

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR057
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Name of Service:	Tigers Leopardstown
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Address of Service:	Leopardstown Centre, Ballyogan Road, Leopardstown, Dublin 18, Co. Dublin
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Eircode:	D18 WD62
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Name of Registered Provider:	Karen Cince
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Service type:	Full Day Care
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Day 1 of Inspection:	16/10/2023
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Day 2 of Inspection	17/10/2023
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No of pre-school children 16/10/2023	AM	83	PM	74
No of pre-school children 17/10/2023	AM	94	PM	87

Address of the Early Years Inspectorate:	Tusla – Child and Family Agency, Trinity Building, IDA Business Park Bray, Co Wicklow
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Inspection undertaken by:	Mary Redmond / Emer Mulhern
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Title:	Early Years Inspectors
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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

This private childcare facility was acquired by the current registered provider in 2017 and is one of multiple services operated by the registered provider. Full day care and sessional care and education is provided for children aged six months to five and a half years of age; a school-aged childcare service also operates from the premises. The hours of operation are between 7.30am and 6.30pm Monday to Friday.

The service operates from a purpose built unit over two floors located within a retail shopping park in a residential area of south Dublin. Eight care rooms were available and were in use for the care of pre-school children on the day of inspection. Three cot rooms were provided adjacent to care rooms where the youngest children attending the service were accommodated. Junior Discoverers 1 and 2 and Senior Discoverers 1 and 2 catered for the youngest children attending who were generally aged from ten months to two and a half years. The Explorers room catered for children aged two to three years of age and the remaining three rooms accommodated the older children attending. There was a large enclosed outdoor area with paving and an artificial grass and natural bark covering provided to the rear of the premises. The outdoor space was accessible directly from care rooms on the ground floor and was divided into separate areas to cater for the various age groups; enclosed outdoor balconies were also available to children from three care rooms on the first floor. A good variety of play equipment including fixed climbing structures and materials was provided in the outdoor spaces.

Staffing

There were twenty-four adults employed to work with pre-school children including the manager and deputy manager who were not assigned to care rooms but were available to provide cover; the registered provider does not work in the service. A cook and a cleaner were also employed. Adults employed to work with pre-school children had attained major awards in Early Childhood Care and Education at a minimum of Level 5 on the National Framework of Qualifications, or qualifications deemed by the Department of Children, Equality, Disability, Integration & Youth (DCEDIY) to be equivalent.

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 areas of governance and health, welfare and development of child. The inspection may focus on other areas as required.

The inspection plan was to assess compliance under the following regulations:

Regulation 9 Management and recruitment

Regulation 11 Staffing levels

For the following regulations the inspection was focused on the Junior Discoverers and Senior Discoverers rooms.

Regulation 15 Record of pre-school child

Regulation 16 Record in relation to pre-school service

Regulation 19 Health welfare and development of child

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 reoccurring.

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 co-operation of the designated person in charge and staff members who facilitated the inspection and children who were present on the day of the inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(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.

(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

- (1)
- (a) There was a designated person in charge and a named person to deputise as required.
 - (b) The designated person in charge was on the premises for the duration of the inspection.
 - (c) There was a clear management structure in place which identified the roles and responsibilities of each employee.

The files for twenty-five adults employed in the service who had access to children were reviewed, including the cook.

- (2)
- (a) There were written validated references available from previous employers for all adults employed in the service.
 - (b) A suitable reference from another source was available for one adult who only had one previous employer.
 - (c) Garda vetting was available for all adults.
 - (d) Police vetting was available for nineteen adults who had resided outside the State for a period longer than six consecutive months.

- (4) There was evidence that twenty-four adults had attained at least a major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications or a qualification deemed to meet the regulatory requirement.

Non-Compliance Information

(2)

(d) Police vetting was not available for one adult for whom it was required.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(d)

Application for police vetting has commenced for this adult who will cease employment with this service on 22 December 2023.

The recruitment and vetting policy is currently being reviewed and updated to include a provision in the recruitment process that a potential employee's CV is checked to ascertain if international police vetting is required from a country other than their country of origin and the same obtained.

Summary Comment

The early years inspector is satisfied that the non-compliance is being addressed.

The regulatory requirement has 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.

Compliance Information

(1) There were an adequate number of adults working directly with children attending the service. There were twenty-three adults working directly with eighty-three children on the first day of inspection and twenty-two adults working directly with ninety-four children on the second day of inspection; this did not include the service manager.

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) Records were reviewed for twelve children who were attending the service. The records reviewed contained the following particulars:

- (a) The name and date of birth of each child.
- (d) The names, addresses and telephone number of parents were recorded and information where parents can be contacted during the hours of operation of the service were also available.
- (e) Names and contact details of other adults who were authorised to collect children were available.
- (f) The documentation available supported the recording of specific illnesses, allergies, disabilities and dietary preferences for children.
- (g) The name, address and telephone number of each child's general practitioner (GP) was recorded.
- (h) Parents had indicated which immunisations their children had received.
- (i) There was written parental consent for medical treatment of children in the event of an emergency.

Non-Compliance Information

(1) The documentation available did not support the recording of the following particulars in relation to children attending the service:

- (b) The date on which each child first attended the service.
- (c) The date when a child would cease to attend the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The dates on which each child first attended and would cease to attend the service are recorded digitally on a software application system. This is in line with our Information and Records policy which outlines how all records required under regulations are processed.

Supporting documentation submitted

Screenshot of the information recorded on the software application system.
Copy of the Information and Records policy

Summary Comment

The regulatory requirement is met.

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) Details of children’s attendance was accurately recorded in electronic format.
 - (i) A staff roster was available which also demonstrated how staff breaks were covered.
 - (j) Electronic records were available to demonstrate that parental consent was required prior to administering medication to a child, that administration of medication was witnessed, and parents were informed following administration of medication.
 - (k) Details of accidents and incidents were electronically recorded and there was evidence that parents were notified following an accident or incident involving their child.

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

(1) (b) The registered provider ensured that appropriate and suitable care practices were in place.

Nutritious and varied food was offered to children at regular intervals throughout the day and extra portions were readily available. Food choices were appropriate to children’s individual dietary and cultural needs.

Mealtimes were relaxed and observed to be a positive social experience for children as adults engaged with them helping when required. Young children were encouraged to feed themselves appropriate to their age and stage of development and were helped when needed. Babies were cradled in a semi-upright position while being bottle-fed and adults maintained good eye contact with babies while feeding; an adult couch was available to facilitate this practice, if required.

Drinking water was readily available to children throughout the day.

Children who wore nappies had them changed regularly throughout the day and at other times when required and adults were observed to engage attentively with children during the procedure.

Children's hands were washed after outdoor play and before eating. Care was given to young children's comfort as their noses were cleaned in a timely manner and they had bibs put on before eating and their hands and faces were cleaned afterwards.

Sleep routines were reflective of children's needs which promoted good habits around sleep. Children attending the Senior Discoverers 2 room slept on mats in their care room while children attending the Explorers and Junior Active Cubs rooms had the option of resting or being facilitated with an activity in the garden or another care room.

Safe sleep practices were adhered to, and children had heavy clothing and shoes removed before being put down to sleep and rest.

All children had regular access to outdoor play and wore appropriate clothing when outside.

Appropriate interactions between adults and children were observed during the inspection.

Adults used effective information sharing processes, such as care plans and a mobile tablet application, which promoted consistency and continuity of care for children attending the service.