Teaching Regulation Agency

Mr Jordan Emms: Professional conduct panel meeting outcome

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

April 2026

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

Teacher:	Mr Jordan Emms
Teacher ref number:	0837064
Teacher date of birth:	25 June 1986
TRA reference:	23482
Date of determination:	10 April 2026
Former employer:	Thwaites Primary School, Cumberland

Introduction

A professional conduct panel ("the panel") of the Teaching Regulation Agency ("the TRA") convened on 10 April 2026 by way of a virtual meeting, to consider the case of Mr Jordan Emms.

The panel members were Mr Duncan Tilley (lay panellist – in the chair), Mrs Melissa West (teacher panellist) and Dr Louise Wallace (lay panellist).

The legal adviser to the panel was Mrs Luisa Gibbons of Eversheds Sutherland (International) LLP Solicitors.

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 Emms that the allegation be considered without a hearing. Mr Emms provided a signed statement of agreed facts and admitted conviction of a relevant offence. The panel considered the case at a meeting without the attendance of the presenting officer Ms Cher Lyne Peh, or Mr Emms.

The meeting took place in private and was not recorded.

Allegations

The panel considered the allegation set out in the Notice of Meeting dated 12 December 2025.

It was alleged that Mr Emms was guilty of having been convicted, at any time, of a relevant offence, in that:

1. Assault a girl under 13 by touching
2. Cause/incite a girl under 13 to engage in sexual activity – no penetration.

Summary of Evidence

Documents

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

Section 1: Notice of Referral and Notice of Meeting – pages 3a to 17

Section 2: Statement of Agreed Facts and presenting officer representations – pages 18 to 25

Section 3: Teaching Regulation Agency documents – pages 26 to 117

Section 4: Teacher documents – pages 118 to 119

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 document Teacher misconduct: Disciplinary procedures for the teaching profession 2020, (the “Procedures”).

Statement of Agreed Facts

The panel considered a statement of agreed facts which was signed by Mr Emms on 14 October 2025.

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 Emms for the allegation 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 Emms was employed as a teacher at Thwaites Primary School ("the School") from 1 July 2019. He also had responsibilities as the acting headteacher between March 2020 and April 2023.

On or around 1 March 2022, Mr Emms was arrested by the police, and he was suspended from the School on 3 March 2022.

Mr Emms resigned from his position at the School on 18 October 2023 with his notice expiring on 31 December 2023. He was subsequently dismissed on 15 December 2023.

Findings of Fact

The findings of fact are as follows:

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

Mr Emms was guilty of having been convicted, at any time, of a relevant offence, in that:

1. **Assault a girl under 13 by touching**

2. **Cause/incite a girl under 13 to engage in sexual activity – no penetration.**

In the statement of agreed facts, Mr Emms admitted that he was convicted of the above offences at Preston Crown Court on or around 25 November 2024. He admitted that he was sentenced on 16 December 2024 to 3 years' imprisonment, in respect of count 1, and 3 years' imprisonment in respect of court 2, to be served concurrently. He admitted that he was also required to sign the sex offenders' register and to pay a statutory surcharge of £170. The court also made a sexual harm prevention order to remain in force for 7 years.

The panel was provided with the certificate of conviction confirming that, on 25 November 2024, Mr Emms was tried and convicted on indictment of "assault a girl under 13 by touching" and "cause/incite a girl under 13 to engage in sexual activity – no penetration". The certificate confirmed Mr Emms was sentenced as referred to above. The panel accepted the certificate of conviction as conclusive proof of the conviction and the facts necessarily implied by the conviction.

The panel was also provided with the sentencing remarks. These stated that "it has also been tragic for [Person A], and this was, at the end of the day, a serious abuse of trust and not just a serious abuse of trust but also, [REDACTED]"

Findings as to conviction of a relevant offence

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

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 Emms in relation to the facts found proved, involved breaches of the Teachers’ Standards.

The panel considered that, by reference to Part 2, Mr Emms 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
  - not undermining fundamental British values, including … the rule of law…
- 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 noted that Mr Emms’ actions were relevant to teaching, working with children and/or working in an education setting given that he was convicted of sexual offences against a child under the age of 13.

The panel noted that the behaviour involved in committing the offence would be likely to have had an impact on the safety and security of the child who was the victim of his offending.

The panel also took account of the way the teaching profession is viewed by others. The panel considered that Mr Emms’ behaviour in committing the offence could affect public confidence in the teaching profession, given the nature of the conviction in this case.

The panel noted that Mr Emms’ behaviour ultimately led to a sentence of imprisonment, which was indicative of the seriousness of the offences committed.

The panel also considered the offences listed on pages 12 and 13 of the Advice.

