Teaching Regulation Agency

Ms Amanda Rogers: 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:	Ms Amanda Rogers
TRA reference:	25693
Date of determination:	22 October 2026
Former employer:	South Stoke Primary School, Reading

Introduction

A professional conduct panel ("the panel") of the Teaching Regulation Agency ("the TRA") convened on 22 October 2026 by way of a virtual hearing, to consider the case of Ms Amanda Rogers.

The panel members were Mr Dara Islam (lay panellist – in the chair), Mrs Yvonne Weston (teacher panellist) and Mrs Victoria Kelly (teacher panellist).

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

The presenting officer for the TRA was Ms Eve Sheasby of Browne Jacobson LLP solicitors.

Ms Rogers was present and was not represented.

The hearing took place in public and was recorded.

Allegation

The panel considered the allegation set out in the notice of proceedings dated 7 September 2026.

It was alleged that Ms Rogers was guilty of having been convicted of a relevant offence, in that:

1. On 30 January 2025, she was convicted of one offence of driving with a proportion of a specified controlled drug above the specified limit, contrary to section 5A(1)(a) and (2) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders Act 1988.

Ms Rogers accepted the facts of the allegation but did not accept that the offence in question was 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 4 to 28

Section 2: Teaching Regulation Agency documents – pages 30 to 98

Section 3: Teacher documents – pages 100 to 105

In addition, the panel agreed to accept the full version of a Court extract, only one page of which was included in the original bundle.

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

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

Witnesses

The presenting officer did not call any witnesses.

Ms Rogers attended and gave evidence to the panel.

Decision and reasons

The panel announced its decision and reasons as follows:

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

Ms Rogers was previously employed as headteacher of South Stoke Primary School ("the School"). She commenced work at the School in September 2004.

On 22 November 2024, Ms Rogers was arrested on suspicion of driving under the influence of drugs, namely cannabis. She was subsequently charged with this offence.

Ms Rogers was suspended from her post on 27 November 2024 and an internal disciplinary process was subsequently commenced.

On 30 January 2025, Ms Rogers was convicted, upon her guilty plea, and sentenced at Reading Magistrates Court.

On 7 May 2025, Ms Rogers attended a disciplinary hearing scheduled by the School.

On 16 June 2025, she was referred to the TRA.

In considering the case, the panel focussed on the specific allegation set out in the Notice of Hearing. It disregarded references to other, alleged conduct matters that were suggested in the case papers but not the subject to an allegation in these proceedings. It also did not take account of any findings made or opinions expressed during the School's and Local Authority's procedures. It formed its own, independent view based on the evidence presented.

Findings of fact

The findings of fact are as follows:

1. **On 30 January 2025, you were convicted of one offence of driving with a proportion of a specified controlled drug above the specified limit, contrary to section 5A(1)(a) and (2) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders Act 1988.**

Ms Rogers admitted the allegation.

The panel was presented with an extract from Reading Magistrates Court, confirming that Ms Rogers was convicted, on 30 January 2025, of an offence contrary to section 5A(1)(a) and (2) of the Road Traffic Act 1988 and Schedule 2 to the Road Traffic Offenders Act 1988.

The proportion of the controlled drug in question, namely THC which is the active compound in cannabis, recorded in Ms Rogers' blood was 3.7 (UG/L), which exceeded the specified limit. Ms Rogers pleaded guilty to the offence.

She was sentenced to:

a. A fine in the sum of £269.00.

b. Disqualification for holding or obtaining a driving licence for 12 months.

c. Pay a surcharge of £108.00.

The panel accepted the Court extract as proof of the commission of this offence by Ms Rogers.

In light of this and Ms Rogers' admission, it found the allegation proved.

Findings as to conviction of a relevant offence

Having found the allegation proved, the panel went on to consider whether the conviction was for a relevant offence.

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 Ms Rogers involved breaches of the Teachers' Standards.

The panel considered that, by reference to Part 2, Ms Rogers 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.
- 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 concluded that Ms Rogers' actions were relevant to teaching, working with children and working in an education setting.

The panel also noted that the behaviour involved in committing the offence could have had an impact on the safety and security of pupils and/or members of the public.

In particular, the evidence was to the effect that Ms Rogers consumed cannabis in the early hours of the morning before driving to the School. She was accompanied by [REDACTED]. Had Ms Rogers arrived at the School, she would have been expected to have had interactions with pupils and others and perform all of her important duties. Whether or not her actions were inadvertent, in the sense that Ms Rogers stated she was unaware that the cannabis remained in her system, her actions presented an obvious risk, which she should have realised at the time.

In addition, Ms Rogers was in a senior leadership position and was a role model. Pursuant to Part 1 of the Teachers Standards, she was required to set high expectations, which inspire, motivate and challenge pupils. She was also subject to the Headteachers' Standards. She had fallen short of the standards expected of her in that regard.

