



Teaching
Regulation
Agency

Mr Mark Chalcraft: Professional conduct panel hearing outcome

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

March 2026

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

Teacher: Mark Chalcraft
Teacher ref number: 99/02632
Teacher date of birth: 18 December 1970
TRA reference: 0019432
Date of determination: 17 March 2026
Former employer: Watling View School, St Albans

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened at Cheylesmore House, 5 Quinton Road, Coventry, CV1 2WT between 16 and 17 March 2026 to consider the case of Mr Mark Chalcraft.

The panel members were Mrs Christine McLintock (teacher panellist – in the chair), Mr Jonathan Wettreich (lay panellist) and Ms Helen Knee (lay panellist).

The legal adviser to the panel was Mr Tom Walker of Blake Morgan LLP solicitors.

The presenting officer for the TRA was Ms Caroline Collins of Capsticks LLP.

The teacher was present but was not represented.

The hearing took place in public, with some sections in private, and was recorded.

Allegations

The panel considered the allegations set out in the notice of hearing dated 9 October 2025. It was alleged that Mr Chalcroft was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute and/or conviction of a relevant offence, in that:

Relevant Offence

1. On or around 22 February 2019, he was convicted of the following relevant offence:
 - a. Driving a motor vehicle with excess alcohol contrary to section 5(1)(a) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders Act 1988.

UPC/ Disrepute

He is guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that:

2. While employed as a teacher at John F Kennedy school between September 2000 and May 2014:
 - a. On or around 18 October 2008, whilst Person A was holding her child, he pulled Person A causing her to fall backwards.
 - b. On 14 November 2008, he accepted a police caution for the offence of common assault in respect of his conduct at Allegation 2(a) above.
3. While employed as a teacher at Watling View School (“the School”) he:
 - a. Failed to disclose to the School the conviction at Allegation 1 above, either promptly or at all.
 - b. Told the School, that he accepted the police caution at Allegation 2(b), for “grabbing a burglar” or words to that effect, when that was not the case.
 - c. Failed to declare to the School, within the Staff Suitability Declaration form dated September 2018, the police caution referred to at Allegation 2(b).
4. His conduct at any or all of Allegations 3(a)-(c), as may be found proved, was dishonest and/or lacked integrity.

Mr Chalcroft admitted Allegations 1, 2 and 3. Allegation 4 was not admitted. In the course of the hearing, Mr Chalcroft gave evidence which indicated that his admission to allegation 3b was equivocal and thus the panel regarded this as disputed.

Summary of evidence

Documents

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

Section 1: Chronology and anonymised pupil list – pages 7 to 9

Section 2: Notice of proceedings and response – pages 10 to 42

Section 3: Teaching Regulation Agency witness statements – pages 43 to 48

Section 4: Teaching Regulation Agency documents – pages 49 to 718

Section 5: Teacher documents – pages 719 to 722

On the day of the hearing, additional documents were submitted by Mr Chalcroft, which comprised 15 pages. These were admitted by the panel on the basis that they were relevant and there was no unfairness in their admission.

The panel members confirmed that they had read all of the documents within the bundle, in advance of the hearing and the additional documents that the panel decided to admit.

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

Witnesses

The panel heard oral evidence from Mr Chalcroft.

Decision and reasons

The panel announced its decision and reasons as follows:

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

The panel was presented with a statement of agreed facts which set out an agreed factual background to this case.

Mr Chalcroft was employed as a teacher at John F Kennedy school between September 2000 and May 2014 and then as Assistant Head Teacher until February 2016. Mr Chalcroft was then employed at Watling View School from February 2016 as an Assistant Head Teacher.

In 2008, Mr Chalcroft was involved in a confrontation arising out of a personal argument over property which resulted in him pushing Person A. Mr Chalcroft was subsequently

interviewed by the police and received a caution for the offence of common assault. Mr Chalcroft accepted that his actions were in the presence of a child and had exposed the child and Person A to a risk of harm. It was accepted that no injury had been caused.

