



Teaching
Regulation
Agency

Mr Douglas Elvy: Professional conduct panel outcome

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

August 2026

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

Teacher: Mr Douglas Elvy

TRA reference: 23753

Date of determination: 14 August 2026

Former employer: Priory School, Southsea

Introduction

A professional conduct panel (“the panel”) of the Teaching Regulation Agency (“the TRA”) convened on 14 August 2026 by way of a virtual hearing to consider the case of Mr Douglas Elvy.

The panel members were Mr Robert Dowey (teacher panellist – in the chair), Miss Amanda Johnston (teacher panellist) and Mrs Bhaksho Raj (lay panellist).

The legal adviser to the panel was Mr Delme Griffiths of Blake Morgan LLP, solicitors.

The presenting officer for the TRA was Mr James Lloyd of counsel.

Mr Elvy was present and was represented by Mr Jamie Morris of NASUWT.

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 set out in the notice of hearing dated 29 May 2026.

It was alleged that Mr Elvy was guilty of having been convicted of a relevant offence, in that:

1. On 11 January 2024 he was convicted at Portsmouth Magistrates' Court of:
 - a. Between 3 January 2024 and 9 January 2024 of pursuing a course of conduct which amounted to harassment contrary to Section 2(1) and (2) of the Protection from Harassment Act 1997.
 - b. Battery on 26 December 2023 contrary to Section 39 of the Criminal Justice Act 1988.

Mr Elvy admitted the facts of the allegations and that, in relation to both offences, they amounted to a conviction for a relevant offence.

Summary of evidence

Documents

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

Section 1: Notice of hearing – pages 3 to 4

Section 2: Statement of agreed facts – pages 25 to 27

Section 3: Teaching Regulation Agency documents – pages 28 to 61

Section 5: Teacher documents – pages 62 to 182

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

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

Statement of agreed facts

The panel considered a statement of agreed facts which was signed by Mr Elvy on 16 March 2026.

Witnesses

Mr Elvy gave oral evidence and called Person A to give evidence on his behalf at the recommendation stage.

Decision and reasons

The panel announced its decision and reasons as follows:

The panel carefully considered the case and reached a decision. It accepted the legal advice provided.

Mr Elvy was an assistant headteacher at Priory School from 21 September 2023 until his dismissal on 22 April 2024. The fact of Mr Elvy's dismissal was disregarded by the panel, which formed its own, independent view based on the evidence presented to it.

On 26 December 2023, the police were called to Mr Elvy's [redacted], who is referred to as Person A. It was reported that Mr Elvy had slapped [redacted] in the face, kicked [redacted] in the arm and threw a [redacted]. Mr Elvy was subsequently arrested.

On 27 December 2023, Mr Elvy was released from police custody on bail. One of the bail conditions specified that he was not to contact Person A.

On 3 January 2024, Mr Elvy sent Person A a number of WhatsApp messages, one of which read "PLEASE DELETE CONVERSATION AND I'LL DO THE SAME".

On 4 January 2024, Mr Elvy also attempted to call Person A via WhatsApp and sent [redacted] an email, which contained a large paragraph about their relationship.

[redacted].

On 10 January 2024, Mr Elvy was re-arrested and charged with 2 offences, namely harassment and assault, which is considered further below.

On 11 January 2024, he pleaded guilty to those offences at Portsmouth Magistrates' Court.

Findings of fact

The findings of fact are as follows:

- 1. On 11 January 2024 you were convicted at Portsmouth Magistrates' Court of:**

- a. **Between 3 January 2024 and 9 January 2024 of pursuing a course of conduct which amounted to harassment contrary to Section 2(1) and (2) of the Protection from Harassment Act 1997.**
- b. **Battery on 26 December 2023 contrary to Section 39 of the Criminal Justice Act 1988.**

The panel considered allegations 1.a. and b. together.

The panel was presented with a statement of agreed facts, signed by Mr Elvy, in which the allegations were admitted.

The panel was also presented with a certificate of conviction from Portsmouth Magistrates Court, confirming that Mr Elvy was convicted, on 11 January 2024, following his guilty plea, of the offences particularised in allegation 1, namely harassment contrary to sections 2(1) and (2) of the Protection from Harassment Act 1997 and assault by beating contrary to section 39 of the Criminal Justice Act 1988.

On 13 March 2024, Mr Elvy was sentenced to a community order comprising:

- a. A [redacted] treatment requirement for 12 months;
- b. Attendance at a Building Better Relationships programme for 30 days; and
- c. A 10-day [redacted] requirement.

The panel accepted the memorandum of conviction as conclusive proof of the commission of these offences by Mr Elvy.

In light of this and Mr Elvy's admission, it found allegations 1.a. and 1.b. proved.

Findings as to conviction of a relevant offence

Having found the allegations proved, the panel went on to consider whether the facts of those proved allegations amounted to a conviction for a relevant offence. Whilst this was admitted by Mr Elvy, the panel made its own, independent determination.

