



Teaching  
Regulation  
Agency

# **Mr Jacob Woodland: Professional conduct panel meeting outcome**

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

**May 2026**

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

**Teacher:** Mr Jacob Woodland

**Teacher ref number:** 1789857

**Teacher date of birth:** 13 June 1997

**TRA reference:** 24865

**Date of determination:** 5 May 2026

**Former employer:** Ripley St Thomas Church of England Academy, Lancaster

### **Introduction**

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 5 May 2026 by way of a virtual meeting, to consider the case of Mr Jacob Woodland.

The panel members were Ms Geraldine Baird (lay panellist – in the chair), Mrs Christine McLintock (teacher panellist) and Mr Patrick Berry (teacher panellist).

The legal adviser to the panel was Mrs Charlotte Belcher 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 Woodland that the allegations be considered without a hearing. Mr Woodland provided a signed statement of agreed facts and admitted that this amounted to unacceptable professional conduct and/or conduct which brought the profession into disrepute. The panel considered the case at a meeting without the attendance of the presenting officer, Ms Louise Murphy-King of Kingsley Napley solicitors, or Mr Woodland.

The meeting took place in private and was not recorded.

### **Allegations**

The panel considered the allegation set out in the notice of meeting dated 19 February 2026.

It was alleged that Mr Woodland was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that whilst working as a Teacher

and/or the Subject Leader for Physics and/or Head of York House at Ripley St. Thomas Church of England Academy ('the Academy'):

1. On a date or dates prior to 24 August 2024, he accessed publicly available images of pupils at the Academy taken from Instagram for his own pleasure, including in respect of those pupils listed in Schedule A.
2. His conduct at paragraph 1 was sexual in nature and/or sexually motivated.

Schedule A:

- i. Pupil A;
- ii. Pupil B;
- iii. Pupil C; and/or
- iv. Pupil D.

## Summary of evidence

### Documents

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

Section 1: Chronology, List of Key People and Anonymised Pupil List – pages 5 to 7

Section 2: Notice of referral and response – pages 8 to 11

Section 3: Statement of agreed facts and presenting officer representations – pages 12 to 16

Section 4: Teaching Regulation Agency documents – pages 17 to 426

Section 5: Teacher documents – pages 427 to 447

Section 6: Notice of Meeting – pages 448 to 449

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 Woodland on 29 November 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 Woodland 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 Woodland was employed as a teacher of science at Ripley St Thomas Church of England Academy (“the Academy”) from 1 September 2019. On 24 August 2024 Mr Woodland made a disclosure to the acting head of school at the Academy. Mr Woodland was suspended from the Academy on 25 August 2024. Mr Woodland resigned from the Academy on 9 October 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:

**You are guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute in that whilst working as a Teacher and/or the Subject Leader for Physics and/or Head of York House at Ripley St. Thomas Church of England Academy (‘the Academy’):**

- 1. On a date or dates prior to 24 August 2024, you accessed publicly available images of pupils at the Academy taken from Instagram for your own pleasure, including in respect of those pupils listed in Schedule A.**

### **Schedule A:**

- i. Pupil A;**
- ii. Pupil B;**

**iii. Pupil C; and/or****iv. Pupil D.**

In the signed statement of agreed facts, Mr Woodland admitted that he accessed publicly available images of pupils at the Academy taken from Instagram for his own pleasure, including Pupil A, Pupil B, Pupil C and Pupil D, whilst working as a teacher at the Academy. The agreed facts set out substantial background to the case and the panel noted that Mr Woodland admitted to all of the facts, including:

- He made a disclosure to Individual A, former deputy headteacher at the Academy on 24 August 2024.
- His agreement that a copy of the letter he handed to Individual A during the meeting was provided as Exhibit 9, Appendix 2 which was in the panel's bundle.
- The ages of Pupils A, B, C and D and whether he taught them.
- He accessed the images using his personal Instagram account or using a website called Pic UK.
- He searched for female pupils.
- He told Individual A his conduct took place over a period of years.
- He told Individual A that the images were clothed or partially unclothed, and some of the images may have been images of the pupils wearing a bikini.
- He told Individual A that the conduct had stopped and he recognised the need for professional support with his [REDACTED], which he confirmed in his written statement for these proceedings dated 9 January 2026.
- The concerns were investigated by the police, he attended an interview where he answered 'no comment' to all questions and no further police action was taken.

