

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR026		
Name of Service:	Buttercup Creche		
Address of Service:	Landscape Road, Churchtown, Dublin 14, Co. Dublin		
Eircode:	D14 W218		
Name of Registered Provider:	Anna Giblin		
Service type:	Full Day, Part Time, Sessional		
Date of Inspection:	29/01/2024		
No of pre-school children:	AM	38	PM 37
Address of the Early Years Inspectorate:	1st floor Trinity Building, IDA Business Park, Southern Cross Road, Bray, Co. Wicklow.		
Inspection undertaken by:	Sarah Quigley & Mary Redmond		
Title:	Early Years Inspectors		
Authority to Inspect			
The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).			
Conditions if applicable	Not applicable		

Description of service

Buttercup Creche is one of two privately owned early years services which are operated by the registered provider in Co. Dublin. The premises is located in a residential area of Churchtown, South Co. Dublin. Care and education are provided on a part-time and full day care basis to children aged 1 – 6 years. The service operates from a purposely adapted, two storey residential property and consists of 5 care rooms and a dedicated sleep room. An outdoor area is available to the rear of the premises.

Staffing

The service currently employs 11 staff members, including the registered provider who works intermittently in the service providing relief cover where required. On the day of inspection, 11 staff members were present including the registered provider.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well-being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation
- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance/ health, welfare and development of child/ information and records/ safety/ premises and facilities. The inspection may also focus on other areas as required.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings.

Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re-occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, person in charge, staff and children who were present on the day of the inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

(a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,

(b) consideration of references from reputable sources in the case of a person who has no past employers,

(c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and

(d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(2) Documentation was reviewed in respect of the 11 adults who are currently employed to work in the service.

The following records were available for the adults:

(a) (b)

The registered provider demonstrated that they had verified the references obtained from two sources for 10 of the adults.

(c) A Garda vetting disclosure from The National Vetting Bureau for the 11 adults.

(d) International police vetting was available for 6 of the adults who required it.

(4) There was evidence that 10 of the adults had attained at least a full major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications, or a qualification deemed to be equivalent.

Non-Compliance Information

(2)(a)(b)

There was no evidence available to show that the two references each obtained in respect of 1 staff member had been appropriately verified by the registered provider.

(3) A review of documentation evidenced that some of the procedures specified under Regulation 9(2) were not carried out prior to some adults commencing employment as follows:

- Six references obtained in respect of 3 adults had not been verified prior to them commencing employment in the service.

(4) There was no evidence available to show that 1 of the adults working in the service held a full major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b)

Copies of the two verified references, which were in the Registered Provider's home office and not on site, have been provided. The registered provider will ensure that important documents are brought from home office to the crèche in a timely manner.

(3)

The registered provider will ensure that all references are verified and checked before staff members commence working. References will be verified before staff members commence working.

(4)

The registered provider contacted QQI in relation to the staff member's qualification, there doesn't seem to be a record of some of the staff members modules with QQI so they have been advised to contact the college where they studied. The correspondence has also been forwarded on to the staff member to contact her college. The registered provider will ensure that there is evidence of a full major award for new staff, not component awards of modules attained.

Supporting documentation submitted

Supporting documentation was submitted by the registered provider and reviewed by the inspector.

Summary Comment

The requirement has been met in relation to Regulation 9(2) and (3).

As no full award qualification has been received for the staff member in question, regulation 9(4) remains outstanding. The regulatory requirement has not been met.

Part III – Management and Staff

Regulation 11 - Staffing levels

(1) Subject to this Regulation, a registered provider shall ensure that there is at all times an adequate number of adults working directly with the children attending the pre-school service.

(2) Subject to paragraphs (4) and (5), a registered provider of a full day care service or a part-time day care service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 1 of Schedule 6 opposite a particular reference number specified in column (1) of that Part in respect of the age range of the children specified in column (2) thereof at that reference number is satisfied.

Compliance Information

(1)
An adequate number of adults were working directly with the pre-school children attending the service during the inspection.

(2)
The registered provider ensured that the minimum ratio of adults to children was maintained in the service on the day of inspection. There were 38 children present in the service being supervised by 11 adults during the inspection.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child's registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

Compliance Information

(1)
A sample of 16 records of preschool children maintained in the service were reviewed by the inspectors to assess compliance. The documentation reviewed evidenced that each of the 16 of the records detailed all of the required information outlined under Regulation 15(1).

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

- (h) details of attendance by each pre-school child on a daily basis;*
- (i) details of staff rosters on a daily basis;*
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

Compliance Information

- (1)
- (h) A written record was available in each care room detailing the attendance of each preschool child on the day of inspection.
 - (i) An accurate staffing roster was available in the service detailing hours of work for each staff member on the day of inspection.
 - (j) Written records of medication which was administered in the service were available on the day of inspection. A sample reviewed on the day of inspection documented necessary details, including parental signatures.
 - (k) Written records of accidents and incidents which occurred in the service were available on the day of inspection. A sample reviewed on the day of inspection documented necessary details.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

Regular meals and snacks were offered to the children throughout the day. Water was available to drink within the care rooms and children were offered drinks with meals and regularly during the inspection. Children were provided with bibs when eating to protect their clothing. Children's nappies were changed routinely at set times throughout the day and in between when required. Staff used these opportunities for warm one-to-one interactions. An app was used to communicate with parents/guardians in relation to the individual children's care. This included information relating to food, sleep, and nappy-changes. Staff demonstrated warmth and affection in their interactions with the children through use of soft and gentle tones.

