

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR130
--------------------------	-------------

Name of Service:	Hillview Early Years Service
-------------------------	------------------------------

Address of Service:	33/34 & 87 Hillview Grove, Ballinteer, Dublin 16, Co. Dublin
----------------------------	--

Eircode:	D16 P9V9
-----------------	----------

Name of Registered Provider:	Sinead Jones
-------------------------------------	--------------

Service type:	Part Time, Sessional
----------------------	----------------------

Date of Inspection:	10/07/2023
----------------------------	------------

No of pre-school children:	AM	2	PM	N/A
-----------------------------------	----	---	----	-----

Address of the Early Years Inspectorate:	2 nd Floor, Carysfort House, Carysfort Avenue, Blackrock, Co Dublin
Inspection undertaken by:	L. Magee & E. Mulhern
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

Hillview Early Years Service is a part time service which operates from a family resource centre located within the Hillview housing estate in Ballinteer, South County Dublin. This early years service is registered to provide a sessional and part time service between 9am – 1pm, Monday to Friday for children aged 1 to 6 years. The service consists of two rooms which are situated in two separate buildings, a short distance from each other. Both care rooms have a fully enclosed outdoor play area attached to the premises with artificial grass surfacing. On the day of inspection, one of the preschool rooms was closed.

Staffing

Six adults are employed to work in the service. On the day of inspection 3 adults were present and of these 2 were working directly with the children. The registered provider is the manager of the preschool and does not work directly with the children.

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

Compliance was assessed under regulation 9 - Management and Recruitment, 11 – Staffing Levels, 19 – Health, welfare and development of child, 23 - Safeguarding Health, Safety and Welfare of child, 25 – First Aid and 26 Fire Safety Measures, however, on inspection additional non-compliances which posed significant risks were identified under Regulation 16 - Record in relation to pre-school service. 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.

Additional Information

The inspection focused on behaviour management under regulation 9(7) and 19(3) due to information submitted to the inspectorate by the registered provider on 22 February 2023 following an incident that occurred in the service.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, 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.

(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.

(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

(a) the policies, procedures and statements of the service specified in Schedule 5;

Compliance Information

(9)

(2) The staff files of all six staff were reviewed as part of the inspection process and for the purpose of assessing compliance with this regulation.

(a) Ten validated references were available from past employers.

(b) Two validated references from a source other than a past employer were available.

(c) Garda vetting had been carried out in respect of all members of staff and relevant documents were held on file.

(d) Police vetting was not required as none of the adults had lived outside the state for a period of longer than 6 consecutive months.

(4) All six staff who worked directly with the children held recognised qualifications in early childhood care and education at levels 5 and 6 on the national qualifications framework or a qualification deemed equivalent by the Minister of the Department of Children, Equality, Disability, Integration and Youth.

(7) The inspection focused on supervision, provision of information and training in relation to behaviour management. The service had a comprehensive policy available which outlined strategies for positive behaviour management and managing challenging behaviour. Documents were available outlining that all staff had been provided with a copy of the policy. Records showed that staff had undergone training in behavioural management with an external agency. The inspector observed staff implementing positive behavioural strategies during the inspection and they demonstrated a good understanding of positive approaches to manage challenging behaviour if required. Through discussion with the registered provider and staff and review of records it was evident that staff had regular one-to-one supervision and team meetings which provided for ongoing learning and development opportunities.

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) There were an adequate number of adults working directly with the children attending the service. On the day of inspection there were two adults working directly with two pre-school children.

(2) The minimum ratio of adults to children was maintained during the inspection.

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:

(j) details of any medication administered to a pre-school child attending the service with signed parental consent;

Non-Compliance Information

(j) It is acknowledged that two records were available of medicines given to children while attending the service. However, the records did not include sufficient detail.

One record did not include the date the medicine had been given, who gave it or who witnessed it.

The second record did not include the name or signature of the person who witnessed the administration.

This was at variance with the service’s medication administration policy which stated that all the above information should be recorded.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Early Years manager will review the medicine book on a regular basis to ensure these steps are being followed.

Supporting documentation submitted

No supporting documentation was submitted.

Summary Comment

The actions as stated by the registered provider will address the non-compliances identified. This will be reassessed on the next inspection.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.

Compliance Information

(3) The inspector observed staff interacting kindly with the children at all times. The children engaged in free play, were provided with lunch and drinks and were supported with personal care including toileting and nappy changing. The interactions were always warm with staff using gentle tones and positive, supportive language. The service had a policy available in relation to managing challenging behaviour. Through review of records and discussion with staff it was evident that staff had undergone training in use of positive and appropriate behaviour management strategies.

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

Infection Control:

The inspector observed that measures had been taken to prevent the spread of infection within the service.

Examples of these are outlined below:

- The premises and equipment appeared clean and well maintained.
- Cleaning schedules were completed.
- Sanitary facilities were equipped with warm water, liquid soap, and paper towels for handwashing.
- The inspector observed a child being supported to wash their hands after using the toilet and before eating.

Administration of Medication:

- Medicines were stored in their original packaging out of reach of children.

- The service had a policy which outlined the procedures for giving medicine safely if required. Staff demonstrated an awareness of these procedures including obtaining written parent/guardian consent.

Non-Compliance Information

Infection Control:

The inspector observed the following which posed a risk of spreading infection within the service:

- A child who had their nappy changed did not have their hands washed afterwards. The child subsequently ate their lunch without any handwashing taking place beforehand. The nappy-changing procedure that was displayed did not include the washing of children's hands.
- The disposal of soiled nappies was not in keeping with infection control. The bin available in the sanitary area did not have a pedal operation to prevent staff from handling the lid. A staff member was observed carrying a bagged, soiled nappy through the children's playroom to the bin outside, handling the door and posing a risk of cross contamination.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

The Nappy Changing Policy has been updated to include the following practice:

Following the changing of a child's nappy, the child will wash their hands before leaving the changing area.

The service is purchasing a new nappy bin with a peddle for foot opening (peddle bin). Staff will not carry nappy bags of soiled nappies through the children's playroom to the bin outside. Manager and team leader will regularly ensure that the updated nappy policy is being adhered to and will add this as an Item to the staff day on Monday 28th August 2023.

Supporting documentation submitted

Infection Control:

No supporting documentation was submitted.

Summary Comment

The actions as stated by the registered provider will address the non-compliances identified. This aspect of this regulation will be assessed on the next inspection.

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 person trained as a First Aid Responder (FAR) was immediately available to the children at all times.
- (2)
(a) The first aid box was adequately stored in an easily accessible and conspicuous location within the service as required.
- (b) A first aid box was always available to the adults and children in the 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.

Compliance Information

- (1)
- (a) A written record was available detailing fire drills that had taken place in the service. A fire drill last took place in the service on 6 July 2023.
 - (b) There was an annual record to show that the firefighting equipment had been serviced and there was a biannual record for the maintenance of the fire detection and alarm system.