

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS138
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Name of Service:	Giraffe Childcare Griffeen
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Address of Service:	Griffeen Avenue, Lucan, Co. Dublin
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Eircode:	K78 P5P7
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Name of Registered Provider:	Dearbhala Cox Giffin
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Service type:	Full Day
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Date of Inspection:	11/03/2024
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Date 2 of Inspection:	12/03/2024
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No of pre-school children:	AM	57	PM	57
Day 2	AM	58	PM	n/a

Address of the Early Years Inspectorate:	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8
Inspection undertaken by:	R. Brien & S. Quigley
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	Not applicable
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Description of service

Giraffe Childcare Griffeen is a full day care service provided by Giraffe Childcare Limited which operates 23 childcare services in Leinster. A full day care service is provided for children from 0 to 6 years. The service is registered to operate from 07:15 to 18:45, Monday to Friday.

The service is located on the ground floor of a purpose-built premises which is adjacent to a shopping centre and primary school. There are seven care rooms in the service. Six care rooms were open during the inspection. The Wobbler Baringo room caters for children aged 1 year of age. The Wobbler Safari room caters for children from 1 to 2 years of age. The Toddler Cameroon room caters for children aged 2 years of age. The Toddler Botswana room caters for children from 2 to 3 years of age. The Preschool Madagascar and Preschool Kenya rooms cater for children from 3 to 4 years of age. A dedicated cot room is also provided. There is a fully enclosed outdoor play area to the side and rear of the premises.

Staffing

The service currently employs twenty-one staff members. There were twelve staff working directly with the children on the first day of inspection and thirteen staff working directly with the children on the second day of inspection who were supported by the manager and deputy manager. The service also employs a chef and a cleaner.

The area manager arrived during the morning on the first day of inspection and was also present on the second day of inspection. The registered provider does not work directly in the service and was not present during the inspection.

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 the following regulations:

- 9 (1)(a)(b),(2),(4) Management and Recruitment,
- 11 (1),(2),(8)(a) Staffing Levels,
- 15 (1) Record of a Pre-school child,
- 16 (h),(i),(j),(k) Record in relation to pre-school service,
- 19 (1)(a)(b) Health, Welfare and Development of Child,
- 23 Safeguarding, Health, Safety and Welfare of Child.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulations:

- 15(1) – Record of a Pre-school child,
- 16(h)(j)(k) - Record in relation to pre-school service,
- 19(1)(a)(b) – Health, welfare and development of child,
- 23 – Safeguarding, health, safety and welfare of child.

As a result, the scope of the inspection included the Wobbler Baringo, Wobbler Safari, Toddler Botswana and Toddler Cameroon rooms.

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.*

(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.
- (2) The files of twenty-three adults were reviewed as part of the inspection. This included one student and eleven staff members who had commenced working in the service since the last inspection on 02 February 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:
- (a)(b) Of the forty-six references that were required, thirty-seven were available from a past employer and nine were available from a reputable source.
- (c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the twenty-three staff members. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
- (d) Police vetting was required for twelve staff members and was available for these staff members who had lived outside the State for a period exceeding six months as an adult.
- (4) Records were available evidencing that nineteen staff members who were employed to work directly with the children held the required qualification or equivalent. Two of these staff members held letters of eligibility to practice or qualification recognition letters from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

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 during the inspection. There were fifty-seven children attending the service being supervised by twelve adults on the first day of inspection. There were fifty-eight children attending the service being supervised by thirteen adults on the second day of inspection.

(8)(a) There were at least two adults on the premises at all times.

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 ten records were reviewed which demonstrated that a record was available in writing which contained the information required in (a) to (i) above.

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

(h) Details of the attendance of each child in the Wobbler Baringo, Wobbler Safari, Toddler Cameroon and Toddler Botswana rooms were recorded at the time of entering and leaving the service.

(i) The staff roster was available on both days of inspection and reflected the adults working in the service on each day.

(j) A sample of ten medication administration records were reviewed. These records were signed by staff and parents and were completed appropriately.

(k) A sample of ten accident and incidents records were reviewed. These records were signed by staff and parents and were completed appropriately.

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)

The service had a healthy eating policy in place and staff reported that all meals are provided by the service. Children are offered breakfast on arrival and a fruit snack is provided during the morning. Dinner was served at 11:30. Drinking water was accessible to children throughout the day and all children were given water with their dinner. Older children were offered a choice of milk or water with their meal. Younger children were provided with bibs for dinnertime. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner.

Children's care needs were observed to be met promptly. Staff were observed cleaning children's noses as required and children's hands and faces were cleaned after dinner as required. 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.

There was a designated nap time in the Wobbler Baringo, Wobbler Safari, Toddler Cameroon and Toddler Botswana rooms, however staff were observed placing one child in the Wobbler Safari room down for a nap when they displayed signs of tiredness.

Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement, gentle tones and praise when promoting positive behaviour in line with the service's behaviour management policy. Staff provided an appropriate level of supervision whilst supporting the children's independence during play and mealtimes.

Staff described how they record information about each child's day using an online application detailing information on food, sleep, nappy changes and activities. Parents were observed in the service during drop off and collection times and staff shared information about the children with their parents at these times.

Care rooms were arranged to provide a range of play materials and 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. Family photos, birthday displays and children's artwork were displayed in the care rooms.

The environment was laid out to support the children's independence. Play materials were observed to be accessible to the children on low level shelving. Low level tables and chairs were available in the care rooms.

A fully enclosed outdoor play area was located to the side and rear of the premises and had shock absorbent surfacing. The area was divided into three separate play spaces which were well resourced with a range of developmentally appropriate play equipment. Children from the Wobbler Safari, Toddler Cameroon and Toddler Botswana rooms were observed accessing the outdoor play area during the inspection.

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 entrance door to 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.
- Medicines, hand sanitisers and cleaning agents were stored safely out of reach of children.
- All storage facilities were inaccessible to children.
- The toys and play equipment observed in use by the children on the day of inspection appeared in good working order.
- All blind cords were secured.

Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate hand washing.
- A system was in place for effective sterilisation of soothers.
- Waste was managed appropriately with the use of pedal bins.
- A system was in place for the effective sterilisation of mouthed toys.
- Individual bed linen was provided for children. Staff stated that bed linen is laundered weekly.

Administration of Medication:

- Staff adequately detailed the procedures for administering medication if required.
- Staff were observed taking appropriate safety measures when administering medicine to a child in the Wobbler Safari room. Written consent had been sought from the parents prior to administration. A record was maintained detailing the name of the medicine, time and dose given, the staff member's signature and the signature of the second adult who witnessed the administration.

Safe Sleep:

- Children were physically monitored while sleeping and sleep checks were documented every ten minutes. Discussion with staff demonstrated that staff were familiar with safe sleep guidelines.

Non-Compliance Information

General Safety:

1. An electrical extension outlet was observed with a stereo and light plugged into it within reach of a cot where a child was sleeping in the cot room posing a risk of injury to the child.

Infection Control:

2. The handwashing practices observed were inconsistent and at variance with the policy in place in the service as follows;
 - Children's hands were not washed before dinner in the Wobbler Safari room or before the afternoon snack in the Toddler Cameroon room.
 - Children's hands were washed with wet cotton wool following nappy changes which is ineffective for infection control.
 - A staff member did not wash their hands following a nappy change in the Toddler Cameroon room.
3. Some nappy changing practices observed during the inspection in the service were inadequate for infection control purposes and at variance with the service's nappy changing procedure. Staff were observed to redress children with the same used gloves following nappy changes.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. The electrical extension outlet has since been secured to the wall and is not within reach of a cot in the sleep room.

Infection Control:

2. Staff have since received refresher training on handwashing. We continuously promote and encourage children and staff to exercise hand washing at various times throughout each day. Management will complete checks to ensure staff within all rooms are reminded of handwashing before mealtimes. The staff have been refreshed and full demonstrations of hand washing have been refreshed to ensure that the children aged between 12mths-24mths have their hands washed with assistance under the taps in the sink or with the use of individual handwashing trays.
3. Staff have been refreshed and full demonstrations of the Nappy changing policy and particular attention was given to handwashing to eliminate cross contamination.

Staff are aware of the importance of hand washing and spot checks will occur to ensure the younger children wash their hands in the sinks/trays. Staff will follow all appropriate measures to ensure infection control is always maintained. The Management and staffing will ensure that all reasonable measures are taken to safeguard the health, safety and welfare of all children attending the service

Supporting documentation submitted

General Safety:

Photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Infection Control:

Photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.