

Reprimand and Conditional Registration Order

A Fitness to Teach Panel has decided to issue you with a Reprimand and Conditional Registration Order following a conduct hearing.

The reason for the Panel's decision is set out in a separate decision annex.

By signing below, I, Callum Francis, registration number 144266, 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 acknowledge that the hearing panel found the following allegations as proved and my fitness to teach impaired as a result of breaching parts 1.2, 1.3, 1.6 and 2.3 of GTC Scotland's Code of Professionalism and Conduct 2012:**

- 1 Between October 2021 and 21 September 2022, whilst employed as a teacher at Albyn School, Aberdeen, and during the course of his employment, the Teacher did:

(a) suggest meeting former Pupil A out with school;

(b) send text messages to former Pupil A:

(i) that she was beautiful, or words to that effect;

(ii) that she was funny, or words to that effect;

(iii) about photos on her social media accounts; and

(c) engage in video calls and telephone calls with former Pupil A and suggest meeting for a drink.

- 2 The Teacher's actions at allegation 1 made former Pupil A feel uncomfortable.

- 3 Between 10 January 2022 and 4 April 2023, whilst employed as a teacher at Albyn School, Aberdeen, and during the course of his employment, the Teacher did:

(a) send messages to Pupil B over Microsoft Teams:

(i) which were unrelated to school and which included praise and encouragement;

(ii) after school hours, at weekends and during school holidays;

(iii) referencing Pupil B's appearance;

(iv) about Pupil B's dancing and comment that the Teacher would like to hear more about Pupil B's dancing;

(v) engaging in jokes; and

(b) seek to arrange 1:1 meetings with Pupil B after school and fail to record the content of these meetings.

4 The Teacher's actions at allegation 3 made Pupil B feel uncomfortable.

5 Between 22 November 2022 and 14 April 2023, whilst employed as a teacher at Albyn School, Aberdeen, and during the course of his employment, the Teacher did:

(a) send messages to Pupil C over Microsoft Teams:

- (i) which were unrelated to school;
- (ii) after school hours, at weekends and during school holidays;
- (iii) engaging in jokes;
- (iv) seeking to engage in further conversations when Pupil C failed to respond;

(b) tell Pupil C to call him "Callum" and not "Sir";

(c) arrange 1:1 meetings with Pupil C after school and fail to record the content of these meetings;

(d) disclose personal information to Pupil C and seek disclosure by Pupil C of personal information; and

(e) request information as to where Pupil C was, what she was doing and why, including asking when Pupil C's father was leaving for a holiday.

6 The Teacher's actions at allegation 5 made Pupil C feel uncomfortable.

3. I waive my right to further adjudication proceedings.

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

Conditional registration and Reprimand

I understand that a Reprimand will be recorded against my entry in GTC Scotland's Register for an aggregated period of three years from the date of receipt of the signed Order by GTC Scotland.

I understand that I must also remain eligible to be registered in accordance with the GTC Scotland Registration and Standards Rules. I understand that my registration with GTC Scotland is also subject to the conditions specified below for an aggregated period of three years from the date of receipt of the signed Order by GTC Scotland and I undertake to comply with these conditions. I also understand that any failure to comply with the conditions specified may permit a Fitness to Teach Panel to direct that my name be removed from the GTC Scotland Register of Teachers.

1. You must inform the following parties that your GTC Scotland registration is subject to these conditions and provide them with a copy of the Decision Notice that resulted in this Order being imposed upon you:

- a. Any organisation or person employing you as a teacher or in a post for which GTC Scotland registration is required (whether on a permanent, temporary or supply basis).
- b. Any prospective employer covered by (a) above at the time of making your application for employment.

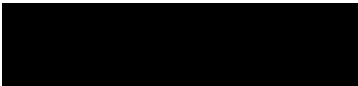
2. In compliance with further notification requirements:-

- a. You must inform GTC Scotland within 7 days if you cease to be employed by your current employer or take up any other or further employment as a teacher or for which GTC Scotland registration is required. You must also provide GTC Scotland with contact details for any new employer within that same timescale.
 - b. You must inform GTC Scotland within 7 days of commencement of any disciplinary or fitness to practise proceedings against you by your employer or any other professional regulatory body.
 - c. In the event that you are the subject of enquiry or investigation in relation to alleged criminal conduct, you must inform GTC Scotland of such enquiry or investigation within 7 days of the date upon which the relevant authorities first contacted you.
 - d. If you are employed as a teacher or in a role for which GTC Scotland registration is required, towards the end of each academic year and immediately before the end of the period of these conditions, you must obtain a report from your head teacher or education manager confirming that there have been no issues concerning your fitness to teach during that year. Such report must be forwarded by you to GTC Scotland within one month of the end of each academic session.
3. In order to improve your safeguarding skills and knowledge, you are required to complete satisfactorily a training course in relation to grooming and maintenance of appropriate professional boundaries with pupils that is approved by GTC Scotland, and complete it within one year of the date of service of the Decision Notice. It will be your responsibility to identify the training course and seek approval of it from GTC Scotland in advance of undertaking it, but suggested courses have been provided in the Decision Notice to indicate the nature of the learning expected of you. You must provide to GTC Scotland written evidence of your successful completion of the course.
 4. You must maintain a reflective practice portfolio focusing on the impact on pupils of inadequate safeguarding and violation of professional boundaries. You must provide a copy of that portfolio every six months to GTC Scotland. The first profile must be received by the date falling six months after the date of service of the Decision Notice.
 5. You must complete a Professional Review and Development (PRD) process, focusing on appropriate interactions and communications with pupils and maintaining professional boundaries, within 6 months of commencing employment as a teacher. You must submit the PRD paperwork to GTC Scotland within one month of completion of the PRD process.
 6. You must meet on a monthly basis with a member of the senior management team at the said school at which you are employed to consider your progress towards achieving the objectives set out in your Professional Development Plan produced through the PRD process.
 7. You must provide a copy of the Professional Development Plan to GTC Scotland within three months of it being formulated and approved by senior management at your school.

I understand that I will be responsible for meeting any and all costs associated with complying with the conditions set out above.

5. I understand that the content of this hearing 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 Callum Francis

Signature  _____

Date 18/09/2026

If you do not consent

I do not consent to the above order and understand that the adjudication procedure set out in the Fitness to Teach Rules 2017 will resume as if this process had never been pursued.

Please sign and date.

Name _____

Signature _____

Date _____

Reason(s) for not consenting (optional):
