with pupils generally.

The panel was unable to determine the date on which allegations 2(a) and 2(b) occurred, and therefore was not satisfied that Mr Moosa's conduct occurred after he was given advice relating to professional boundaries and safeguarding in July 2022.

The panel was satisfied that Mr Moosa's conduct at allegations 1(a), 1(b), 1(c), 2(c), 2(d), 2(e) occurred after he was given advice relating to professional boundaries and safeguarding in July 2022. As such, the panel was satisfied that Mr Moosa's conduct at allegations 1(a), 1(b), 1(c), 2(c), 2(d), 2(e) was a failure to maintain appropriate boundaries with pupils, despite the advice he was given relating to professional boundaries and safeguarding in or around July 2022.

The panel therefore found allegation 3 proven.

4. Your conduct as may be found proven at allegation 1b and/or 2(a) and/or 2(e) above lacked integrity and/or was dishonest.

In the Statement of Agreed Facts, Mr Moosa admitted that his conduct lacked integrity as outlined within the case *Wingate v SRA* [2018] EWCA 366, specifically, that Mr Moosa's admitted conduct fell short of the standards society expects from members of the teaching profession. Further, Mr Moosa admitted that his conduct was dishonest as outlined within the case *Ivey v Genting Casinos* [2017] UKSC 67, namely that Mr Moosa knew at the time that his admitted conduct was dishonest, and ordinary decent people would view his conduct as dishonest.

The panel firstly considered whether Mr Moosa was dishonest by his conduct in allegation 1(b), 2(a) and 2(e). The panel considered the case of *Ivey v Genting Casinos (UK) Ltd t/a Crockford* [2017].

In reaching a decision in respect of dishonesty, the panel needed to first ascertain, subjectively, the actual state of Mr Moosa's knowledge or belief as to the facts. Secondly, the panel needed to determine whether Mr Moosa's state of mind was honest or dishonest by the application of the objective standards of the ordinary honest person.

The panel firstly turned its mind to the actual state of Mr Moosa's knowledge or belief as to the facts.

In respect of allegation 1(b), in an investigation note dated 5 December 2023, Mr Moosa stated that a "part of him knew it wasn't the right thing to do" when he gifted Pupil A a vape. The panel was satisfied that Mr Moosa knew that it was wrong and dishonest to tell Pupil A not to tell anyone about the vape he gifted her.

In respect of allegation 2(a), the panel was satisfied that the School's code of conduct was clear in relation to vapes not being permitted on the premises and Mr Moosa would have understood that it was wrong and dishonest to permit a pupil to store their vape in his classroom.

In respect of allegation 2(e), Mr Moosa admitted in the Statement of Agreed Facts that he told pupils to keep conversations a secret by stating words to the effect of "this conversation cannot go anywhere, as I will get in a lot of trouble". The panel was satisfied that Mr Moosa knew that it was wrong and dishonest to tell pupils to keep their conversations a secret.

The panel then considered the objective standards of the ordinary honest person and was further satisfied that an ordinary honest person would consider that a teacher instructing a pupil to conceal their interactions to be dishonest. The panel determined that Mr Moosa's conduct had a clear intention to prevent anyone from finding out about the conversations he had with pupils and the gift he provided to Pupil A, which the panel considered to be fundamentally dishonest. Additionally, the panel determined that allowing a pupil to store a vape in his classroom in contravention of the School's policy was dishonest.

The panel therefore found Mr Moosa's conduct as proven at allegation 1(b), 2(a) and 2(e) to be dishonest.

The panel considered whether Mr Moosa had failed to act with integrity by his conduct at allegation 1(b), 2(a) and 2(c). The panel considered the case of *Wingate & Anor v The Solicitors Regulation Authority* [2018]. The panel was mindful of the legal advice it received and that integrity is a more nebulous concept than honesty, for which it is not possible to formulate an all-purpose comprehensive definition but connotes adherence to the ethical standards of one's own profession.

In reaching a decision in respect of integrity, the panel noted that Mr Moosa ultimately failed to put the interests of the School or his pupils first. Mr Moosa's conduct fell below the standards expected of a teacher.

The panel considered that Mr Moosa's conduct at allegation 1(b) was in breach of the following statement in the School's code of conduct:

- "It is inadvisable to give personal gifts to pupils or their families. This could be interpreted as a gesture either to bribe or groom. It might also be perceived that a 'favour' of some kind is expected in return."

