

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR145
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Name of Service:	Flower Childcare Clonskeagh
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Address of Service:	19 Roebuck Road, Clonskeagh, Dublin 14, Co. Dublin
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Eircode:	D14 V386
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Name of Registered Provider:	Cherif Labreche
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Service type:	Full Day
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Date of Inspection:	11/11/2024
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No of pre-school children:	AM	17	PM	17
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Address of the Early Years Inspectorate:	1st floor Trinity Building, IDA Business Park, Southern Cross Road, Bray, Co. Wicklow.
Inspection undertaken by:	Sarah Quigley & Fiona Carty
Title:	Early Years Inspector(s)

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

Flower Childcare Clonskeagh is located on the grounds of the Islamic Cultural Centre of Ireland in a residential area of Clonskeagh. The service is privately owned and was first established in 2012. The service currently provides full day, part-time and sessional care to children aged 1-6 years and offers an Early Childhood Care and Education Scheme (ECCE). The service operates from 09:00 to 17:30 each weekday and comprises of two care rooms. There is an enclosed outdoor play area available to the front of the service with artificial grass surfacing.

Staffing

The service currently employs five staff members, not including the registered provider who does not work directly in the service. On the day of inspection, the five staff members were present.

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

A sampling process was used to assess compliance under regulation 15 Record of a 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 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

(2) Documentation was reviewed in respect of regulation 9(2)(3)(4) for two adults who were employed to work in the service since the last date of inspection on the 8th February 2024. Regulation 9(2)(c) was reviewed for all five adults employed to work in the service and the registered provider.

(a) (b)

The registered provider demonstrated that they had verified the references obtained from two sources for one of the adults.

(c) A Garda vetting disclosure from The National Vetting Bureau was available for each of the six adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) International police vetting was available for one of the two adults who required it.

(4) The two adults held a relevant major award in Early Childhood Care and Education on the National Framework of Qualifications.

Non-Compliance Information

- (2)
- (a) (b)
- The two references on file for one of the adults had not been appropriately verified by the registered provider.
- (d) International police vetting was not available for one of the adults who had lived outside the state for a period exceeding six months as an adult.
- (3) Documentation reviewed evidenced that the procedures specified under Regulation 9(2) had not been carried out prior to two of the adults commencing employment in the service, as detailed above Under (2)(a)(b)(d).

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2) (a)(b)

The manager has thoroughly checked to ensure that all references have been verified on file for all adults. However, in relation to this staff member whose reference needed verification, unfortunately, they have left the crèche. The manager will always ensure that references are verified. Furthermore, no teacher or employee will commence work until their reference is verified and dated as outlined in the recruitment policy.

(d)

The staff member has applied through their embassy to obtain their relevant vetting. However, the process takes a few weeks. The manager will follow a strict, updated recruitment policy that ensures no teacher or employee will begin working unless their international police clearance has been obtained.

Supporting documentation submitted

Supporting documentation was submitted by the registered provider and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met. The actions outlined will be reviewed on the next inspection of the service.

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 seventeen children present in the service being supervised by five adults during the inspection.

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

(1)(a)-(i)

A sample of documentation was reviewed for twelve of the children currently enrolled to attend the service by the inspectors. The registered provider ensured that a record in writing was kept of the details relating to points (a),(c) to (g), and (i) of the above regulation for each of the records reviewed.

Non-Compliance Information

Some of the records reviewed did not contain all of the required particulars as follows:

- (b) Seven of the twelve records reviewed did not contain details of the date on which the child first attended the service.
- (h) Five of the twelve records reviewed did not contain a record of immunisations received by a child.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(b) The service have updated these records to ensure full compliance with regulations. The missing details, including the date on which the child first attended the service, have been promptly added.

(h) The missing immunisation records have been requested from parents and are currently being updated

The settling-in policy, and parent handbook has been updated to ensure that all required details are recorded at the time of admission. Additionally, the manager is now required to verify that the registration form is fully completed before it is submitted by the parents/guardians

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met.

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

(1)(a)

The designated person in charge reported all meals and snacks are provided by the service each day. A menu plan was in place. A morning and an afternoon snack were provided to the children with milk to drink and a hot meal of pasta bolognaise was provided at lunch time. Younger children wore bibs during mealtimes to protect their clothing. Drinking water was available to the children in each of the care rooms on the day of inspection. Older children accessed the bathroom independently and younger children had their nappies changed at regular intervals and as required.

The staff managed minor disagreements between the children in a competent and positive manner, encouraging conflict resolution. Children were supported to be independent in their environment including cleaning up following mealtimes and play and washing hands before meals. Adults used gentle tones and respectful language during interactions observed with the children, making eye contact and speaking to children at their level. Children who required sleep were placed to sleep at a designated sleep time.

Each of the care rooms were well resourced with a range of equipment and materials suitable to the age and stage of the children in attendance. Equipment and materials were made accessible to the children at all times on low

level shelving units. Low level tables and chairs were available suitable to the children in attendance. Children's artwork was displayed around the care rooms alongside picture timetables and birthday walls.

An enclosed outdoor play area was available to the front of the premises with artificial grass surfacing. The area was well resourced with a variety of play equipment and materials.