This was a case concerning an offence involving sexual activity which the Advice states is likely to be considered a relevant offence.

The panel noted that Mr Emms had previously been of positive good character as the Judge referred to in his sentencing remarks. The Judge referred to Mr Emms as having been “clearly well thought of by many people” some of whom had provided character references for him for the purpose of the criminal trial. The panel had not seen those character references, so was unable to take these into account. The panel also had regard to the positive references Mr Emms had received when he was appointed to his role at the School. The panel noted that Mr Emms denied the allegations, and drew no inference given his right to defend himself. Nevertheless, the panel noted there was no evidence as to any mitigating circumstances, as to any insight he has subsequently developed (other than [REDACTED] acknowledging on his behalf that “a conviction of this nature will prohibit him from teaching in the future”). There was no evidence of any rehabilitation.

Given the convictions in this case, the panel found that the seriousness of the offending behaviour that led to the conviction was relevant to Mr Emms’ ongoing suitability to teach. The panel considered that a finding that these convictions were for relevant offences was necessary to reaffirm clear standards of conduct so as to maintain public confidence in the teaching profession.

Panel’s Recommendation to the Secretary of State

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

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

The panel had regard to the particular public interest considerations set out in the Advice and, having done so, found a number of them to be relevant in this case, namely, the safeguarding and wellbeing of pupils and protection of other members of the public; the maintenance of public confidence in the profession; and declaring and upholding proper standards of conduct.

There was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils and protection of other members of the public, given Mr Emms has been convicted of sexual offences against a child.

Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Emms 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 Emms was significantly beyond that which could reasonably be tolerated. The public would find Mr Emms' conduct to be abhorrent behaviour for a teacher.

Whilst there is evidence that Mr Emms had ability as an educator, the panel considered that the adverse public interest considerations above outweighed any interest in retaining Mr Emms in the profession, since his behaviour fundamentally breached the standard of conduct expected of a teacher.

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 this case, Mr Emms exploited his position of trust [REDACTED].

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 Emms.

The panel took further account of the Advice, which suggests that a prohibition order may be appropriate if certain behaviours of a teacher have been proved. In the list of such behaviours, those that were relevant in this case were:

- serious departure from the personal and professional conduct elements of the Teachers' Standards;
- the commission of a serious criminal offence, including those that resulted in a conviction or caution, paying particular attention to offences that are 'relevant matters' for the purposes of the Police Act 1997 and criminal record disclosures;
- misconduct seriously affecting the education and/or safeguarding and well-being of pupils, and particularly where there is a continuing risk;
- abuse of position or trust (particularly involving pupils);

- sexual misconduct, e.g. involving actions that were sexually motivated or of a sexual nature…;
- 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);
- actions or behaviours that …undermine fundamental British values of … the rule of law…

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

There was no evidence that Mr Emms' actions were not deliberate.

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

There was no evidence that Mr Emms had demonstrated exceptionally high standards in his personal and professional conduct or that he had contributed significantly to the education sector.

Mr Emms had not previously been subject to any disciplinary proceedings or warnings.

Mr Emms did not provide any statements attesting to his character or ability as a teacher for the purpose of these TRA proceedings. However, the panel had sight of two references provided in April 2019 for the purpose of Mr Emms' application for his role at the School. The first was from a former colleague who had worked with Mr Emms for 10 years. It referred to Mr Emms being a committed and enthusiastic teacher and recommended Mr Emms for the post without reservation.

The second reference from another former colleague who had worked with Mr Emms for around 7 years referred to Mr Emms as an "excellent teacher who works tirelessly to ensure his children succeed". This reference referred to how Mr Emms had significantly developed his own practice and facilitated improvements across the school. The reference stated that Ofsted had noted in November 2017 that children made excellent progress in his class and that the quality of work in books was high. The referee stated that Mr Emms was ready to develop his career further and take on increased responsibility and again, recommended him, unreservedly, for the post for which Mr Emms had applied.

The panel placed little weight on these references. They were provided long before Mr Emms' conviction and the referees would not have known of Mr Emms' offending behaviour when they gave the references.

The panel noted that the Judge referred to having received character references for Mr Emms. From these, the Judge was able to conclude that Mr Emms was of previous positive good character. Those references were not before the panel for it to consider.

The panel noted that Mr Emms had disputed the allegations made against him during the School's investigation. He pleaded not guilty during the criminal proceedings, resulting in a trial being held. The panel drew no adverse inference from this given his right to defend himself.

The panel noted that in these TRA proceedings, Mr Emms had admitted that he had been convicted of a relevant offence and that the commission of such offences was likely to be considered permanently incompatible with teaching. He elected for this matter to be dealt with at a professional conduct panel meeting saving the time and resources of a hearing being convened. Representations received from Mr Emms' [REDACTED] stated that "he knows that prohibition from teaching is the only outcome and has accepted this".