The panel also considered that Mr Moosa's conduct at allegation 2(a) was in breach of the following statement in the School's drugs and substance misuse policy:

- “The smoking of tobacco and use of e-cigarettes or vapes is illegal on site. Students who smoke or use vapes in school, in the immediate vicinity of the school or in school uniform outside of school or on school activities (e.g. trips/visits) will be placed in detention, isolation, Maple Room or, for persistent offenders, they may be excluded from school. Students must not bring cigarettes, tobacco, lighters, e-cigarettes/vapes or other equipment associated with smoking into school. Any such items will be confiscated and disposed of, and parents informed”.

The panel considered that Mr Moosa’s conduct at allegation 2(e) was in breach of the following statement in the School’s code of conduct:

- “act in an open and transparent way that would not lead any reasonable person to question their actions or intent”.

The panel considered that Mr Moosa’s behaviour did not adhere to the ethical standards expected of a teacher and was contrary to the manner in which the profession professes to serve the public, particularly in light of the above breaches of the School’s policies.

For the reasons set out above, the panel determined that Mr Moosa’s conduct at allegations 1(b), 2(a) and 2(e) lacked integrity.

The panel therefore found allegation 4 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 Moosa, in relation to the facts found proved, involved breaches of the Teachers’ Standards.

The panel considered that Mr Moosa was in breach of the following statement in the preamble of the Teachers’ Standards:

- Teachers act with honesty and integrity.

The panel considered that, by reference to Part 2, Mr Moosa 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.
- 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 Moosa in relation to the facts found proved, involved breaches of Keeping Children Safe In Education (“KCSIE”). The panel considered that Mr Moosa was in breach of the following provisions:

- Safeguarding and promoting the welfare of children is everyone’s responsibility;
- It is essential that everybody working in a school or college understands their safeguarding responsibilities; and
- School and college staff are particularly important, as they are in a position to identify concerns early, provide help for children, promote children’s welfare and prevent concerns from escalating.

The panel also considered whether Mr Moosa’s conduct displayed behaviours associated with any of the offences listed on pages 12 and 13 of the Advice.

The Advice indicates that where behaviours associated with such an offence exist, a panel is likely to conclude that an individual’s conduct would amount to unacceptable professional conduct. The panel found that none of these offences were relevant.

The panel noted that the advice is not intended to be exhaustive and there may be other behaviours that panels consider to be “unacceptable professional conduct”.

The panel considered that Mr Moosa’s conduct was serious, as he repeatedly failed to maintain appropriate boundaries with his pupils, by buying gifts, giving a pupil in a lift in his car, discussing matters of a sexual nature and asking pupils to conceal their conversations. Additionally, the panel noted that Mr Moosa’s behaviour continued after he was provided with advice in relation to professional boundaries and that he sought to conceal his behaviour as he knew it was in contravention of multiple school policies.

The panel was satisfied that the conduct of Mr Moosa in allegations 1, 2, 3 and 4 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 Moosa was guilty of unacceptable professional conduct.

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

The panel noted that the advice is not intended to be exhaustive and there may be other behaviours that panels consider to be "conduct that may bring the profession into disrepute".

The panel considered that the findings of misconduct are serious, and the conduct displayed would be likely to have a negative impact on the individual's status as a teacher.

The panel considered that Mr Moosa's conduct at allegations 1, 2, 3 and 4 could potentially damage the public's perception of a teacher. The panel was satisfied that the general public would view Mr Moosa's departure from the School's policy on multiple occasions, his dishonesty and his inappropriate behaviour towards pupils to be concerning, particularly given the potential impact on pupil welfare.

For these reasons, the panel found that Mr Moosa'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 a punitive effect.

The panel had regard to the particular public interest considerations set out in the Advice and, having done so, found a number of them to be relevant in this case, namely:

- the safeguarding and wellbeing of pupils and the protection of other members of the public;
- the maintenance of public confidence in the profession; and
- declaring and upholding proper standards of conduct.

In light of the panel's findings against Mr Moosa, which involved a failure to maintain appropriate professional boundaries with pupils, there was a strong public interest consideration in respect of 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 Moosa was not treated with the utmost seriousness when regulating the conduct of the profession.

The panel was of the view that a strong public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Mr Moosa 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 Moosa in the profession.

The panel decided that there was a public interest consideration in retaining the teacher in the profession, since he is able to make a valuable contribution to the profession.