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 Elvy, in relation to the facts found proved, involved breaches of the Teachers' Standards. The panel considered that, by reference to Part 2, Mr Elvy had failed to demonstrate consistently high standards of personal and professional conduct and breached the following, specific standard:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school.

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

This was a case concerning offences involving violence and harassment, which the Advice states are likely to be considered a relevant offence.

The panel did note that Mr Elvy's behaviour did not lead to a sentence of imprisonment.

The panel also noted that Mr Elvy's actions were not directly relevant to teaching insofar as they occurred in the context of Mr Elvy's personal life.

However, the panel did not regard the offences as trivial or minor and the same applied to the sentence imposed, which was not insignificant. Further, the offences did, in the panel's view, link to Mr Elvy's professional practice insofar as they raised issues regarding self-regulation, judgement and role-modelling. There was, accordingly, a direct link to working with children and working in an education setting.

Further, given the involvement of violence, the behaviour directly impacted on the victim.

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

The panel did take into account the evidence presented of mitigating circumstances, including Mr Elvy's prior good record and the evidence of Mr Elvy's personal and health circumstances at the time.

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

Panel's recommendation to the Secretary of State

Given the panel's findings in respect of a conviction for relevant offences, 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 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 Elvy, which involved offences of harassment and assault, there was a public interest consideration in respect of the protection of the public, albeit the panel took into account the specific context of the offending behaviour with reference to Person A.

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

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

The panel decided that there was a public interest consideration in retaining him in the profession. Doubt had not been cast upon his abilities as an educator. He had made a valuable contribution to the profession, even if there was no evidence to conclude that contribution could be regarded as exceptional. There were character references and testimonials before the panel and he had made a positive contribution in a number of settings. He had progressed to the role of assistant headteacher. The conduct in this case occurred in Mr Elvy's private life and did not occur in the context of his professional duties.

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 Elvy.

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 directly engaged in this case were:

- serious departure from the personal and professional conduct elements of the Teachers' Standards; and
- the commission of a serious criminal offence, including those that resulted in a conviction or caution, paying particular attention to offences that are 'relevant matters' for the purposes of the Police Act 1997 and criminal record disclosures.

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.

The panel considered there were mitigating factors in this case, in particular:

- Mr Elvy had an otherwise good record in terms of no previous misconduct. The offences were an isolated episode in the context of his career as a whole and he had no previous convictions.
- The panel was presented with positive references and testimonials regarding his practice as a teacher.
- Mr Elvy had fully engaged with the TRA and made full admissions.
- Mr Elvy had pleaded guilty in the criminal proceedings and had satisfied the terms of his sentence, evidence of which was before the panel. That sentence was very much focussed upon rehabilitation and was not punitive.
- The panel took careful account of the background and medical information presented, whereby there was a broader context to Mr Elvy's actions at the time. [redacted]. Mr Elvy remained responsible for his actions, particularly noting his behaviour whilst under bail conditions. There was evidence that Mr Elvy knew what he was doing was wrong, even accounting for the medical context. Nonetheless, this backdrop was material both in terms of the panel's assessment of the seriousness of the offences and the risk of repetition.
- The panel also took careful account of the steps undertaken following Mr Elvy's conviction to address the behaviours that led to his actions and to seek to avoid a repetition. [redacted]. Mr Elvy addressed coping mechanisms and techniques he had learned [redacted] to allow him to [redacted] prevent similar incidents from occurring.

- Mr Elvy showed insight into his actions and how they reflected on him, his family and the profession, positively deciding not to return to the profession until these proceedings had concluded. He recognised the triggers that led to him acting as he did and had taken steps to address the underlying causes.
- [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 was of the view that, applying the standard of the ordinary intelligent citizen, on balance, a recommendation of no prohibition order would be both a proportionate and an appropriate response.

Mr Elvy gave evidence in an open way and showed insight into the circumstances that led to and the impact of his actions. He had reflected on his behaviours and undertaken various rehabilitative steps.

The panel was also satisfied that Mr Elvy would be likely to make a positive contribution to teaching, education and the profession in the future by using his skills, experience and expertise. He was clearly passionate about education and had an otherwise unblemished record. These matters took place in the context of his private life and not in the course of his professional duties. There had been no repetition of any similar behaviour since.

The panel had particular regard to the extensive rehabilitative steps taken by Mr Elvy to address his behaviours. It was clear that lessons had been learned and will continue to be learned as a consequence of his actions, subsequent conviction and these proceedings. The combination of these factors and the fact this was a one-off episode [redacted], was such that the panel was satisfied the risk of repetition, of the same or similar behaviour that led to the criminal offending as well as the offending itself, was limited.

Those rehabilitative steps were continuing and Mr Elvy addressed the mechanisms he had developed through the support he had received and the greater understanding he now had of his behaviours and triggers. Mr Elvy had demonstrated clear insight into the circumstances and his personal conduct that led to his actions.

