

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DS083
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<b>Name of Service:</b>	Sticky Fingers Ltd
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<b>Address of Service:</b>	Roslyn, Hazelhatch Road, Newcastle, Dublin 22, Co. Dublin
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<b>Eircode:</b>	D22 N257
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<b>Name of Registered Provider:</b>	Sharon Gorevan
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date(s) of Inspection:</b>	18/09/2023
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<b>No of pre-school children:</b>	AM	25	PM	23
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<b>Address of the Early Years Inspectorate:</b>	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
<b>Inspection undertaken by:</b>	Fiona Carty
<b>Title:</b>	Early Years Inspector

### 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).

<b>Conditions if applicable</b>	Not applicable
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### Description of service

Sticky Fingers is a privately operated full-day-care service for children aged between 1 and 6 years. It opens Monday to Friday from 7.30am to 6:30pm. The service is registered to accommodate 35 children. The service operates from a purpose-built extension to the registered providers domestic dwelling containing one care room and a prefabricated building on the same property containing two care rooms, a separate sleep room, sanitary accommodation and a small kitchen. Four fully enclosed outdoor play areas are located on the premises.

### Staffing

There are nine staff currently employed to work directly with the children including the registered provider. On the day of inspection there were seven staff present including the registered provider.

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

The inspection focused on an examination of compliance under regulations 9, 11, 16; 19, 23, 25 and 26. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 16 (1)(h),(i),(j),(k) ...As a result, the scope of the inspection focussed on a sample of documentation available for review.

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 inspector wishes to acknowledge the cooperation of the children, registered provider and staff 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

This regulation was assessed in relation to all staff who were employed in the service.

(2)(a)(b)

Of the eighteen references required twelve written and validated references were available from a past employer. A further six written and validated references were available from a source other than a past employer.

(c) Garda vetting disclosures were available for all adults.

(3) The procedures outlined above were carried out prior to eight staff members commencing employment in the service.

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

### Non-Compliance Information

(d) International Police vetting was not available for one staff member who had lived outside of the State for a period exceeding 6 months as an adult.

It is acknowledged that the registered provider sought international Police vetting for 1 State where the adult resided for a period exceeding 6 months as an adult but didn't seek international Police vetting for another State where the adult resided as an adult for a period exceeding 6 months.

(3) The procedures above were not carried out prior to this staff member commencing employment in the service.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

(9)(2)(d)

International Police Vetting has been applied for and we are waiting for the vetting disclosure which should take up to 10 days.

## Supporting documentation submitted

Copy of the application was sent to the inspector for review.

## Summary Comment

The corrective and preventive actions together with the supporting documents 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) There was an adequate number of adults working directly with the children attending the service. On the day of inspection there were seven adults working directly with twenty five pre-school children.
- (2) The minimum ratio of adults to children was maintained at all times 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:*

- (h) details of attendance by each pre-school child on a daily basis;*
- (i) details of staff rosters on a daily basis;*
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

#### Compliance Information

- (1)
- (h) A written record was available in each of the care rooms detailing the attendance of each preschool child on the day of inspection.
- (1)
- (i) A staff roster was available which adequately reflected the staff compliment and break times for the day of inspection.
- (j) Written records of the administration of medication were available. A sample reviewed on the day of inspection documented all necessary details including details of medication and signatures of parents and staff members.
- (k) Written records of accidents and incidents which occurred in the service were available on the day of inspection. A sample reviewed documented necessary details including the child's name, details of the accident or incident and signatures of parents and staff.

### 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

Breakfast, a hot lunch and evening meal was provided by the service. Parents provided all snacks for the children in the service. The main meal was provided by an external provider and regenerated on site. Drinking water was always available in the care rooms and were available to the children to access when they wanted. All children were supported to eat independently during meals, and staff assisted children where required.

