Teaching Regulation Agency

Mr Sam Piggott: Professional conduct panel hearing outcome

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

October 2026

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

Teacher:	Mr Sam Piggott
Teacher ref number:	1989466
Teacher date of birth:	27 August 1993
TRA reference:	25784
Date of determination:	9 October 2026
Former employer:	North Shore Academy, Stockton-On-Tees

Introduction

A professional conduct panel ("the panel") of the Teaching Regulation Agency ("the TRA") convened on 5 October 2026 to 9 October 2026 by way of a virtual hearing, to consider the case of Mr Sam Piggott.

The panel members were Mrs Patricia Hunt (former teacher panellist – in the chair), Mr Laurie Marks (lay panellist), Mrs Remi Atoyebi (teacher panellist).

The legal adviser to the panel was Mr James Corrish of Birketts LLP solicitors.

The presenting officer for the TRA was Mr Harry Perkin, Counsel of Three Raymond Buildings.

Mr Sam Piggott was not present and was not represented.

The hearing took place in public, save those parts which were conducted in private, by way of a virtual hearing and was recorded.

Allegations

The panel considered the allegations set out in the Notice of Hearing dated 10 July 2026.

It was alleged that Mr Sam Piggott was guilty of unacceptable professional conduct and/or conduct that may bring the profession into disrepute, in that whilst working as Assistant Principal at North Shore Academy:

1. Between June 2024 to March 2025, he said to and/or in front of colleague(s) and/or pupil(s), or words to the effect of:

    a) “I hope it is a blow job”;
    b) “I’ve got a big one”;
    c) “I crushed my balls”;
    d) “Sorry Miss, I’ve just nearly put my sausage into you there”;
    e) asking pupil(s) to “rate” a member of staff “out of 10”;
    f) “she would destroy me”;
    g) “do you have feeling for me?”;
    h) “You’re just not used to men being direct with you”;
    i) “I know what girls like you are like”;
    j) “she’s got [REDACTED]”;
    k) “it is like juggling two women”;
    l) “I like how it is dripping down my throat”;
    m) “one day I will fuck you”;
    n) “just imagine they are a slag at the bar”;
    o) “I cannot be trusted around drunk children”

2. His conduct at paragraph(s) 1a) – 1o) above were of a sexual nature.

Mr Piggott appeared to admit allegations 1 and 2 in his response to the notice of proceedings dated 13 July 2026. Mr Piggott also appeared to accept that those admitted facts amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute. Mr Piggott had though sent a detailed statement which appeared to dispute some aspects of the allegations. The panel proceeded to consider all the evidence in front of it on the basis that the allegations were contested.

Summary of evidence

Documents

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

Section 1: Chronology, list of key people and anonymised pupil list – pages 6 to 8

Section 2: Notice of hearing and response – pages 10 to 19

Section 3: TRA witness statements – pages 21 to 67

Section 4: TRA exhibits – pages 69 to 362

Section 5: Teacher documents – pages 364 to 383

In addition, the panel considered a proceeding in absence bundle and correspondence between Mr Piggott and the solicitors for the TRA.

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, May 2020 (the "Procedures").

Witnesses

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

Witness A – [REDACTED]

Witness B – [REDACTED]

Witness C – [REDACTED]

Witness D – [REDACTED]

Witness E – [REDACTED]

Witness F – [REDACTED]

Witness G – [REDACTED]

Witness H – [REDACTED]

Witness I – [REDACTED]

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 Piggott commenced employment at North Shore Academy ("the School") as a Teaching Assistant in 2018. He was promoted to Assistant Principal on 8 January 2024.

Between June 2024 and March 2025, it was alleged that Mr Piggott made various inappropriate comments of a sexual nature in front of pupils and/or members of staff.

On 19 March 2025, Mr Piggott was suspended pending investigation.

On 4 April 2025, the matter was referred to the TRA.

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:

The panel first noted that it had before it detailed submissions from Mr Piggott, of 13 July 2026, provided in response to the Notice of Hearing. The panel noted that the content of these documents was hearsay. On balance the panel concluded that it was in the interests of justice, in Mr Piggott's interests and the public interest that these documents be admitted, especially in the absence of Mr Piggott. The panel determined to place significant weight on those documents as setting out Mr Piggott's response to the allegations. The panel though did not place as much weight on these documents as it placed on the evidence of the witnesses who attended the hearing and provided live evidence.

[REDACTED]

1. **Between June 2024 to March 2025, you said to and/or in front of colleague(s) and/or pupil(s), or words to the effect of:**

    a) **"I hope it is a blow job";**

As a preliminary in respect of all of the allegations under allegation 1 the panel sought to establish whether the events which were alleged to have occurred, occurred within the time period stated within the stem of the allegation, being June 2024 to March 2025. The panel was satisfied that, on the balance of probabilities, this would have been the case.

The panel noted that Mr Piggott appeared to have admitted allegation 1(a) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness C. Witness C confirmed that she had heard Mr Piggott make the comment *"I hope it is a blow job".* She submitted that [REDACTED] she and two other female colleagues were approached by Mr Piggott. She recalled that one of the teachers had told Mr Piggott that there was a present in his classroom, to thank him for covering a lesson on her behalf, and in

response he replied, "*I hope it is a blow job*". She submitted that she and her colleague responded "*wow*" and that they brushed the comment off. Witness C submitted that Mr Piggott returned five minutes later to say that he was only joking about the comment that he had made. She stated that she was not impacted personally by the comment, so had not raised her concern to anyone and that Mr Piggott *"had a tendency to make many sexual jokes and inappropriate comments*".

The panel considered the oral evidence and witness statement of Witness H, an English teacher at the school. She stated that she had told Mr Piggott that Individual J had left him a present in his classroom and that he had replied, "*I hope it is a blow job*". She submitted that Mr Piggott was "*being a clown*" and that he was "*trying to show off*". Witness H recalled that an hour later Mr Piggott apologised.