Between 2000 and 2016, Mr Chalcroft was employed at John F Kennedy School. He subsequently applied for a new role at Watling View School. In 2018, Mr Chalcroft was asked to complete a staff suitability declaration which asked him whether he had received any cautions or convictions either before or during his employment at Watling View School. Mr Chalcroft answered 'no' to this question.

The following year, in early 2019, Mr Chalcroft was convicted of drink driving. Mr Chalcroft did not disclose this to his employer until several weeks after the conviction. His disclosure arose during a telephone conversation in which his employer asked him whether he needed to disclose anything after they had already been notified of the conviction.

Mr Chalcroft had a long record of [REDACTED]. The panel was presented with medical evidence which confirmed this. Mr Chalcroft gave evidence to the effect that his [REDACTED] had exacerbated what happened between 2018 and 2019, and he asserted that at the time he had not developed the insight to recognise this or take remedial action.

Findings of fact

The findings of fact are as follows:

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

1. On or around 22 February 2019, you were convicted of the following relevant offence:

- a. Driving a motor vehicle with excess alcohol contrary to section 5(1)(a) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders Act 1988.**

The panel received a memorandum of conviction and a PNC printout which confirmed the conviction. Mr Chalcroft also admitted that he had been convicted of this offence. The panel found the factual element of this allegation proven, namely that Mr Chalcroft had been convicted of this offence.

2. While employed as a teacher at John F Kennedy school between September 2000 and May 2014:

- a. On or around 18 October 2008, whilst Person A was holding her child, you pulled Person A causing her to fall backwards.**
- b. On 14 November 2008, you accepted a police caution for the offence of common assault in respect of your conduct at Allegation 2(a) above.**

The panel received evidence which confirmed that Mr Chalcroft had received a caution for the offence of common assault in relation to the incident described on 18 October 2008. The panel was presented with a record of the caution which was not disputed. Mr Chalcroft also admitted the underlying facts which had given rise to the caution. This was corroborated by documents received from the police. Mr Chalcroft admitted this allegation. The panel found this allegation proved.

3. While employed as a teacher at Watling View School (“the School”) you:

- a. Failed to disclose to the School the conviction at Allegation 1 above, either promptly or at all.**
- b. Told the School, that you accepted the police caution at Allegation 2(b), for “grabbing a burglar” or words to that effect, when that was not the case.**
- c. Failed to declare to the School, within the Staff Suitability Declaration form dated September 2018, the police caution referred to at Allegation 2(b).**

Mr Chalcroft initially admitted allegation 3. However, in the course of the hearing his position changed in relation to allegation 3b.

As regards allegation 3a. the panel heard extensive evidence from Mr Chalcroft. It was accepted that his employer was aware of his [REDACTED], and had concerns about him at the material time. Mr Chalcroft gave evidence about his state of mind at the time. Mr Chalcroft stated that he wanted to speak with his headteacher personally, and face-to-face about his conviction. It was accepted that he had tried to arrange a meeting with the headteacher after his conviction, at least twice, but that this had not been successful.

However, several weeks had elapsed since the conviction. Mr Chalcroft had been present in the School at various points during this period and still failed to secure a personal meeting. The panel found that the fact of the conviction was a serious matter and it required disclosure to the School at the earliest opportunity. Notwithstanding his attempt to arrange a meeting, Mr Chalcroft failed to give sufficient priority to this disclosure. The employer was notified separately, and Mr Chalcroft made the disclosure when asked if there was anything that he needed to inform the School about. On the balance of probabilities, the panel find allegation 3a proved on the basis that Mr Chalcroft failed to disclose the conviction promptly.

As regards allegation 3b, Mr Chalcroft had initially admitted this particular. However, in evidence he stated that he had not used the term ‘burglar’ when discussing the incident and had instead stated that the incident arose out of an argument with someone who was taking property from him that they had no right to take. The panel treated this allegation as not admitted given this equivocation.

The panel received no direct evidence from any other source that Mr Chalcroft had expressly used the term 'burglar' when describing the incident. However, there was a LADO report form completed by the School which recorded that a comment to this effect had been made by Mr Chalcroft.

