

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR084
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Name of Service:	Daisychain Montessori & Childcare
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Address of Service:	15 The Rectory, Stepside, Dublin 18, Co. Dublin
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Eircode:	D18 HH64
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Name of Registered Provider:	Gemma Rave, Lucy Madigan
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	20/06/2024
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No of pre-school children:	AM	35	PM	32
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
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Inspection undertaken by:	F Carty and S Quigley
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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
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Description of service

Daisychain Montessori is registered to provide full day, part-time and sessional care to children aged 0 to 6 years and is one of four services operated by the registered providers. The service operates from three rooms in a purposely adapted domestic building. There are two rooms on the ground floor and one room on the first floor. A separate sleep room and sanitary accommodation is provided together with an outdoor area which is located at the rear of the building. The service opens from 7:30am to 6:30pm Monday to Friday. A morning session is provided from 9am to 12pm for 38 weeks of the year.

Staffing

On the day of inspection there were nine staff members working directly with the children. The manager was available to provide assistance as required. An area manager arrived subsequent to the inspector's arrival.

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 and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 15, 19 and 23.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 15 (1).

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

Regulation 9 (2)(a),(b), (d) was assessed in relation to four new staff who were employed in the service since the last inspection dated 9th September 2023. Regulation (2)(c) was assessed in relation to all staff employed in the service.

(2)(a)(b)

Of the eight references required all references were available from a past employer.

(c) Garda vetting disclosures were available for all adults. Eleven staff files were reviewed to assess compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

Renewed Garda vetting was available for ten staff, however, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice for one staff member. Please refer to the information outlined under regulation 23 of this report.

(d) International Police vetting was available for two staff members who had lived outside of the State for a period exceeding 6 months as an adult.

(3) The registered provider had taken the required steps as outlined in Regulation 9(2)(a)(b)(c)(d) to ensure that new staff were suitable and competent before allowing them access to children, as detailed above.

(4) Records were available detailing the required qualifications or equivalent for all staff members.

Non-Compliance Information

(2) (d)

There was inadequate Police vetting for one staff member who had lived outside the State for a period exceeding 6 months.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(d)

The police vetting was applied for immediately. Update to our regulation compliance checklist of staff files
Regular spot checks on staff files by recruitment manager

Supporting documentation submitted

A copy of the police vetting was submitted.

Summary Comment

The corrective and preventive actions together with the supporting documents submitted by the registered provider were reviewed by the inspector and are deemed to meet 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 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 thirty five children present in the service being supervised by nine adults.

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

A sample of ten records were reviewed by the inspectors.

The registered provider ensured that a record in writing was kept of the details relating to (a) to (i) of the above Regulation for all the records reviewed.

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-

(a) each child's learning, development and well-being is facilitated within the daily life of the pre-school service through the provision of the appropriate activities, interaction, materials and equipment, having regard to the age and stage of development of the child, and

Compliance Information

Food was provided by the service. A hot meal of chicken curry and potatoes was sourced from an external company and regenerated on site. Drinking water was provided with meals and snacks.. Younger children were provided with bibs and were given the opportunity to develop self-feeding skills. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner.

Staff assisted the children to clean their faces and hands after eating. Children's care needs were observed to be met promptly. Staff were observed cleaning children's noses as required.

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 Wobbler and Toddler rooms and if tired, children were facilitated to sleep outside of these times.

The inspectors observed the adults speaking kindly to the children at all times. Staff used soft tones and eye contact when communicating with children and comforted them when they became upset.

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

Care rooms were arranged to provide a range of play materials including small world toys, construction toys, books and rest areas. The care rooms provided developmentally appropriate play experiences for the children.

The materials were observed to be accessible to the children on low level shelving. Low level tables and chairs were available in the care rooms. Family photos, birthday walls and children's artwork were displayed in the care rooms.

There was a fully enclosed outdoor play area to the rear of the premises. There was a mix of artificial grass surfacing and concrete. The area was well resourced with a range of developmentally appropriate play equipment including sand play, water play and ride on toys. All children were observed accessing the outdoor play area over the course of the inspection and were observed engaging in active and imaginary play supported by staff.

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 and all other entrance and exits were 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.

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. Staff were aware of safe sleep guidelines and checked on children every ten minutes.

Fire Safety:

Regular fire drills took place in the service and all emergency exits were kept free from obstruction.

Non-Compliance Information

General Safety:

1. While Garda vetting disclosures were available for all staff, two were not dated within the previous three years in adherence with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

Infection Control:

2. The pedal on the nappy bin was broken. Staff were observed handling the lid and pushing the nappy in with their hands. This poses a risk of cross contamination.

3. Two nappy changes observed were at variance with the nappy changing policy in the service. Staff did not wash their hands prior to the change and re-dressed with soiled gloves worn during the nappy change. This practice is not effective for infection control.

Administration of Medication:

4. A sample of eleven medication records were reviewed. Three records were missing information including signed parental consent, details of medication administered and parental signature. This practice is at variance with the service policy and can affect the continuity of care a child receives.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. The Garda vetting for the staff members were applied for immediately. Alert on the HR calendar for upcoming Garda vetting renewals. Update to our regulation compliance checklist of staff files. Regular spot checks on staff files by recruitment manager.

Infection Control:

2. New nappy bins have been ordered and we are awaiting delivery . we are expecting the delivery by the end of July/ beginning of August. All staff have re-read the Nappy Changing Policy Additional bins have been ordered in

case another bin breaks we will have a replacement in storage so there is no lapsed time between a bin breaking and being replaced

3. All staff have re-read the hand washing Policy and correct technique. Management are doing more regular compliance checklists on nappy changes in the setting.

Administration of Medication:

4. All records reviewed by management and updated. Memo sent to staff regarding the administration of medicine practice. All staff have re-read the administration of medicine policy. Compliance spot checks on administration of medicine records. Compliance spot checks carried out by H&S officer on administration of medicine records.

Supporting documentation submitted

Infection Control:

1. Garda vetting a
2. Order for bins.
3. Memo to staff on nappy changing and infection control.

Administration of Medication:

4. Memo to staff on correct procedures to follow.

Summary Comment

The corrective and preventive actions together with the supporting documents submitted by the registered provider were reviewed by the inspector and are deemed to meet the requirements of Regulation 23.