The panel considered Mr Piggott's written response, in which he stated that he had made the comment "*I hope it is a blow job*". He submitted that this was said to "*a couple of close colleagues*" before work one morning, when one of them had informed him that someone had left a gift on his desk for covering her lessons. He recalled that none of his colleagues had seemed offended at the time and that this was the sort of language that was often used in conversations. He stated that after he had made the comment, he did apologise later in the day, having said something along the lines of, "*Sorry for saying that earlier, I hope I didn't offend anyone".*

Having considered the clear witness evidence before it and the admissions of Mr Piggott the panel found allegation 1(a) proven.

b) "I've got a big one";

The panel noted that Mr Piggott appeared to have admitted allegation 1(b) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral and written evidence of Witness D. Witness D recalled that Mr Piggott had walked into his classroom and asked which pupil deserved praise and a pupil raised his book in the air and asked if he could receive praise. Witness D recalled that he said, of the postcards handed out when giving praise, that he only had "*big ones*" left. He recalled that Mr Piggott said, "*I've got a big one*" and made a gesture with his arm. The gesture was his hand being made into a fist and held "*presumably to signify strength*". Witness D considered that Mr Piggott was gesturing that his fist was his penis. Witness D demonstrated the gesture to the panel showing them that the elbow had been held at waist level where his penis would be, and with his arm and fist bending upwards at around a 45° angle.

The panel considered the investigatory meeting notes with Witness D of 27 March 2025 and noted that Witness D's evidence at that point was broadly consistent with his evidence to the panel.

The panel considered the disciplinary meeting notes dated 1 April 2025. When Mr Piggott was asked about this comment in the disciplinary meeting, he submitted that if he had said that comment he did not mean it in an inappropriate way. He said that his colleagues were all people he had worked with for a long time and that they had a joke outside of the classroom and he considered them friends.

The panel considered Mr Piggott's written statement. In this he submitted that he believed this comment had been taken out of context. He submitted that a male colleague had asked him for a postcard to hand a student saying, "*do you have any postcards,* [WITNESS D] *I only have a big one".* Mr Piggott stated that his response matched that of his colleague using the same tone, stating "*I only have big ones too*". He submitted that at the time he felt that he was matching his colleague's innuendo. Mr Piggott submitted that he understood how this could be viewed as inappropriate and that he regretted saying this.

The panel carefully considered the evidence and noted that it was admitted that the phrase had been said and the witness evidence supported this. The panel found allegation 1(b) proven.

c) "I crushed my balls";

The panel noted that Mr Piggott appeared to have admitted allegation 1(c) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the notes from the disciplinary investigation meeting held on 27 March 2025. When asked about this comment Mr Piggott submitted that he had said, *"I crushed my balls".*

The panel considered the oral evidence and witness statement of Witness E, [REDACTED]. She submitted that, the day after Mr Piggott had been in a car accident, she was standing outside of the sports hall with the [REDACTED] department, when Mr Piggott approached. She and her colleague asked if he was okay. She stated that he explained what had happened in the accident and that he then told her to block her ears, and Mr Piggott went on to tell her colleague that he had "*crushed his balls*".

She submitted that she did not hear him say these words because she had turned away, however she stated that she knew this was what he was going to say as he had made it clear that he only wanted to tell the man within the conversation, highlighting to her that it

was related to something a male would have experienced. She submitted that she was made aware of the words he had used when she asked her colleague after Mr Piggott had left them.

The panel considered Mr Piggott's written response. He submitted that this comment was made quietly in an office to a male member of staff after he had been involved in a car crash. He stated that he had asked the female member of staff present to "*cover your ears"* and that he had said to the male member of staff something along the lines of, *"yeah it was brutal, I have a really sore neck and elbow, and I crushed my balls too".*

The panel noted the admission and although it noted that Witness E had not directly heard the comment the panel had no reason to doubt it was said and considered it proven on the balance of probabilities.

The panel found allegation 1(c) proven.

d) "Sorry Miss, I've just nearly put my sausage into you there";

The panel noted that Mr Piggott appeared to have admitted allegation 1(d) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness E. She stated that she had been teaching her year 8 girls' class when she was walking down the corridor leading them and nearly bumped into Mr Piggott and that he said, *"sorry miss, I've just nearly put my sausage into you there*". He was carrying sausages and mash.

She submitted that she did not see him as she was turning around the corner, and that they nearly made contact but did not touch each other. Witness E stated that she had her entire class of pupils in a line behind her and there were probably five of them in earshot of the comment made, however none of them reacted so she was unsure whether they did hear. She stated that she felt disgusted by the comments made by Mr Piggott and felt objectified and embarrassed. The panel considered the notes of an investigatory meeting of 27 March 2025 with Witness E and found them to be wholly consistent with her evidence to the panel. The panel found Witness E to be a plausible and consistent witness.

The panel considered Mr Piggott's written response, in which he submitted that he did not fully recall making this comment, however that he did recall the situation of having nearly walked into the member of staff. He stated that he honestly had thought that this member of staff and himself were friends and that this sort of language, especially when not around students, was conversational and "*banter"*.

After carefully considering the facts and noting the admission and Witness E's clear evidence the panel found allegation 1(d) proven.

e) asking pupil(s) to "rate" a member of staff "out of 10";

The panel noted that Mr Piggott appeared to have admitted allegation 1(e) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions in which he denied it. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness E, [REDACTED]. She submitted that she had been in an [REDACTED] with around 10 boys and five girls, when Mr Piggott popped his head around the door, and asked the pupils what rating they would give. She stated the exact words he used were, "*what's your rating*", she recalled a student then replied saying seven, and Mr Piggott responded to him, "*hmm 8*". Witness E submitted that Mr Piggott then carried on down the corridor and that she had asked the pupils what Mr Piggott had been talking about, but that they did not tell her. She stated that she had felt embarrassed and that it felt to her that Mr Piggott had a friendship level relationship with these students rather than a teacher-student relationship. She stated that she raised her concerns verbally in the [REDACTED] after her lesson.

The panel considered Mr Piggott's written response, in which he stated that this allegation was false, and that he had never engaged in this sort of conversation with students.

The panel considered that it was clearly demonstrated on the evidence that some statement had been made and accepted Witness E's evidence that the statement made was "*what's your rating*". The panel noted though that, in order to find this allegation proven, it would need to conclude that Mr Piggott's statement had been inviting the pupil to rate a member of staff out of 10. Though the panel noted Witness E's concerns that this had been Mr Piggott's intention, and that such intention had been directed towards her, the panel did not consider, absent any direct evidence, that this was necessarily the case and therefore determined that the allegation was not proved to the standard of the balance of probabilities.

The panel found allegation 1(e) not proven.

f) "she would destroy me";

The panel noted that Mr Piggott appeared to have admitted allegation 1(f) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness E. She submitted that she was teaching [REDACTED] when Mr Piggott interrupted the class and asked her to *"Google"* a gymnast. She stated that Mr Piggott told the pupils that this gymnast had a different body type, and that he then asked the pupils why they thought the individual had broader shoulders. She recalled Mr Piggott then stated, "*she would destroy me*", referring to the gymnast, and a [REDACTED] pupil had asked, "*in which way*", to which Mr Piggott replied, "*you know which way*" or "*both ways*". Witness E submitted that she could not recall which words he used exactly but that the boys in her class laughed and that Mr Piggott stated, "*you know"* and left the classroom. She submitted that she felt Mr Piggott was objectifying women.