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 a high level of integrity and ethical standards at all times.

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 Moosa.

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;
- violation of the rights of pupils; and
- dishonesty or a lack of integrity, including the deliberate concealment of their actions or purposeful destruction of evidence, especially where these behaviours have been repeated or had serious consequences, or involved the coercion of another person to act in a way contrary to their own interests.

Even though the behaviour found proved in this case indicated that a prohibition order would be appropriate, the panel went on to consider the mitigating factors. Mitigating factors may indicate that a prohibition order would not be appropriate or proportionate.

There was no evidence that Mr Moosa's actions were not deliberate. To the contrary, the panel noted that Mr Moosa failed to adhere to appropriate professional boundaries after he was given advice in relation to his conduct. Additionally, Mr Moosa knew that his conduct was wrong as he asked pupils to conceal their conversations.

There was no evidence to suggest that Mr Moosa was acting under extreme duress, e.g. a physical threat or significant intimidation

Mr Moosa did not demonstrate exceptionally high standards in his personal and professional conduct or having contributed significantly to the education sector.

The panel saw no evidence that showed Mr Moosa was previously subject to disciplinary proceedings/warnings.

[REDACTED]

In Mr Moosa's written statement dated 18 July 2025, the panel noted that Mr Moosa stated he took "full responsibility" for his actions and that his actions "displayed a real lack of integrity and disregarded the noble values of teaching" and he can "only apologise" for his past actions.

In his written statement dated 4 May 2025, Mr Moosa stated that he "acted naively, and arrogantly to not follow the advice of my more experienced colleagues".

Whilst the panel noted that Mr Moosa admitted all of the allegations in the Statement of Agreed Facts and stated he had taken responsibility for his actions, the panel did not see any evidence that Mr Moosa understood the impact of his actions on the pupils. Additionally, the panel noted that Mr Moosa disregarded advice in relation to his conduct as a result of his arrogance. Due to the lack of evidence regarding insight, the panel determined there to be a risk of Mr Moosa repeating his actions.

The panel considered that Mr Moosa had taken some steps to learn from his conduct, and relied on the following statements:

- Mr Moosa stated in his written statement dated 18 July 2025 that he did a yearlong self-reflection programme in South Africa with the purpose of working through deep rooted issues which has helped him to reshape and refocus by reflecting on the past, thinking about the type of person he wants to be, to better himself; and
- Person A [REDACTED] provided a character reference which stated that Mr Moosa had “committed himself fully to a custom-tailored reform program that aims to enhance his character, personality, and behaviours through cultivating different virtues such as integrity, respect, compassion and self-discipline” [REDACTED].

The panel considered that there was some evidence of Mr Moosa’s good character, as he and Person A have both stated that he was taking steps to learn from his misconduct. However, the panel considered that there was no evidence to support that these steps had succeeded in changing Mr Moosa’s behaviour.

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 Moosa 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 Moosa. Mr Moosa’s continued conduct despite advice, and his attempt to conceal his inappropriate actions, were significant factors in forming that opinion. Accordingly, the panel made a recommendation to the Secretary of State that a prohibition order should be imposed with immediate effect.

The panel went on to consider whether or not it would be appropriate for it to decide to recommend a review period of the order. The panel was mindful that the Advice states that a prohibition order applies for life, but there may be circumstances, in any given case, that may make it appropriate to allow a teacher to apply to have the prohibition order reviewed after a specified period of time that may not be less than 2 years.

The Advice indicates that there are certain types of case where, if relevant, the public interest will have greater relevance and weigh in favour of not offering a review period. None of the listed characteristics were engaged by the panel’s findings.

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. One of these include serious dishonesty,

which the panel considered to be relevant as Mr Moosa sought to conceal his actions and also requested that pupils conceal their conversations.

The panel considered that Mr Moosa had displayed insufficient insight into the impact of his conduct on pupils and had chosen to disregard previous advice he was given regarding his conduct, meaning there was a risk of him repeating his behaviour. However, the panel considered that there was scope for Mr Moosa to reflect and learn from his behaviour in the future on the basis that there was some evidence to support Mr Moosa's good character and that he had taken steps to reflect on his conduct. As such, the panel considered that it would be appropriate to provide Mr Moosa with an opportunity for his prohibition order to be reviewed.

Notwithstanding the above, the serious nature of Mr Moosa's conduct weighed in favour of a longer period before a review. The panel determined that this would provide Mr Moosa with time to reflect and act on his misconduct.