The facts set out above aligned with a statement prepared by Mr Woodland and provided to Individual A during a meeting on 24 August 2024, which stated *"I am truly sorry but I have done something inappropriate and I cannot live with myself without being honest. I have looked at publicly available Instagram content of some senior female pupils at school and used these to fantasise for my own pleasure."* The panel noted that Mr Woodland had been consistent throughout in relation to the incident, from his self-disclosure to Individual A during the meeting, through the investigation, and to these proceedings.

The panel also considered the signed witness statement of Individual A dated 26 September 2025 who confirmed:

*“Jacob Woodland contacted me in the morning on Saturday 24 August 2024 and told me that he had something that he needed to share with me... I arranged to meet Jacob Woodland at a neutral location in a public car park next to Morecambe Golf Club, on the promenade at Morecambe and he handed me a piece of paper to share what he wanted to tell me. I then had a conversation with Jacob Woodland and asked him about some of the things he had implied within the statement he had provided to me... I asked Jacob Woodland where he accessed the pictures from and he told me that they were from Instagram, accessed using his personal Instagram account and a website called Pic UK, where he advised me that it is possible to access publicly available profiles... I asked Jacob Woodland if he could identify any pupils and initially, he told me that it was pupils in [REDACTED]. I probed deeper and he then admitted that there were some pupils that had only just left [REDACTED], and it was obvious that they were younger than initially indicated. Jacob Woodland provided me with the names of four pupils: Pupil A, Pupil B, Pupil C and Pupil D....there were pupils who had previously left school whose images he had looked at. However, he only provided me with the names of the four pupils: Pupil A, Pupil B, Pupil C and Pupil D. Therefore, there were other pupils from previous years that will have been in the same position as these named pupils however, we did not know who they were to be able to inform them.”*

The panel noted that this evidence was consistent with the statement Individual A provided to the police on 7 October 2024.

The panel noted however that they had not been provided with these images and none had been found on Mr Woodland's devices during the course of the police investigation. Mr Woodland was clear throughout that the images were of pupils, that they were obtained from Instagram and were publicly accessible, and that he had fantasised about them for his own pleasure.

Taking account of all of the evidence before it, the panel found that, on the balance of probabilities, at some point prior to 24 August 2024, whilst working for the Academy, Mr Woodland accessed publicly available images of pupils at the Academy taken from Instagram for his own pleasure, which included pupils listed in Schedule A. Allegation 1 was therefore found proved.

## **2. Your conduct at paragraph 1 was sexual in nature and/or sexually motivated.**

In the signed statement of agreed facts, Mr Woodland admitted that his conduct was sexual in nature and/or sexually motivated.

The panel first considered whether the conduct was sexual in nature, noting the above admission in the signed statement of facts. The panel had regard to the legal advice provided in respect of where conduct may be considered sexual in nature.

The panel noted that accessing publicly available images on Instagram was not inherently sexual in nature and that the panel did not have any evidence that the images were sexual. Mr Woodland had admitted in the signed statement of facts that the images were "*clothed or partially unclothed*" and it may have included images of pupils wearing a bikini. Whilst viewing the images may not have been by its nature inherently sexual, the purpose for which Mr Woodland admitted to having accessed the images was sexual. They were viewed and fantasised over for his own pleasure and this was admitted by Mr Woodland.