The panel considered Mr Piggott's written submissions. He provided that he had been asked to go into a [REDACTED] lesson where students were unsettled. He confirmed he did state that a female athlete would "*destroy him*", however he stated that he had used the term "*destroy*" with reference to fighting, as the athlete came from a family of professional fighters. He submitted that the students in the class were aware of her and her father, and that his intention was to diffuse the behaviour in the classroom and draw the whole class's attention on him. The panel noted that in an investigatory meeting of 1 April 2025 Mr Piggott said he might have said something along the lines of "*she would destroy me*".

Mr Piggott stated that he had wanted to cause a brief distraction, before getting the classroom settled and leaving. At the time he did not sense that anybody felt uncomfortable by the comments he had made, and he thought the comment had been taken out of context and made to sound sexual in nature when that had not been his intention.

The panel noted that it was simply asked at this stage to determine whether the statement had been made and it was clear from both Mr Piggott's evidence and Witness E's evidence that it had.

The panel found allegation 1(f) proven.

g) "do you have feeling for me?";

h) You're just not used to men being direct with you";

i) "I know what girls like you are like";

The panel noted that Mr Piggott appeared to have admitted allegations 1(g), 1(h) and 1(i) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the notes from the disciplinary investigation meeting held on 27 March 2025 with Witness F. In these notes she was recorded as saying that during one conversation Mr Piggott had asked her if she "*had feelings for him*" whilst they were making the end of the day phone calls. She replied that she did not, but she recalled that Mr Piggott insisted that "*you do, you're just not used to men being direct with you".* She submitted that she replied *"I don't treat you any differently to how I treat everyone. You have* [REDACTED]*"* and that he then said, *"I know what girls like you are like".* She submitted that she had felt Mr Piggott had "*crossed the line"*.

The panel considered the oral and written evidence of Witness F. The panel noted that that evidence was entirely consistent with the contents of the notes from that disciplinary investigation meeting. She stated also that Mr Piggott had asked her a couple of times if she had feelings for him and that she had to tell him no each time.

The panel considered Mr Piggott's written submissions. Mr Piggott admitted that these three statements all took place in the same conversation. He accepted that such behaviour was completely inappropriate in a workplace. He provided that in the months leading up to this conversation he had "*back and forth banter*" and flirty conversations, using innuendos with Witness F. He submitted that Witness F would text him equally as much as he texted her outside of working hours, often ringing him at night and that she had often made complimentary and sexual comments. Witness F denied, in her oral evidence, making sexual comments or calling him at nighttime. Mr Piggott stated that he had sensed that things were getting a little bit too inappropriate, so he had asked her outright if she had feelings for him. Mr Piggott submitted that he had apologised for being direct and had said that he sensed that there was more than just "*flirty banter*" going on. He stated that her response was that "[REDACTED]", to which he said, "*look, from now on let's just be really professional because this is getting out of hand".*

Having considered the admissions and Witness F's clear evidence the panel found allegations 1(g), 1(h) and 1(i) proven.

j) "she's got [REDACTED]";

The panel noted that Mr Piggott appeared to have admitted allegation 1(j) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the notes from the disciplinary investigation meeting held with Witness G on 27 March 2025. Witness G recalled that he was teaching year 11 when Mr Piggott came in. Witness G said he had been aware that the [REDACTED] position was vacant and that he had hoped that Individual K, a former colleague, got the position. He voiced that view to Mr Piggott. Mr Piggott responded "*me too, because she's got* [REDACTED]*".* Witness G, whom the panel found to be a plausible and consistent

witness, was very clear that the statement was made by Mr Piggott in front of an entire year 11 class.

The panel considered the notes from the disciplinary investigation meeting held with Mr Piggott on 27 March 2025. When asked about this comment Mr Piggott submitted that he might have said something like that outside of work in the gym.

The panel considered Mr Piggott's written statement. Mr Piggott acknowledged that he had made this comment and that the language used was derogatory and offensive. Mr Piggott submitted that he was regretful that he had said this and that he now understood that it was inappropriate. Mr Piggott stated that he "*needed to stress*" that this allegation was vexatious. He stated that he had made this comment to Witness G in the gym outside of work, and that he had believed this colleague to be a very close friend. Mr Piggott submitted that these sorts of comments were made by Witness G all the time and that Witness G would often instigate these sorts of conversations. He stated that he went along with these sorts of chats in the gym as he genuinely believed it was just two men '*letting off steam'* and that these comments were confidential between the two of them.

Noting that it was simply required to determine whether this statement had been made, the panel found this allegation proven and considered it also proven that the statement had been made in the classroom in front of a year 11 class.

The panel found allegation 1(j) proven.

k) "it is like juggling two women";

l) "I like how it is dripping down my throat";

The panel noted that Mr Piggott appeared to have admitted allegations 1(k) and 1(l) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral and written evidence of Witness B. Witness B provided that on 12 March 2025 she was [REDACTED] being taught by Mr Piggott. Mr Piggott said to pupils he wanted an energy drink and she said that Mr Piggott was known for liking his energy drinks and one pupil asked why he liked them so much. Mr Piggott responded something along the lines that he would have two of them at the same time stating, "*it is like juggling two women*". She stated that Mr Piggott made the comment with a smirk and a hand gesture and paused for a reaction. Witness B demonstrated the hand gesture for the panel as a hand juggling gesture consistent with the action of cupping two breasts. Witness B said she felt uncomfortable because he was personifying the drinks as if they were women and the comment came across sexual in nature.

When describing how the energy drink tasted he stated, "*I like how it drips down your throat*". Witness B stated that she felt this type of description was unnecessary and had a sexual connotation and felt extremely shocked and uncomfortable with his choice of words. She stated that the pupils were taken aback by both comments and made comments such as "*ughh*" and "*Sir you cannot say that*". Witness B said she then proceeded to report the comments to Witness I, [REDACTED].

The panel considered the investigation meeting notes of 27 March 2025 with Witness B and found them to be broadly consistent with her contemporary evidence including in that she recalled Mr Piggott having said things like "*it was dripping down his throat*" *"it was as if he had two women, one in each hand and was drinking from each one*".