The panel noted that Mr Chalcroft submitted representations to the TRA in which he had stated that his disclosure to the School involved him describing the incident as being connected to a burglary. This admission was repeated in the statement of agreed facts.

In his oral evidence, Mr Chalcroft accepted that he described the caution incident to the School as a matter which related to a common assault connected to a burglary. He denied using the specific term of 'grabbing a burglar' and the panel were provided with no evidence that this specific term was used by him at the time. However, the panel found that Mr Chalcroft did use words to the effect of those described in the allegation. Everything which Mr Chalcroft communicated about this incident both at the time and in evidence would create the inference that incident related to him assaulting a burglar. The panel also found, as was accepted by Mr Chalcroft, that the caution did not relate to a burglary as would be commonly understood and so his representations on the matter were inaccurate. On the balance of probabilities, the panel found allegation 3b proved on this basis.

As regards allegation 3c the panel noted that Mr Chalcroft had not disclosed the caution on the suitability declaration form when asked and found this allegation proved.

4. Your conduct at any or all of Allegations 3(a)-(c), as may be found proved, was dishonest and/or lacked integrity.

The panel found allegations 3a to 3c proved on the basis set out above.

As regards allegation 3a the panel considered carefully the evidence of Mr Chalcroft. A considerable period elapsed before the conviction was disclosed. Mr Chalcroft failed to proactively disclose his conviction. However, when he was asked about whether he had anything to inform the School about he did disclose the conviction.

The panel took the view that Mr Chalcroft did not have a settled intention to not disclose his conviction and thus was unable to determine to the relevant standard that his actions were dishonest. However, the panel noted Mr Chalcroft's role as a senior and experienced teacher. Whilst the conviction did not relate to activity on school premises, it concerned behaviours which might have an impact on his suitability for his role, and it was imperative that this be disclosed to the School at the earliest opportunity.

Whilst the panel accepted that Mr Chalcroft wanted to disclose this conviction personally to the headteacher, there was ample opportunity for him to have done this. In the interim, there was obviously a risk that the School would be notified by other sources and be placed

in a difficult position. Indeed, this is what transpired. The panel finds that the actions of Mr Chalcroft demonstrated a lack of integrity.

As regards allegation 3b the panel considered the evidence carefully. Mr Chalcroft described his disclosure in relation to the facts of the incident which led to the caution as an attempt to be transparent “without unpacking all the details” of the event. The incident giving rise to the caution very clearly had safeguarding implications in terms of the use of force in front of a child and/or in circumstances where distress and/or harm could be caused. The strict issue of whether there was a legal obligation to disclose the caution to his employer was separate to the issue of how the circumstances giving rise to it were communicated to his employer once such a disclosure had been made. The panel found that Mr Chalcroft gave a misleading account of the incident which concealed its obvious safeguarding implications from his employer. On this basis, the panel found on the balance of probabilities that the actions of Mr Chalcroft as regards allegation 3b were dishonest and lacked integrity.

In relation to allegation 3c Mr Chalcroft stated that he had obtained advice from his church safeguarding lead and understood that he was not required to disclose the caution because 6 years had elapsed since the incident. There was no evidence from the TRA as to the status of the caution, and whether it was protected from disclosure. The panel was not able to determine this issue on the evidence presented. The panel accepted that Mr Chalcroft may have taken the view that he was entitled to say no to this question. There was no persuasive evidence before the panel that his actions were dishonest, or that his actions amounted to a lack of integrity, however misguided. On balance the panel was unable to find that the actions of Mr Chalcroft at allegation 3c amounted to dishonesty or a lack of integrity.

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

The panel proceeded to consider whether the facts of those proved allegations amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute and/or a relevant offence.

The panel found allegations 1 to 3 proved. The panel also found allegation 4 proved in relation to allegation 3a and 3b. In respect of allegation 3c, the panel did not find the conduct amounted to dishonesty or a lack of integrity but did go on to consider whether allegation 3c amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

In considering the allegations, the panel had regard to the document Teacher misconduct: The prohibition of teachers, which is referred to as “the Advice” (2022).

As regards the conviction (allegation 1), the panel took the view that Mr Chalcraft's actions were relevant to teaching, working with children and working in an education setting. Mr Chalcraft drank alcohol, made a decision to drive and then did so in a manner which was described as erratic. This was a reckless action which clearly exposed members of the public to risk. As a consequence, Mr Chalcraft received a 14 month ban from driving, which was higher than the starting point for such an offence.

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

The panel also considered the offences listed on pages 12 to 14 of the Advice. This was a case concerning an offence involving a serious driving offence involving alcohol. The Advice states that this is likely to be considered a relevant offence.

The panel took into account Mr Chalcraft's [REDACTED]. However, none of this excused the behaviour or presented any significant mitigation.

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

The panel went on to consider allegations 2 to 4.

The panel also considered whether Mr Chalcraft's conduct displayed behaviours associated with any of the offences listed on pages 12 to 14 of the Advice. One of these was violence (allegation 2), albeit no injury was caused.

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 also considered whether the conduct of Mr Chalcraft, in relation to the facts found proved, involved breaches of the Teachers' Standards and found the following had been breached:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by ...
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions

- 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 Chalcroft, in relation to the facts found proved, also involved breaches of Keeping Children Safe In Education (“KCSIE”) (2018).

The panel considered that Mr Chalcroft was in breach of the following provisions from Part One:

- All staff should be aware of systems within their school which support safeguarding ...

The panel found that the conduct of Mr Chalcroft in relation to allegation 2 amounted to unacceptable professional conduct. He was engaged in an argument in the presence of a child and used force in an uncontrolled manner against Person A exposing them to a risk of harm. This displayed attitudinal problems and inability to control his anger which obviously had safeguarding implications.

As regards allegation 3a, the panel found that Mr Chalcroft’s failure to disclose his conviction for drink driving promptly amounted to a lack of integrity. The panel took the view that this demonstrated a failure to have regard to the well-understood safeguarding principles regarding the disclosure of potential suitability issues and finds that this amount to unacceptable professional conduct.

As regards allegation 3b the panel found that Mr Chalcroft acted dishonestly and without integrity in providing his employer with a misleading account of his caution which had the effect of obscuring potential safeguarding and suitability issues. This clearly amount to unacceptable professional conduct.

As regards allegation 3c, the panel accepted that Mr Chalcroft believed that he was not required to disclose his caution on the form. However, the form itself asked him whether he had any cautions prior to his employment, and this was highlighted in bold font. Mr Chalcroft failed to seek further clarification from his employer, and there is no evidence that he took legal advice over the issue. Mr Chalcroft was in a position of responsibility as a senior leader at the School. He described the completion of the form as an “admin task of middle or above importance” which he did not focus on at the time given his state of mind. Although the panel was satisfied that his actions were not dishonest or indicated a lack of integrity, his actions were overly casual and were misguided. The panel determined that in those circumstances his actions amounted to unacceptable professional conduct.

In relation to whether Mr Chalcroft's actions as found proved at allegations 2 to 4 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 Chalcroft's conduct displayed behaviours associated with any of the offences in the list that begins on pages 12 to 14 of the Advice. As set out above, the offence of violence was relevant.

The panel also took account of the way the teaching profession is viewed by others. The panel did consider the findings of misconduct to be so serious as to have a negative impact on Mr Chalcroft's status as a teacher and the teaching profession more generally. The panel considered that his actions could affect public confidence in the teaching profession, given the influence that teachers may have on pupils, parents and others in the community.

For these reasons, the panel did find that Mr Chalcroft's actions constitute conduct that may bring the profession into disrepute.

Panel's recommendation to the Secretary of State

Given the panel's findings in respect of conviction of a relevant offence, unacceptable professional conduct and conduct which 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, 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 Chalcroft, there was a strong public interest consideration in declaring proper standards of conduct in the profession as the conduct found against Mr Chalcroft 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 Chalcroft in the profession. Mr Chalcroft had taught for approximately 30 years and demonstrated a clear commitment to the teaching 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 an exemplary 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 Chalcroft.

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
- Commission of a serious offence, namely driving with excess alcohol (the caution relating to common assault involved the use of force but at a very low level and so did not fall into this category)
- Failed in their duty of care to a child including exposing a child to risk (in relation to the circumstances giving rise to the caution) ...
- Acts of dishonesty and lack of integrity including the deliberate concealment of their actions... especially where these behaviours have been repeated

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 and other features of the conduct. Mitigating factors may indicate that a prohibition order would not be appropriate or proportionate.

The actions of Mr Chalcroft were deliberate. The panel was also concerned that Mr Chalcroft had failed to fully or promptly disclose matters relevant to his suitability on two occasions in a two year period, and at points in his evidence had minimised his shortcomings such as to demonstrate limited insight into his disclosure failures. However, in evidence he also gave an account of what he would do now to avoid a repetition of these failures.

Mr Chalcroft was not acting under duress. Mr Chalcroft did experience [REDACTED] between 2018 and 2019, and this did have an impact on his behaviour at that time. This was reflected in the Occupational Health evidence.

[REDACTED]

Mr Chalcroft did have a good teaching record and a long and otherwise unblemished career. The panel was presented with an excellent reference which had been sent to Watling View School in 2015. The panel accepted the evidence of Mr Chalcroft that he was currently contributing to the education sector in that he was advising local authorities in relation to children and young people with complex special educational needs. In this role he provides tailored strategies and curriculum suggestions for individual children and young people to help schools meet the EHCP requirements and improve outcomes for the children and young people. The panel was also presented with an email from a school he was working with thanking him for his work: "Thanks for reassuring me and for going above and beyond for [a pupil]". Mr Chalcroft has also completed several professional development courses.

The panel was satisfied that, despite ongoing stressors in his personal life, he was now able to work effectively and had received positive feedback. The panel was satisfied that Mr Chalcroft had developed some insight into the behaviour which led to his misconduct, and there was a low risk of repetition.

Mr Chalcroft expressed sincere remorse and regret for his conduct and acknowledged that he had fallen below the standards expected of the teaching profession. As regards the conviction, he stated that he "deeply regretted" how the School found out and that as an advisory teacher he "needs to make amends". Mr Chalcroft stated that for him, teaching is "more than a career".

The panel first considered whether it would be proportionate to conclude this case with no recommendation of prohibition, considering whether the publication of the findings made by the panel would be sufficient.

The panel was of the view that, applying the standard of the ordinary intelligent citizen, the recommendation of no prohibition order would be both a proportionate and an appropriate response given the specific circumstances of this case. Whilst Mr Chalcroft repeated some of the misconduct, the overall nature and severity of the behaviour was at the less serious end of the possible spectrum and, having considered the considerable mitigating factors that were present, the panel determined that a recommendation for a prohibition order would not be appropriate in this case.

The fact that Mr Chalcroft had worked for 6 years in education, without concern, since the allegations came to light was a feature in the panel's considerations. The panel considered that the publication of the adverse findings it had made was sufficient to send an appropriate message to the teacher as to the standards of behaviour that are not acceptable, and the publication would meet the public interest requirement of declaring proper standards of the profession.

Decision and reasons on behalf of the Secretary of State

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

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

In this case, the panel has found some of the allegations proven and found that those proven facts amount to unacceptable professional conduct and/or conduct that may bring the profession into disrepute and/or a relevant conviction.

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

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

In particular, the panel has found that Mr Mark Chalcraft 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 ...
 - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
- 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 Chalcraft, involved breaches of the responsibilities and duties set out in statutory guidance '*Keeping children safe in education*'.

The findings of misconduct are serious as they include a teacher being convicted of driving with excess alcohol, accepting a police caution for common assault, and conducting himself in a way which 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, conduct that may bring the profession into disrepute, and 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 Chalcroft, 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:

“The panel found that the conduct of Mr Chalcroft in relation to allegation 2 amounted to unacceptable professional conduct. He was engaged in an argument in the presence of a child and used force in an uncontrolled manner against Person A exposing them to a risk of harm. This displayed attitudinal problems and inability to control his anger which obviously had safeguarding implications.”