The panel noted that Mr Woodland had stated in a written statement for these proceedings dated 9 January 2026 that he had [REDACTED] for which he was seeking support from [REDACTED]. The panel also noted that Individual A had said in her statement that Mr Woodland disclosed to her that he felt Pupils A, B, C and D "had a similar profile", although he did not go into detail. Individual A added her observations in relation to the similarities between the pupils, noting that they were [REDACTED] *Appearance wise they were all [REDACTED].*" The panel accepted that Mr Woodland had indicated the pupils searched fitted a particular "type".

In light of all of the evidence, the panel considered a reasonable person would determine that Mr Woodland's actions were sexual in nature.

The panel next considered whether the conduct was sexually motivated, noting the above admission in the signed statement of facts. The panel had regard to the legal advice provided in respect of where conduct may be considered sexually motivated.

The panel noted that Mr Woodland had admitted he had fantasised over the images for his own pleasure, which indicated to the panel sexual gratification. The panel accepted that this was not in the pursuit of a sexual relationship with Pupils A, B, C or D. The panel considered a reasonable person would determine that Mr Woodland's actions were sexually motivated.

Taking account of all of the evidence before it, the panel found that, on the balance of probabilities, the conduct found proved in allegation 1 was sexual in nature and sexually motivated, whilst working as a teacher at the Academy. Allegation 2 was therefore found proved.

## 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 Woodland in relation to the facts found proved, involved breaches of the Teachers’ 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.
- 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 Woodland, in relation to the facts found proved, involved breaches of Keeping Children Safe In Education (“KCSIE”) 2023.

The panel considered that Mr Woodland was in breach of the following provisions:

- Paragraph 2 of part one of KCSIE: *“In order to fulfil this responsibility effectively, all practitioners should make sure their approach is child centred. This means that they should consider, at all times, what is in the **best interests** of the child.”*
- Paragraph 13 of part one of KCSIE: *“**All** staff should be aware of systems within their school or college which support safeguarding, and these should be explained to them as part of staff induction. This should include the:
 
  - *child protection policy (which should amongst other things also include the policy and procedures to deal with child-on-child abuse)*
  - *staff behaviour policy (sometimes called a code of conduct) should amongst other things, include low-level concerns, allegations against staff and whistleblowing.”**

The panel noted that every teacher is required to read part one of KCSIE. Mr Woodland had agreed in the signed statement of facts that he had read and understood KCSIE and the panel had been provided with a training printout confirming that on 14 September 2023 Mr Woodland confirmed *“yes, I have read and understood part 1 of KCSIE 2023”*.

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

The Advice indicates that where behaviours associated with such an offence exist, a panel is likely to conclude that an individual’s conduct would amount to unacceptable professional conduct.

The panel found that the offence type of “sexual activity” was relevant in this case. The panel considered carefully the offence type of sexual activity within this list and whether it was relevant in this case. The panel noted that there was no evidence of physical sexual activity in this case. However, Mr Woodland had chosen to access publicly available images of pupils, three of those named were under the age of 18, to fantasise over for his own pleasure. The panel was of the opinion that viewing these images was an activity which was sexual in nature. 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 decided that it was a relevant behaviour associated with an offence type, for them to take into consideration.

In addition, the panel noted that Mr Woodland had breached numerous provisions of the Academy’s Staff Code of Conduct, including:

- Clause 4.1.2: *“In particular an employee should ensure he/she behaves in a manner that demonstrates dignity, professionalism, accountability, tolerance and respect for the values and ethos of the Trust and Academy.”*
- Clause 4.1.10: *“In particular an employee should treat other Trust personnel, parents and pupils with dignity and respect at all times.”*
- Clause 6.1.32: *“The following are examples of matters that are normally regarded as gross misconduct: serious misuse of social media contrary to the Trust’s Social Media Policy.”*

The actions were a serious safeguarding concern. Mr Woodland had put pupils at risk by his behaviour and it affected the wellbeing of pupils who were informed about these actions later.

