

**DISCIPLINE COMMITTEE OF THE  
COLLEGE OF EARLY CHILDHOOD EDUCATORS**

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

PAWANDIP KAUR SIDHU  
RECE # 06610

**NOTICE OF HEARING**

The Complaints Committee of the College of Early Childhood Educators has directed the matter regarding your conduct, as set out in the attached statement of allegations, to be referred to the Discipline Committee pursuant to paragraph 31(5)(a) of the *Early Childhood Educators Act, 2007* (the "Act").

A panel of the Discipline Committee (the "Panel") will hold a hearing pursuant to paragraph 33(1)(a) of the Act on **March 20, 2025 at 8:30 a.m. electronically by videoconference**, to determine whether you engaged in professional misconduct and/or are incompetent.

If you prefer to communicate with the College in French, or would like the hearing of your case to be conducted in French, then you must notify the College as soon as possible so that it can make reasonable attempts to accommodate your request.

The Act provides that where the Panel finds a member guilty of professional misconduct and/or to be incompetent, it may make an Order doing one or more of the following:

1. Directing the Registrar to revoke the member's certificate of registration.
2. Directing the Registrar to suspend the member's certificate of registration for a specified period, not exceeding 24 months.
3. Directing the Registrar to impose specified terms, conditions or limitations on the member's certificate of registration.

4. Requiring that the member be reprimanded, admonished or counseled by the Committee or its delegate.
5. Imposing a fine in an amount that the Committee considers appropriate, to a maximum of \$2,000, to be paid by the member to the Minister of Finance for payment into the Consolidated Revenue Fund.
6. Fixing costs to be paid by the member.

The Panel may also direct the Registrar to not carry out a direction made under paragraphs 1, 2 or 3 above for a specified period and to not carry out the direction at all if specified terms are met within that period. The Panel may specify the terms it considers appropriate, including but not limited to terms requiring the successful completion of specified courses of study.

In making an order under paragraphs 1, 2 or 3, the Panel may also fix a period during which the member may not apply to have a new certificate issued, to have the suspension removed, or to vary the terms, conditions and limitations.

The Rules of Procedure of the Discipline Committee and of the Fitness to Practise Committee can be found on the College's website at [college-ece.ca](http://college-ece.ca). The Rules can also be made available to you upon request.

**IF YOU DO NOT ATTEND AT THE HEARING, IN PERSON OR BY REPRESENTATIVE, THE PANEL MAY PROCEED IN YOUR ABSENCE AND YOU WILL NOT BE ENTITLED TO ANY FURTHER NOTICE OF THE PROCEEDINGS.**

DATE: January 31, 2025



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Beth Deazeley  
Registrar & CEO  
College of Early Childhood Educators

## STATEMENT OF ALLEGATIONS

### PAWANDIP KAUR SIDHU, RECE # 06610

1. At all material times, Pawandip Kaur Sidhu (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as an Assistant Supervisor at Tiny Treasure Mississauga Montessori School, located in Mississauga, Ontario (the “**Centre**”).
2. On or about the morning of April 1, 2022, the Member was responsible for supervising four children, including a 2-year-old child (the “**Child**”). The Member failed to notice that the Child left, unsupervised, and walked over to the Centre’s kitchen. A.K. (RECE) and the Centre’s cook (the “**Cook**”) were in the Centre’s kitchen at the time. The Child walked over to the A.K. while the Cook was removing a pot of oatmeal from the stove. The Cook bumped into the Child, and hot oatmeal spilled onto the Child’s face, causing first and second degree burns to the Child’s face. The Child screamed and was in pain.
3. After the incident described above, the Member engaged in the following conduct:
  - a) The Member instructed A.K. to write a false and/or misleading incident report (the “**False Report**”) regarding the circumstances of the incident, which stated, among other things, that hot tea spilled on the Child’s face as A.K. was walking out of the kitchen. A.K. adhered to the Member’s instruction.
  - b) The Member signed the False Report and provided it to the Child’s parent.
  - c) The Member provided false and/or misleading information to the Centre’s management about the incident.
  - d) The Member attempted to dissuade A.K. from revealing the true circumstances of the incident to the Centre’s management.
4. By engaging in the conduct set out in paragraphs 2 – 3 above, the Member engaged in professional misconduct as defined in subsection 33(2) of the *Early Childhood Educators Act*, 2007, S.O. 2007, c. 7, Sch. 8, in that:
  - e) The Member failed to supervise adequately a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);

- f) The Member failed to maintain the standards of the profession, contrary to Ontario Regulation 223/08, subsection 2(8), in that:
- i. The Member failed to ensure that in her relationship with families and colleagues, the needs and best interests of the child are her highest priority, contrary to Standard I.C.7 of the College's Standards of Practice;
  - ii. The Member failed to observe and monitor the learning environment and take responsibility to avoid exposing children to harmful or unsafe situations, contrary to Standard III.C.2 of the College's Standards of Practice;
  - iii. The Member failed to provide safe and appropriate supervision of children based on age, development and environment, contrary to Standard III.C.5 of the College's Standards of Practice;
  - iv. The Member failed to know the current legislation, policies and procedures that are relevant to her professional practice and to the care and education of children, contrary to Standard IV.B.1 of the College's Standards of Practice;
  - v. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or failed to understand that her conduct reflects on her as a professional and on her profession at all times, contrary to Standard IV.C.4 of the College's Standards of Practice;
  - vi. The Member failed to support and collaborate with colleagues, contrary to Standard IV.C.6 of the College's Standards of Practice;
- g) The Member acted or failed to act in a manner that, having regard to the circumstances, would reasonably be regarded by members as disgraceful, dishonourable or unprofessional, contrary to Ontario Regulation 223/08, subsection 2(10);
- h) The Member signed or issued, in the Member's professional capacity, a document that the Member knows or ought to know contains a false, improper or misleading statement, contrary to Ontario Regulation 223/08, subsection 2(16);
- i) The Member failed to keep records as required by her professional responsibilities, contrary to Ontario Regulation 223/08, subsection 2(18); and/or
- j) The Member acted in a manner that is unbecoming a member, contrary to Ontario Regulation 223/08, subsection 2(22).