

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR081
Name of Service:	Giraffe Childcare Stepside
Address of Service:	Belarmine, Enniskerry Road, Stepside, Dublin 18, Co. Dublin
Eircode:	D18 R202
Name of Registered Provider:	Dearbhala Cox Giffin
Service type:	Full Day Care
Day 1 of Inspection:	19/04/2023
Day 2 of Inspection	28/11/2023

No of pre-school children 19/04/2023	AM	98	PM	N/A
No of pre-school children 28/11/2023	AM	99	PM	94

Address of the Early Years Inspectorate:	Tusla – Child & Family Agency, Trinity Building, IDA Business Park, Bray, Co Wicklow
Inspection undertaken by:	Mary Redmond / Anne Marie Cunningham
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

N/A

Description of service

The service is a large private childcare facility which is one of a multiple of twenty-three services operated by the registered provider; this service was established in 2007. Full day care is provided for children ranging in age from six months to five and a half years of age and is open from 7.30am until 6.30pm Monday to Friday.

The service operates from a purpose-built premises at ground level in a residential housing complex in south county Dublin. Care was delivered across ten care rooms on the first day of inspection and nine care rooms were in use on the second day of inspection; four cot rooms were also available. A large outdoor area with an impact absorbing covering was provided which had a variety of play equipment including fixed structures.

Staffing

There were twenty-seven adults employed including six part-time staff members; the manager and deputy manager were not assigned to care rooms but were available to provide assistance when required. On the second day of inspection one adult from another service operated by the registered provider was rostered to provide support in this service for the week. Two more adults who were not on the roster arrived from other services operated by the registered provider after the inspection had commenced. Ancillary staff were also employed for cooking and cleaning duties. 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

The inspection on the 19 April 2023 focused on governance.

Compliance was assessed under the following regulations:

Regulation 9 (4) Management and recruitment

Regulation 11 (1) Staffing levels

The inspection on the 28 November 2023 focused on governance and safety.

Compliance was assessed under the following regulations:

Regulation 9 (2)(4) Management and recruitment

Regulation 11 (1) Staffing levels

Regulation 16 (1)(h)(i)(j)(k) Record in relation to pre-school service

Regulation 23 Safeguarding health, safety and welfare of pre-school 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.

Additional information

The service was registered with conditions by the National Enforcement and Registration panel (NREP) on the 17 April 2023 for 9 months under Part III, Article (9) Child Care Act 1991 Early Years Regulations 2016 Child Care Act 1991 Early Years Regulations 2016. Regarding this the registered provider was required to:

Ensure that all staff have completed the requirements for employment in accordance with all applicable legislation prior to commencing employment in the service and to provide outstanding qualifications for all staff.

The inspection on the 28 November 2023 was to review the attached condition.

Acknowledgments

The inspectors wish to acknowledge the co-operation of the service manager, deputy manager, area director and staff members who facilitated the inspections and children who were present on both days of 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.

(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 April 2023:

The qualifications for twenty-seven adults were assessed including two adults who had been recruited since the inspection on the 7 November 2022.

- (4) Twenty-two adults had attained major awards in Early Childhood Care and Education at Level 5 on the National Framework of Qualifications, or qualifications deemed by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) to meet the regulatory requirement. The qualifications for three adults, which did not meet this criterion, had been assessed by the DCEDIY and a letter of eligibility to practice had been issued for these adults.

28 November 2023:

The staff files for ten adults employed in this service since the inspection on the 19 April 2023 and for two adults from other services who were working in the service on the day of inspection were reviewed.

- (2)
- (a) There were written validated references available from previous employers for eleven adults employed in the service.
 - (b) Suitable references from other sources were available for one adult who had no previous employers.
 - (c) Garda vetting was available for twelve adults.
 - (d) Police vetting was available for twelve adults who had resided outside the State for a period longer than six consecutive months.
- (4) There was evidence that eleven adults had attained qualifications deemed by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) to meet the regulatory requirement.
- A childcare qualification was not required for one adult.

Non-Compliance Information

19 April 2023:

(4)

Two adults did not have a major award in Early Childhood Care & Education at Level 5 on the National Framework of Qualifications, or an equivalent qualification.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Two adults are in the process of obtaining the required qualification which they will have completed by June 2023.

Supporting documentation submitted

Correspondence from colleges submitted

Summary Comment

On the 28 November 2023 all adults working in the service had the required qualification. Two adults for whom qualifications were outstanding on 19 April 2023 had obtained the qualifications.

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 the children attending the service.

19 April 2023: There were twenty-two adults working directly with ninety-eight children. The managers were also available to assist in the rooms when required.

28 November 2023: There were twenty-three adults working with ninety-nine children on the morning of this inspection. There were nineteen adults working with ninety-four children in the afternoon; this included two adults who were added to the roster after the inspection commenced. The manager and deputy manager were also available.

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.
 - (j) Records were available to demonstrate that parental consent was required prior to administering medication to a child, that administration of medication was witnessed, and that parents were informed following administration of medication.
 - (k) Details of accidents and incidents were recorded. Parents had signed records to acknowledge that they had been informed when an accident or incident involving their child had occurred.

Non-Compliance Information

- (i) The staff roster available when the inspectors arrived on the 28 November 2023 did not reflect adults who were present in the service.

An accurate staff roster is required to ensure that the service can demonstrate that sufficient staff will be in place to care for children who are attending the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Management will inform the area manager if support is required on a particular day. In the event of unplanned absence, the support staff can be added to the roster once there is confirmation of the support available. If it occurs that no support can be given a decision will be made as to whether to close a pod to ensure compliance.

Summary Comment

The inspector is satisfied that the registered provider understands that the roster will be updated as soon as an unplanned absence is identified.

The regulatory requirement is deemed to have been met and will be reviewed at the time of the next inspection.

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 door to the service was secured to prevent unauthorised access or children exiting unsupervised. Toys and play equipment observed in use by children on the day of inspection were safe and in working order. Cleaning products and hazardous materials were stored securely out of reach of the children. Window blind cords were secured.

Infection Control:

Children's hands were washed before eating and after outdoor play. The nappy changing procedures observed were effective for infection prevention and control. Foot pedal bins were used appropriately by adults and older children.

Administration of Medication:

There were procedures in place to safely administer medication when required. A manager or supervisor must be present when medication is being administered. Medication was safely administered to a child on the day of inspection.

Safe Sleep:

The temperature of the cot rooms where children were sleeping was maintained within the recommended range of 16 -20 degrees Celsius. Sleeping children were physically monitored and sleep checks were accurately recorded every ten minutes for children under two years of age attending the wobbler Acacia, Cameroon and Safari rooms.

Non-Compliance Information

Safe Sleep:

On the 28 November 2023 sleep observations were not recorded accurately in the toddler Namibia room. Nine children were placed to sleep at 11.35am, however when the inspector requested the sleep records for these children at 12.15pm, documentation of sleeping children had not commenced for any child.

Action submitted by the Registered Provider

Corrective & Preventive Action

Safe Sleep:

Staff in the Namibia room were retrained regarding the documentation required for sleeping children.

Supporting documentation submitted

A record with staff signatures stating that staff had been retrained was submitted.

Summary Comment

The non-compliance has been addressed and practices will be reviewed at the time of the next inspection.