The panel noted that allegations 1 and 2 could be said to have taken place outside the education setting. The panel accepted that the images were viewed on Mr Woodland’s personal devices and that it did not take place at the Academy.

The panel considered that Mr Woodland's conduct affected the way he fulfilled his teaching role and may have led to pupils being exposed to, or influenced by, the behaviour in a harmful way, because it involved pupils in the Academy and this was a safeguarding issue. A number of pupils were exposed to risk from Mr Woodland's actions in that learning of his actions could have had a detrimental impact upon them. Although the panel did not have evidence of when the conduct started, Mr Woodland had admitted that this conduct had taken place over a period of years.

The panel noted that Mr Woodland had admitted that his actions amounted to unacceptable professional conduct in the signed statement of facts.

For these reasons, the panel was satisfied that the conduct of Mr Woodland amounted to misconduct of a serious nature which fell significantly short of the standards expected of the profession. The actions were serious and sexually motivated, and they related to multiple pupils over a period of years.

Accordingly, the panel was satisfied that Mr Woodland was guilty of unacceptable professional conduct.

In relation to whether Mr Woodland'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. A parent, member of the public or community would be seriously concerned if they were aware of the actions of Mr Woodland whilst a teacher at the Academy.

The panel noted that allegations 1 and 2 could be said to have taken place outside the education setting. The panel concluded that the findings of misconduct were serious, and the conduct displayed would be likely to have a negative impact on Mr Woodland's status as a teacher. The panel considered that Mr Woodland's conduct could potentially damage the public's perception of a teacher.

In considering the issue of disrepute, the panel also considered whether Mr Woodland'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 Woodland was guilty of unacceptable professional conduct, the Panel found that the offence type of sexual activity could be considered relevant in this case.

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 noted that Mr Woodland had admitted that his actions constituted conduct that may bring the profession into disrepute in the signed statement of facts.

For these reasons, the panel found that Mr Woodland’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, the 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, given the serious findings of viewing images of Pupils at the Academy, which was sexual in nature and sexually motivated.

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

The panel was of the view that there was also a strong public interest consideration in declaring proper standards of conduct in the profession, as the conduct found against Mr Woodland 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 Woodland in the profession. The panel decided that there was a public interest consideration in retaining

Mr Woodland in the profession, since no doubt had been cast upon his abilities as an educator and the panel had no reason to doubt that he was able to make a valuable contribution to the profession. The panel had seen evidence of the contributions Mr Woodland made to the Academy at which he taught and considered this in mitigation for Mr Woodland.

Whilst there was evidence that Mr Woodland had ability as an educator, the panel considered that the adverse public interest considerations above outweighed any interest in retaining him in the profession, since his behaviour fundamentally breached the standard of conduct expected of a teacher, and he sought to exploit his position of trust by using the names of pupils he had taught to search for their images on Instagram.

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 Woodland.

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

- serious departure from the personal and professional conduct elements of the Teachers' Standards;
- misconduct seriously affecting the education and/or safeguarding and well-being of pupils, and particularly where there is a continuing risk;
- abuse of position or trust (particularly involving pupils);
- sexual misconduct, e.g. involving actions that were sexually motivated or of a sexual nature and/or that use or exploit the trust, knowledge or influence derived from the individual's professional position;
- failure to act on evidence that indicated a child's welfare may have been at risk e.g. failed to notify the designated safeguarding lead; and
- 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).

The panel also noted that the allegations found proved related to online misconduct which was serious as it was of a sexual nature and/or sexually motivated.

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.

Mr Woodland's actions were deliberate in that he chose to access images of pupils on Instagram to fantasise over for his own pleasure.

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

Mr Woodland did have a previously good history. There was some evidence before the panel of Mr Woodland having demonstrated high standards in his professional conduct and having contributed significantly to the education sector.