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

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

The panel noted that Ms Rogers' behaviour did not lead to a sentence of imprisonment, which was indicative that the offence was at the less serious end of the possible spectrum. However, in all the circumstances and in context, the panel was not persuaded that the offence could be appropriately categorised as a minor driving offence, which the Advice states is less likely to be considered a relevant offence.

Particularly in the context of the fact she was [REDACTED] and intending to go to the School to perform her duties as headteacher, the panel did regard the offending behaviour to be serious.

The panel also took into account the mitigating circumstances outlined by Ms Rogers, particularly with reference to the circumstances within the School at that time and the pressure she was under. Whilst there were no character evidence or testimonials included in evidence, the panel proceeded from the basis that she had an unblemished record as a teacher.

Although the panel found these matters to be of note, it concluded that the seriousness of the offending behaviour that led to the conviction was relevant to Ms Rogers ongoing suitability to teach. The panel considered that a finding that this conviction was for a relevant offence was necessary to reaffirm clear standards of conduct so as to maintain public confidence in the teaching profession.

Panel's recommendation to the Secretary of State

Given the panel's findings in respect of a conviction of a relevant offence, 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 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 Ms Rogers, namely a conviction for drug driving, there was a public interest consideration in terms of the protection of members of the public. Similarly, the panel considered that public confidence in the profession could be weakened if conduct such as that found against Ms Rogers were not treated with appropriate seriousness when regulating the conduct of the profession.

The panel was also of the view that a public interest consideration in declaring proper standards of conduct in the profession was also present as the conduct found against Ms Rogers 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 Ms Rogers in the profession. In the absence of relevant character references and testimonials, the panel was not in a position to fully assess Ms Rogers' contribution to the profession. However, it heard from Ms Rogers as to her long and unblemished career. She had reached the position of headteacher and was clearly passionate about education. Whilst it was not certain if Ms Rogers would return to teaching, the panel decided that there was some element of public interest in retaining her in the profession. No doubt had been cast upon her abilities as an educator and she had made a contribution to the profession.

The panel considered carefully the seriousness of the behaviour, noting that the Advice states that the expectation of both the public and pupils, is that members of the teaching profession maintain an exemplary level of integrity and ethical standards at all times.

In view of the clear public interest considerations that were present, the panel considered carefully whether or not it would be proportionate to impose a prohibition order, taking into account the effect that this would have on Ms Rogers.

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, the only one directly engaged in this case was that this was a serious departure from the personal and professional conduct elements of the Teachers' Standards.

Even though some of the behaviour 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 the following mitigating factors were present in this case:

- Ms Rogers had fully engaged with the proceedings and attended to give evidence.
- The offence related to a single incident. There was no evidence to suggest there was a pattern of behaviour.
- Ms Rogers had an otherwise unblemished career.
- There was a context to Ms Rogers' actions, insofar as she stressed it was a particularly pressured period at the School in the lead up to the offence, which she maintained caused her to act as she did in the moment.
- There was clear of evidence of regret, remorse and insight. Ms Rogers fully understood that her actions were wrong and accepted full responsibility for them. It was clear she had learned from these events, which had clearly had a severe impact upon her and, in Ms Rogers' words, caused a very sad end to a career she had loved for nearly 30 years.
- There was no evidence of repetition and Ms Rogers had sought support from professionals following her departure from the School. To that extent, there was evidence of rehabilitation with reference to some of the factors that may have contributed to Ms Rogers' actions.
- The panel accepted her actions were not deliberate in the sense that Ms Rogers did not chose to drive that morning positively knowing that cannabis would be in her system, albeit her actions nonetheless presented a risk in that regard.

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.

Ms Rogers gave evidence in an open and straightforward way. She took full responsibility for her actions and did not seek to downplay their seriousness.

Whilst she was not presently minded to do so, should she change her mind the panel was also satisfied that Ms Rogers would be able to make a positive contribution to teaching, education and the profession in the future.

On balance, the panel was satisfied that the risk of repetition was limited. It was clear Ms Rogers had learned important lessons. This was also a single incident that had not been repeated. Ms Rogers showed clear insight into the nature and implications of her actions and was extremely candid in her evidence to the Panel. By her own admission, Ms Rogers had made a huge mistake for which there had been severe consequences.

The panel also considered that the risk of repetition was limited by the passage of time and the steps undertaken by Ms Rogers to address some of the health issues that impacted her prior to the offence.

The panel also had in mind that, having been through these events and noting the impact there has been upon her, it would be likely that Ms Rogers would strive to avoid similar issues happening again, should she return to working in education.

The panel therefore concluded that Ms Rogers had demonstrated clear and unequivocal insight into the circumstances and her conduct that led to her actions.

The panel also took into account that, whilst serious particularly in context, the sentence imposed by the Court was indicative of this being offending behaviour at the lower end of the spectrum.

