

Removal with Consent Order

A Convener has agreed to issue you with this Removal with Consent Order following your request on 15 May 2025.

By signing below, I, Joanne Munro, registration number 085210, declare that:

1. I have had the opportunity to seek advice from an independent legal representative on the terms and content of this consent order.
2. I admit the below allegations in full.

1 Whilst employed by Renfrewshire Council as a teacher at St David's Primary School, the Teacher did, in respect of Young Person A who was vulnerable:

- (a) Between 22 August 2011 and 30 May 2012 form and maintain a close, personal, intimate friendship with Young Person A, then aged 16 years, whom she met at a Girl Guide camp when the Teacher was a Girl Guide Leader and Young Person A was a Girl Guide;
- (b) On various dates between February 2012 and August 2012:
 - (i) share confidential information with Young Person A about Pupil A;
 - (ii) send photographs of pupils in her class to Young Person A; and
 - (iii) send a photograph of the report cards of Pupil B to Young Person A
- (c) Between 1 and 6 April 2012, travel to [REDACTED] as a Girl Guide leader with Young Person A, then aged 16 years, and a Girl Guide, and share a bedroom with her;
- (d) On 19 May 2012, allow Young Person A, then aged 16 years, to drink alcohol in the Teacher's home and sleep with the Teacher in the Teacher's bed;
- (e) Between 30 May and 7 June 2012, pressurise Young Person A into not revealing details of their relationship;
- (f) On 31 May 2012, kiss Young Person A, then aged 16 years, the night before her Higher Art exam;
- (g) Between 1 and 4 June 2012 attend a Girl Guide camp as a Girl Guide leader, hug and kiss Young Person A and sleep in a bed in the First Aid room with Young Person A, then aged 16 years, and a Girl Guide, on multiple occasions;
- (h) Between 31 May 2012 and July 2014:
 - (i) form and maintain a romantic relationship with Young Person A, then aged 16 to 19 years who was a Girl Guide and subsequently a Young Leader;
 - (ii) form and maintain a sexual relationship with Young Person A, then aged 16 to 19 years and who was a Girl Guide and subsequently a Young Leader;

- (iii) buy Young Person A gifts and pay to take her on trips; and
- (iv) request explicit pictures of, and exchange explicit pictures with, Young Person A.

(i) In June 2012:

- (i) arrange for Young Person A, then aged 16 years, to carry out work experience at St David's Primary School without advising her headteacher that she was in a romantic relationship with Young Person A; and
- (ii) engage in intimate encounters with Young Person A before, during and after school;
- (j) Between 18 July and 1 August 2012, travel to [REDACTED] as a Guide leader with Young Person A, then aged 17 years of age, and a Girl Guide, whilst in a romantic and sexual relationship;
- (k) In or around November 2014, tell Young Person A not to tell anyone other than the Teacher that Young Person A had been [REDACTED] whilst in [REDACTED];
- (l) On 11 March 2017, pressurise Young Person A into engaging in sexual acts with which she was not comfortable.

2 Between January 2012 and June 2014, whilst employed by Renfrewshire Council as a teacher at St David's Primary School, the Teacher did, in respect of Young Person A who was vulnerable, knowingly abuse her position of trust.

3 The Teacher's actions at allegations 1(a), (c), (d), (f), (g) (h) (i) and (l) were sexually motivated.

And in light of the above it is alleged that the Teacher's fitness to teach is impaired, and she is unfit to teach as a result of breaching Parts 1.2, 1.3, 1.4, 1.6, 2.2 and 2.4 of the General Teaching Council for Scotland's Code of Professionalism and Conduct (COPAC) 2008 and Parts 1.2, 1.3, 1.4, 1.6, 2.1 and 2.3 of the General Teaching Council for Scotland's Code of Professionalism and Conduct (COPAC) 2012.

3. I waive my right to further adjudication proceedings.

4. I agree to the imposition of the below disposal order:

Removal

I understand that my name will be removed from the GTCS Register and that I will be prohibited from applying for restoration to that Register for a period of 2 years from the date of my name being removed from the Register of Teachers.

5. I understand that the content of this Panel Consideration Outcome will be made available to the public unless a Fitness to Teach Panel has decided that all or any part of it should be redacted.

Name

JOANNE MUNRO

Signature

[REDACTED]

Date

04/08/2025