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 provider had taken the following steps to safeguard children attending:

General Safety:

The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. Cleaning products and hazardous materials were stored securely out of reach of the children. The entrances into the service were appropriately secured to prevent unauthorised access or a child exiting the service unsupervised. The care rooms were observed to be safe and free from hazards.

Infection Control:

An infection control policy was in place to inform practice. Schedules were in place and maintained to ensure the service, equipment and materials are regularly cleaned. Staff and children were observed to carry out consistent hand washing as appropriate. Staff stated appropriate exclusion periods for children with infectious illnesses were implemented in the service as per the policy. Pedal operated bins were in place throughout the service for the disposal of waste.

Administration of Medication:

There was written evidence of prior parental consent for the administration of both temperature reducing and prescribed medications, and there were procedures in place to safely administer and document such medication if required, including in the case of an emergency. Staff adequately detailed the procedures for administering medication when required during discussions with the inspector. A sample of six records of medication

administration that were available were reviewed and contained all of the necessary details in line with the service policy.

Safe Sleep:

Staff were familiar with safe sleep guidance. Sleep logs were maintained in the dedicated sleep room, and individual children's observations recorded room temperature, breathing, colour, and position every ten minutes. Standard cots and low-level beds were available for sleep and were used in accordance with children's ages and developmental needs. The temperature of the room where children slept were maintained at the required temperature range.

Fire Safety:

The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff members adequately outlined the evacuation procedures in place in the event of a fire and stated that fire drills are practiced regularly on a monthly basis.

Non-Compliance Information

General Safety:

1. During the inspection, older children were observed to access the bathroom independently through the hallway of the service where the kitchen was located. The kitchen was unlocked and accessible to the children during this time and posed a risk of harm to a child should they access the room unsupervised.
2. The temperature of the water in the children's handwash sink was recorded to be 49.9°Celsius on the day of inspection which posed a risk of scalding to a child.

The preventive action submitted following the last inspection of the service did not prevent the re-occurrence of the non-compliance.

Infection Control:

3. A staff member was observed to use their hand to wash children's faces with water following lunch time with no handwashing prior or afterwards. This posed a risk of cross contamination.
4. The paper towels used to dry children's hands following handwashing in the Jasmine room was not appropriately stored in a dispenser. Staff and children were observed repeatedly handling the roll to tear pieces off, posing a risk of cross contamination.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. The door handle has been repaired to ensure that the door remains closed at all times, preventing children from gaining access. The kitchen will be kept locked at all times, ensuring it remains inaccessible to children.
2. The thermostat for the water system has been adjusted to ensure that the water temperature does not exceed 40°C, which is within the recommended safe range for children. Staff will be reminded of the importance of checking on children during bathroom breaks and ensuring that all areas posing a risk are properly secured. A thermostatic mixing valve (TMV) has been installed at the children's hand wash sink to consistently regulate water temperature and prevent overheating. A thermometer has been given to each staff member to check the temperature daily. And record it into the Risk assessment Checklist.

Infection Control:

3. All staff have been reminded of the importance of proper hygiene practices, particularly hand washing before and after assisting children. Staff have also been instructed to exclusively use cotton wool for cleaning children's faces. A note has been placed beside the sink to remind staff of these procedures at all times. If hands are used for cleaning, staff are strictly required to wash their hands both before and after any contact with children during such routines.
4. A paper towel dispenser has been installed in Jasmine's room to ensure that paper towels are appropriately stored and dispensed hygienically. A training session has been conducted in the Meeting to reinforce infection control and hygiene protocols, emphasising the risks associated with cross-contamination and the importance of adhering to best practices.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met. The actions outlined will be reviewed on the next inspection of the service.

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)
An adult trained in First Aid Responder (FAR) training was available to the children during the inspection.
- (2)
(a)(b)
A suitably equipped first aid box was observed to be immediately accessible to the children within the service and was stored in a conspicuous location on the day of inspection.

Part VII - Premises and Space Requirements

Regulation 30 - Minimum space requirements

(1) Subject to paragraphs (2) to (6), a registered provider shall ensure that adequate clear floor space is available in the premises for the work, play and movement of children attending the pre-school service.

(2) A registered provider of a full day care service or a part-time day care service shall ensure that the minimum amount of clear floor space specified in column (3) of Schedule 7 opposite a particular reference number specified in column (1) of that Schedule in respect of the age range of children specified in column (2) thereof at that reference number is available for each child in that age range attending the service.

Non-Compliance Information

Nine pre-school children were in attendance in the Bluebell room on the day of inspection and staff reported that nine children are in attendance most days. Adequate clear floor space was not available in the room for the work, play and movement of children as detailed below.

Room name	Number of children attending	Space required	Space available
Bluebell	9 children (2 x 1year) (4 x 2years) (3 x 3years)	<u>21.9 sqm</u>	<u>19.22 sqm</u>

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

A few children from the Bluebell room have left the crèche due to transportation reasons, as the distance was too far. The service then moved two children to the Jasmine room, bringing the total number of children in the Bluebell room to six. The service have updated the sign for the Bluebell room at the door to reflect the correct room measurements and capacity, ensuring accurate capacity management.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met.