

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DS135
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<b>Name of Service:</b>	Giraffe Childcare Adamstown
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<b>Address of Service:</b>	Adamstown Avenue, Castlegate, Lucan, Co. Dublin
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<b>Eircode:</b>	K78 NH94
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<b>Name of Registered Provider:</b>	Dearbhala Cox Giffin
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date of Inspection:</b>	19/04/2023
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<b>Date 2 of Inspection:</b>	22/11/2023
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<b>No of pre-school children:</b>	AM	52	PM	32
<b>Day 2</b>	AM	60	PM	43

<b>Address of the Early Years Inspectorate:</b>	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8
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<b>Inspection undertaken by:</b>	R. Brien & J O' Byrne
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<b>Title:</b>	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).

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

Giraffe Childcare Adamstown is a full day care service provided by Giraffe Childcare Limited which provides 23 childcare services in Leinster. The service provides full day, part time and sessional care and caters for children from 0 to 6 years. The hours of operation on the first day of inspection were 07:15 to 18:00 and 07:30 to 18:00 on the second day of inspection, Monday to Friday.

The service is a purpose-built childcare facility located on the ground floor of an apartment building in Adamstown, Co Dublin. There are 5 care rooms in the service.

On the first day of inspection the Junior Wobbler Baringo room was catering for children aged 1. The Senior Wobbler Kilimanjaro room was catering for children from 1 to 2 years of age. The Toddler Serengeti room was catering for children aged 2. The Preschool Safari and Preschool Kenya rooms were catering for children aged 3 to 5 years.

On the second day of inspection the Wobbler room was catering for children from 1 to 2 years. The Toddler room was catering for children aged 2. The Junior Preschool room was catering for children from 2 to 3 years. The Preschool Kenya room was catering for children aged 3 to 4 years and the Preschool Safari room was catering for children aged 2 to 5 years. The Preschool Safari room operates the Early Childhood Care and Education (ECCE) programme from 9:00 to 12:00.

There is a dedicated cot room and a fully enclosed outdoor play area is located in the courtyard of the building.

### Staffing

On the first day on inspection, there were seventeen staff working directly with the children including the manager and deputy manager.

On the second day of inspection there were fifteen staff working directly with the children including the manager and deputy manager. The registered provider, area manager and a manager of another Giraffe Childcare centre arrived during the morning of the inspection.

The service also employs a chef and a housekeeper. The registered provider does not work directly 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 was a two-day inspection. These inspections were 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.

On both days the inspections focused on an examination of compliance under regulations 9 - Management and Recruitment, 11 – Staffing Levels, 16 – Record in relation to Pre-school service, 19 – Health, welfare and development of child, 25 – First Aid and 26 – Fire safety measures. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 16(h) and 19(1)(a)(b). As a result, the scope of the inspection for these regulations included the Senior Wobbler Kilimanjaro and Toddler Serengeti rooms on the first day of inspection and the Toddler and Junior Preschool rooms on the second day of inspection.

A sampling process was used to assess compliance under regulation 9(2) on the first day of inspection and under regulation (9)(2) and 9(4) on the second day of inspection.

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 both days 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)(b) The service had a designated person in charge and a named person to deputise as required who were both on the premises throughout the inspection on both days of inspection.

(2)

Day 1: 19 April 2023

On the first day of inspection the person in charge confirmed that five new members of staff commenced working in the service since the last inspection on 26 September 2022. Documentation was reviewed in respect of these five adults and met regulatory requirements as follows:

- (a) Of the ten validated, written references that were required, nine were available from a past employer.
- (b) One written reference was available from a source other than a past employer.
- (c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the five staff members.
- (d) Police vetting was available for five staff members who had lived outside the State for a period exceeding six months as an adult.

Day 2: 22 November 2023

On the second day of inspection the person in charge confirmed that eight new members of staff commenced working in the service since the first day of inspection on 19 April 2023. Documentation was reviewed in respect of these eight adults and met regulatory requirements as follows:

- (e) Of the sixteen validated, written references that were required, ten were available from a past employer.
- (f) Six written references were available from a source other than a past employer.
- (g) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the eight staff members.
- (h) Police vetting was available for eight staff members who had lived outside the State for a period exceeding six months as an adult.

(4)

Day 1: 19 April 2023

The first day of inspection included a review of previous non-compliance with regard to staff qualifications. The files of twenty staff members were reviewed on this day. This included five staff members who had commenced working in the service since the last inspection on 26 September 2022.

Records were available evidencing that thirteen staff members who were employed to work directly with the children held the required qualification or equivalent. Seven staff members held letters of eligibility to practice or qualification recognition letters from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

Day 2: 22 November 2023

On the second day of inspection, the files of eight staff members who had commenced working in the service since the first day of inspection were reviewed. Records were available evidencing that seven staff members who were employed to work directly with the children held the required qualification or equivalent. One staff member held a letter of eligibility to practice from the Department of Children and Youth Affairs (DCYA).

## 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.*

*(8) Without prejudice to paragraphs (2) to (7)-*

*(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,*

### 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 on both days of inspection.

Day 1: 19 April 2023

There were fifty-two children attending the service being supervised by seventeen adults on the first day of inspection.

Day 2: 22 November 2023

There were sixty children being supervised by fifteen adults on the second day of inspection.

(8)(a) There were at least two adults on the premises at all times on both days of 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;*

#### Compliance Information

(h)

Day 1: 19 April 2023

Details of the attendance of each child in the Senior Wobbler Kilimanjaro and Toddler Serengeti rooms were recorded at the time of entering and leaving the service on the first day of inspection.

Day 2: 22 November 2023

Details of the attendance of each child in the Toddler and Junior Preschool rooms were recorded at the time of entering and leaving the service on the second day of inspection.

### 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*

*(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

(1)(a)(b)

On both days of inspection, the inspectors observed the following:

The service had a healthy eating policy in place and staff reported that all meals are provided by the service. On both days of inspection, children were offered breakfast on arrival and a fruit snack was provided during the morning. Dinner was served at 11:45. Children were given water with their meal.

Children were encouraged to feed themselves and staff supported children who needed assistance with their dinner. Staff were observed sitting with children during dinner. Staff stated that additional servings of dinner were available if requested and inspectors observed more food being offered and given to children who had finished their meal.

Children were encouraged and supported to be independent including cleaning up after their play and meals. Children's nappies were changed regularly and staff were observed engaging warmly with children when providing this care on both days of inspection. There was a designated sleep time for children attending the service in the rooms sampled on both days of inspection.

Staff interacted warmly with the children in their care throughout the days of inspection and were observed supporting children in their play. Staff were observed to use distraction, gentle tones and praise when promoting positive behaviour in line with the service's positive behaviour management policy.

Staff described how they record information about each child's day detailing information on food, sleep, nappy changes and activities on an online application. Staff described how they communicate with parents daily about their child at arrival and collection time.

Care rooms were arranged into defined areas of interest providing children with the freedom to play and explore. Areas of interest included small world toys, construction toys, jigsaws, rest areas with books and home corners. The care rooms provided a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials. The materials were observed to be accessible to the children on low level shelving. Low level tables and chairs were available in the care rooms. Children's art work, family photos and a birthday wall with children's photos were displayed in the care rooms.

A fully enclosed outdoor play area was located to the rear of the premises and had shock absorbent surfacing. The area was resourced with a range of developmentally appropriate play equipment. Children from the Senior Wobbler Kilimanjaro and Toddler Serengeti rooms were observed accessing the outdoor play area on the first day of inspection. Children from the Junior Preschool room were observed accessing the outdoor play area on the second day of inspection. Staff were observed playing games with children in the outdoor area.

## 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 Responder was immediately available to the children at all times on both days of inspection.

Day 1: 19 April 2023

Three adults trained in First Aid Responder were immediately available to the children on the first day of inspection.

Day 2: 22 November 2023

Two adults trained in First Aid Responder were immediately available to the children on the second day of inspection.

(2)

(a) A first aid box was safely stored in an easily accessible and conspicuous location within the service on both days of inspection

(b) A first aid box was available to the adults and children in the service at all times on both days of inspection.

## 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.
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

### Compliance Information

#### (1)(a)

Day 1: 19 April 2023

A written record was available detailing monthly fire drills that had taken place in the service. The last fire drill had been recorded as undertaken on the 14 March 2023.

Day 2: 22 November 2023

A written record was available detailing monthly fire drills that had taken place in the service. The last fire drill had been recorded as undertaken on the 31 October 2023

#### (1)(b)

Day 1: 19 April 2023

The number, type and maintenance record of firefighting equipment and smoke alarms on the premises was available. The maintenance records for the fire equipment were dated April 2022 and 30 March 2023 for the smoke alarms.

Day 2: 22 November 2023

The number, type and maintenance record of firefighting equipment and smoke alarms on the premises was available. The maintenance records for the fire equipment were dated April 2023 and 29 September 2023 for the smoke alarms.

(4) The procedures to be followed during a fire drill and in the event of a fire were displayed in a conspicuous location within the service on both days of inspection.