



IN THE MATTER OF THE *TEACHERS ACT*, SBC 2011 c. 19

AND

IN THE MATTER CONCERNING
BLAIR HOWARD MURRAY HUGHES

██████████

CONSENT RESOLUTION AGREEMENT

BETWEEN:

THE COMMISSIONER, APPOINTED UNDER THE *TEACHERS ACT*
(the “Commissioner”)

AND:

BLAIR HOWARD MURRAY HUGHES
(“Hughes”)

BACKGROUND and FACTS

1. Hughes holds a valid Professional Certificate of Qualification, No. ██████████, issued by the Director of Certification (the “Director”) under the *Teachers Act* on March 4, 2013, and valid from March 4, 2013.
2. At all material times, Hughes was employed as a middle school teacher by School District No. 62 (Sooke) (the “District”) at a District school (the “School”).
3. On October 20, 2021, the District made a report to the Commissioner regarding Hughes, under section 16 of the *School Act*.
4. The following events occurred on December 14, 2020:
 - a. On this day, a number of students in the Grade 7 class at the School were in home economics, and the rest were in Hughes’ woodshop class. Their regular classroom teacher was away that day and was replaced by a teacher on call (“TOC”).

- b. Hughes' classroom had two exit doors: one which led to an interior hallway, and one which led directly outside.
 - c. At the end of Hughes' woodshop class, his students saw their classmates from the home economics class mingling outside with the TOC. While Hughes had a rule requiring students in the woodshop class to remain inside until class the bell had rung and the class was dismissed, some students began making their way outside to their classmates.
 - d. Hughes followed those students who had gone outside and, with a loud voice, told his students to return to the woodshop. Student A was one of these students. Student A told Hughes that it was the TOC who had directed Student A and other students in Hughes' woodshop class to come outside to join their classmates.
 - e. Hughes and Student A began having an increasingly heated discussion about when students could leave the woodshop. Hughes told Student A in a raised voice that students were not allowed to go outside until the bell had rung. When Student A began to talk back to Hughes, Hughes said: "stop being disrespectful. I'm not your mom and dad!".
 - f. Hughes put his hand on Student A's shoulder to guide him out of the classroom. Student A raised his arm and Hughes then held onto Student A's wrist in an effort to direct Student A out of the classroom, into the interior hallway, and to the principal's office. Student A told Hughes to stop touching Student A. Hughes then pushed Student A out the door.
5. On October 8, 2021, the District issued Hughes a letter of discipline and suspended him for two days without pay. Hughes served the suspension on October 12 and 13, 2021.
 6. On January 5, 2021, the Commissioner ordered an investigation under section 47(1) of the *Teachers Act*.
 7. On November 22, 2022, the Commissioner considered this matter and determined to propose a consent resolution agreement to Hughes, in accordance with section 53(1)(a) of the *Teachers Act*.

CONSEQUENCES

8. This Agreement is made under section 53 of the *Teachers Act*.
9. Hughes understands and acknowledges that this Agreement is not effective until executed by the Commissioner, and that the date of execution by the Commissioner will be the effective date of this Agreement (the "Effective Date").
10. Hughes admits that the facts set out in paragraphs 1 to 5 of this Agreement are true.
11. Hughes admits that the conduct described in paragraph 4 of this Agreement constitutes professional misconduct and is contrary to Standard #1 of the *Professional Standards for BC Educators*, June 2019.
12. Hughes agrees to a one-day suspension of his certificate of qualification under sections 53 and 64(b) of the *Teachers Act*. Hughes will serve his suspension on April 5, 2023.
13. Hughes agrees under section 64(f) and (h) of the *Teachers Act* that by March 31, 2024 (the "Condition Date"):
 - a. He will successfully complete the course *Creating a Positive Learning Environment* through the Justice Institute of British Columbia (the "Course") and provide satisfactory proof of completion to the Commissioner by the Condition Date.
 - b. If Hughes does not successfully complete the Course by the Condition Date, he will immediately advise the Commissioner in writing of the reason(s) he has not successfully completed it and set out the date by which he proposes to do so, at which time the Commissioner may extend the Condition Date to a later date (the "Extended Date").
 - c. If Hughes fails to provide satisfactory proof of completion of the Course by the later of the Condition Date or the Extended Date, the Commissioner may require the Director of Certification ("the Director") to suspend Hughes' certificate of qualification under section 64(f) of the *Teachers Act*, until such time as he successfully completes the Course.
14. In determining that a one-day suspension and course requirement are appropriate consequences, the Commissioner considered the following factors:
 - a. Hughes did not role model respectful behaviour expected of an educator.
 - b. Hughes failed to create a positive learning environment for his students.
15. Hughes agrees not to make any statement orally or in writing which contradicts, disputes or

calls into question the terms of this Agreement or the admissions made in it.

EFFECT OF THE AGREEMENT

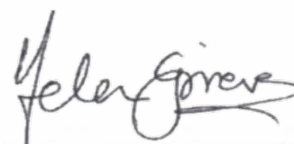
16. The Director will record the terms of this Agreement on the Ministry of Education's online registry under section 79(d) of the *Teachers Act*.
17. Hughes acknowledges that this Agreement will be published in accordance with section 54 of the *Teachers Act*, which includes posting the Agreement, in full, on the following website: www.teacherregulation.gov.bc.ca.
18. Notification of this Agreement will be made in accordance with section 55 of the *Teachers Act*.
19. A breach by Hughes of any term in this Agreement may constitute professional misconduct which may be the subject of separate discipline proceedings.
20. Hughes acknowledges and understands that if the Commissioner has reason to believe that he has breached any term of this Agreement:
 - a. the Commissioner may initiate an investigation under section 47(1)(b) of the *Teachers Act* into his conduct; and
 - b. the conduct and matters described in the "Background and Facts" to this Agreement are admissible in that inquiry as proof that Hughes has admitted to the conduct and matters set out in this Agreement.
21. Hughes acknowledges that he has voluntarily entered into this Agreement with the benefit of independent legal advice, and that he fully understands the terms and conditions set out in this Agreement.

Signed in Torban River, B.C.
this 17th day of March, 2023.



Blair Howard Murray Hughes

Signed in North Vancouver, B.C.
this 20th day of March, 2023.



Ana Mohammed, Commissioner