For these reasons and having weighed all relevant considerations, whilst fully recognising the seriousness of the conduct, 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 Ms Rogers' proven conduct gave rise to, the panel considered that the publication of the findings it has made would be sufficient to send an appropriate message as to the standards of

behaviour that were acceptable. It was of the view that there was very limited risk to the public and this outcome was sufficient in terms of maintaining public confidence, having regard to the specific circumstances of this case.

The panel considered this was a proportionate outcome, particularly in circumstances where the panel's published findings may have a residual impact in terms of Ms Rogers' 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 Ms Amanda Rogers 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.
- 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 Ms Rogers fell short of the standards expected of the profession.

The panel's findings are serious as they include a headteacher being convicted of drug driving.

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 Ms Rogers, 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 the behaviour involved in committing the offence could have had an impact on the safety and security of pupils and/or members of the public.
>
> In particular, the evidence was to the effect that Ms Rogers consumed cannabis in the early hours of the morning before driving to the School. She was accompanied by [REDACTED]. Had Ms Rogers arrived at the School, she would have been expected to have had interactions with pupils and others and perform all of her important duties. Whether or not her actions were inadvertent, in the sense that Ms Rogers stated she was unaware that the cannabis remained in her system, her actions presented an obvious risk, which she should have realised at the time."

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:

> "Ms Rogers gave evidence in an open and straightforward way. She took full responsibility for her actions and did not seek to downplay their seriousness.
>
> Whilst she was not presently minded to do so, should she change her mind the panel was also satisfied that Ms Rogers would be able to make a positive contribution to teaching, education and the profession in the future.
>
> On balance, the panel was satisfied that the risk of repetition was limited. It was clear Ms Rogers had learned important lessons. This was also a single incident that had not been repeated. Ms Rogers showed clear insight into the nature and implications of her actions and was extremely candid in her evidence to the Panel. By her own admission, Ms Rogers had made a huge mistake for which there had been severe consequences.
>
> The panel also considered that the risk of repetition was limited by the passage of time and the steps undertaken by Ms Rogers to address some of the health issues that impacted her prior to the offence.

> The panel also had in mind that, having been through these events and noting the impact there has been upon her, it would be likely that Ms Rogers would strive to avoid similar issues happening again, should she return to working in education.
>
> The panel therefore concluded that Ms Rogers had demonstrated clear and unequivocal insight into the circumstances and her conduct that led to her actions."

Given the degree of insight and remorse found by the panel, I agree with its assessment that the risk of a repetition appears to be low. 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 Ms Rogers' behaviour in committing the offence could affect public confidence in the teaching profession, given the influence that teachers may have on pupils, parents and others in the community."

I am particularly mindful of the finding in this case of a headteacher being convicted of drug driving and the negative 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 Ms Rogers herself. The panel provides the following observation:

> "In addition to the public interest considerations set out above, the panel went on to consider whether there was a public interest in retaining Ms Rogers in the profession. In the absence of relevant character references and testimonials, the panel was not in a position to fully assess Ms Rogers' contribution to the profession. However, it heard from Ms Rogers as to her long and unblemished career. She had reached the position of headteacher and was clearly passionate about education. Whilst it was not certain if Ms Rogers would return to teaching, the panel decided that there was some element

> of public interest in retaining her in the profession. No doubt had been cast upon her abilities as an educator and she had made a contribution to the profession."

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

I have considered the panel's concluding remarks:

> "Having very carefully taken account of the public interest considerations Ms Rogers' proven conduct gave rise to, the panel considered that the publication of the findings it has made would be sufficient to send an appropriate message as to the standards of behaviour that were acceptable. It was of the view that there was very limited risk to the public and this outcome was sufficient in terms of maintaining public confidence, having regard to the specific circumstances of this case.
>
> The panel considered this was a proportionate outcome, particularly in circumstances where the panel's published findings may have a residual impact in terms of Ms Rogers' professional reputation and future employment prospects."

In this case, I have placed considerable weight on the panel's comments concerning the extent of the insight and remorse demonstrated by Ms Rogers, and the limited risk of repetition. For example:

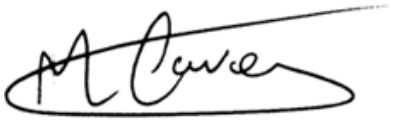
> "There was clear of evidence of regret, remorse and insight. Ms Rogers fully understood that her actions were wrong and accepted full responsibility for them. It was clear she had learned from these events, which had clearly had a severe impact upon her and, in Ms Rogers' words, caused a very sad end to a career she had loved for nearly 30 years."

And this:

> "On balance, the panel was satisfied that the risk of repetition was limited. It was clear Ms Rogers had learned important lessons. This was also a single incident that had not been repeated. Ms Rogers showed clear insight into the nature and implications of her actions and was extremely candid in her evidence to the Panel. By her own admission, Ms Rogers had made a huge mistake for which there had been severe consequences."

I have also noted and given weight to the panel's assessment of the seriousness of the misconduct if has found in this case as being "*….at the lower end of the spectrum*".

For these reasons, I have concluded 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.



Decision maker: Marc Cavey

Date: 27 October 2026

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