An area was provided with matting and cushions within the rooms where the children could rest or take a break from activities. Children attending the Wobbler room were facilitated to sleep according to their individual routines. The children attending the Toddler room were provided with an opportunity to sleep after dinner. Staff told the inspectors that they facilitate the children to sleep outside of these times if they show signs of tiredness. The children were made comfortable for sleep with staff removing their outer clothing and providing soothers to those who used them. The environments were calm and conducive to sleep, with staff sitting with the children and soothing them as needed during this time.

Part VI - Safety

Regulation 23 - Safeguarding health, safety and welfare of child

A registered provider shall ensure that all reasonable measures are taken to safeguard the health, safety and welfare of a pre-school child attending the service and that the environment of the service is safe.

Compliance Information

The inspectors found by observation of practice, review of documentation, discussion with staff and inspection of the premises that the registered provider had taken the following steps to safeguard children attending:

General Safety:

The entrance door into service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. Cleaning products and hazardous materials were stored securely out of reach of the children.

Infection Control:

An infection control policy was in place to inform practice. Waste was managed appropriately with the use of pedal-operated, lidded bins throughout the service. Schedules were in place and maintained to ensure the service, equipment and materials are regularly cleaned. Staff were observed to carry out consistent hand washing as appropriate. Staff stated appropriate exclusion periods for adults and children with infectious illnesses were implemented in the service as per the policy.

Administration of Medication:

There was written evidence of prior parental consent for the administration of both temperature reducing and prescribed medications, and there were procedures in place to safely administer and document such medication if required, including in the case of an emergency. Individualised care plans were available for children who required emergency medication. Staff adequately detailed the procedures for administering medication when required during discussions with the inspectors and had appropriate documentation available to record such administration if required.

Safe Sleep:

Staff were familiar with safe sleep guidance. Sleep logs were maintained in the dedicated sleep room, and individual children's observations recorded room temperature, breathing, colour, and position every ten minutes. The temperature of the rooms where children slept were maintained at the required temperature ranges.

Fire Safety:

The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff members adequately outlined the evacuation procedures in place in the event of a fire and stated that fire drills are practiced regularly on a monthly basis.

Non-Compliance Information

Infection Control:

1. Some of the nappy changing practices observed were at variance with the policy and associated procedure in place in the service and posed a risk of cross contamination as follows:
 - Children's hands were not routinely washed after nappy changing.
 - Staff were observed re-dressing children following nappy changing wearing the soiled gloves which were used during the change.
 - Polythene food preparation gloves were used during nappy changes which do not provide an adequate barrier for infection control purposes and tear easily.
2. Paper towels used for hand drying in the Wobbler room were not appropriately stored in a dispenser. Staff were observed handling pieces of paper towel to give to children following hand washing having not cleaned their own hands which posed a risk of cross contamination.

Safe Sleep:

3. Two children aged one year were placed to sleep on mattresses on the floor of the sleep room during the inspection where a standard cot or a floor bed with a fitted mattress is required.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. The nappy changing policy was given to all staff members to read thoroughly and in-person demonstrations were given about correct procedure of removing gloves and the importance of washing children's hands after nappy changing, as well as the adult's hands. The hand washing policy was also distributed to all staff. Polythene gloves have been removed from the changing area. While the nappy changing and handwashing policies are given to new staff during induction and the process is discussed, new staff will be given an in-person demonstration, and then observed changing nappies to ensure that they are aware of the correct procedure. A one page nappy changing procedure was created to give to all staff and to display in the nappy changing areas. Only latex gloves will be purchased for nappy changing.

2. Hand towel that fits in the dispenser was purchased the day after the inspection. The registered provider will ensure that there is always a good supply of appropriate hand towel for dispensers and ensure that hand towel is stored in the dispensers and not handed to children.

Safe Sleep:

3. Mattresses will not be used for children under the age of 2 years of age. The Safe Sleep policy, including the recent TUSLA safe sleep guidelines, was given to all staff to read. All staff will be informed of the importance of placing all children under 2 years of age on a floor bed or in a cot, not on a mattress.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met.

Part VI - Safety

Regulation 25 - First aid

(1) A registered provider shall ensure that a person trained in first aid for children is, at all times, immediately available to the children attending the pre-school service.

(2) A registered provider shall ensure that a suitably equipped first aid box for children-

(a) is safely stored in an easily accessible and conspicuous position on the premises, and

(b) is available to the children attending the pre-school service at all times.

Compliance Information

(1) A review of documentation evidenced that a person appropriately trained in first aid with the required qualification was available to the children at all times during the opening hours of the service.

(2)

(a) (b) A suitably equipped first aid box was observed to be immediately accessible to the children within the service and was stored in a conspicuous location on the day of inspection.