



Teaching
Regulation
Agency

Mr Lloyd Howlett: Professional conduct panel 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 Lloyd Howlett

Teacher ref number: 1756373

Teacher date of birth: 19 September 1992

TRA reference: 19587

Date of determination: 29 May 2026

Former employer: The Cornelius Vermuyden School, Canvey Island

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 4 to 8 August 2025 at Cheylesmore House, 5 Quinton Road, Coventry, CV1 2WT, and reconvened on 27 August 2025 and 28 and 29 May 2026 virtually to consider the case of Mr Lloyd Howlett.

A case management hearing also took place, between the reconvened professional conduct panel hearing, on 9 December 2025.

The panel members were Mr Stephen Chappell (lay panellist – in the chair), Mrs Joanna Hurren (teacher panellist) and Dr Louise Wallace (lay panellist).

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

The presenting officers for the TRA were Ms Charlotte Watts, Mr Ben Bentley and Ms Amalea Bourne and of Browne Jacobson LLP solicitors.

Mr Howlett was present and was represented by Ms Ruth Barber of Tees Law.

The hearing took place in public, save that portions of the hearing were heard in private, and was recorded.

Allegations

The panel considered the allegations as amended by the panel during the hearing.

It was alleged that Mr Howlett was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that:

1. Between 1 February and 30 June 2021, he:
 - a) Slapped Person A;
 - b) Bit Person A;
 - c) Engaged in sexual intercourse with Person A when:
 - i. Person A did not consent;
 - ii. He did not reasonably believe Person A consented.
2. Between 1 September 2018 and 31 January 2020, he engaged in sexual intercourse with Person B, on one or more occasions, when:
 - a) The person with whom he had sexual intercourse did not consent;
 - b) He did not reasonably believe that the person with whom he had sexual intercourse consented.
3. Your conduct as may be found proven at Allegations 1 and/or 2 was conduct of a sexual nature and/or was sexually motivated.

Mr Howlett denied allegations 1(a), 1(b), 1(c)(i)(ii), 2(a), 2(b) and 3, and further denied that his conduct amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute, as set out in the response to the notice of hearing, signed by Mr Howlett on 27 April 2025.

Summary of evidence

Documents

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

Section 1: Notice of proceedings and response – pages 6 to 19

Section 2: Anonymisation list – page 21

Section 3: TRA witness statements – pages 23 to 37

Section 4: TRA documents – pages 39 to 273

Section 5: Teacher documents (at investigation stage) – pages 275 to 278

Section 6: Teacher documents (at hearing stage) – pages 280 to 334

In addition, the panel agreed to accept the following:

- Emails between Mr Howlett’s representative and Information Rights at Essex police in July 2025 - pages 335 (a) and (b)
- Emails between the presenting officer firm and Essex Police [REDACTED] in August 2025 - pages 336 to 342
- Four photographs, pages 343 to 346
- Email between the presenting officer firm and Person B, July 2025 - pages 347 to 349
- ABE summary for Person A – pages 350 to 355
- Emails between [REDACTED] and the presenting officer firm between 4 and 6 August 2025 – pages 356 to 360
- Letter dated 26 August 2025 from Essex Police –page 361
- Email from [REDACTED] of Essex Police on 26 August 2025 – page 362
- Emails between [REDACTED], the data disclosure officer of Essex Police and the presenting officer firm, August 2025 – pages 363 to 366

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.

Witnesses

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

Person A – [REDACTED] of Mr Howlett.

Person B – [REDACTED] of Mr Howlett.

Person C – [REDACTED] of Mr Howlett

The panel also heard oral evidence from Mr Howlett.

Decision and reasons

The panel announced its decision and reasons as follows:

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

Mr Howlett commenced employment at The Cornelius Vermuyden School ('the School') on 9 July 2018.

In or around September 2018, Mr Howlett entered into a relationship with Person B. The panel noted that Person B and Mr Howlett's relationship lasted approximately 18 months, from September 2018 until January 2020, and it was described as long-term.

Mr Howlett connected with Person A on Tinder and met her for the first time in February 2021. Mr Howlett and Person A subsequently entered into a relationship that lasted approximately 6 months. The relationship ended in June 2021, and it was Person A who brought the relationship to an end. It was accepted that this was a sexual relationship which included elements of experimentation.

Person A and Person B went to the police in around the summer of 2021 in relation to Mr Howlett and the alleged conduct described in the allegations below. The panel heard evidence that they went to the police after Person A formed a WhatsApp group called "*Survivors*" (although the panel was not provided with any documentary evidence confirming the existence of the group or the content of the messages). Person B acknowledged that she would not have gone to the police without Person A's support and encouragement.

The matter was investigated by the police, and no further action was taken.

The matter was referred to the TRA on 22 October 2022.

The panel noted that there were various inconsistencies in the evidence provided by all parties who gave oral testimony (including Mr Howlett). However, the panel considered that these discrepancies were likely attributable to the passage of time and the natural fading of memory. The events in question occurred some time ago, and the panel was mindful that recollections may vary or become less precise over time. The panel took this into account when assessing the credibility and reliability of the evidence presented.

The panel considered the entirety of the evidence, including the additional material admitted.

The panel noted the importance of assessing the contemporaneous documentation then the oral evidence holistically, including where there may be inconsistencies, and considered that discrepancies may arise due to the passage of time or how the evidence was recorded.

The panel noted that Person A did not attend to give further evidence after the panel had determined that she be recalled following the admission of additional material and that Mr Howlett was therefore not afforded the opportunity to cross-examine her on that material. The panel took this into account when assessing the weight to be attributed to the ABE summary evidence.

The panel considered that, whilst there were inconsistencies in Person A's account, there were some areas of consistency between:

- the ABE summary dated 16 July 2021 ("ABE summary");
- the witness statement; and
- the oral evidence given at the hearing.

In relation to the MG5 document for Person A, the panel noted that it was derived from police interviews and contained a degree of consistency with the ABE summary.

The panel considered that such inconsistencies did not necessarily undermine the overall reliability of the account but required careful evaluation. The panel found Person A to be a credible witness overall. Her account was generally consistent and measured and she appeared to be trying her best to assist the panel. The panel concluded her evidence was largely reliable and supported by documentary evidence. However, there were some discrete topics in which there were inconsistency and ambiguity.

In relation to Person B, the panel found her evidence to be clear and consistent with her prior statements and the ABE summary. The panel considered that, whilst there were some inconsistencies, her account was largely consistent and persuasive. The panel found Person B to be an extremely clear and credible witness.

In relation to Person C she told the panel that the first occasion they had sexual intercourse, he repeatedly checked whether she was comfortable and explicitly asked whether she wanted to proceed, asking words to the effect of "*do you want to have sex*" on more than one occasion. Person C's evidence was that, in the context of their interactions, this was unnecessary given the circumstances, but she understood it to reflect caution on his part.

Person C further stated that Mr Howlett later disclosed to her the allegations made by Person A and Person B. She was clear in her evidence that he had never forced her into sexual activity, nor had he displayed any behaviour similar to that alleged before the panel. She described their sexual relationship as entirely normal and said that she had seen no indication in his conduct that would suggest he was capable of the alleged behaviour.

The panel was mindful that Person C did not know Mr Howlett at the time of the alleged events and did not witness any of those matters. The panel therefore considered her evidence as character evidence only. In light of that, the panel placed limited weight on Person C's evidence in the context of its findings of fact.

The panel further considered whether there was any real likelihood that the complainants had conspired together to fabricate the allegations. Having considered the evidence carefully, the panel concluded that there was no such likelihood on the balance of probabilities and the panel noted it had no contemporaneous evidence supporting it.

The panel considered the character references submitted on behalf of Mr Howlett. These included references from professional colleagues, personal acquaintances and individuals who have worked with him in both educational and non-educational settings. The references were broadly consistent in describing Mr Howlett as a person of integrity, professionalism and good character. Several referees spoke to his conduct over a number of years, including in positions of trust, and described him as caring, conscientious and respectful in his interactions with others. The panel considered the character references before and the panel took this evidence into account when assessing the weight to be attached to Mr Howlett's account.

Findings of fact

The findings of fact are as follows:

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

1. **Between 1 February and 30 June 2021, you:**

a) **Slapped Person A;**

Mr Howlett accepted that he had engaged in sexual conduct that included biting and slapping Person A. However, Mr Howlett stated that the acts were consensual and were not carried out with malicious intent.

The panel considered the oral evidence and written statement of Person A.

In her written evidence, Person A stated that, around the first weekend in June 2021, she had travelled to Mr Howlett's house as they had planned to meet his friends at the beach. She stated that she was sitting on Mr Howlett's bed getting ready, and he walked past her and slapped her, hard, across the face. Person A said that this was unprovoked, and that she remembered holding her face and saying, "*what the fuck are you doing?*" to which Mr Howlett responded with "*testing the waters*" before laughing and walking away.

In her oral evidence, Person A described the incident involving a slap as unprovoked and unexpected. She stated that she was sitting on the bed applying makeup when Mr Howlett suddenly slapped her on the face. She described the slap as “*reasonably hard*,” though it did not leave a bruise or handprint, and she did not fall from the bed. While she acknowledged it was not “*brutal*”, she emphasised that it was hard enough to be felt afterwards and was entirely unprovoked.

Person A did not accept that the slap occurred in a sexual context. Person A stated that she was preparing to go out and was not engaged in any sexual activity at the time. When she asked Mr Howlett why he had slapped her, he responded that he was “*testing the waters*” and, according to her account, added, “*to see if you would let me beat you.*” Person A said that he never slapped her again.

The panel considered the MG5 police report, which set out that Person A visited Mr Howlett’s home on 21 May 2021. While she was on the bed getting ready to go out, Mr Howlett walked over to her and slapped her on the face, causing it to sting. He then stated that he was “*testing the waters.*”

The panel acknowledged Person A’s inconsistency in the dates provided, specifically those relating to May and June 2021. However, it was considered that these discrepancies were most likely due to the passage of time and the natural effects of memory deterioration.

The panel considered the ABE summary for Person A. In relation to the slap, it recorded that on 21 May 2021, Person A’s [REDACTED] drove her to stay at Mr Howlett’s home for the weekend. It recorded that they remained indoors that evening and went out for cocktails the following day. While Person A was getting ready and Mr Howlett was playing the guitar, he got up and slapped her on the left side of her face.

It was recorded in the ABE summary that Person A responded, “*what the fuck did you do that for?*”, and that Mr Howlett replied that he “*was just testing the waters*”. He then left to get ready. Person A considered raising the issue again later as she was unhappy about what had happened.

The panel considered the ABE summary for Person A dated 16 July 2021 and noted it was recorded that Person A had stated that “*He had slapped me before, but during sex. Never without warning though and not in a non-sexual way*”.

The panel considered the oral and written evidence of Mr Howlett.

Mr Howlett accepted in this response that he was in a relationship with Person A, and that this became a sexual relationship in February 2021. He stated that he would meet up with Person A at weekends every other week.

Mr Howlett admitted that he engaged in sexual conduct which included slapping Person A. However, he stated that this was instigated by Person A as they had discussed being more experimental during text messages, and that Person A wanted to be more experimental in the bedroom.

Mr Howlett stated that this conduct happened on one occasion and was during foreplay. He said he had attempted to be more spontaneous and experimental, which Person A wanted, and this act was consensual and not carried out with malicious intent.

The panel noted that in his written response, Mr Howlett stated that he was “*testing the waters*” because Person A wanted to be more experimental.

In his oral evidence, Mr Howlett stated that upon Person A’s arrival at his flat, they engaged in sexual activity. Afterwards, Person A sat on the bed, looking into a mirror and reapplying her makeup. Mr Howlett stated that he was lying next to her, feeling overwhelmed with affection, and in that moment, he tapped her on the cheek in what he described as a playful gesture, comparable to a light tap on the bottom.

Mr Howlett stated that he recalled Person A asking, “*Why did you do that?*” and admitted that he had said he was “*testing the waters*” to see if she liked it, referencing prior discussions about being more experimental in the bedroom. He maintained that it was not a slap to the face, but rather a spontaneous act of affection, and denied any violent intent.

When questioned further, Mr Howlett insisted that the gesture was not violent and reiterated that it was not a slap, but a tap. Mr Howlett stated that it was not a hard slap, rating it as 7 out of 10 in terms of force.

Mr Howlett denied using excessive force and maintained that he would never use violence against a woman.

The panel noted that the evidence of Mr Howlett and Person A indicated that Mr Howlett had slapped Person A. The panel was satisfied, on the balance of probabilities, that Mr Howlett had slapped Person A.

The panel noted that their evidence differed in relation to the context in which the slap occurred. The panel noted that the construction of the allegation did not require it to consider the context in which the slap occurred.

The panel found allegation 1(a) proven.

b) Bit Person A;

Mr Howlett accepted that he had engaged in sexual conduct that included biting and slapping Person A. However, Mr Howlett stated that the acts were consensual and were not carried out with malicious intent.

The panel considered the oral evidence and written statement of Person A, who stated that in or around May 2021, Mr Howlett convinced her to come and visit him to collect some things she had left at his house, and whilst she was there, he convinced her to give their relationship another go. Person A stated that she had been staying at Mr Howlett's house for the weekend, [REDACTED].

Person A said that Mr Howlett attempted to encourage her to use his sex toys, and said to her, *"we'll ease you into it"* and said something along the lines of it's a *"no for now, if you try it, I'm sure you'll enjoy it. We'll enjoy it together"*.

Person A stated that she agreed to having her hands tied but refused to let Mr Howlett tie her legs. She stated that she had assumed that Mr Howlett was just going to engage in oral sex, but that he started to bite her on the vulva for around 30 seconds. Person A stated that she was crying and shouting for Mr Howlett to stop, but he did not stop until he wanted to.

The panel considered the MG5 police report, which set out that on 12 June 2021, Mr Howlett asked if he could tie Person A up, to which she consented as long as he stopped when she asked him to. The report stated that Mr Howlett bit her vulva hard for around 10 seconds.

Again, the panel acknowledged the inconsistency in the dates provided by Person A, specifically those relating to May and June 2021. However, it was considered that these discrepancies were most likely due to the passage of time and the natural effects of memory deterioration.

The panel considered the ABE summary. In relation to the biting incident, it was recorded that Person A stated *"He asked what he could do, and I said he could do what he wanted provided he stopped when I told him to. He put his penis in my mouth, which I did not like, nibbled my belly and then started biting my vulva hard. I told him to stop, but he did not do so for at least 10 seconds."*

The panel noted that it was recorded in the ABE summary that she subsequently raised this with him via Facebook Messenger, and that he responded that he did not stop because he *"wasn't done exploring"*.

The panel considered this account to be consistent with Person A's oral evidence that Mr Howlett wished to be more experimental and that the initiative in this regard came from him.

The panel considered the oral evidence and written submissions of Mr Howlett, who admitted that he engaged in sexual conduct with Person A, which involved biting. Mr Howlett stated that these acts were consensual due to Person A wanting to be more experimental.

The panel considered the oral evidence of Mr Howlett, who stated that he had bitten Person A on the [REDACTED] above her vagina to try to excite her and to introduce something new into their sexual relationship. He acknowledged that it was a different act and that he had not sought her consent beforehand.

Mr Howlett claimed that Person A had previously consented to oral sex and to being restrained, but accepted that he had not obtained consent for the bite itself. He described the act as a “*nibble*” or “*light bite*,” rating it as “*seven out of ten*” in terms of intensity. He stated, it was spur of the moment, “*just a little nibble*”. And that he “*didn’t ask*”.

Mr Howlett explained that it did not leave a mark and was not particularly hard.

The panel noted that there was disagreement between the parties as to where on the body the bite occurred and the severity of the bite. However, the panel noted that the wording of the allegation required it to determine whether Mr Howlett bit Person A. Both Person A and Mr Howlett referred to Mr Howlett biting Person A in their evidence. The panel was therefore satisfied, on the balance of probabilities, that Mr Howlett bit Person A.

The panel found allegation 1(b) proven.

c) Engaged in sexual intercourse with Person A when:

- i) Person A did not consent;**
- ii) You did not reasonably believe Person A consented.**

Mr Howlett denied allegation 1(c)(i) and 1(c)(ii).

The panel gave detailed consideration to the issue of consent.

For the purpose of allegation 1(c) and allegation 2, the panel considered what was required for there to be consent. It considered the submissions given on the matter of consent, by both the presenting officer and Mr Howlett’s representative.

The presenting officer, in her submissions, stated that consent should be freely given. That silence or submission is not sufficient. Sending intimate photographs does not imply consent; it does not prove anything about the person’s state of mind when the photographs were sent. Consent can be withdrawn.

In submissions made on behalf of Mr Howlett, his representative stated that determining whether there is consent is a tricky exercise and that the panel is entitled to take into account the whole context of the relationship in which the issue of consent arises and consider their own life experience in how sexual relationships work. Mr Howlett's representative submitted that consent is not commonly verbally given on each occasion before sex takes place. The panel must consider the evidence and description of what went on, and the body language. His representative submitted that verbal consent is not required for there to be a reasonable belief that there is consent.

The panel, in considering the submissions, was satisfied that consent must be active, informed, and respected throughout, and that any ambiguity or confusion must be resolved before continuing with sexual activity. The panel was of the view that a lack of clarity amounted to a failure to seek and confirm ongoing consent.

The panel considered the oral and written evidence relating to this allegation, which related to two incidents. The first, on or around 27 March 2021, in which Person A is alleged to have consented to having sexual intercourse only with a condom. The second, on 22 May 2021, when it is alleged she did not consent to sexual intercourse.

In her written evidence, Person A stated that, on around 27 March 2021, prior to having sex with Mr Howlett, Person A had told Mr Howlett that she was ovulating and emphasised the importance of using protection during sexual activity. Person A stated that during sex, and without her permission, Mr Howlett had taken off the condom and ejaculated inside her. When she realised what he had done, she was "*annoyed*", and she told him that she had said, "*not to do this*". The panel noted that this alleged incident did not appear to have been reported to the police and, therefore, there was no contemporaneous evidence concerning this alleged incident either in the ABE summary of the MG5.

The panel considered the oral evidence of Person A, where she stated that she had insisted on the use of a condom during sexual intercourse. She explained that she had been tracking her ovulation using a period tracker and believed she was at high risk of ovulating at the time. She communicated this to Mr Howlett and made it clear that a condom must be used. Person A stated that she believed she provided the condom herself, having some available in her bedside drawer. She recalled that, during intercourse, Mr Howlett initially used the condom but then removed it, re-entered her, and ejaculated inside her. She expressed confusion and distress about why he had done this, particularly as he appeared calm and composed afterwards. She described feeling gaslit and emotionally conflicted, stating that she was upset, felt her boundaries had been crossed, and that she had been put at risk. She noted that she had documented her feelings in her witness statement dated 13 January 2025 that she was "*annoyed*" by what had happened, and that this was a fair and reasonable emotional response.

When asked at what point she had communicated the requirement for condom use, she confirmed it was just before they had sex and that she had provided the condom to Mr Howlett. She also confirmed that she had previously made it clear to Mr Howlett that she did not want to have sex without a condom.

When asked at what point she realised Mr Howlett was no longer wearing the condom, Person A was unable to specify exactly when, but reiterated that she had not consented to unprotected intercourse.

The panel considered the ABE summary, in particular, that it recorded that Person A stated that, "*he probably wouldn't have known that I wasn't consenting*" in the context of her description of acts of sexual intercourse.

The panel also noted that, in respect of this condom incident, this was not detailed in the ABE summary.

The panel further considered the evidence regarding condom use. It noted that the use of a condom did not appear to be routine within the sexual relationship and that sexual intercourse did, at times, take place without a condom. The panel also noted that it was not possible to test Person A's evidence on this point in cross-examination.

The panel carefully considered the evidence relating to condom use, particularly as the ABE summary recorded that "*protection was never used by him*". The panel acknowledged the discrepancy here and noted that the condom incident was not recorded consistently across contemporaneous documentation and noted the absence of direct clarification from Person A on this point, as she had not returned to give evidence. The panel noted that both Mr Howlett and Person A accepted the use of condoms between them was not a regular occurrence and that Person A had provided the condom on this occasion as she had been ovulating.

Taking the evidence in the round, the panel was satisfied that there was sufficient evidence to support the allegation, including from Mr Howlett admitting a condom had been used but had broken. The panel noted that, within Person A's oral account, there was reference to the use of a condom, but no clear evidence that it had broken. The panel found the oral evidence to be coherent and internally consistent, and considered that it provided sufficient evidential basis on the balance of probabilities for a finding that the conduct occurred.

The panel found the oral evidence to be more cogent and persuasive when considered alongside the wider evidence. In particular, the panel considered that the account was not undermined by material inconsistencies and was supported by the overall narrative advanced.

In respect of the second incident on 22 May 2021, Person A said in her written statement that Mr Howlett asked her to sleep naked. Person A stated that when she told Mr Howlett she was going to sleep, he told her 'no' and said that he wanted to have sex with her. She stated that she said no, and that she did not want to, but Mr Howlett got on top of her and had sex with her. Person A stated that she had [REDACTED] at the time, which caused her mobility issues, and so she froze as there seemed to be no option of escape.

In her oral evidence, Person A, [REDACTED].

In her oral evidence, Person A stated that Mr Howlett had kept her up very late and appeared impatient for sex. She stated that although there may have been a point earlier in the evening where she might have consented, she had made it clear at the time that she was not interested in any sexual activity. She described being tired and verbally expressing that she did not wish to have sex. Person A stated that, despite this, Mr Howlett got on top of her and penetrated her, in the missionary position, without her consent.

The panel considered the MG5 police report. The report set out that Mr Howlett and Person A went to bed after midnight, and Person A told Mr Howlett she did not want to have sex and that she just wanted to go to sleep. The report stated that Mr Howlett was frustrated by this and told Person A that he always has sex with her when she wants. It set out that Mr Howlett got into bed naked, pushed Person A's knees apart and put his penis inside her vagina and started having sex with her. The report stated that Person A was not expecting this, and Mr Howlett asked her, "*Are you sure you don't want to fuck?*" to which Person A said no again. Person A lay on the bed, scared, with a [REDACTED].

The panel again considered the ABE summary, in particular, that it recorded that Person A stated that, "*he probably wouldn't have known that I wasn't consenting*" in the context of her description of acts of sexual intercourse.

The panel further considered the ABE summary, in which Person A described that Mr Howlett told her to get naked, that she did not want to have sex and wished to go to sleep, and that he nevertheless proceeded to engage in sexual intercourse with her following her refusal. In that account, Person A stated that he became frustrated when she declined, pushed her knees apart, penetrated her, and continued despite her saying "no", and that she felt unable to resist for fear that the situation might turn violent. She also described that he subsequently questioned her and suggested she had wanted the sexual activity, which she maintained she had not.

The panel took this account into consideration alongside the oral evidence, noting its consistency with the narrative advanced in Person A's live evidence and its relevance to the issue of consent.

The panel considered Mr Howlett's oral and written evidence.

Mr Howlett denied engaging in sexual intercourse with any person without consent.

In his oral evidence, Mr Howlett stated, in relation to the first incident, that Person A had initially told him she wanted to have sex with a condom, and that during intercourse, the condom had ripped. He stated that when he stopped, Person A became angry with him, which he interpreted as her telling him to continue. Mr Howlett stated that he believed Person A was instructing him to carry on. Mr Howlett stated that he was confused and believed she was consenting to continue.

In relation to the second incident, Mr Howlett claimed that they engaged in consensual sex and that this was consistent with their usual sexual routine.

He stated that, [REDACTED]. He maintained that Person A did not verbally say “no” and that he interpreted her behaviour as consenting.

The panel again considered the concept of consent and the importance of distinguishing it from mere submission, acquiescence, or compliance. Consent, as understood by the panel, involved a person agreeing by choice, with the freedom and capacity to make that choice and to change their mind at any time. The panel recognised that consent may be given reluctantly or with hesitation but was of the view that such circumstances do not equate to submission.

The panel considered that true consent must be informed, voluntary, and clearly communicated, and that any ambiguity or lack of clarity must be carefully scrutinised.

In relation to the first incident, the panel considered the issue of condom use and the implications in relation to consent. The panel considered the evidence of Person A in which she stated she had made it clear to Mr Howlett, prior to engaging in sexual activity, that she did not wish to have intercourse without a condom. Mr Howlett, in his evidence, acknowledged that they had discussed ovulation and contraception beforehand, and that he entered into the sexual encounter aware of her concerns regarding timing and protection.

The panel found that Person A had consented to sexual intercourse with Mr Howlett, but only on the condition that a condom was used. While it remained unclear whether the condom was removed or broken, the panel found, on the balance of probabilities, that Mr Howlett was aware of Person A’s position and had agreed to use a condom and understood Person A had consented to intercourse only with the use of a condom.

The panel considered Mr Howlett’s evidence that there was confusion in the moment, and that he believed Person A wanted the sexual activity to continue without a condom. While the panel acknowledged that passion may affect clarity, it found that this did not absolve the need for clear communication and consent to sexual intercourse without a condom.

The panel found on the balance of probabilities that the extent of consent in this instance was lacking. The panel considered that consent must be active, informed, and respected throughout, and that any ambiguity or confusion must be resolved before continuing with sexual activity. The panel found that the lack of clarity amounted to a failure to seek and confirm ongoing consent.

In relation to the first incident, the panel found that Person A had not consented to have sex without a condom.

The panel found that Mr Howlett engaged in sexual intercourse with Person A when Person A did not consent because Person A had consented to protected sexual intercourse but upon removal of the condom, she had not consented to unprotected sexual intercourse.

In relation to the second incident, the panel considered Person A's written statement, in which she alleged that Mr Howlett sexually assaulted her around 22 May 2021. She identified the date based on a photo taken during an outing for cocktails, where Mr Howlett had [REDACTED] to the venue. Person A stated that later, while Mr Howlett was sitting on the edge of the bed using his phone, she told him she was going to sleep. He allegedly responded "no" and expressed a desire to have sex with her. Despite her refusal, she stated that Mr Howlett got on top of her.

The panel considered the MG5 report dated 19 April 2021, which recorded that Person A stated that in May 2021, she attended Mr Howlett's home to visit him, and she had [REDACTED], so was reliant on him to move around. The MG5 recorded that Mr Howlett was sat on the edge of the bed on his phone, she told Mr Howlett she did not want to have sex and that she just wanted to go to sleep, Mr Howlett moved off the covers and he pushed Person A's knees apart and got between her legs then he immediately put his penis inside her vagina and started having sex with her. The document stated that Person A was not expecting it, and she told him "no".

The panel considered the inconsistency between the MG5 and Person A's account as to the sequence of events. The MG5 records that Mr Howlett was on top of Person A, had already inserted himself, and then she said "no". By contrast, in her statement, Person A describes that she said "no" before Mr Howlett got on top of her.

The panel carefully considered this inconsistency. It noted that it relates to the precise sequencing of events rather than the core allegation. The panel considered that, notwithstanding this discrepancy, the central account remained consistent, namely that Person A did not consent to sexual intercourse and that this was made clear to Mr Howlett. The panel therefore did not consider that this inconsistency materially undermined the reliability of Person A's evidence.

The panel considered the ABE summary where Person A stated “*I was coerced into having sex as it was the early hours and I wanted to sleep, and he was asking me to have sex. I remembered that he would do it anyway, even if I said no, and so would just do it and zoned out. Nearly always missionary position.*”

Person A in her oral evidence stated that it was really late and that there was probably a point earlier in the night she would have consented but Mr Howlett was playing on his phone, she informed him she was not interested in sex as she was “*knackered*” then Mr Howlett got on top of her and put his penis inside her despite her saying “*no*” and that she was not interested in sex. She stated that Mr Howlett got off her and asked Person A why she looked sad and had not enjoyed the sex.

In his oral evidence, Mr Howlett stated that Person A complained about a lack of sexual activity, and they began foreplay on an L-shaped sofa. They then moved to the bedroom for more space. Mr Howlett described routine household tasks and returning to the bedroom, where he noted Person A had a “*bratty tone*” and said he was “*in the dog house*”. He described kissing, cuddling, and engaging in what he claimed was consensual sex, stating that Person A did not verbally say no.

The panel noted that, in his oral evidence, Mr Howlett acknowledged that Person A had initially not wished to engage in sexual activity, stating that he had taken too long.

In relation to the second incident, the panel found Person A’s account to be credible and consistent with the MG5 report and other supporting statements. In particular, the panel noted the exchange recorded in the MG5, where Mr Howlett asked, “*Are you sure you don’t want to fuck?*” and Person A responded “*No,*” having already said “*No*” earlier in the interaction. Despite this, Mr Howlett proceeded.

The panel noted that Person A’s [REDACTED] at the time, as evidenced by a picture provided and accepted by Mr Howlett, limiting her mobility and ability to resist. However, the extent of the injury’s effect was disputed.

The panel rejected the suggestion made by Mr Howlett that it would have been physically impossible for Mr Howlett to penetrate her without her assistance.

The panel noted that the MG5 document was prepared closer in time to the alleged events than both the witness statement taken in 2025 and the oral evidence given before the panel. The panel further noted that the ABE summary was taken in July 2021 and was therefore contemporaneous, or near-contemporaneous, to the events in question.

The panel noted that Person A did not attend to give further evidence following the admission of additional material and that Mr Howlett was therefore not afforded the opportunity to cross-examine her on the ABE summary. The panel took this into account when assessing the weight to be attributed to that evidence.

The panel found that Person A early in the evening would likely have consented to sexual intercourse, as admitted by her in oral evidence, was consenting to sexual intercourse but that later in the evening, and at the time of this alleged incident, she was no longer consenting to sexual intercourse.

The panel found on the balance of probabilities that the extent of consent in this instance was lacking. The panel found that Person A had at some stage communicated her lack of consent and her desire to go to sleep by stating “no” and had not expressly then provided further consent.

On the balance of probabilities, the panel found Person A’s account to be credible and accepted her version of events that she had not herself consented.

The panel went on to consider whether Mr Howlett reasonably believed Person A had provided consent. The panel considered the evidence as set out above.

In respect of the condom incident, the panel found that Person A had consented to sexual intercourse only on the condition that a condom was used. The panel accepted that Mr Howlett was aware of this condition, having discussed ovulation and contraception with Person A prior to intercourse.

While there was some inconsistency in the evidence as to whether the condom was removed or had broken, the panel was satisfied on the balance of probabilities that Mr Howlett proceeded with intercourse when the condom was no longer in place. The panel found that Person A had not consented to unprotected sexual intercourse.

The panel rejected Mr Howlett’s account that he reasonably believed Person A had consented to continuing without a condom. It found that any confusion or ambiguity did not negate the requirement to ensure clear and ongoing consent, particularly where the scope of consent was expressly conditional. The panel concluded that Mr Howlett failed to take reasonable steps to confirm consent once that condition was no longer met.

Accordingly, the panel found that, in relation to the first incident, Person A did not consent and that Mr Howlett did not reasonably believe that she consented.

In respect of the second incident, the panel then considered whether Mr Howlett reasonably believed that Person A consented. It noted, in particular, the evidence recorded in the ABE summary that Person A stated that he “*probably wouldn’t have known*” that she was not consenting. The panel also took into account the context of their sexual relationship and the evidence of both parties.

In these circumstances, the panel was not satisfied that the Teaching Regulation Agency had discharged the burden of proving that Mr Howlett did not reasonably believe that Person A consented.

Accordingly, the panel found allegation 1(c)(i) proved in respect of the second incident, but allegation 1(c)(ii) not proved.

Overall, the panel therefore found allegation 1(c)(i) and 1(c)(ii) proved in relation to the first incident, and allegation 1(c)(i) proved but 1(c)(ii) not proved in relation to the second incident.

The panel therefore found allegations 1(c)(i) and 1(c)(ii) proven.

2. Between 1 September 2018 and 31 January 2020, you engaged in sexual intercourse with Person B, on one or more occasions, when:

a) The person with whom you had sexual intercourse did not consent;

The panel considered the oral evidence and written statement of Person B.

The panel noted that there were two alleged incidents concerning Person B and considered them in turn.

2018

The panel considered the written statement of Person B, which stated that, towards the end of 2018, she had gone to Mr Howlett's house, and whilst in bed together, Mr Howlett took her clothes off and, on his own and without warning, began to have sex with her, without protection. She stated that prior to this, they had never done anything sexual, and that she was nervous and standoffish throughout, as she had not been expecting to have sex and had not consented to it. Person B stated that it seemed that Mr Howlett had just made up his mind and decided that he was going to have sex with her.

The panel considered the oral evidence of Person B, who recalled going to the bedroom with Mr Howlett and engaging in initial physical intimacy, including kissing. Person B stated, "*We started kissing and all of that. I had some idea how it was going to go*". However, she emphasised that there was no clear conversation or mutual understanding at the time, and that the encounter progressed quickly, without explicit consent. She described the experience as uncomfortable and not pleasant. Person B explained that it was the first time she had been naked in front of Mr Howlett and described herself as "*standoffish*", meaning she felt stiff and not very open to the situation. She stated, "*I was not 100% sure that we were going to have sex at that point and that quickly. He did just do it*".

The panel also considered the contents of the summary of the police interview, the VR1, noting that Person B did not describe the incident as non-consensual but rather stated that she "*did not know*" she was about to have sex. This was found to be consistent with the oral evidence she provided.

During the course of the hearing, Person B admitted that it could be said she was consenting to sex at this point and, furthermore, there had been no explicit refusal or objection from Person B during the incident in question.

The panel concluded that there was not sufficient evidence to conclude, on the balance of probabilities, that Person B had not consented on this occasion, given Person B's own evidence that it could be said she had consented.

2019

The panel went on to consider the second incident in 2019.

In her written statement, Person B stated that, at some point between the middle and end of 2019, Mr Howlett had sex with her without her consent. She stated that on this occasion, they were in bed and Mr Howlett had been crawling on top of her and was pressuring her to have sex with him, despite her repeatedly saying no. Person B stated that Mr Howlett kept saying to her, "*Oh go on. You know you want to*", and used his body weight to stop her from moving. She stated that whilst Mr Howlett was having sex with her, she looked to the side and started to cry.

In her oral evidence, Person B stated that in respect of his incident, she "*let him do it*". When questioned what she meant by this, she said: "*I just lay there on my back with no movement of my own, legs open, and let him have sex with me. I let him do what he wanted and I just lay there, pretty much*".

In her written statement, she said: "*After he had finished shouting, Lloyd stayed in the bed, next to me, and handled himself before falling asleep, while I in the bed crying*".

The panel considered the MG5 police report, which referred to Mr Howlett having sex with Person B when she did not consent.

The panel considered the oral evidence and written submissions of Mr Howlett, who denied that he had engaged in any sexual intercourse with any person without their consent.

Mr Howlett said that he found Person B to be poor at communicating with him. In relation to the incident in 2019, Mr Howlett stated that during intercourse, Person B began crying. Upon noticing this, Mr Howlett stopped the intercourse. Person B then got up and left the room without responding to his repeated questions about why she was crying.

Person B stated that Mr Howlett regularly initiated sexual activity before bedtime. On the occasion in question, Person B expressed that she did not wish to engage in intercourse and simply wanted to sleep. Despite this, Mr Howlett applied pressure and encouraged her to proceed. Person B reported saying "*no*" and that she was not in the mood. Mr Howlett allegedly responded, "*I'm on top of you, you might as well.*" After several

attempts to resist, Person B eventually allowed the intercourse to continue, though she said she did not actively consent.

The panel considered the incident in 2019. It applied the same considerations in relation to consent as outlined above in allegation 1. It found Person B's account credible and accepted that she had initially refused to engage in sexual intercourse. The panel concluded that Mr Howlett applied pressure and that Person B passively submitted rather than gave active consent. Given that Person B had previously said "no," the panel determined that Mr Howlett should have obtained clear consent before proceeding. On this occasion, Person B did not provide such consent.

The panel found allegation 2(a) proven.

3. Your conduct as may be found proven at Allegations 1 and/or 2 was conduct of a sexual nature and/or was sexually motivated.

Mr Howlett denied allegation 3.

The panel considered this allegation in relation to the allegations it had found proven, namely allegations 1(a), 1(b), 1(c)(i), 1 (c) (ii) and 2(a).

The panel's attention was drawn to section 78 of the Sexual Offences Act 2003 and to the cases of *Sait v The General Medical Council [2018]*, *Basson v General Medical Council [2018]* and *The General Medical Council v Haris [2021]* by the legal adviser.

The panel considered whether Mr Howlett's conduct, as found proven, was sexually motivated. It noted that in *Basson*, it was stated that, "[a] sexual motive means that the conduct was done either in pursuit of sexual gratification or in pursuit of a sexual relationship".

The panel was also mindful of the Court of Appeal's conclusion in *Haris*. The court found in that case that, "[i]n the absence of a plausible innocent explanation for what he did, the facts spoke for themselves. A sexual motive was plainly more likely than not; I would go so far as to say that that inference was overwhelming."

The panel felt that the actions of Mr Howlett were inherently sexual, in that Mr Howlett had engaged in a sexual relationship with Person A and Person B, and had admitted this. The conduct described in allegations 1(c)(i) and 2(a) related to sexual intercourse and were therefore clearly of a sexual nature. In relation to allegations 1(a) and 1(b), the panel noted Mr Howlett's own evidence that there was a sexual context to him 'biting' and 'slapping' Person A. The panel was therefore satisfied that the allegations, as found proven, amounted to conduct of a sexual nature.

The panel went on to consider whether the conduct, as found proven, was sexually motivated. The conduct described in allegations 1(c)(i) and 2(a) related to sexual

intercourse and the panel was therefore satisfied that it was sexually motivated. As noted above, in relation to the conduct described at allegations 1(a) and 1(b), the panel had regard to Mr Howlett's own evidence that this conduct was an attempt to be more experimental in the bedroom. The panel also noted that Mr Howlett had referred to engaging in such conduct to "*test the waters*". Whilst the panel noted that Person A disputed this, the panel found it demonstrated Mr Howlett's motivation was sexual.

The panel concluded that there was no other plausible innocent explanation for Mr Howlett's conduct.

The panel considered Person A's account in the ABE summary, in which she indicated that the slap was not, in her perception, sexual in nature. However, the panel considered this evidence in its proper context. It noted that, at the time, Person A described herself as sitting with Mr Howlett and not engaged in sexual activity immediately prior to the incident, and therefore may not have understood the conduct as sexual.

The panel further noted that the explanation given for the slap was that it was "*testing the waters*". When considered in the wider context of the relationship and the evidence regarding the parties' interactions, including elements of sexual experimentation, the panel concluded that the conduct was capable of having a sexual element.

Accordingly, the panel found that the slap was sexual in nature, in the sense that it formed part of testing boundaries within a sexual context. The panel did not consider the act to be motivated by violence in the ordinary sense, but rather as conduct undertaken to test boundaries within that context.

The panel found that, on the balance of probabilities, that Mr Howlett's conduct as described at allegations 1(a), 1(b), 1(c)(i), and 2(a) was conduct of a sexual nature and sexually motivated.

The panel found allegation 3 proven.

The panel found the following particulars of the allegations against you not proved, for these reasons:

2. Between 1 September 2018 and 31 January 2020, you engaged in sexual intercourse with Person B, on one or more occasions, when:

b) You did not reasonably believe that the person with whom you had sexual intercourse consented.

The panel considered the oral evidence and written statement of Person B.

The panel considered the evidence as set out above under allegation 2 (a) in respect of the incident found in respect of 2019.

