

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR122
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Name of Service:	Star Tots Creche
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Address of Service:	81 Lower Kilmacud Road, Stillorgan, Co. Dublin
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Eircode:	A94 W6W8
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Name of Registered Provider:	Nathalie Roberts
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	17/07/2023
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No of pre-school children:	AM	69	PM	59
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla Child and Family Agency, 7 th Floor, Brunel Building, Heuston South Quarter, Dublin 8.
Inspection undertaken by:	E. Mulhern and M. Redmond
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

Star Tots Creche offers a sessional, part-time and full day care service to children aged between 0 and 6 years of age. The service is open from Monday to Friday between 8am and 5:30pm. The premises consist of a two-storey, purposely adapted building in an urban setting beside a retail centre in Stillorgan, County Dublin. An outdoor area is available at the rear of the building. Children are allocated to one of eight rooms according to their age and stage of development. Seven rooms were in use on the day of inspection. A separate sleep room is available for children attending the Baby and Wobbler rooms.

Staffing

There are twenty three staff employed to work directly with the pre-school children, including the registered provider. Twenty staff were working with the children on the day of inspection.

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

The inspection focused on an examination of compliance under Management and recruitment - regulations 9(1)(a) & (b), (2) & (4), Staffing levels – regulations 11(1) & (2) and Health, welfare and development of child – regulation 19(1)(b).

A sampling process was used to assess compliance under regulation 19(1)(b). As a result, the scope of the inspection included the Wobbler and Toddler rooms.

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 registered provider, 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

(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

(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) The service had a named designated person in charge and a named person available to deputise in their absence.

(b) The person in charge was on the premises throughout the inspection. The staff roster provided for the person in charge or named deputy to be always present.

The inspection focused on all staff employed by the registered provider for regulation 9(2)(c).

The inspection focused on the recruitment records of adults who had commenced working in the service since the previous inspection dated 21 April 2022 for regulations 9(2)(a), (b) and (d) and 9(4). Ten staff members had started working in the service since that date. The regulatory requirements were met as follows:

- (2)
- (a) Records were available evidencing past employer references had been considered for all new employees.
 - (b) Records were available evidencing sources other than a past employer had been considered for new employees who had only one or no previous employers.
 - (c) Garda vetting disclosures were available for all adults.
 - (d) International police vetting was available for employees who had lived in another state as an adult.
- (4) Records were available evidencing all staff employed to work directly with children held a major award in Early Childhood Care and Education at a minimum Level 5 on the National Framework of Qualifications or a qualification deemed to be equivalent.

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) The inspectors observed that an adequate number of adults were working directly with the children.
- (2) The minimum ratio of adults to children was always maintained. There were 20 staff working directly with 69 children.

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 inspectors observed children moving freely, exploring their environment, playing, and engaging with each other and the adults. They had two scheduled times where they had access to outdoor play. Staff used opportunities when assisting with personal care for warm individual engagement with the children. They addressed them by name, used gentle tones and interacted with them in a positive manner. The children used the toilet when they needed. Children wearing nappies had these changed routinely and as needed in between. The staff provided the children with comfort when they became upset - holding them and talking to them in soft tones. Individual daily diaries were maintained electronically and shared in real time with parents.

Food was provided at regular intervals. The service provided main meals and the children brought snacks from home. Drinking stations were available within the rooms and all children were offered drinks of water when eating. The adults provided the children with help when needed whilst supporting their independence. Younger children were provided with bibs to protect their clothing from spills. Children were helped to clean their faces and wash their hands at appropriate times.

The children were facilitated to sleep in the afternoon after their meal. The rooms where they slept were calm and conducive to sleep. The children's outer clothing and shoes were removed, and they were provided with appropriate bedding. Children who had soothers were offered these when they were being placed to sleep. The transition between the meal and sleep was appropriately managed. Staff provided the children with comfort and reassurance as they were settling to sleep, talking to them gently and sitting next to them. Areas were available within the children's rooms where they could rest comfortably outside of this time or take a break from activities. Staff in the Wobbler room told the inspector that if a child is showing signs of tiredness outside of the scheduled time that they are provided with the opportunity to sleep.