

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS061
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Name of Service:	Busy Kids Creche
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Address of Service:	Hansted, Finnstown, Newcastle Road, Lucan, Co. Dublin
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Eircode:	K78 KO23
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Name of Registered Provider:	James Moore
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Service type:	Full Day
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Date(s) of Inspection:	29/05/2024
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Date 2 of Inspection:	30/05/2024
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No of pre-school children:	AM	89	PM	63
Day 2	AM	89	PM	N/A

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

	<p>Child Care Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016</p> <p>QMS Ref: EYI-RRT12.1 V2.0 03/03/2023 Service ID: TU2015DS061</p>	1 of 11
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Busy Kids Crèche is registered to provide full day, part-time and sessional care to children aged 0 to 6 years. It is one of eleven services operated by the registered provider. The service operates from seven rooms in a purpose built crèche facility in Lucan, Co Dublin. There is a separate sleep room, sanitary accommodation together with two outdoor areas which are located at the side and rear of the building. The service opens from 7:30am to 6:30pm Monday to Friday. A morning Early Childhood Care and Education Scheme (ECCE) session is provided from 9am to 12pm for 38 weeks of the year.

There is a kitchen on the premises where all meals and snacks are prepared. An office, staff room, storage area and staff sanitary accommodation is also available on site.

Staffing

There are twenty four staff employed in the preschool service including two cooks. On the day of inspection there were twenty staff working directly with eighty-nine children. The manager and deputy were also available to assist in the care rooms if necessary. The area manager arrived subsequent to the inspectors arrival on the first day of inspection and was present on the second day of inspection. 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

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. As a result, the scope of the inspection included the Baby room, Wobbler Room, Toddler Room, Preschool 2 and Preschool 4.

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

(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.*

(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

(1)

- (a) The service had a person in charge and a named person to deputise as required.
- (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 present at all times of opening.

(2)

Following a discussion with the manager it was confirmed that four adults commenced working in the service since the last inspection on 5th October 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

- (a)(b) There were eight validated references from a past employer available for the four adults.

(c) Garda vetting disclosures were available for all adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for twenty adults.

(d) International Police vetting was available for two adults who had lived outside the state for a period of six months.

(3) The procedures specified in paragraph (2) were completed prior to the four staff members commencing in the service.

(4) Each of the four staff members held at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework.

Non-Compliance Information

(2)(d)

One staff member required Police vetting from two States. It was available for one State but not for the other.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(d)
Police Vetting application to cover all states in USA commenced by staff member. Application has been posted for processing.

Supporting documentation submitted

Application and proof of postage attached.

Summary Comment

The corrective and preventive actions together with the supporting documents 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 children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. There were eighty-nine children attending the service being supervised by twenty adults on both days of 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 sample of twenty records were reviewed by the inspectors.

The registered provider ensured that a record in writing was kept of the details relating to (a), (c), (d), (e), (f), (g), (h) and (i) of the above Regulation for all of the records reviewed.

Non-Compliance Information

(1)(b)

A record of the start date was not available for nine of the records reviewed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

All registration forms checked to ensure start date inserted, any registration forms without a start date one has been entered.

New children's registration forms will be completed in full including start date. Manager will complete checks before signing off on each new registration form.

Supporting documentation submitted

Copies of registration forms attached.

Summary Comment

The corrective and preventive actions together with the supporting documents are deemed to meet the requirements of Regulation 15.

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

The service had a weekly meal plan which detailed a range of nutritious meals and snacks served to children at regular intervals throughout the day. These were prepared on site and provided by the service. On the day of inspection drinking water was always available to the children, in all rooms. Children in each of the rooms observed were seated in an age appropriate manner at low level tables and chairs or in high chairs to enjoy their meal. Children were encouraged and supported to feed themselves and staff were observed offering help to younger children if required. The personal care provided by the staff of the service met the needs of the children, who were encouraged to use the toilet independently, look after their own belongings and make their own choices within the preschool environment. Staff wiped children's noses in a timely manner.

Children's rest areas were available in every room, there was soft matting or sofas and cushions available.