It applied the same considerations in relation to consent as outlined above in allegation 1. It found Person B's account credible and accepted that she had initially refused to engage in sexual intercourse. The panel concluded that Mr Howlett applied pressure and that Person B passively submitted to this pressure and in the end acquiesced rather than gave active consent.

The panel went on to consider whether Mr Howlett reasonably believed that Person B had consented. The panel found that there was insufficient evidence before it to conclude, on the balance of probabilities, that Mr Howlett had not reasonably believed that Person B had consented.

Accordingly, the panel did not find allegation 2(b) proven.

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

Having found a number of the allegations proved, the panel went on to consider whether the facts of those proved allegations amounted to unacceptable professional conduct and 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 Howlett, in relation to the facts found proved, involved breaches of the Teachers' Standards.

The panel considered that, by reference to Part 2, Mr Howlett 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
 - showing tolerance of and respect for the rights of others

The panel considered whether Mr Howlett'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 behaviour equivalent to an offence involving an offence of sexual activity was relevant, given the findings which included that of sexual motivation and that of a sexual nature.

The panel noted that the conduct took place outside the education setting and had not involved pupils or other members of the School's staff. In light of this, the panel carefully considered the definition of "*unacceptable professional conduct*" as set out in the Advice,

namely: “*Unacceptable professional conduct*” is misconduct of a serious nature, falling significantly short of the standard of behaviour expected of a teacher. Misconduct outside of the education setting will amount to “*unacceptable professional conduct*” only if it affects the way the person fulfils their teaching role or if it may lead to pupils being exposed to or influenced by the behaviour in a harmful way”.

The panel considered that Mr Howlett had undertaken training, including courses on domestic abuse, forced marriage, and honour-based abuse.

The panel noted that Mr Howlett appeared to maintain a division between his professional and private life. The panel recognised his entitlement to a private life, but considered the concept of “*transferable risk*”, that behaviours in one context may influence or affect conduct in another. For example, if a pupil were to discuss their own sexual relationships or experiences of conflict, a teacher must be able to respond appropriately and without bias. The panel was concerned that Mr Howlett’s conduct could colour his approach and influence his professional judgement.

The panel considered that, while there was no direct evidence that his conduct had affected his day-to-day teaching or that pupils had been exposed to harm, the potential for this remained.

The panel, therefore, felt that Mr Howlett’s conduct was relevant to teaching and working with children in an education setting in that this behaviour could influence how he responds to pupils and models appropriate behaviour.

In respect of allegation 1 (a), the panel recognised that the slap was unprovoked, unexpected and caused sufficient pain for Person A to recall the incident clearly. It was accepted by Mr Howlett that this occurred and that it was done to “*test the waters*”. The panel considered that although this conduct was outside the education setting, it was misconduct of a serious nature.

In respect of allegation 1(b), the panel found that the biting was non-consensual, had not been discussed in advance, and caused pain (even accepting Mr Howlett’s account that it was a “*nibble*” at approximately 7 out of 10 intensity). The panel considered that this demonstrated a failure to obtain clear and informed consent, and a disregard for personal boundaries. The panel concluded that this behaviour was sexually motivated, involved an invasion of bodily autonomy, and represented a serious lapse in judgment. The panel further considered that biting another person in a sexual context without consent is, by its nature, a form of assault and conduct of a sexual nature. The panel had strong concerns about Mr Howlett’s failure to recognise and adhere to appropriate safeguards in intimate interactions. In those circumstances, the panel concluded that allegation 1(b) was sufficiently serious to meet the threshold for unacceptable professional conduct.

In respect of allegations 1(c)(i) and 1 (c) (ii), and 2(a), which related to sexual intercourse without consent, it had found that Mr Howlett engaged in sexual intercourse without consent, and that in respect of Person A, he failed to recognise or obtain clear and unequivocal consent.

In respect of allegation 2(a), the panel found that there was no consent. However, as outlined above, the TRA had not proven that Mr Howlett lacked a reasonable belief in her consent. In those circumstances, the panel concluded that this conduct was not sufficiently serious to meet the threshold for unacceptable professional conduct, as Mr Howlett may have reasonably believed that he was engaging in consensual sexual activity.

The panel found that Mr Howlett appeared to fail to understand the issue of consent, by failing to distinguish between consent and submission or acquiescence. The panel found that he did not take sufficient steps to ensure ongoing, informed and freely given consent.

The panel also considered the concept of transferable risk. Although the conduct occurred outside the workplace, the panel considered that such attitudes towards consent and boundaries could influence professional judgment, particularly in safeguarding or pastoral contexts where pupils may disclose sensitive issues.

The panel found that, on more than one occasion Mr Howlett engaged in conduct which crossed clear boundaries in intimate interactions, including sexual activity without consent and non-consensual biting.

The panel also had regard to the principles underpinning safeguarding, including those reflected in *Keeping Children Safe in Education*. Whilst the conduct did not involve pupils, the panel considered the concept of transferable risk. It concluded that an individual who fails to properly understand or apply boundaries in one context may present a risk in another, particularly in a profession where safeguarding, judgment and respect for others are fundamental.

The panel considered allegation 1(b), which concerned Mr Howlett biting Person A during sexual activity. The panel found that this behaviour was unprovoked, took place without consent, and had not been previously discussed between Mr Howlett and Person A.

The panel found this behaviour demonstrated a lack of awareness and disregard for the importance of obtaining clear and informed consent in sexual relationships. Such conduct is incompatible with the standards expected of a teacher, who should be mindful of the relevance of respectful and consensual behaviour in all aspects of life.

The panel concluded that the biting incident met the threshold for unacceptable professional conduct. It was a sexually motivated act, carried out without consent, and reflected a serious lapse in judgment. The panel considered that this behaviour, even in a

private context, raised concerns about Mr Howlett's understanding of boundaries and respect, which are fundamental to his role as a teacher and a role model for pupils.

The panel was satisfied that Mr Howlett was guilty of unacceptable professional conduct regarding allegation 1(b).

Accordingly, the panel was satisfied that Mr Howlett was guilty of unacceptable professional conduct regarding allegations 1 (a), 1(b), 1(c)(i) and 1 (c)(ii).

The panel then considered whether the conduct was of a nature likely to bring the profession into disrepute.

In relation to whether Mr Howlett's actions amounted to conduct that may bring the profession into disrepute, the panel took into account the way the teaching profession is viewed by others. It considered the influence that teachers may have on pupils, parents and others in the community. The panel also took account of the uniquely influential role that teachers can hold in pupils' lives and the fact that pupils must be able to view teachers as role models in the way that they behave.

In considering the issue of disrepute, the panel also considered whether Mr Howlett'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 Howlett was guilty of unacceptable professional conduct, the Panel found that sexual activities were relevant.

As set out above, the panel noted that the allegations took place outside the education setting and had not involved pupils or other members of the School's staff.

In light of this, the panel carefully considered the definition of conduct that may bring the profession into disrepute as "*conduct that could potentially damage the public's perception of a teacher, therefore bringing the teaching profession into disrepute. Misconduct outside of the education setting will be considered relevant only if the conduct displayed is of a serious nature and would likely have a negative impact on the public's perception of the individual as a teacher, therefore bringing the teaching profession into disrepute.*"

The panel felt that Mr Howlett's conduct was relevant to teaching and working with children in an education setting. The panel considered Mr Howlett's conduct serious. The panel found that a member of the public or a parent would likely be shocked to learn that a teacher entrusted with the care and education of their child had engaged in the behaviours that were found proven. Such conduct risks undermining public confidence in the profession and devaluing the high standards expected of teachers.

The panel considered that such conduct would be viewed as fundamentally incompatible with the standards expected of a teacher and would undermine confidence in the individual and the profession.

In respect of allegation 2(a), the panel had not found that the conduct amounted to unacceptable professional conduct. However, the panel concluded that the behaviour was of a nature that was likely to bring the profession into disrepute and was sufficiently serious to meet that limb of the test but not conduct falling significantly short of the standards expected of the standards of a teacher.

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

The panel considered that Mr Howlett's conduct could potentially damage the public's perception of a teacher.