The panel considered Mr Piggott's written submissions, he stated that he had no recollection of making these comments and that Witness B was twisting his words to make them sound like something they were not intended to be.

Having carefully considered the evidence the panel preferred Witness B's evidence and did not find that she had any plausible basis for manufacturing it.

The panel found allegations 1(k) and 1(l) proven.

m) "one day I will fuck you";

The panel noted that Mr Piggott appeared to have admitted allegation 1(m) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions and denied it. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness G. He submitted that on 19 December 2024 he had attended the School Christmas party with his colleagues and that he was stood with a female teacher and Mr Piggott. Witness G described that he was next to Mr Piggott with Witness H on other side of Witness G. Witness G submitted that Mr Piggott said to Witness H, "*I'm going to fuck you one day*" and she had replied, "*no you are not Sam*". He stated that he then heard Mr Piggott say, "*I bet I do*". Witness G was clear in oral evidence that these were the precise words used by Mr Piggott.

The panel considered the investigatory meeting notes of 27 March 2025 in which Witness G was recorded as saying about Mr Piggott *"he's made comments about* [Witness H] *at the Christmas party and said "one day I'm going to fuck you" She'd said "no you're not" and he said "I am trust me", he just couldn't take no for an answer".*

The panel considered the original evidence of Witness H. In written evidence Witness H stated that, on 19 December 2024 at the staff Christmas party, Mr Piggott approached

her and said, "*I am going to fuck you one day*". She stated that she replied saying that he would not and that he said, "*I am"* and that she replied, "*no you're really not*". The panel noted that, in oral evidence, Witness H was less clear as to the exact words, or that she had recalled them specifically, but appeared clear as to the intention of the approach on Mr Piggott's part.

The panel considered Mr Piggott's written response, in which he submitted that he did not recall making any such statement. He stated that where this comment allegedly took place was on a Christmas night out where people had been drinking alcohol. He raised concerns that the female member of staff had changed her statement.

The panel carefully considered the evidence and had some concerns over Witness H's recollections but was satisfied that Witness G directly recalled the events and was clear and plausible in his oral evidence which was consistent with his contemporaneous evidence from the disciplinary investigation at the time. The panel was satisfied that the allegation was proven to the standard of the balance of probabilities

The panel found allegation 1(m) proven.

n) "just imagine they are a slag at the bar";

The panel noted that Mr Piggott appeared to have admitted allegation 1(n) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions. The panel proceeded to consider all the evidence before it.

The panel considered the oral and written evidence of Witness D. Witness D was a [REDACTED]. He described that in staff training on a Tuesday around 7 or 14 January 2025 they were, as a department, discussing an upcoming school inspection from Ofsted and he was nervous and told Mr Piggott that he hoped they would not pick him for an interview with the inspector. He stated that Mr Piggott replied by saying "*just imagine they are a slag at the bar*". He stated that Witness H and Witness C were with them in the room but there were no pupils there.

The panel considered the notes from the disciplinary investigation meeting held on 27 March 2025. Witness D was asked if Mr Piggott had ever said anything inappropriate to him. The panel noted an addendum to those notes in which it appeared to be recorded that Witness D had "*been thinking about everything over the weekend and recall another situation in which I'd said to Sam during an L&P that I'd be nervous if I was selected for an Ofsted interview when the time comes, to which he replied, "just imagine they're a slag at the bar"".*

The panel considered Mr Piggott's written response. Mr Piggott submitted that this comment was "*somewhat true*" but that it had been taken out of context. He stated that

he and two male colleagues were having a conversation in a small office at the time, and that they were talking about the sort of things that they liked to do on weekends, such as going on nights out. He stated that one of these members of staff expressed how he was nervous about speaking to Ofsted if they got an inspection, and that he explained to his colleague that there was nothing to be worried about. He recalled that he had said, "*honestly mate, you have nothing to worry about, you chat to lasses all the time, just imagine it's a lass or slag at a bar*". He submitted that he was deeply regretful that he had used this sort of language but that he did not believe that either of the colleagues in the room were offended at the time. He did acknowledge that this language was inappropriate and derogatory.

The panel carefully considered the evidence and found it was clear that the words to this effect had been used by Mr Piggott.

The panel found allegation 1(n) proven.

o) "I cannot be trusted around drunk children"

The panel noted that Mr Piggott appeared to have admitted allegation 1(o) as set out in his response to the notice of proceedings dated 13 July 2026 but had also provided detailed written submissions in which he denied it. The panel proceeded to consider all the evidence before it.

The panel considered the oral evidence and witness statement of Witness G, who submitted that he had been discussing with staff members which pub they should go to [REDACTED]. He stated that when they agreed a time to [REDACTED], Mr Piggott had commented, "*I cannot be trusted around drunk children*". Witness G said that he was "*crystal clear*" that this was what had been said and that Individual L and he both said, *"wow what do you mean by that*" and Mr Piggott had said, "*not like that, not like that*".

The panel considered Mr Piggott's written response. Mr Piggott submitted that this allegation was *"false and vexatious*". He stated that this allegation referred to a conversation that he and some other members of staff were having [REDACTED]. Mr Piggott submitted that his colleague had said, "*I think some of the kids are drunk*", to which he replied, "*well, in that case I think it's time for me to go home."* He stated that his colleague had tried to turn this into a "*sick inuendo*", and that he had laughed it off, as this was his colleague's sort of humour.

The panel again found Witness G's evidence consistent and considered him to be a plausible witness. The panel found the allegation proven to the standard of the balance of probabilities.

The panel found allegation 1(o) proven.

2. Your conduct at paragraph(s) 1a) – 1o) above were of a sexual nature.

The panel noted that it had not found allegation 1(e) proven but proceeded to consider this allegation in relation to the balance of allegation 1.

In considering whether conduct was of a sexual nature, the panel considered Section 78 of the Sexual Offences Act 2003, *"For the purposes of this part, penetration, touching or any other activity is sexual if a reasonable person would consider that: a) Whatever its circumstances or any person's purpose in relation to it, it is because of its nature sexual; or b) Because of its nature it may be sexual and because of its circumstances or the purpose of any person in relation to it (or both) it is sexual".*

The panel was referred to section 15A of the Sexual Offences Act 2003 which was brought to their attention by the presenting officer as well as the case of *Professional Standards Authority for Health and Social Care and GDC, 2026 EWHC 1603* and considered the various legal advice and submissions made by the presenting officer and the legal adviser.