The panel did not have any evidence to suggest that Mr Woodland had been previously subject to disciplinary proceedings/warnings.

The panel had received evidence of Mr Woodland's standards in his teaching, which included a reference from the director of teaching at the SCITT programme, which was provided in 2019 whilst Mr Woodland was a trainee. This included the following from the director of teaching school:

- He marked Mr Woodland as excellent in every category under "professional relationships", "teaching, learning and assessment", and "professional conduct and skills".
- Mr Woodland was recommended, without reservation, for appointment.
- It was commented that *"Jacob is an extremely promising trainee with a vocation for teaching... His lessons are engaging and he adopts a range of activities, he is keen to provide the best possible learning experience for his students."*
- It was further commented that *"Jacob is a highly effective reflective practitioner who listens and acts on feedback and is always keen to continually improve. He has built strong, positive relations with staff and has made significant contribution to the department and the life of the school...he would be an asset not only to the Science department but to the school as a whole."*

Further, the panel received six character statements submitted by Mr Woodland. The panel noted that three of these statements were from Mr Woodland's family members and they provided a reference for his positive personal attributes. The remaining three character statements were from former work colleagues, who commented as follows:

- A good friend and colleague of several years: *“His professionalism in the workplace was always second to none. He always went about his job in school with the utmost integrity and could be relied upon to speak a kind word of encouragement and offer help to anyone in need.”* The witness confirmed he understood the “considerable challenge” Mr Woodland faced over the past 15 months, from which it could be inferred that the witness was aware of these allegations.
- A pupil, colleague and friend of 11 years: *“He was keen to make sure his lessons were of a high standard and produced many good resources that must have taken significant time... His commitment to the life of the school was significant and he soon took on the role as head of York house. He, along with other head of house staff ran many activities and competitions that enhanced the life of the school.”* The witness also provided details of the significant amount of extra-curricular activities Mr Woodland was involved in. It was clear to the panel from the statement that this witness was aware of these proceedings.
- A colleague of five years: *“He was friendly in welcoming me and I could see how invested he was in his work and teaching profession, full of potential and ability to progress his career as he might wish... One example was joining school tennis social times and tournaments that Jacob organised. He always spoke and interacted with everyone with respect, courtesy and fairness, showing exemplary conduct. He was very well-liked, kind, encouraging leader, and offered so much in terms of working with young people positively... I am fully confident that Jacob is trustworthy and able to positively move on with his life in a way that is no risk to others, including children – indeed, I would trust him with mine.”* The witness appeared to the panel to be aware of the proceedings.

Mr Woodland also provided evidence in mitigation within his own written statement for the TRA proceedings dated 9 January 2026, which listed:

[REDACTED]

The statement also contained an explanation for his behaviour, confirming that [REDACTED]

In particular, the panel also noted and gave weight to the fact that Mr Woodland had self-disclosed his actions to the Academy and had therefore shown insight into his behaviour. Mr Woodland admitted within his TRA written statement that *“I recognise that I was on a concerning path. However, I would now like to be clear that having confronted this issue over the last 15 months, I do not have any desire to repeat this behaviour.”* The panel noted that Mr Woodland had indicated this was a deep seated behaviour and it accepted that Mr Woodland had sought help in respect of his [REDACTED]. Mr Woodland had provided evidence from [REDACTED], but the panel noted that this evidence did not

suggest that Mr Woodland's treatment was complete and successful. The panel accepted that Mr Woodland knew that he was on a concerning path and therefore he felt he had to make the disclosure to the Academy's Designated Safeguarding Lead.

The panel considered the extent to which Mr Woodland had shown insight and remorse. During the course of the investigation and TRA proceedings, Mr Woodland had made the following comments:

- *“Although I feel much anguish that pupils and parents were made aware of this case, and very much regret any distress this has caused them, all parties have had the opportunity to comment and it is clear that, as I have always maintained, no contact of any kind was ever initiated with pupils – both from police evidence and evidence presented by the TRA.”*
- *“I would like to express my deepest regret and sadness to have put my family, friends, and Ripley in this position.”*
- *“would like to take the opportunity to express my sadness and regret at these circumstances and for the impact on my colleagues and the Academy.”*
- *“I accept and am extremely remorseful of my inappropriate behaviour. I respectfully ask that careful consideration is given to all aspects of this case, including: my freely disclosed admission (without which no case would be under consideration), my regret, the significant impact I am already suffering, and my proven desire to permanently change.”*

The panel noted that Mr Woodland's TRA statement contained almost one page headed “impact” but that the focus was on the impact on himself, rather than on the impact on others, for example, [REDACTED], the fact that the Academy has *“made decisions that have made this process difficult and painful”* and a long list of 13 bullet points setting out the impacts and consequences on him to date.

The panel was however concerned about the limited amount of remorse shown and the depth of his insight into the impact of his actions on pupils and the seriousness of them from a safeguarding point of view. For example, Mr Woodland did not appear to have insight into why it was necessary for the Academy to share his actions with the parents of Pupils A, B, C and D. Further, Mr Woodland appeared to consider that he had not caused harm to the pupils because they did not know about his actions until the Academy told them.

In light of all the evidence before it, the panel considered Mr Woodland had shown insight into his behaviour, and to his credit was seeking help for his [REDACTED]. However, the panel felt that he lacked insight into the safeguarding risks of his actions. This suggested a concerning attitude towards safeguarding pupils and a lack of awareness of the true

meaning of it. The panel considered that there was a risk of repetition of Mr Woodland's actions due to the lack of evidence of a completed [REDACTED] for his [REDACTED] and Mr Woodland's restricted insight and remorse. The panel noted that this was not a 'one off' behaviour but a continued pattern of accessing images of multiple pupils over a number of years. Mr Woodland's behaviour therefore represented a continuing risk to pupils.

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 Woodland 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 Woodland. The need to safeguard the wellbeing of pupils was a significant factor 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 in paragraph 50 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.

One of these was engaged by the panel's findings:

- any sexual misconduct involving a child.

The panel had found that the actions of Mr Woodland were sexually motivated and had the potential to cause harm to the pupils, including an impact on their mental health. The panel had evidence that Pupil A became upset upon being told of Mr Woodland's actions, albeit this was due to the fact she considered that she did not have a good teacher-pupil relationship with Mr Woodland, having considered she was being singled out by him. The panel also noted that the sexual misconduct involved pupils at the Academy, three of whom were under the age of 18 at the time of the disclosures made by Mr Woodland.

The Advice also indicates in paragraph 51 that there are certain other types of cases where it is likely that the public interest will have greater relevance and weigh in favour of a longer period before a review is considered appropriate.

None of the listed characteristics were engaged by the panel's findings.

The panel considered the extent to which there were mitigating circumstances in this case, including the level of insight and remorse shown by Mr Woodland, as set out above. The panel considered that there was limited remorse and insight into the impact on safeguarding shown by Mr Woodland, although the panel noted that he had self-disclosed his actions and was seeking help with [REDACTED]. However, the panel was particularly concerned about the sexual nature and motivation of Mr Woodland's actions and that this took place over a significant period of time, and images were viewed of a number of pupils. The panel considered there was a risk of repetition and Mr Woodland posed a continuing risk to pupils.

The panel decided that the findings indicated a situation in which a review period would not be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended without 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 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 Jacob Woodland should be the subject of a prohibition order, with no provision for a review period.

In particular, the panel has found that Mr Woodland 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.
- 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 Woodland involved breaches of the responsibilities and duties set out in statutory guidance '*Keeping children safe in education*'.

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

The findings of misconduct are particularly serious as they include a teacher accessing images of pupils in order to fantasise over them for his own pleasure, and in doing so exhibiting behaviour that was sexually motivated.