The panel also had in mind that, having been through these events, it would be likely that Mr Elvy would strive to avoid similar issues happening again.

For these reasons and having weighed all relevant considerations, whilst fully recognising the seriousness of the conviction, the panel concluded that a

recommendation for a prohibition order would not be appropriate or proportionate in this case.

Having very carefully taken account of the public interest considerations Mr Elvy's conduct gave rise to, the panel considered that the publication of the adverse findings it has made would be sufficient to send an appropriate message as to the standards of behaviour that were acceptable and to maintain public confidence. A prohibition order was not necessary in terms of the safeguarding and wellbeing of pupils or the protection of other members of the public given the panel's conclusions regarding there being limited, ongoing risk.

The panel considered this was a proportionate outcome, noting also that the panel's published findings and his conviction may have a residual impact in terms of Mr Elvy's professional reputation and future employment prospects.

Decision and reasons on behalf of the Secretary of State

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

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

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

The panel has made a recommendation to the Secretary of State that the findings of a relevant conviction should be published and that such an action is proportionate and in the public interest.

In particular, the panel has found that Mr Douglas Elvy 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.

The findings of misconduct are serious as they include a teacher being the subject of a criminal conviction for an offence which involved violence.

I have to determine whether the imposition of a prohibition order is proportionate and in the public interest. In assessing that for this case, I have considered the overall aim of a prohibition order which is to protect pupils and to maintain public confidence in the profession. I have considered the extent to which a prohibition order in this case would achieve that aim taking into account the impact that it will have on the individual teacher.

I have also asked myself whether a less intrusive measure, such as the published finding of a relevant conviction, would itself be sufficient to achieve the overall aim. I have to consider whether the consequences of such a publication are themselves sufficient. I have considered therefore whether or not prohibiting Mr Elvy, 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 also noted that Mr Elvy’s actions were not directly relevant to teaching insofar as they occurred in the context of Mr Elvy’s personal life.

However, the panel did not regard the offences as trivial or minor and the same applied to the sentence imposed, which was not insignificant. Further, the offences did, in the panel’s view, link to Mr Elvy’s professional practice insofar as they raised issues regarding self-regulation, judgement and role-modelling. There was, accordingly, a direct link to working with children and working in an education setting.”

A prohibition order would therefore prevent such issues from presenting a risk factor 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 had particular regard to the extensive rehabilitative steps taken by Mr Elvy to address his behaviours. It was clear that lessons had been learned and will continue to be learned as a consequence of his actions, subsequent conviction and these proceedings. The combination of these factors and the fact this was a one-off episode [redacted], was such that the panel was satisfied the risk of repetition, of the same or similar behaviour that led to the criminal offending as well as the offending itself, was limited.

Those rehabilitative steps were continuing and Mr Elvy addressed the mechanisms he had developed through the support he had received and the greater understanding he now had of his behaviours and triggers. Mr Elvy had demonstrated clear insight into the circumstances and his personal conduct that led to his actions.

The panel also had in mind that, having been through these events, it would be likely that Mr Elvy would strive to avoid similar issues happening again.”

Given this assessment, I agree with the panel that the risk of repetition appears to be limited. I have therefore given this element some weight in reaching my decision.

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

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

I am particularly mindful of the finding in this case of a criminal conviction for an offence which involved violence and the impact that such a finding may have on the reputation of the profession.

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

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

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

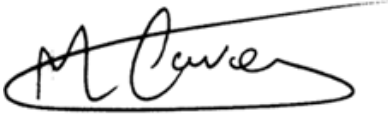
“The panel was also satisfied that Mr Elvy would be likely to make a positive contribution to teaching, education and the profession in the future by using his skills, experience and expertise. He was clearly passionate about education and had an otherwise unblemished record. These matters took place in the context of his private life and not in the course of his professional duties. There had been no repetition of any similar behaviour since.”

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

In this case, I have placed considerable weight on the panel’s comments concerning extensive insight that Mr Elvy has developed and its assessment that the risk of any repetition is limited. I have also taken into account the mitigating circumstances in this case, while noting the panel’s conclusion that he remained responsible for his actions. I have also taken account of the panel’s findings regarding Mr Elvy’s otherwise good character and the potential for him to make a positive contribution to the education sector in the future. Finally, I have noted that these events took place away from the school setting and in the context of Mr Elvy’s private life.

For these reasons, and while the misconduct found in this case was undoubtedly serious, I agree with the panel’s recommendation that a prohibition order is not proportionate or in

the public interest. I consider that the publication of the findings made would be sufficient to send an appropriate message to the teacher as to the standards of behaviour that were not acceptable and that the publication would meet the public interest requirement of declaring proper standards of the profession.

A handwritten signature in black ink, appearing to read 'M. Cavey', enclosed within a large, loopy oval stroke.

Decision maker: Marc Cavey

Date: 18 August 2026

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