The panel was also mindful of the Court of Appeal's conclusion in *General Medical Council v Haris [2021] EWCA Civ 763.* The court found in that case that, *"In the absence of a plausible innocent explanation for what he did, the facts spoke for themselves".*

The panel proceeded to consider each allegation it had found proven at allegation 1 in this context:

"I hope it is a blow job";

The panel considered that Mr Piggott's conduct in making the statement described was, when taken in the context it was made, a clearly flirtatious one made in front of several female staff. They considered it was demeaning, inappropriate and that it was, because of its nature, sexual. There was no plausible alternative innocent explanation. The panel considered this conduct was of a sexual nature.

"I've got a big one";

The panel considered that Mr Piggott's conduct in making the statement described was, when taken in the context it was made, clearly an innuendo. Indeed, Mr Piggott had admitted that it was, in his evidence, and submitted it was made in response to what he perceived as a like innuendo from Witness D. The panel considered that Mr Piggott's conduct in this regard was, because of its nature, sexual. There was no plausible alternative innocent explanation. The panel considered this conduct was of a sexual nature.

"I crushed my balls";

The panel noted that clearly Mr Piggott had been referring to part of his sex organs when making this comment, however it also noted that this was a comment made to a male colleague in relation to a road traffic accident which he had previously had. The panel was not satisfied that Mr Piggott's conduct in this regard was of a sexual nature and found the allegation not proven in this regard.

"Sorry Miss, I've just nearly put my sausage into you there";

The panel was clear that this was a deliberate choice of words by Mr Piggott and that there was no plausible reason why he would have used these words without a sexual intention. The panel considered that Mr Piggott's conduct in making the statement described was, when taken in the context it was made, a clearly flirtatious one made in front of several pupils. It considered it was demeaning and wholly inappropriate. The panel was satisfied that because of the nature of the conduct it may be sexual and that, because of the circumstances, it was sexual. The panel considered this conduct was of a sexual nature.

"she would destroy me";

The panel noted that it had some evidence, including Witness E's account of further comments which Mr Piggott had made around this statement, which suggested that he may have been intending this comment to refer to sexual matters. However, the panel noted Mr Piggott's explanation that he was talking in the context of fighting. The panel did not consider it to be proven to the standard of the balance of probabilities that this was conduct of a sexual nature.

"do you have feeling for me?";
"You're just not used to men being direct with you";
"I know what girls like you are like";

The panel carefully considered each of these comments to Witness F separately. In each case it considered that it was clear that Mr Piggott's conduct within the School and towards [REDACTED] employee was to raise the possibility of a sexual relationship between him and Witness F. The panel was clear that this had made Witness F feel uncomfortable.

The panel was satisfied that, because of the nature of it, this conduct on Mr Piggott's part may be sexual and that because of the circumstances and Mr Piggott's purposes in relation to his conduct, it was sexual. The panel considered that this conduct was, in each case, of a sexual nature.

"she's got [REDACTED]*";*

The panel considered that Mr Piggott's conduct in making the statement described was, when taken in the context it was made, clearly an action intended to refer to the woman concerned in a wholly sexual and objectifying way, in front of children at the School. The panel considered that Mr Piggott's conduct in this regard was, because of its nature, sexual. There was no plausible, alternative innocent explanation. The panel considered this conduct was of a sexual nature.

"it is like juggling two women";
"I like how it is dripping down my throat";

The panel carefully considered each of these comments separately. In each case it considered that it was clear that Mr Piggott was intending to be sexually suggestive by the nature of his conduct. The panel noted that Witness B had in fact been direct in her evidence that she considered these to be comments of a sexual nature and that she was made to feel sufficiently uncomfortable by them that she immediately went to her line manager to raise the issue with them. She had also noted that the children had heard and negatively reacted to the comments.

The panel was satisfied that, because of the nature of it, this conduct may be sexual and that because of Mr Piggott's purposes in relation to it this conduct was sexual. The panel considered that this conduct was, in each case, of a sexual nature.

"one day I will fuck you";
The panel considered that Mr Piggott's conduct in making the statement described was, when taken in the context it was made, clearly to refer to his intention to sleep with his colleague, a comment made directly to her at a work event. The panel considered that Mr Piggott's conduct in this regard was, because of its nature, sexual. There was no plausible alternative innocent explanation. The panel considered this conduct was of a sexual nature.

"just imagine they are a slag at the bar";

The panel carefully considered this allegation. The panel noted that the language used by Mr Piggott here clearly promoted a misogynistic and objectifying attitude towards women. The panel considered the implication from the statement was entirely clear, specifically that Witness D should approach his response to any Ofsted interview with all the confidence he might bring to seeking to sleep with a woman on a night out. The panel noted that this was a comment made in a team meeting and was clearly wholly inappropriate. The panel was satisfied that because of its nature this conduct may be sexual and that because of Mr Piggott's purposes in relation to his conduct it was sexual. The panel considered that this conduct was of a sexual nature.

"I cannot be trusted around drunk children"

The panel noted that it found that this statement had been made and that clearly it was capable of interpretation which was wholly inappropriate and sexual, and Witness G had clearly understood it could be interpreted in that way. The panel considered though that there were various potential alternative explanations for the statement and was not satisfied that it had been proven to the standard of the balance of probabilities that this statement was of a sexual nature.

As set out above, the panel found that Mr Piggott's conduct had been of a sexual nature in respect of allegations 1(a), 1(b), 1(d), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l), 1(m) and 1(n) but not in respect of allegations 1(c), 1(f) and 1(o).

The panel therefore found allegation 2 proven.

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

Having found the allegations proved, the panel went on to consider whether the facts of those proved allegations amounted to unacceptable professional conduct and/or conduct that may bring the profession into disrepute.

In doing so, the panel had regard to the document *Teacher misconduct: The prohibition of teachers*, which is referred to as "the Advice".

The panel first considered whether the conduct of Mr Piggott, in relation to the facts found proved, involved breaches of the Teachers' Standards.

The panel considered that Mr Piggott had been in breach of Part 1, Sections 1, bullet points 1 and 3 which state that "*a teacher must set high expectations which inspire, motivate and challenge pupils…. Establish a safe and stimulating environment for pupils, rooted in mutual respect.... Demonstrate consistently the positive attitudes, values and behaviour which are expected of pupils".*

The panel considered that, by reference to Part 2, Mr Piggott was in breach of the following standards:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by
    - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher's professional position
    - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
    - showing tolerance of and respect for the rights of others

- not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach [……].
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

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

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

The panel found that the offence type of sexual activity was relevant.

The panel again considered what it had found proven. The panel considered the allegations individually, taking each allegation of fact in conjunction with the sexual nature it had found proven, where it had.

In relation to Mr Piggott's conduct under allegation 1(a) which it had found proven to be of a sexual nature, the panel considered that Mr Piggott's conduct in making the comment "*I hope it is a blow job*" went entirely beyond the parameters of any acceptable workplace banter and was objectifying, demeaning and a wholly inappropriate comment to make to colleagues and considered any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegation 1(b) which it had found proven to be of a sexual nature the panel considered that Mr Piggott having made such a clear and unacceptable sexual innuendo "*I've got a big one*" in front of a class of pupils was demonstrating to those pupils a wholly unacceptable and entirely wrong way to behave. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegation 1(d) which it had found proven to be of a sexual nature the panel considered that Mr Piggott's behaviour in stating *"Sorry Miss, I've just nearly put my sausage into you there*" towards a female member of staff in front of pupils who would be looking to him to embody the exemplar of appropriate behaviour in general terms, including towards women, was objectifying, misogynistic and wholly inappropriate. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

The panel considered, separately, allegations 1(g), 1(h) and 1(i) which were Mr Piggott having stated to a female subordinate colleague in private on the School premises *"do you have feelings for me?" "you're just not used to men being direct with you*" and "*I know what girls like you are like",* conduct which it had found proven to be of a sexual nature. The panel considered that Mr Piggott's conduct was serious and unacceptable behaviour constituting sexual attention towards a female colleague whilst he was on the School premises. In relation to the second and third comment the panel considered that again these were objectifying and misogynistic comments and capable of causing serious upset to the recipient.

In relation to Mr Piggott's conduct under allegation 1(j) which it had found proven to be of a sexual nature, describing a woman in front of a class full of year 11 students as having "[REDACTED]*",* the panel again considered this behaviour to be wholly inappropriate, objectifying and modelling the exact opposite of the behaviour you would expect a teacher to demonstrate to students. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegations 1(k) and 1(l) which it had found proven to be of a sexual nature, again the panel considered that repeated and objectifying sexual innuendos to a class full of pupils describing his taste for energy drinks as *"like juggling two women*" and that he "*liked how it dripped down his throat"* was sexually charged. The panel again considered this demonstrated the exact opposite of the behaviour you would expect a teacher to show to students. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegation 1(m) which it had found proven to be of a sexual nature, the panel considered that any teacher approaching another subordinate member of staff at an office Christmas party and informing them "*one day I will fuck you*" is wholly inappropriate, objectifying, potentially harassing behaviour. The panel did not consider that the fact that the events took place off the School site, and at a Christmas event, represented any manner of defence. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegation 1(n) which it had found proven to be of a sexual nature, the panel considered Mr Piggott speaking to junior colleagues, in the presence of female junior colleagues, in terms which entirely objectified and sexualised women, specifically stating "*just imagine they are a slag at the bar*" was wholly inappropriate behaviour. It considered that this misconduct was serious and that any member of the public, properly informed of the situation, would consider likewise.

In relation to Mr Piggott's conduct under allegation 1(o) which it had not found to be of a sexual nature, the panel considered that it had not been demonstrated that Mr Piggott's comment "*I cannot be trusted around drunk children*" had the potentially sinister connotations which Witness G, entirely reasonably, considered it could. The panel did not consider that it had a basis to suggest that that had been Mr Piggott's intent. The panel did not therefore consider that this conduct could be seen as unacceptable professional conduct. The panel did though consider that the conduct was clearly negligent insofar as this statement had the transparently obvious potential to be interpreted in the exact way that Witness G had interpreted it and could well be interpreted that way by a member of the public. The panel therefore considered that this conduct had the potential to bring the profession into disrepute.

In relation to Mr Piggott's comment "*I crushed my balls*" at allegation 1(c), which the panel had not found to be of a sexual nature, the panel was not satisfied that this comment, whilst clearly not desirable or appropriate in a work context, was such as to meet the bar of being sufficiently serious to be unacceptable professional conduct or conduct that may bring the professional into disrepute.

In relation to Mr Piggott's comment "*she would destroy me*" at allegation 1(f), which the panel had not found to be of a sexual nature, the panel was not satisfied that it had been demonstrated that this was an instance of serious misconduct.

The panel noted that one of the allegations, allegation 1(m), took place outside the education setting, though noted that it had been at the School Christmas party and that a large number of colleagues would have been present. The panel considered that such conduct was of a serious nature and could clearly affect the way Mr Piggott fulfilled his teaching role and may lead to pupils being exposed to or influenced by the behaviour in a harmful way. The panel considered that it would likely have a negative effect on the public's perception of Mr Piggott as a teacher, therefore bringing the professional into disrepute.

For these reasons, the panel was satisfied that the conduct of Mr Piggott as found proven in respect of allegations 1(a), 1(b), 1(d), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l) 1(m) and 1(n) and 2 amounted to misconduct of a serious nature which fell significantly short of the standards expected of the profession.

Accordingly, the panel was satisfied that Mr Piggott was guilty of unacceptable professional conduct in respect of those stated allegations.

In relation to whether Mr Piggott'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 Piggott'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 Piggott was guilty of unacceptable professional conduct, the Panel found that the offence type of sexual activity was relevant.

The findings of misconduct at allegations 1(a), 1(b), 1(d), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l), 1(m), 1(n), 1(o) and 2 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 Piggott's conduct could potentially damage the public's perception of a teacher.

For these reasons, the panel found that Mr Piggott's conduct as found proven in respect of allegations 1(a), 1(b), 1(d), 1(g), 1(h), 1(i), 1(j), 1(k), 1(l), 1(m), 1(n), 1(o) and 2 was 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 Piggott, which involved a repeated pattern of wholly inappropriate conduct towards his colleagues, frequently in the presence of pupils, there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, including given the sexual nature of the comments made by Mr Piggott.

Similarly, the panel considered that public confidence in the profession could be seriously weakened if conduct such as that found against Mr Piggott 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 Piggott 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 Piggott in the profession. Whilst there is evidence that Mr Piggott had ability as an educator, the panel considered that the adverse public interest considerations above outweigh any interest in retaining Mr Piggott 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 Piggott.

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;
- abuse of position or trust (particularly involving pupils);
- sexual misconduct, e.g. involving actions that were sexually motivated or of a sexual nature and/or that use or exploit the trust, knowledge or influence derived from the individual's professional position;
- […..] other deliberate behaviour that undermines pupils, the profession, the school or colleagues;
- a deep-seated attitude that leads to harmful behaviour;

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 Piggott's actions were not deliberate.

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

Though the panel noted that a number of the teacher witnesses were very positive about Mr Piggott's abilities as a teacher, it did not consider that Mr Piggott had demonstrated exceptionally high standards in his personal and professional conduct or his having contributed significantly to the education sector. The panel did not accept that the incident was out of character.

The panel considered Mr Piggott's written statement. Mr Piggott had submitted that any conversations he had ever had with colleagues that could have been classed as inappropriate had been mutual and that those colleagues had either at that time, or at another time, responded in a like manner. He stated that he had dedicated himself to the School for seven years and that he had begun as a teaching assistant and that he had worked his way up to assistant principal, which he felt may have "*rubbed a few of his colleagues up the wrong way".*

Mr Piggott admitted that he may have misread situations and had said some things that could be construed as inappropriate, but he stated that he never intentionally wanted to upset anyone, cause anyone to feel uncomfortable or to have put anyone in a situation where they did not want to be around him. Mr Piggott submitted that the School had a culture where staff spoke inappropriately to one another and that innuendos amongst staff were *"commonplace*" and that many staff had engaged in what he described as, highly inappropriate behaviour outside of their working hours. Whilst the panel could make no definitive judgement on the culture at the School it did note that it had a large number of teacher witnesses who all evidenced to varying degrees that they were shocked by Mr Piggott's behaviour and who evidenced that such behaviour was not commonplace.

Mr Piggott stated that he was willing to admit where he went wrong and that he was "*incredibly remorseful*" for the things that he had said. He submitted that he had requested an opportunity to try and make amends with the people he had offended but that this was denied.

Whilst the panel noted and carefully considered his statement it was not satisfied that Mr Piggott had demonstrated any meaningful insight which it understood was a precondition of remorse.

In particular the panel noted that a number of the behaviours which Mr Piggott had engaged in, including those which he accepted he had engaged in, were downplayed by him and he did not seem to accept the significance of them. Mr Piggott seemed to have little, if any, appreciation of the impact his behaviours could have had on children, the

School or the wider profession. In terms of his conduct when responding to the allegations, the panel noted that his conspiracy theories concerning his colleagues' motivations, which the panel considered to be fanciful, appeared to illustrate a failure to engage with and address his behaviour. Further, whilst, as aforesaid, the panel had no basis to definitively judge the culture of the School it did note that any teacher would have been aware that the conduct which it had found proven Mr Piggott engaged in was fundamentally inappropriate and therefore the panel considered that the excuse that other people were doing it or other people were engaged in other inappropriate activity had no merit at all. It noted that Mr Piggott was a senior leader and should have set an example in any event.

Mr Piggott also seemed to fail to appreciate that his conduct towards female staff, notably subordinate ones, whose friendship he seemed to frequently take as indicative of sexual interest, which he then apparently took steps to progress in the workplace, was manifestly inappropriate.

The panel noted that Mr Piggott had failed to attend the hearing which was unfortunate including because it meant it had had no opportunity to gain his evidence as to his efforts to seek insight or demonstrate meaningful remorse.

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

The panel was of the view that, applying the standard of the ordinary intelligent citizen, it would not be a proportionate and appropriate response to recommend no prohibition order. Recommending that the publication of adverse findings would be sufficient would unacceptably compromise the public interest considerations present in this case, despite the severity of the consequences for Mr Piggott of prohibition.

The panel was of the view that prohibition was both proportionate and appropriate. The panel decided that the public interest considerations outweighed the interests of Mr Piggott. The sexual nature of his inappropriate conduct, his behaviours, seemingly displaying a deep-seated and wholly inappropriate attitude towards women, including his female colleagues, and the fact that he made a number of sexist and misogynistic comments in front of the children to whom he was supposed to be a role model, were all significant factors in forming that opinion. Accordingly, the panel made a recommendation to the Secretary of State that a prohibition order should be imposed with immediate effect.

The panel went on to consider whether or not it would be appropriate for it to decide to recommend a review period of the order. The panel was mindful that the Advice states that a prohibition order applies for life, but there may be circumstances, in any given

case, that may make it appropriate to allow a teacher to apply to have the prohibition order reviewed after a specified period of time that may not be less than 2 years.

The Advice indicates 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.

The panel noted that one of the categories within the Advice was “serious sexual misconduct”. Whilst the panel had found Mr Piggott had engaged in sexual misconduct in relation to some of the conduct he engaged in of a sexual nature the panel was not satisfied that this conduct met the bar of “serious sexual misconduct”. On this basis none of the listed characteristics were engaged by the panel’s findings.

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 again very carefully considered the conduct which it had found proven. The panel noted that it had found a course of conduct on Mr Piggott’s part which represented conduct of a sexual nature in his making certain comments principally to his female colleagues but also to his male colleagues, and on a number of occasions, in front of pupils.

Whilst the panel had noted and welcomed Mr Piggott’s recognition to some degree in his written statement that his actions were wrong and inappropriate, the panel had not found that it had material evidence of insight or remorse on Mr Piggott’s part. The panel was concerned that Mr Piggott, on returning to the workplace without having developed a fuller appreciation of why his actions were seriously wrong and the impact and potential impact which they had had on his colleagues and the potential impact they could have had on children entitled to role models as to male behaviour, would be at risk of repeating his actions.

The panel noted Mr Piggott’s statement that he had a completely different outlook on how to approach situations moving forward and would call out inappropriate behaviour. The panel was though highly concerned that it had no evidence that Mr Piggott had demonstrated how he meant to avoid such behaviours in the future, or how he would recognise when behaviours were inappropriate and check himself before engaging in them.

The panel noted that it had heard Mr Piggott described on a number of occasions as a “*crowd pleaser*” (and Mr Piggott himself evidenced that he cared too much about what others thought of him and desperately wanted to be everyone's friend) and considered that a fundamental governing of those instincts, including where they strayed into boundary crossing inappropriate behaviour to achieve a laugh, would be required. The

panel also considered that Mr Piggott needed to demonstrate that he was capable of displaying a vastly higher standard of professional behaviour and respect towards his colleagues, as well as the pupils.

The allegations which it had found proven were very serious but the panel considered that they fell at the lower end of that band. The panel noted that it had repeated evidence from witnesses as to Mr Piggott's abilities as a teacher and the panel noted that no previous formal concerns had been raised about him. The panel could conceive of a situation where Mr Piggott may be able to return to the profession, though again considered his behaviours and attitude far from that level of trust at this stage.

