

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR080
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Name of Service:	Giraffe Childcare Leopardstown
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Address of Service:	Icon Centre, South County Bus Park Leopardstown Road, Leopardstown, Dublin 18, Co. Dublin
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Name of Registered Provider:	Dearbhala Cox Giffin
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Service type:	Full Day, Part Time
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Date of Inspection:	19/04/2023
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Date 2 of Inspection:	30/11/2023
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No of pre-school children:	AM	76	PM	76
		74		67

Address of the Early Years Inspectorate:	Early Years Inspectorate Child and Family Agency 181-189 Lakeshore Drive Airside Business Park Swords Co Dublin K67 Y5C6
Inspection undertaken by:	AM Coyle & Á Dunne
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

19/04/2023

Giraffe Childcare Leopardstown has been in operation since 2008 and is one of twenty-one early years services operated by the registered provider. The service provides full time care and education to children aged from 9 months to 5 years of age. The service is located in a purpose-built building in a business park in Leopardstown, south Dublin. There are 8 care rooms in the service, 7 of which were operating on the day of inspection, the Wobbler Acacia room was closed due to staff shortages. An enclosed outdoor area is available to the front of the premises. The service is registered to operate between 07:30am and 6:30pm daily.

30/11/2023

Seven of the eight care rooms were operational on the day of inspection, the Junior wobbler Baringo room was closed.

Staffing

19/04/2023

There are 25 staff employed in this service, 22 of whom work directly with the children including the service manager who provided support across the care rooms as required. A chef was employed in the service in addition to 2 staff members engaged in cleaning and housekeeping duties. The person in charge on the day of inspection was the deputy manager from one of the company's other services in the absence of the service manager who was on leave. The registered provider was not present during the inspection and is not based in this service.

30/11/2023

There are 23 staff members employed in the service 20 of whom were working directly with the children including the service manager who provided support across the care rooms as required. On the day of inspection, the area support manager arrived in the service after the inspection commenced and remained in the service for the duration of the inspection along with two staff members from the company's other services who were present and working directly with the children. A relief chef was working in the service in addition to 2 staff members who were engaged in cleaning and housekeeping duties.

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. The inspections may also focus on other areas as required.

19/04/2023

The inspection focused on an examination of compliance under regulations 9 (4) and regulation 11 (2); These findings are outlined within the relevant regulations within this report.

30/11/2023

The inspection focused on an examination of compliance under regulations 9, 11, 23 25 and 26. 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

(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

19/04/2023

A total of 25 staff files were reviewed, 22 staff members work directly with the children attending the service.

(4) Documentary evidence was available to confirm that 20 of the 22 staff members whose files were reviewed and who work directly with children in the service held an appropriate childcare qualification at Level 5 or higher on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent.

30/11/2023

The files for 27 staff members including the area support manager and relief staff members were reviewed, twenty-three staff work directly with the pre-school children attending the service.

(2)(a) &(b) Two written and appropriately validated references were available for the 27 staff members whose files were reviewed.

- (c) Garda vetting disclosures were available for the 27 staff members whose files were reviewed.
- (d) International police vetting was available for 22 staff members who had lived outside the Irish state as adults for more than 6 consecutive months.
- (4) Documentary evidence was available to confirm that 23 of the staff members whose files were reviewed and who work directly with children in the service held an appropriate childcare qualification at Level 5 or higher on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent.

Non-Compliance Information

19/04/2023

(4) Documentary evidence was not available to confirm that 2 staff members whose files were reviewed and who work directly with the children attending the service held an appropriate qualification at level 5 or higher on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent.

Corrective & Preventive Action submitted by the Registered Provider

19/04/2023

Corrective Action

(4) The registered Provider can confirm that one staff member was awaiting her official certificate which has not been released as of yet. However, there was a translated letter on her file to state that she had completed and passed all her subjects and has paid the required fee for the certificate to be issued. Since the inspection the staff member has ceased employment in Giraffe Leopardstown, therefore they are not in a position to forward the final certificate on as reference. The second staff member highlighted by the inspector has completed his FETAC level 5 and has a transcript of the completed modules but is awaiting his final certificate. Manager believes that he is deemed as qualified as he has his final preliminary results from his college.

Preventive Action

(4) The management team and HR department, work closely with each staff members, to obtain the relevant documents and will ensure that all staff provide all supported documents prior to starting in post.

Supporting documentation submitted

Copy of one staff members qualifications and a letter of qualification recognition from the Department of Children, Equality, Disability Integration and Youth.

Summary Comment

Following the inspection of the service on the 19/04/2023 the evidence submitted by the registered provider in relation to regulation 9 – Management and recruitment has been reviewed and accepted.

Part III – Management and Staff

Regulation 11 - Staffing levels

(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

19/04/2023

(2) The adult to child ratios were correct in the service when the inspectors arrived unannounced at 10.10am and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- In the Junior Wobbler Baringo room there were 8 children aged 9 months to 13 months being cared for by 3 staff members.
- In the Wobbler Namibia room there were 6 children aged 1 year 3 months to 1 year 4 months being cared for by 2 and at times 3 staff members.
- The Wobbler Acacia room was closed on the day of inspection.
- In the Wobbler Botswana room there were 10 children aged 1 year 11 months to 2 years 2 months being cared for by 3 staff members.
- In the Toddler Serengeti room there were 12 children aged 2 years 2 months to 2 years 7 months being cared for by 3 staff members.
- In the Toddler Safari room there were 11 children aged 2 years 6 months to 3 years being cared for by 3 staff members.
- In the Junior Pre-school Kenya room there were 15 children aged 3 years 1 month to 3 years 10 months being cared for by 3 staff members.