Children were happily engaged enjoying the daily routine in the pre-school rooms cared for by staff who were familiar with each child and their personalities. Activities enjoyed by children included singing songs, story time, arts and crafts and free play. Children were observed to enjoy free play supported by staff. Young children were observed exploring their environment at their own pace.

During free play children were observed exploring the areas of interest in the pre-school rooms that included a home area and construction area.

Staff interacted well with young children during nappy changing by making eye contact and smiling.

Staff were observed to be positive towards children evidenced by individual names used, eye contact and praise for children on completion of activities. Staff encouraged and supported children in their chosen activities. Staff used distraction methods and offered alternatives to encourage sharing and turn taking. Children were given opportunities to promote self-esteem and self-confidence. Strategies were used which included helpers being chosen each day to carry out responsible tasks such as handing out placemats and helping during snack time. All care rooms had low level furniture and shelving. All toys and activities were accessible to children in all care rooms at their level and all children were encouraged and supported to choose whatever activities they wished.

There were a number of outdoor areas available to the children in the service. An enclosed area to the rear of the premises was available to the children attending the Toddler Room. The children accessed the outdoor area on a number of occasions during the inspection and had the choice whether to play indoors or outdoors. A covered area to the side of the premises and large area to the front of the portacabin was available to the children attending the Playroom and Montessori rooms. A large natural play environment with fruit trees, swings and benches was available to the children attending the Montessori room. Staff stated the children used the fruit to bake. There were a number of toys available to the children in all the play areas that help promote the development of gross motor skills.

### 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 inspector 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 entrance door into the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. The registered provider had taken measures to ensure the indoor play environments were safe and free from hazards. Cleaning products and hazardous materials were stored securely out of reach of the children.

##### Infection Control:

An infection control policy was in place to inform practice. The children in the Montessori Room were encouraged to wash their hands at regular intervals including after using the toilet and before meals. Schedules were in place and maintained to ensure the service, equipment and materials are regularly cleaned. Staff were observed to carry out consistent hand washing as appropriate.

##### 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. Staff members were aware of the procedures in place and a sample of medication records reviewed on the day of inspection were appropriate .

### Safe Sleep:

Staff were familiar with safe sleep guidance and adequately outlined safe sleep procedures in place in the service during discussions with the inspector. Appropriate sleep facilities were provided for children depending on their age and stage of development. These included cots and stackable beds. Ten minute sleep checks were carried out whilst children slept.

### 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 records demonstrated that fire drills are practiced regularly on a monthly basis

## Non-Compliance Information

### Infection Control:

1. Childrens hands were not washed following nappy changing. The poses a risk of cross contamination and is at variance with the Nappy Changing Policy in the service.
2. There was an open bin in the sanitary accommodation of the Play Room containing used tissues and paper towels this poses a risk of cross contamination.

## Action submitted by the Registered Provider

### Corrective & Preventive Action

### Infection Control:

1. Staff were immediately informed of the non compliance & instructed to follow the Service Nappy Changing Policy. We updated hygiene signs and procedures in the changing area. The risk posed by cross contamination was fully explained to all staff. Review staff procedures yearly. Update signs regularly. Undertake staff reviews outlining infection control & its importance.
2. Bin was removed & a temporary swing bin with a working lid was installed till the new pedal bin was purchased. List equipment broken or not meeting regulatory requirements on daily risk assessment form. Replace broken equipment promptly.

### Supporting documentation submitted

### Infection Control:

Photographs of bins and receipt.

### Summary Comment

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

## 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 in first aid was immediately available to the children at all times on the day of inspection.

(2)

(a)(b) The first aid box was stored in a conspicuous location within the service. 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. The last drill had been recorded as undertaken on 6<sup>th</sup> September 2023.
- (b) The premises was assessed by the local authority Fire officer and an architect and found to be in substantial compliance with the requirements of the Building Regulations as they pertain to Fire Safety. On this basis the registered provider tests the smoke alarm on a monthly basis and records the details which were available for review by the inspector.

The fire fighting equipment was last serviced in 5<sup>th</sup> October 2022.