In all the circumstances the panel decided that the findings indicated a situation in which a review period would be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended with provisions for a 2 year review period.

Decision and reasons on behalf of the Secretary of State

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

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

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

The panel has made a recommendation to the Secretary of State that Mr Sam Piggott should be the subject of a prohibition order, with a review period of two years.

In particular, the panel has found that Mr Piggott is in breach of the following standards:

- Teachers uphold public trust in the profession and maintain high standards of ethics and behaviour, within and outside school, by
    - treating pupils with dignity, building relationships rooted in mutual respect, and at all times observing proper boundaries appropriate to a teacher’s professional position

  - having regard for the need to safeguard pupils' well-being, in accordance with statutory provisions
  - showing tolerance of and respect for the rights of others
  - not undermining fundamental British values, including democracy, the rule of law, individual liberty and mutual respect, and tolerance of those with different faiths and beliefs

- Teachers must have proper and professional regard for the ethos, policies and practices of the school in which they teach [……].
- Teachers must have an understanding of, and always act within, the statutory frameworks which set out their professional duties and responsibilities.

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

The findings of misconduct are serious as they include a teacher engaging in a repeated pattern of wholly inappropriate conduct towards his colleagues, frequently in the presence of pupils.

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 Piggott, 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:

> "In the light of the panel's findings against Mr Piggott, which involved a repeated pattern of wholly inappropriate conduct towards his colleagues, frequently in the presence of pupils, there was a strong public interest consideration in respect of the safeguarding and wellbeing of pupils, including given the sexual nature of the comments made by Mr Piggott."

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:

> "Whilst the panel had noted and welcomed Mr Piggott's recognition to some degree in his written statement that his actions were wrong and inappropriate, the panel had not found that it had material evidence of insight or remorse on Mr Piggott's part. The panel was concerned that Mr Piggott, on returning to the workplace without having developed a fuller appreciation of why his actions were seriously wrong and the impact and potential impact which they had had on his colleagues and the potential impact they could have had on children entitled to role models as to male behaviour, would be at risk of repeating his actions.
>
> The panel noted Mr Piggott's statement that he had a completely different outlook on how to approach situations moving forward and would call out inappropriate behaviour. The panel was though highly concerned that it had no evidence that Mr Piggott had demonstrated how he meant to avoid such behaviours in the future, or how he would recognise when behaviours were inappropriate and check himself before engaging in them."

The lack of evidence that Mr Piggott has developed full insight into his behaviour means I agree 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 comments as follows:

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

I am particularly mindful of the finding in this case of a teacher using sexualised and misogynistic language towards colleagues and the negative impact that such a finding is likely to have on the reputation of the profession.

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

I have considered whether the publication of a finding of unacceptable professional conduct and conduct likely to bring the profession into disrepute, in the absence of a prohibition order, can itself be regarded by such a person as being a proportionate response to the misconduct that has been found proven in this case.

I have also considered the impact of a prohibition order on Mr Piggott himself. The panel comments:

> "Though the panel noted that a number of the teacher witnesses were very positive about Mr Piggott's abilities as a teacher, it did not consider that Mr Piggott had demonstrated exceptionally high standards in his personal and professional conduct or his having contributed significantly to the education sector. The panel did not accept that the incident was out of character."

A prohibition order would prevent Mr Piggott 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 nature of the panel's findings:

> "The panel was of the view that prohibition was both proportionate and appropriate. The panel decided that the public interest considerations outweighed the interests of Mr Piggott. The sexual nature of his inappropriate conduct, his behaviours, seemingly displaying a deep-seated and wholly inappropriate attitude towards women, including his female colleagues, and the fact that he made a number of sexist and misogynistic comments in front of the children to whom he was supposed to be a role model, were all significant factors in forming that opinion."

I have also placed considerable weight on the panel's findings in respect of Mr Piggott's insight and remorse.

Additionally, I have noted the panel's findings that there was no evidence to suggest that Mr Piggott's behaviour was not deliberate or committed under extreme duress. I have also given weight to its conclusions that there was no evidence of him having contributed significantly to the education sector, nor that his behaviour was out of character

I have given less weight in my consideration of sanction therefore, to the contribution that Mr Piggott 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, that is not backed up by full remorse or insight, 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 a two-year 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.
>
> The panel noted that one of the categories within the Advice was "serious sexual misconduct". Whilst the panel had found Mr Piggott had engaged in sexual misconduct in relation to some of the conduct he engaged in of a sexual nature the panel was not satisfied that this conduct met the bar of "serious sexual misconduct". On this basis none of the listed characteristics were engaged by the panel's findings.
>
> 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 comments:

> "The allegations which it had found proven were very serious but the panel considered that they fell at the lower end of that band. The panel noted that it had repeated evidence from witnesses as to Mr Piggott's abilities as a teacher and the panel noted that no previous formal concerns had been raised about him. The panel could conceive of a situation where Mr Piggott may be able to return to the profession, though again considered his behaviours and attitude far from that level of trust at this stage.
>
> In all the circumstances the panel decided that the findings indicated a situation in which a review period would be appropriate and, as such, decided that it would be proportionate, in all the circumstances, for the prohibition order to be recommended with provisions for a 2 year review period."

I have considered whether a two-year 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 I agree with the panel that such a review period is sufficient to achieve the aim of maintaining public confidence in the profession. These elements are the nature of the misconduct found, the lack of full insight, and the need to uphold the standing of the profession.

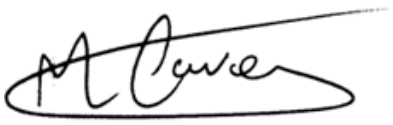
I consider therefore that a two-year review period is required to satisfy the maintenance of public confidence in the profession. It will also afford Mr Piggott, should he wish to return to the profession in the future, the time to develop full insight into his behaviour and demonstrate that the risk of repetition is negligible.

This means that Mr Sam Piggott is prohibited from teaching indefinitely and cannot teach in any school, sixth form college, relevant youth accommodation or children's home in England. He may apply for the prohibition order to be set aside, but

not until 19 October 2028, two years from the date of this order at the earliest. This is not an automatic right to have the prohibition order removed. If he does apply, a panel will meet to consider whether the prohibition order should be set aside. Without a successful application, Mr Piggott remains prohibited from teaching indefinitely.

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

Mr Piggott has a right of appeal to the High Court within 28 days from the date he is given notice of this order.



Decision maker: Marc Cavey

Date: 15 October 2026

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