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

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

“The panel was satisfied that, despite ongoing stressors in his personal life, he was now able to work effectively and had received positive feedback. The panel was satisfied that Mr Chalcroft had developed some insight into the behaviour which led to his misconduct, and there was a low risk of repetition.

Mr Chalcroft expressed sincere remorse and regret for his conduct and acknowledged that he had fallen below the standards expected of the teaching profession. As regards the conviction, he stated that he “deeply regretted” how the School found out and that as an advisory teacher he “needs to make amends”. Mr Chalcroft stated that for him, teaching is “more than a career”.

The panel also states the following:

“The panel was also concerned that Mr Chalcroft had failed to fully or promptly disclose matters relevant to his suitability on two occasions in a two year period, and at points in his evidence had minimised his shortcomings such as to demonstrate limited insight into his disclosure failures. However, in evidence he also gave an account of what he would do now to avoid a repetition of these failures.”

In my judgement, this evidence indicates that Mr Chalcroft has yet to develop full insight into his behaviour. I have therefore given this element some weight in reaching my decision.

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

“The panel also took account of the way the teaching profession is viewed by others. The panel did consider the findings of misconduct to be so serious as to have a negative impact on Mr Chalcroft’s status as a teacher and the teaching profession more generally. The panel considered that his actions could affect public confidence in the teaching profession, given the influence that teachers may have on pupils, parents and others in the community.

For these reasons, the panel did find that Mr Chalcroft’s actions constitute conduct that may bring the profession into disrepute.”

I am particularly mindful of the finding of dishonesty in this case, and the 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 unacceptable professional conduct, conduct likely to bring the profession into disrepute, and 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 Chalcroft himself. The panel offers these comments:

“Mr Chalcroft did have a good teaching record and a long and otherwise unblemished career. The panel was presented with an excellent reference which had been sent to Watling View School in 2015. The panel accepted the evidence of Mr Chalcroft that he was currently contributing to the education sector in that he was advising local authorities in relation to children and young people with complex special educational needs. In this role he provides tailored strategies and curriculum suggestions for individual children and young people to help schools meet the EHCP requirements and improve outcomes for the children and young people. The panel was also presented with an email from a school he was working with thanking him for his work: “Thanks for reassuring me and for going above and beyond for [a pupil]”. Mr Chalcroft has also completed several professional development courses.”

A prohibition order would prevent Mr Chalcroft 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 fact that the panel has found several instances of serious misconduct, taking place over a number of years. I have also noted that, while there were some mitigating circumstances present, the panel has found that the Mr Chalcroft's actions were both deliberate and committed free of duress.

I have also placed considerable weight on the seriousness of Mr Chalcroft's misconduct, which includes being convicted of driving with excess alcohol, accepting a police caution for common assault, and dishonesty, as well as the evidence that he has yet to develop full insight into his actions.

In my judgment, the panel has placed insufficient weight on these factors and the likely negative impact of the reputation of the profession. Therefore, a published decision, in light of the panel's findings, 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 doing so I have referred to the Advice, which states the following:

"Where a case involved any of the following, 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:

- arson and other "major" criminal damage;
- possession (including for personal use) of any class A drug;
- possession with intent to supply another person, supply (selling, dealing or sharing) and production of any class A, B, C or unclassified drugs;
- fraud or serious dishonesty
- theft from a person or other serious cases of theft
- intolerance and/or hatred on the grounds of race, religion, sexual orientation or protected characteristics;
- violence.

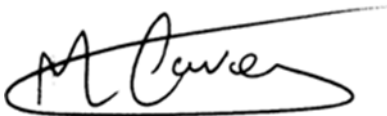
While the misconduct found by the panel in this case included violence and dishonesty, I have noted its comments regarding Mr Chalcroft's remorse as well as his otherwise good record over the course of his career. I have also given weight to its conclusion that the risk of repetition appears to be low.

I consider therefore that a two-year review period is a proportionate response to the findings in this case in order to satisfy the maintenance of public confidence in the profession.

This means that Mr Mark Chalcroft 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 23 March 2028, two 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 Chalcroft remains prohibited from teaching indefinitely.

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

Mr Chalcroft 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.

Decision maker: Marc Cavey

Date: 23 March 2026

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