- In Pre-School Madagascar there were 14 children aged 4 years to 5 years being cared for by 2 staff members.

30/11/2023

(1) During the period of inspection there was an adequate number of adults working directly with the children attending the pre-school children.

(2) The adult to child ratios were correct in the service when the inspectors arrived unannounced and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- The Junior Wobbler Baringo room was closed on the day of inspection.
- In the Wobbler Namibia room there were 10 children aged 1 year to 1 year 5 months being cared for by 2 staff members.
- In the Wobbler Acacia room there were 8 children aged 1 year 2 months to 1 year 10 months being cared for by 2 staff members.
- In the Wobbler Botswana room there were 9 children aged 1 year 10 months to 2 years 2 months being cared for by 3 staff members.
- In the Toddler Serengeti room there were 11 children aged 2 years to 2 years 6 months being cared for by 3 staff members.
- In the Toddler Safari room there were 10 children aged 2 years 8 months to 2 years 10 months being cared for by 2 staff members.
- In the Junior Pre-school Kenya room there were 13 children aged 3 years to 3 years 4 months being cared for by 3 staff members.
- In Pre-School Madagascar there were 13 children aged 3 years 6 months to 4 years 5 months being cared for by 2 staff members.

(8)(a) The registered provider ensured that 2 adults were present on the premises at all times, verified by staff rosters and staff attendance records maintained at the service.

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

General Safety:

- The entrance doors were secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the service. Access to the service is via a call bell system at the front door which is activated by staff members.
- The designated emergency exit doors were clear and unobstructed.
- The water temperature in the hot taps did not exceed the recommended maximum water temperature of 43°C. This reduced the risk of scalding for the children in attendance.
- Cleaning agents were stored safely out of the reach of children.

Infection Control:

- The service implemented effective soother management procedures, with all individually labelled soothers stored in personalised containers when not in use. In discussion with the inspectors, staff members described appropriate management of mouthed toys and soothers including the requirement to wash these items in in soapy water after use and the daily preparation and use of the sterilising solution provided in the service.
- The children's water bottles were labelled with each individual child's name which reduced the risk of cross-infection for the children in attendance.
- Thermostatically controlled running warm water, liquid soap and single use paper towels were available at all wash hand basins to support effective hand hygiene procedures in the service.
- The children were facilitated to wash their hands before eating and following outdoor and messy play.
- The premises and play equipment were in a clean and hygienic condition. Up to date cleaning schedules were on display in the service.
- Tables were observed to be appropriately cleaned prior to and following meals and snacks.

Administration of Medication:

- Medication was not required to be administered during the inspection. Medication was stored safely out of reach of the children.

Safe Sleep:

- The inspectors observed that 10-minute sleep check observations noting each child's colour, position and breathing pattern were being performed and documented on all sleeping children.
- Based on an examination of the children's attendance records maintained in the service, all children under 2 years of age have access to a standard cot on a daily basis. On the day of inspection all children aged less than 2 years slept in a standard cot provided in the service.

Fire Safety:

- A record was maintained to confirm that fire drills are conducted each month in the service to familiarise staff and children with fire drill procedures.

Non-Compliance Information

General Safety:

1. A trailing flex of a stereo was accessible to children at sleep time, in the Wobbler Botswana Cot room.

Infection Control:

2. Overall, in the service staff members were observed not to wear aprons when changing children's nappies.
3. The nappy changing mat in the nappy changing area in Wobbler Namibia room was not cleaned in between the children having their nappies changed.

Action submitted by the Registered Provider

Corrective Action

General Safety:

1. Manager has confirmed that the wire is secured and is no longer accessible to children.

Infection Control:

2. & 3. All staff have received further training on this area along with skills demonstrations that were conducted on the nappy policy and procedure, to ensure an effective nappy changing process to carried out correctly and in line with the policy of the service.

Preventive Action

The management team work closely with all staff members, to provide a high level of training. Monthly staff training meetings are carried out to ensure everyone is kept up to date with all new policies and procedures. The management team carry out audits throughout the nappy changing process.

Supporting documentation submitted

Photograph of wire secured appropriately.

Confirmation that staff attended training on the nappy changing policy.

Summary Comment

The corrective action and preventive action submitted by the registered provider have addressed the non-compliance identified on inspection in relation to 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) A sufficient number of staff members held in-date First Aid Response (FAR) training to ensure that a person with FAR training was at all times immediately available to the children attending the service. This was evidenced in staff members' training records and the service's staff roster.

(2)(a) The first aid boxes were suitably equipped and safely stored in readily accessible and conspicuous positions on the premises.

(b) The first aid supplies were available at all times for the children attending the pre-school 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.

(4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

Compliance Information

(1)(a) A record was maintained of fire drills which had been completed in the service. Based on the records maintained and as reported by staff members, fire drills were carried out monthly. The last recorded fire drill took place on 07/10/2023.

(b) A record was kept of the number, type and maintenance of the firefighting equipment and smoke alarms in the premises. Fire extinguishers were certified as having been serviced on 17/04/2023 and the smoke detection system in April 2023.

(4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises.