

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR044				
Name of Service:	Kids United Creche and Montessori Centre				
Address of Service:	28 Woodlands Road, Cabinteely, Dublin 18, Co. Dublin				
Eircode:	A96 F210				
Name of Registered Provider:	Aidan Repton				
Service type:	Full Day, Part Time, Sessional				
Date(s) of Inspection:	04/06/2024				
No of pre-school children:	<table border="1"> <tr> <td>AM</td> <td>23</td> <td>PM</td> <td>19</td> </tr> </table>	AM	23	PM	19
AM	23	PM	19		
Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Dublin 8				
Inspection undertaken by:	F Carty and S Quigley				
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
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Description of service

Kids United Crèche and Montessori is a privately owned childcare facility. The service is registered to accommodate children aged 1 to 6 years. An option of sessional, part time and full day care is available. Sessions are provided from 9.00am to 12.00pm daily, over a 38-week annual period, in conjunction with the Early Childhood Care and Education (ECCE) Scheme. The service is open from 7.30am to 6.30pm.

The service is located in Cabinteely, South County Dublin and operates from a ground floor adapted retail premises. The service comprises of 5 care rooms, a designated sleep room and an outdoor area to the rear of the building.

On the day of inspection only three rooms were open to preschool children.

Staffing

The service employs a total of thirteen staff including a manager, deputy, eleven childcare staff, a cook and a cleaner. There were twelve staff present on the day of inspection including the manager, deputy, six childcare staff, a cook, and a cleaner. There were three adults not assigned to a room and provided cover and support across all care rooms.

The registered provider does not work in the service.

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, information and records, health, welfare and development of child, safety and premises and facilities. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 16, 19, 23, 25, 26 and 29. These findings are outlined within the relevant regulations within this report.

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 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)
Following a discussion with the manager it was confirmed that seven adults commenced working in the service since the last inspection on 12th September 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(a)(b) Twelve references from a past employer were available for six adults.

(c) Garda vetting disclosures were available for all adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for all adults.

(d) Five adults had lived outside the State for a period exceeding six months as an adult. International Police vetting was available for all adults.

(4) Records were available evidencing that five staff members who were employed to work directly with the children held evidence of the required qualification or equivalent.

Non-Compliance Information

(2)(a)(b) There were no references available for one adult.

(3) The registered provider did not take appropriate measures to ensure that all adults were suitable to work in an early years service prior to their commencement as follows:

- There was no evidence available to demonstrate that two references in respect of one adult had been validated by the registered provider before staff commenced working in the service.

(4) There was insufficient evidence available to show that one adult who was working directly with the children in the service, held a relevant major award in Early Childhood Care and Education on the National Framework of Qualifications.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b)

Appropriate references have been received for the staff member in question. Recruitment Policy updated and checklist created for documents which must be received before commencement of work.

(3)

A checklist was planned for the documents needed before a staff member commences work.

(4)

The staff member does not work directly with the children, she has been put on admin duties.

Email from Chevron confirms she has to do more modules which she has applied for. She will work with the afterschool children for the summer and has been given notice for September that she can no longer work with the children until she has completed her full QQI Level 5 in childcare.

Supporting documentation submitted

(2)(a)(b)

A reference from a past employer and a reference from a reputable source.

(3)

Recruitment Policy submitted.

(4)

No evidence submitted.

Summary Comment

The corrective and preventive actions submitted by the registered provider together with the supporting documents have met the requirements of Regulation 9.

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 children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. There were twenty three children attending the service being supervised by nine adults on the day of inspection.

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:

(j) details of any medication administered to a pre-school child attending the service with signed parental consent;

Compliance Information

(j) A sample of medication records were reviewed. They contained all relevant information and signatures required.

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

The service had a healthy eating policy in place and the registered provider reported that all meals are provided by the service. Hot meals are provided by an external company and regenerated on site. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner. Children's hands and faces were cleaned after dinner as required. Drinking water was available in the care rooms at all times. Bibs were provided for younger children when eating.

Children were encouraged and supported to be independent including using the toilet independently and cleaning up after their play. Children's nappies were changed regularly, and staff were observed engaging warmly with children when providing this care.

There was a designated nap time in the Butterfly room. The individual sleep needs of the children attending the Caterpillar room were met with children being put to sleep when they were tired. Staff provided comfort to the children when they were settling to sleep, using soft tones and offering reassurance where required.

Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement, gentle tones and praise when promoting positive behaviour in line with the service's behaviour management policy. The atmosphere in the service appeared calm and relaxed.

Staff described how they record information about each child's day using an online application detailing information on food, sleep, nappy changes and activities. Staff were observed engaging with parents during drop off and collection when staff shared information about the children with their parents at these times.

All children spent periods outdoors throughout the inspection. There was equipment available to support full-body-movement and imaginative play.

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 providers had taken the following steps to safeguard children attending:

General Safety:

The entrance door to the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised. Cleaning products and hazardous materials were stored safely out of reach of children. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. There were no hazards identified in the indoor or outdoor play environments.

Infection Control:

An infection control policy was in place to inform practice. A system was in place for effective sterilization of mouthing toys and soothers which were appropriately stored until sterilised after use. Schedules were in place and maintained to ensure the service, equipment and materials are regularly cleaned. Liquid soap, warm water and paper towels were available to facilitate hand washing.

Administration of Medication:

The inspector reviewed two administration of medication records. They contained all the required information and signatures. There was a care plan available for a child who had an allergy and staff were aware of the signs and symptoms.

Safe Sleep:

Standard cots were provided for children under two years to sleep and low-level sleeping beds were provided for children over two years to rest as required.

Fire Safety:

All emergency exits were kept clear and unobstructed.

Non-Compliance Information

Infection Control:

1. A number of nappy changes were observed on the day of inspection and were at variance with the service policy as follows:

- The children's hands were not washed following the nappy change.
- Two staff members hands were not washed following the change.
- The changing mat was not wiped down following a change.

The above non-compliance was found on the last inspection dated 12th September 2023.

Fire Safety:

2. Regular fire drills did not take place in the service. This can impede the safe evacuation of staff and children in the event of an emergency. The last fire drill took place on the 22nd March 2024.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. Nappy changing and toileting policy & procedure updated, policy given to all staff. Procedure displayed in nappy changing area. Regular training in our nappy training procedure and observing to ensure it is being carried out correctly.

Fire Safety:

2. A fire drill was carried out the following day after inspection. Monthly reminder set to conduct a fire drill.

Supporting documentation submitted

Infection Control:

1. Updated nappy changing policy submitted.

Fire Safety:

2. Copy of monthly reminder and a copy of most recent fire drill.

Summary Comment

The corrective and preventive actions together with the documentary evidence are deemed to meet the requirements of Regulation 23.

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)

There were two adults trained in First Aid Responder who were available to the children at all times.

(2)(a)(b)

There was a suitably equipped first aid box available to the children at all times. These were available in a conspicuous position in each care room in the service.

Part VI - Safety

Regulation 26 - Fire safety measures

(1) A registered provider shall ensure that a record in writing is kept of-

(a) any fire drill that takes place in the premises, and

(b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises.

Compliance Information

(1)

(a) A record of fire drills were available for inspection. The last inspection took place on the 22nd March 2024.

(b) The fire fighting equipment and smoke alarms were last serviced on the 26th July 2023.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(d) cleaned, maintained and repaired, as required, and

Compliance Information

The inspection focused on actions to address previous non-compliance as detailed.

- (d)
- The service appeared clean and has employed a cleaner since the last inspection. Cleaning takes place on a daily basis.
 - The floor covering in the Caterpillar, Butterfly and Bumblebee rooms together with the sanitary accommodation has been replaced.
 - There were no leaks observed on the day of inspection.
 - The partitions of the toilets have been replaced.
 - All walls have been repainted and no chips or sharp edges were observed.
 - All areas were maintained as required and no hazards were identified.