The panel also took into account the context of the teaching profession, which involves working with and safeguarding children and young people. Whilst the conduct did not involve pupils, the panel considered that behaviour involving a failure to respect boundaries and consent could give rise to legitimate concerns about judgment, role-modelling and professional standards. The panel considered that, in that context, the conduct was capable of damaging the public's perception of teachers.

Accordingly, the panel was satisfied that the conduct, as found proven, was of a serious nature and would likely have a negative impact on the public's perception of Mr Howlett as a teacher and of the profession more broadly.

For these reasons, the panel found that all Mr Howlett's actions as found proven constituted conduct that may bring the profession into disrepute.

Panel's recommendation to the Secretary of State

Given the panel's findings in respect of unacceptable professional conduct and conduct that may bring the profession into disrepute, it was necessary for the panel to go on to consider whether it would be appropriate to recommend the imposition of a prohibition order by the Secretary of State.

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

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

In the light of the panel's findings against Mr Howlett which involved slapping and biting Person A, engaging in sexual intercourse with Person A when she had not expressly consented and engaging in sexual intercourse with Person B when she had not expressly consented, there was a strong public interest consideration in the protection of other members of the public and the maintenance of public confidence in the profession.

Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Howlett 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 Howlett 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 Howlett in the profession.

Whilst there is evidence that Mr Howlett had ability as an educator, the panel considered that the adverse public interest considerations above outweigh any interest in retaining Mr Howlett 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.

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 Howlett.

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;
- sexual misconduct, e.g. involving actions that were sexually motivated or of a sexual nature...;

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 Howlett's actions were not deliberate.

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

The panel acknowledged certain mitigating factors, including Mr Howlett's previously positive professional history, the character references provided, and the evidence of his commitment to teaching. The panel accepted that Mr Howlett had a positive prior history, demonstrating good standards in his professional conduct and no previous misconduct recorded. However, there was no evidence before the panel to suggest that he had made a significant contribution to the education sector.

The panel also noted his oral evidence and that of Person C regarding his passion for teaching. It further acknowledged that some of the conduct took place in a private context and that there was no evidence that it extended into his professional life or involved pupils. However, the panel did not consider that these factors reduced the seriousness of the conduct or its impact on public confidence.

The panel found that the conduct was not an isolated incident but involved repeated behaviour. It also noted that there was no evidence that Mr Howlett had been acting under duress.

The panel noted that there was limited evidence of meaningful insight or remorse.

The panel found that Mr Howlett had not demonstrated sufficient insight or remorse. In particular, it found that he had not fully appreciated the seriousness of his actions or demonstrated a clear understanding of the importance of active and ongoing consent.

The panel considered the submissions made on Mr Howlett's behalf, including those relating to the risk of repetition and the fact that the conduct occurred outside the professional context. However, in light of the lack of insight and remorse, it was not persuaded that the risk of repetition was low.

The panel also considered the passage of time, noting that the first incident occurred in 2018 and that the conduct continued thereafter. It attached very little weight to Mr Howlett's age at the time as a mitigating factor and when considering proportionality.

The panel considered the oral evidence and written statement of Mr Howlett, who stated that 2021 was a difficult period of his life where he went through a lot of change in a

number of relationships. The panel considered this evidence regarding the circumstances facing Mr Howlett at the time.

Mr Howlett stated that his actions did not put pupils' safety at risk, risk public confidence in the profession or fail to uphold standards of conduct. The panel had no evidence that any pupils had been placed at risk.

The panel were provided with a number of character references to attest to Mr Howlett's character and ability as a teacher. References were provided by:

- [REDACTED], friend
- [REDACTED], former colleague
- [REDACTED], friend
- [REDACTED], regional sales manager
- [REDACTED], colleague
- [REDACTED], dog walker
- [REDACTED], colleague
- [REDACTED], Person C

The panel had regard to the character references provided. Whilst noting the positive evidence as to Mr Howlett's character and professional abilities, it also observed that, with the exception of Person C, there was no indication that the referees were fully aware of the allegations.

The panel noted the following comments in particular:

- *"Lloyd is a generous, kind, and straightforward person who I've never seen display misogynistic or sexually inappropriate behaviour; or talk in that fashion, be it in the presence of women or in private, with solely male company."*
- *"I once went for a meal with Lloyd together with his then partner, and my partner in Birmingham in 2020. I didn't witness any inappropriate behaviour that evening or anything that gave me any cause for concern."*

[REDACTED]

- *"First, and foremost he was always willing to help other members of staff, share resources and contribute to the scheme of work."*

- *“Lloyd always approached his after school duties with a positive energy which resonated with students. This club was not a requirement of the curriculum but Lloyd maintained it for the students to give them something to look forward to each week and enrich their time at school further.”*
- *“Lloyd is a caring, hardworking individual who was very focused on supporting his students.”*
- *“Lloyd’s approachable nature and his willingness to help students was one of his biggest attributes.”*

[REDACTED]

- *“Lloyd has been an extremely dedicated history teacher. Lloyd exemplifies integrity, compassion, and a deep commitment to student learning and development. I know from our conversations that, he shares a mutual desire to contribute to society and be a role model for his students.”*
- *“He has always spoken passionately about history which comes across as genuine; to anyone who hears him speak about his subject.”*
- *“Lloyd has worked tirelessly to try and support his students to the best of his ability...he instinctively created a safe, welcoming and inclusive learning environment.”*
- *“He harbours no prejudice or favouritism to any race, sex, religion and engages in active listening and the mutual learning others.”*
- *“I wholeheartedly, support Lloyd in his endeavour to continue his educational career. Due to his knowledge, dedication and integrity, I know he will continue to be an inspirational teacher if he is hopefully given the opportunity.”*

[REDACTED]

- *“I have known Lloyd Howlett for over 15 years and have found him to be of great character. Lloyd displays integrity in everything he does, has high values and ethics.”*

[REDACTED]

- *“Lloyd possesses a solid character, marked by a strong work ethic, confidence and excellent communication skills”*

- *“Further, he handles high-pressure situations, such as RSA escalations, with composure and sound judgment, making difficult decisions when necessary while maintaining respect and professionalism.”*

[REDACTED]

- *“The ongoing impact these allegations have had on his daily life is awful; he can’t fall asleep naturally as he says he overthinks and can only fall asleep when his exhausted, when he does sleep he regularly suffers from nightmares from the stress of the ordeal, some nights he doesn’t get any sleep while others he can only manage a few hours, this lack of sleep from emotional stress puts physical stress on his body and [REDACTED]*
- *“Lloyd is a remarkable human being who deserves the chance to live his life without the weight of untrue accusations. His integrity, compassion, and dedication to those he loves are evident to everyone who truly knows him.”*

[REDACTED]

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 took into account the character evidence provided on Mr Howlett’s behalf, including references and evidence from his [REDACTED], which spoke to his conduct in other contexts. The panel also recognised that this conduct took place in a private setting. However, the panel concluded that this factor did not outweigh the seriousness of the findings.

The panel noted that Mr Howlett’s passion and enthusiasm for history, teaching, and his role as a tutor were evident from his evidence. His warmth and commitment to his subject were apparent.

The panel also considered the submissions made on the teacher’s behalf, including that he had not been subject to an interim prohibition order and could have continued teaching without that restriction. Whilst these points were noted, the panel did not consider them to mitigate the seriousness of the findings.

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 Howlett of prohibition.

The panel acknowledged that there was some public interest in retaining Mr Howlett in the profession, given evidence of his ability and commitment as a teacher. However, it concluded that this was outweighed by the adverse public interest considerations, particularly given the fundamental breach of the standards expected.

Balancing all of the evidence, the panel determined that a prohibition order was both proportionate and appropriate. The panel decided that the public interest considerations outweighed the interests of Mr Howlett. In reaching that conclusion, the panel placed particular weight on the seriousness of the allegations found proven. It had found that Mr Howlett had engaged, on more than one occasion and involving more than one individual, in non-consensual sexual conduct, including biting, slapping and sexual intercourse without express consent. The panel considered that this conduct demonstrated a repeated failure to recognise and respect boundaries, and raised significant concerns as to judgment and understanding of consent 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 also considered the issue of ongoing risk. It was not satisfied that Mr Howlett had demonstrated sufficient insight into his actions or a clear understanding of the seriousness of his conduct. In particular, the panel was concerned that he did not adequately recognise the importance of actively establishing and maintaining consent, nor did he meaningfully reflect on the boundary-crossing nature of his behaviour. These factors led the panel to conclude that there remained a risk of repetition.

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.

One of these includes *“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, particularly....”*.

The Advice also indicates that there are certain other types of cases where it is likely that the public interest will have greater relevance and weigh in favour of a longer period before a review is considered appropriate. None of the listed characteristics were engaged by the panel’s findings.

The panel also considered the issue of ongoing risk. It was not satisfied that Mr Howlett had demonstrated sufficient insight into his actions or their impact. In particular, he had

not demonstrated remorse for the conduct found proven, nor a clear understanding of why his behaviour amounted to a serious breach of personal boundaries. The panel was concerned that he did not meaningfully reflect on the need to actively seek and confirm consent in circumstances where it was plainly required.

In assessing insight and remorse, the panel found that Mr Howlett had not demonstrated an adequate appreciation of the impact of his conduct on others. In particular, there was no meaningful acknowledgement of the difficulties caused to Person A and Person B, including the impact of the events of them. Whilst the panel accepted that he was entitled to deny the allegations, it noted that this did not preclude him from recognising the potential effect of his actions on others and affect his attitude to the underlying allegations. The panel found a lack of insight, including a failure to engage with or understand the perspectives of those individuals, and an absence of any expression of regret as to the potential consequences of his conduct.

The panel was concerned that this lack of reflection extended to the potential wider implications of his conduct. It found that he had not demonstrated an understanding of how such behaviour could affect his professional responsibilities or relationships with pupils, nor had he addressed the risk of similar issues arising in future. The panel therefore considered that the behaviour reflected a concerning pattern which had not been sufficiently addressed, giving rise to an ongoing risk.

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

In considering whether to recommend a review period, the panel had regard to the seriousness of the conduct, the extent to which Mr Howlett had demonstrated insight, and the risk of repetition. Given the nature of the findings, the absence of meaningful insight into the boundary-crossing behaviour, and the panel's concerns as to ongoing risk the panel determined that the prohibition order should be recommended without provision for review.

Decision and reasons on behalf of the Secretary of State recommendation to 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 some of the allegations proven and found that some of those proven facts amount to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

In this case, the panel has also found some of the allegations not proven, and/or found that some allegations do not amount to unacceptable professional conduct. I have therefore put those matters entirely from my mind.

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

In particular, the panel has found that Mr Howlett 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
 - showing tolerance of and respect for the rights of others

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

The findings of misconduct are particularly serious as they include a teacher engaging, on more than one occasion and in non-consensual sexual conduct.

I have to determine whether the imposition of a prohibition order is proportionate and in the public interest. In assessing that for this case, I have considered the overall aim of a prohibition order which is to protect pupils and to maintain public confidence in the profession. I have considered the extent to which a prohibition order in this case would achieve that aim taking into account the impact that it will have on the individual teacher. I have also asked myself, whether a less intrusive measure, such as the published finding of unacceptable professional conduct and conduct that may bring the profession into disrepute, would itself be sufficient to achieve the overall aim. I have to consider whether the consequences of such a publication are themselves sufficient. I have considered therefore whether or not prohibiting Mr Howlett, 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 noted that Mr Howlett appeared to maintain a division between his professional and private life. The panel recognised his entitlement to a private life, but considered the concept of “*transferable risk*”, that behaviours in one context may influence or affect conduct in another. For example, if a pupil were to discuss their own sexual relationships or experiences of conflict, a teacher must be able to respond

appropriately and without bias. The panel was concerned that Mr Howlett's conduct could colour his approach and influence his professional judgement.

The panel considered that, while there was no direct evidence that his conduct had affected his day-to-day teaching or that pupils had been exposed to harm, the potential for this remained."

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 noted that there was limited evidence of meaningful insight or remorse.

The panel found that Mr Howlett had not demonstrated sufficient insight or remorse. In particular, it found that he had not fully appreciated the seriousness of his actions or demonstrated a clear understanding of the importance of active and ongoing consent.

The panel considered the submissions made on Mr Howlett's behalf, including those relating to the risk of repetition and the fact that the conduct occurred outside the professional context. However, in light of the lack of insight and remorse, it was not persuaded that the risk of repetition was low."

Elsewhere, the panel offers this assessment:

"In assessing insight and remorse, the panel found that Mr Howlett had not demonstrated an adequate appreciation of the impact of his conduct on others. In particular, there was no meaningful acknowledgement of the difficulties caused to Person A and Person B, including the impact of the events of them. Whilst the panel accepted that he was entitled to deny the allegations, it noted that this did not preclude him from recognising the potential effect of his actions on others and affect his attitude to the underlying allegations. The panel found a lack of insight, including a failure to engage with or understand the perspectives of those individuals, and an absence of any expression of regret as to the potential consequences of his conduct."

In my judgement, the panel's findings that Mr Howlett has not developed insight into and remorse for his actions means that there is some risk of the repetition of this behaviour. 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 observes that:

"The panel found that a member of the public or a parent would likely be shocked to learn that a teacher entrusted with the care and education of their child had engaged

in the behaviours that were found proven. Such conduct risks undermining public confidence in the profession and devaluing the high standards expected of teachers.”

The panel also records the following:

“The panel also took into account the context of the teaching profession, which involves working with and safeguarding children and young people. Whilst the conduct did not involve pupils, the panel considered that behaviour involving a failure to respect boundaries and consent could give rise to legitimate concerns about judgment, role-modelling and professional standards. The panel considered that, in that context, the conduct was capable of damaging the public’s perception of teachers.

Accordingly, the panel was satisfied that the conduct, as found proven, was of a serious nature and would likely have a negative impact on the public’s perception of Mr Howlett as a teacher and of the profession more broadly.”

I am particularly mindful of the findings in this case of a teacher engaging in non-consensual sexual conduct 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 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 Howlett himself. The panel comments as follows:

“The panel acknowledged certain mitigating factors, including Mr Howlett’s previously positive professional history, the character references provided, and the evidence of his commitment to teaching. The panel accepted that Mr Howlett had a positive prior history, demonstrating good standards in his professional conduct and no previous misconduct recorded. However, there was no evidence before the panel to suggest that he had made a significant contribution to the education sector.”

A prohibition order would prevent Mr Howlett 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, the likely negative impact on public confidence in the profession, as well as its assessment of Mr Howlett's insight and remorse and the risk of repetition. I have also noted its comments regarding transferable risk and possible implications for the wellbeing of pupils.

I have also placed weight on the panel's findings that, while some evidence was presented to it regarding mitigating factors, it found no evidence that Mr Howlett's actions were not deliberate or that they were committed under extreme duress.

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Howlett 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.

One of these includes *"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, particularly...."*

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."

I have considered the panel's concluding remarks:

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

In considering whether to recommend a review period, the panel had regard to the seriousness of the conduct, the extent to which Mr Howlett had demonstrated insight,

and the risk of repetition. Given the nature of the findings, the absence of meaningful insight into the boundary-crossing behaviour, and the panel's concerns as to ongoing risk the panel determined that the prohibition order should be recommended without provision for review."

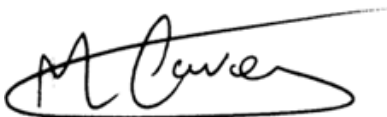
I have considered whether not allowing a review period reflects the seriousness of the findings and is a proportionate period to achieve the aim of maintaining public confidence in the profession. In this case, factors mean that allowing a review period is not sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the very serious nature of the misconduct found, the lack of evidence of insight or remorse and risk of repetition, and the likely negative impact on the standing of the profession.

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 Lloyd Howlett 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 Howlett 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 Howlett 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', written in a cursive style. The signature is enclosed within a simple, hand-drawn oval border.

Decision maker: Marc Cavey

Date: 4 June 2026

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