

Teacher Conduct and Performance - 1 January - 31 December 2024

The care and protection of students is the Department of Education's highest priority. During 2024, the department acted swiftly to investigate all allegations of reportable conduct and serious wrongdoing involving teachers. Where employees were found to have engaged in misconduct, appropriate remedial or disciplinary action, including dismissal from employment was taken.

All allegations of employee misconduct are reported to the department's Professional and Ethical Standards Directorate (PES), which is staffed by highly skilled, independent investigators. PES assesses all reports received and takes appropriate action which may include a formal investigation or supporting the principal or workplace manager to take direct management action.

Senior PES officers, delegated by the Secretary, are responsible for making disciplinary and remedial decisions related to these matters.

PES works in close collaboration with external agencies, such as NSW Police and the Department of Communities and Justice and shares information with the NSW Education Standards Authority.

PES is subject to oversight by statutory bodies including the Office of the Children's Guardian, the Independent Commission Against Corruption, and the NSW Ombudsman. This ensures robust and transparent processes that prioritise the safety and wellbeing of students.

In managing teacher performance, the department has established structured procedures to support those identified as experiencing difficulties in meeting professional standards. Teachers requiring additional assistance receive targeted support tailored to their specific areas of concern. Where improvement is not demonstrated, a formal improvement program is implemented.

The PES Employee Performance team oversees these processes, providing

guidance, training, and resources to school principals and workplace managers. The Director Employee Performance, delegated by the Secretary, is responsible for making decisions regarding disciplinary or remedial action arising from these improvement programs.

The department employs over 92,000 permanent, temporary, and casual teachers. The proportion of staff found to have engaged in misconduct or placed on an improvement programme remains very small in comparison to this overall workforce.

This report includes only the most severe action that can be taken by the department following sustained allegations of misconduct or the unsuccessful completion on an

improvement program, that is dismissal. It reflects the department's ongoing commitment to upholding the highest professional standards with transparency and accountability. It also highlights the department's dedication to safeguarding the confidentiality and wellbeing of teachers, students, alleged victims, and witnesses through robust, ethically managed processes and the responsible handling of sensitive data. In contrast to previous iterations of this report, which required manual recording and handling of data, the department has now adopted enhanced secure data systems to minimise risks, improve accuracy, and strengthen confidentiality protections in the management and reporting of this critical information.

Table 1 – separations following sustained findings of misconduct by action taken and role type

Action taken	Teacher	School Executive	Principal
Allowed to resign	6	6	6
Contract terminated	8	0	0
Dismissed	10	0	1
Casual approval withdrawn	15	2	0

Table 2 - separations following unsuccessful completion of an improvement programme by action taken and role type

Action	Teacher	School Executive	Principal
Allowed to resign	5	2	0
Contract terminated	3	0	0
Dismissed	4	1	0
Annulled	3	0	0
Directed to resign	18	2	0

Table 3 – separations following sustained findings of misconduct and unsuccessful completion of an improvement programme by action taken and role type

Action	Teacher	School Executive	Principal
Allowed to resign	11	8	6
Contract terminated	11	0	0
Dismissed	14	1	1
Annulled	3	0	0
Directed to resign	18	2	0
Casual approval withdrawn	15	2	0