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

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

“There was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, given the serious findings of viewing images of Pupils at the Academy, which was sexual in nature and sexually motivated.”

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 summarises as follows:

"In light of all the evidence before it, the panel considered Mr Woodland had shown insight into his behaviour, and to his credit was seeking help for his [REDACTED]. However, the panel felt that he lacked insight into the safeguarding risks of his actions. This suggested a concerning attitude towards safeguarding pupils and a lack of awareness of the true meaning of it. The panel considered that there was a risk of repetition of Mr Woodland's actions due to the lack of evidence of a completed [REDACTED] for his [REDACTED] and Mr Woodland's restricted insight and remorse. The panel noted that this was not a 'one off' behaviour but a continued pattern of accessing images of multiple pupils over a number of years. Mr Woodland's behaviour therefore represented a continuing risk to pupils."

In my judgement, the lack of evidence that Mr Woodland has developed full 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 comments:

"In relation to whether Mr Woodland'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. A parent, member of the public or community would be seriously concerned if they were aware of the actions of Mr Woodland whilst a teacher at the Academy."

I am particularly mindful of the finding in this case of a teacher demonstrating sexually motivated behaviour involving accessing images of pupils for his own pleasure 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 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 Woodland himself. The panel observes that:

“Mr Woodland did have a previously good history. There was some evidence before the panel of Mr Woodland having demonstrated high standards in his professional conduct and having contributed significantly to the education sector.”

It also records having had the benefit of considering evidence attesting to Mr Woodland’s good character and commitment to teaching.

A prohibition order would prevent Mr Woodland 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 both the very serious nature of the misconduct found and the panel’s comments regarding the risk of repetition. I have also placed considerable weight on the potential injury to the public’s perception of the profession as a consequence of Mr Woodland’s actions.

While noting the mitigating evidence in this case I have also placed weight on the panel’s findings that Mr Woodland’s actions were deliberate and that there was no evidence that he was acting under extreme duress.

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

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

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

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

“The Advice indicates in paragraph 50 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.

One of these was engaged by the panel’s findings:

- any sexual misconduct involving a child.

The panel had found that the actions of Mr Woodland were sexually motivated and had the potential to cause harm to the pupils, including an impact on their mental health. The panel had evidence that Pupil A became upset upon being told of Mr Woodland's actions, albeit this was due to the fact she considered that she did not have a good teacher-pupil relationship with Mr Woodland, having considered she was being singled out by him. The panel also noted that the sexual misconduct involved pupils at the Academy, three of whom were under the age of 18 at the time of the disclosures made by Mr Woodland.

The Advice also indicates in paragraph 51 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."

I have considered the panel's concluding comments:

"The panel considered the extent to which there were mitigating circumstances in this case, including the level of insight and remorse shown by Mr Woodland, as set out above. The panel considered that there was limited remorse and insight into the impact on safeguarding shown by Mr Woodland, although the panel noted that he had self-disclosed his actions and was seeking help with [REDACTED]. However, the panel was particularly concerned about the sexual nature and motivation of Mr Woodland's actions and that this took place over a significant period of time, and images were viewed of a number of pupils. The panel considered there was a risk of repetition and Mr Woodland posed a continuing risk to pupils.

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

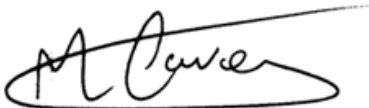
I have considered whether not allowing a review period reflects the seriousness of the findings and is a proportionate response to the panel's findings in order to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period would not be sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the very serious nature of the misconduct found, the lack of evidence of full insight or remorse, the risk of repetition and future harm to pupils, and the likely damage to the standing of the profession as a result of Mr Woodland's behaviour.

I agree with the panel 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 Jacob Woodland 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 Woodland 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 Woodland 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 simple oval-shaped border.

**Decision maker: Marc Cavey**

**Date: 12 May 2026**

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