The panel decided that the findings indicated a situation in which a review period would be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended with provision for a 3 year 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 Hassan Moosa should be the subject of a prohibition order, with a review period of three years.

In particular, the panel has found that Mr Moosa 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.
- 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 Moosa involved breaches of the responsibilities and duties set out in statutory guidance Keeping children safe in education (KCSIE).

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

The findings of misconduct are serious as they include a teacher failing to maintain proper professional boundaries with pupils and demonstrating behaviour that was dishonest and/or lacked integrity.

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

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

“In light of the panel’s findings against Mr Moosa, which involved a failure to maintain appropriate professional boundaries with pupils, there was a strong public interest consideration in respect of 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:

“Whilst the panel noted that Mr Moosa admitted all of the allegations in the Statement of Agreed Facts and stated he had taken responsibility for his actions, the panel did not see any evidence that Mr Moosa understood the impact of his actions on the pupils. Additionally, the panel noted that Mr Moosa disregarded advice in relation to his conduct as a result of his arrogance. Due to the lack of evidence regarding insight, the panel determined there to be a risk of Mr Moosa repeating his actions.”

In my judgement, the lack of evidence of insight means that there is some risk of the repetition of this behaviour and this puts at risk the future wellbeing of pupils. I have therefore given this element considerable weight in reaching my decision.

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

“The panel considered that Mr Moosa’s conduct at allegations 1, 2, 3 and 4 could potentially damage the public’s perception of a teacher. The panel was satisfied that the general public would view Mr Moosa’s departure from the School’s policy on multiple occasions, his dishonesty and his inappropriate behaviour towards pupils to be concerning, particularly given the potential impact on pupil welfare.”

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

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

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

I have also considered the impact of a prohibition order on Mr Moosa himself. The panel makes this observation:

“Mr Moosa did not demonstrate exceptionally high standards in his personal and professional conduct or having contributed significantly to the education sector.”

However, elsewhere it makes reference to having seen evidence suggestive of Mr Moosa’s good character.

A prohibition order would prevent Mr Moosa 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 concerning the lack of insight or remorse and the risk of repetition. I have also considered the injury done to the standing of the profession by Mr Moosa's actions.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Moosa 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, that is not backed up by full remorse or insight, 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 a three-year review period.

In doing so, it has referenced the Advice as follows:

“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. One of these include serious dishonesty, which the panel considered to be relevant as Mr Moosa sought to conceal his actions and also requested that pupils conceal their conversations.”

I have considered the panel's concluding comments:

“The panel considered that Mr Moosa had displayed insufficient insight into the impact of his conduct on pupils and had chosen to disregard previous advice he was given regarding his conduct, meaning there was a risk of him repeating his behaviour. However, the panel considered that there was scope for Mr Moosa to reflect and learn from his behaviour in the future on the basis that there was some evidence to support Mr Moosa's good character and that he had taken steps to reflect on his conduct. As such, the panel considered that it would be appropriate to provide Mr Moosa with an opportunity for his prohibition order to be reviewed.

Notwithstanding the above, the serious nature of Mr Moosa's conduct weighed in favour of a longer period before a review. The panel determined that this would provide Mr Moosa with time to reflect and act on his misconduct.

The panel decided that the findings indicated a situation in which a review period would be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended with provision for a 3 year review period.”

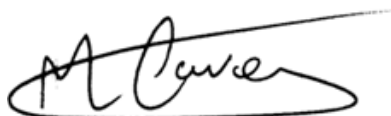
I have considered whether a three-year review period reflects the seriousness of the findings and is a proportionate period to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a two-year review period is not sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the serious nature of the misconduct found, the lack of evidence of full insight, and the risk of repetition and harm to pupils in the future.

I consider therefore that a three-review period is required to satisfy the maintenance of public confidence in the profession.

This means that Mr Hassan Moosa is prohibited from teaching indefinitely and cannot teach in any school, sixth form college, relevant youth accommodation or children’s home in England. He may apply for the prohibition order to be set aside, but not until 21 January 2029, three years from the date of this order at the earliest. This is not an automatic right to have the prohibition order removed. If he does apply, a panel will meet to consider whether the prohibition order should be set aside. Without a successful application, Mr Moosa remains prohibited from teaching indefinitely.

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

Mr Moosa 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 hand-drawn oval border.

Decision maker: Marc Cavey

Date: 19 January 2026

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