The panel noted that these representations stated that Mr Emms wanted it to be placed on record that [REDACTED]. Whilst it may have been important for Mr Emms to make this clear, the panel was concerned that it showed a disregard for the fact that the victim of his offending was a child, [REDACTED]. The panel did not consider that this, in any way, mitigated the gravity of his actions.

There was no evidence of any empathetic identification with the impact on the victim or [REDACTED]. There was also no evidence of any rehabilitation. Following Mr Emms' conviction, he has expressed no remorse.

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 Emms 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 Emms given the seriousness of the offences commissioned against a child under the age of 13. 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.

These include**:**

- serious sexual misconduct e.g. where the act was sexually motivated and resulted in, or had the potential to result in, harm to a person or persons…; and
- any sexual misconduct involving a child;

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.

This was a sexual offence with a child, for which he was imprisoned, given a sexual harm prevention order, and included on the sex offenders' register. This indicates that the public would not tolerate Mr Emms' return to the teaching profession. Mr Emms has not demonstrated any insight as to the impact of his conduct, nor demonstrated any willingness to rehabilitate. The panel considered that in those circumstances, it had no assurance regarding the risk of repetition.

The panel decided that the findings indicated a situation in which a review period would not be appropriate. It decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended without provision for a review period.

Decision and reasons on behalf of the Secretary of State

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

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

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

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

In particular, the panel has found that Mr Emms 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
  - not undermining fundamental British values, including … the rule of law…
- 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 findings of misconduct are particularly serious as they include a teacher being convicted of sexual offences involving a child and receiving a custodial sentence.

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

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

> "There was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils and protection of other members of the public, given Mr Emms has been convicted of sexual offences against a child."

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

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

> "There was no evidence of any empathetic identification with the impact on the victim or [REDACTED]. There was also no evidence of any rehabilitation. Following Mr Emms' conviction, he has expressed no remorse."

In my judgement, the lack of evidence that Mr Emms has developed remorse for and insight into his actions 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 makes this comment:

> "Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Emms 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 Emms was significantly beyond that which could reasonably be tolerated. The public would find Mr Emms' conduct to be abhorrent behaviour for a teacher."

I am particularly mindful of the finding in this case of a teacher being convicted of sexual offences against a child and the very negative impact that such a finding is likely to have on the reputation of the profession.

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

I have considered whether the publication of a finding of a relevant conviction, in the absence of a prohibition order, can itself be regarded by such a person as being a proportionate response to the misconduct that has been found proven in this case.

I have also considered the impact of a prohibition order on Mr Emms himself. The panel notes that it had seen references dating from 2019 attesting to his qualities as a teacher. However, it goes on to offer this qualification:

> "The panel placed little weight on these references. They were provided long before Mr Emms' conviction and the referees would not have known of Mr Emms' offending behaviour when they gave the references."

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

In this case, I have placed considerable weight on the very serious nature of the panel's findings and the likely injury to the standing of the profession. I have also place considerable weight on the panel's comments regarding the risk of repetition.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Emms 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, the panel 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.
>
> These include**:**
>
> - serious sexual misconduct e.g. where the act was sexually motivated and resulted in, or had the potential to result in, harm to a person or persons…; and
> - any sexual misconduct involving a child;"

I have considered the panel's concluding comments:

> "This was a sexual offence with a child, for which he was imprisoned, given a sexual harm prevention order, and included on the sex offenders' register. This indicates that the public would not tolerate Mr Emms' return to the teaching profession. Mr Emms has not demonstrated any insight as to the impact of his conduct, nor demonstrated any willingness to rehabilitate. The panel considered that in those circumstances, it had no assurance regarding the risk of repetition.
>
> The panel decided that the findings indicated a situation in which a review period would not be appropriate. It decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended without provision for a review period."

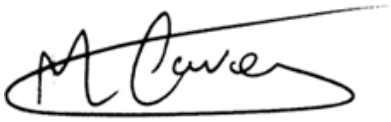
I have considered whether not allowing a review period reflects the seriousness of the findings and is necessary to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period is not a proportionate response to the panel's findings in order to achieve that aim. These elements are the extremely serious nature of the misconduct found by the panel, which in my judgment constitutes behaviour fundamentally incompatible with working as a teacher, as well as the risk of repetition and future harm to pupils.

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

This means that Mr Jordan Emms 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 Emms 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 Emms has a right of appeal to the High Court within 28 days from the date he is given notice of this order.



Decision maker: Marc Cavey

Date: 13 April 2026

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