Children's individual sleep needs were met in the baby room with children placed to sleep when they were tired. In all care rooms there was a mixture of adult initiated and child led play and activities. The children were able to move freely around the care rooms and engage in different types of activities of their choosing. All of the areas of the care rooms were utilised by the children. Outdoor play was facilitated for children in all rooms with the exception of the baby room on the day of inspection.

Adults were observed to be kind and warm to the children and minor disagreements between children were managed promptly by distraction and positive behaviour methods. The adults demonstrated positive regard for the children by using gentle tones when communicating and showing a keen interest in their activities. The adults supported children during group and individual play activities.

Parents of younger children were communicated to daily both verbally and an online application was used to update the children's care and activities in real time which parents can access at all times.

All care rooms were set out as supportive learning environments for the children. The Baby, Wobbler, Toddler, and Preschool rooms were all bright and spacious and laid out with identifiable interest areas including a home corner, construction materials, a quiet corner incorporating a book area, low level shelving containing age appropriate manipulative toys, books and activities. There were defined interest areas including a cosy corner, construction tables and a home corner. In all rooms children's artwork and large educational posters are displayed on the wall. All the play resources were visible and accessible to the children at their height. A range of play materials were provided to promote all key areas of the children's learning and development.

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 premises was appropriately secured, and adults could not enter without permission. The main entrance door to the building remained locked and contained a fingerprint entry system. The outdoor play area was secured by perimeter walls and gates. The main cleaning products and equipment were securely stored in a locked cleaning store. Cleaning products in regular use during the day were safely maintained out of children's reach. The play equipment and play materials both indoors and outdoors in use on the day of inspection were noted to be in good working order and free from hazards.

Infection Control:

The pre-school rooms and adjoining sanitary facilities were in a clean condition. Up to date cleaning schedules outlining appropriate cleaning methods and the various areas to be cleaned within the playrooms and sanitary accommodation were available. Staff members were observed sweeping the floors and cleaning the tables after meals and messy play. The wash hand basins were equipped with liquid soap and paper towels to support effective handwashing.

Administration of Medication:

A sample of medication records reviewed demonstrated that staff followed the procedures as per the policy and all required signatures were in place. A care plan was in place for a child with a rare condition which required emergency medication. Staff were aware of the steps to follow should this medication be required.

Safe Sleep:

Staff are aware of safe sleep guidance and regular ten minute sleep checks were in place whilst children were sleeping.

Fire Safety:

Regular fire drills took place and all emergency exits were unobstructed.

Non-Compliance Information

Infection Control:

1. Children's hands were not washed prior to dinner in the Wobbler room. This could cause cross contamination.
2. Paper towels were not stored in a dispenser. This could cause cross contamination.
3. A rubber mat in the wobbler room was all torn. It could not be cleaned effectively.

Safe Sleep:

4. A large cushion was placed in a cot where a child was asleep. This has the potential to cause suffocation to a child.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. Infection control: Hand washing policy re-issued to all staff members, read and signed by the team. Hand washing policy and procedure attached, containing team signatures and date. In house training (practical demonstration) on the importance and occurrence of handwashing, part of induction for new team members/policy reissued regularly (6 months), hand washing step by step instruction poster displayed beside wash hand basin and hand hygiene posters displayed throughout the building, management conducting daily checks and modelling the importance of hand washing best practice for infection control.
2. Paper towel dispenser erected in wobbler care room. Picture of same attached. Paper towel dispensers in all care rooms/sanitary areas. Team members informed all paper towels must be stored and used from a dispenser to prevent cross contamination.
3. Rubber mat in wobbler room removed and disposed of, replaced with new mat.

Team members will complete written bi-monthly room audits, to ensure items displaying wear and tear are replaced.

Safe Sleep:

4. Cushion removed from sleep area. Safe sleep policy and procedure reissued to the team, read and signed. Safe sleep policy included in new staff induction, reissued regularly to team (6 months) and signed off, safe sleep policy and procedure displayed in sleep area along with sids poster/resuscitation policy/procedure.

Supporting documentation submitted

Infection Control:

1. Hand Wash Policy and sign off sheet.
2. Photo of paper towel dispenser.
3. Photo of new mat.

Safe Sleep:

Copy of policy and staff sign off sheet.

Summary Comment

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