

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

B E T W E E N:

COLLEGE OF EARLY CHILDHOOD EDUCATORS

- and -

SARAH ANNE BARHAM
RECE #60644

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 28, 2025 at 12:00p.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-ecce.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: February 20, 2025



Beth Deazeley
Registrar & CEO
College of Early Childhood Educators

STATEMENT OF ALLEGATIONS

SARAH ANNE BARHAM, RECE #60644

1. At all material times, Sarah Anne Barham (the “**Member**”) was a member of the College of Early Childhood Educators and was employed as a Supervisor at Centre Pivot du Triangle Magic/Magic Triangle – Levack site (the “**Centre**”), in Sudbury, Ontario.
2. On or about March 6, 2023, the Member was responsible for supervising a 5-year-old child (“**Child 1**”). The Member left Child 1 alone and unsupervised in a washroom. As a result, the Member failed to notice that Child 1 left the washroom and wandered away. The Child was found approximately 4 – 5 minutes later near the Centre’s stairwell, close to a door leading out of the building.
3. Following the incident described in paragraph 2, the Member provided false and/or misleading information about the incident to the Centre’s management.
4. After the incident described in paragraph 2, the Member failed to do the following:
 - a. She did not file a Serious Occurrence Report (“**SOR**”) with the Ministry of Education (the “**Ministry**”).
 - b. She did not report the incident to the Children’s Aid Society (“**CAS**”), and did not instruct other staff who were involved in the incident to report it.
 - c. She did not document the incident, and did not instruct staff who witnessed the incident to document it, until instructed to do so by CAS, approximately a month and a half after the incident.
5. On or about April 4, 2023, a 3-year-old child (“**Child 2**”) hit her head in the preschool classroom, briefly lost consciousness and appeared to momentarily stop breathing. The Member refused to call 911 and directed staff not to call 911, in contravention of the Centre’s Medical Emergency Policy. The Member then left the Centre, without ensuring Child 2’s safety and well-being.
6. Between approximately April 4, 2023 and April 6, 2023, Member directed a staff member, who witnessed the incident described at paragraph 5, to provide false and/or misleading

information in an incident report (the “**False Report**”). The Member then signed the False Report, and disposed of the witness’ initial incident report.

7. Following the incident described in paragraph 5, the Member also failed to do the following:
 - a. She did not file a SOR with the Ministry.
 - b. She did not report the incident to CAS and did not instruct other staff who were involved in the incident to report it.
 - c. She did not document the incident.
8. By engaging in the conduct set out in paragraphs 2 to 7 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 (the “**Act**”), in that:
 - a. The Member failed to supervise adequately a person who was under her professional supervision, contrary to Ontario Regulation 223/08, subsection 2(2);
 - b. 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 understand the importance of creating and maintaining positive relationships with families and colleagues to support children’s well-being, contrary to Standard I.B.4 of the College’s Standards of Practice;
 - ii. 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;
 - iii. The Member failed to work in partnership with children, families and colleagues to create a safe, healthy and inviting environment that promotes a sense of belonging, well-being and inclusion, contrary to Standard III.C.1 of the College’s Standards of Practice;
 - iv. 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;

- v. 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;
 - vi. 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; and/or
 - vii. The Member failed to model professional values, beliefs and behaviours with children, families and colleagues, and/or she 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.
 - viii. The Member failed to be knowledgeable about legislation, policies and procedures related to the *Child and Family Services Act*, contrary to Standard VI.B.4 of the College's Standards of Practice;
 - ix. The Member failed to comply with the *Child and Family Services Act* about her duty to report suspected child abuse and neglect to the Children's Aid Society, contrary to Standard VI.C.8 of the College's Standards of Practice;
- c. 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);
 - d. The Member signed or issued, in her professional capacity, a document that she knew or ought to have known, contained a false, improper, or misleading statement, contrary to Ontario Regulation 223/08, subsection 2(16);
 - e. The Member failed to keep records as required by her professional duties, contrary to Ontario Regulation 223/08, subsection 2(18);

- f. The Member contravened a law, which contravention caused, or may cause a child who is under her professional supervision to be put in or remain at risk, contrary to Ontario Regulation 223/08, subsection 2(21); and/or
- g. The Member acted in a manner that is unbecoming a member, contrary to Ontario Regulation 223/08, subsection 2(22).