

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS171
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Name of Service:	Honeybears Community Childcare
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Address of Service:	Quarryvale Resource Centre, Shancastle Avenue, Clondalkin, Dublin 22, Co. Dublin
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Eircode:	D22 V6TO
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Name of Registered Provider:	Carol Bishop
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	12/05/2023
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No of pre-school children:	AM	9	PM	N/A
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
Inspection undertaken by:	Fiona Carty
Title:	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).

Conditions if applicable	Not applicable
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Description of service

Honeybears Community Childcare is a not for profit service located in Clondalkin, Dublin 22. The service is registered for full, part and sessional care however at present the service only provides two three hour sessional services one in the morning and one in the afternoon for children aged 2 to 6 years. There is one large preschool room available to the children with an outdoor area to the rear of the premises.

Staffing

There were four adults working in the service directly with the children including the registered provider. All staff held qualifications in Early Childhood Care and Education at a minimum Level 5 on the National Framework of Qualifications.

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 inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 15, 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 9, focussing on newly recruited staff since the last inspection dated 10th December 2020 and 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 inspector wishes to acknowledge the cooperation of the registered provider, 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) Following a discussion with the registered provider, it was confirmed that one new member of staff commenced working in the service since the last inspection on 10th December 2020. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(2) (a) Two past employer references were available in respect of the adult.

(c) A Garda vetting disclosure was available for the adult.

(d) International Police vetting was not required as the adult had not lived outside of the state for a period of 6 months or more.

(4) The adult had a required qualification at Level 6 on the National Framework of Qualifications.

Non-Compliance Information

(3) Both references on file for the adult had not been validated prior to the adult commencing employment in the service.

Whilst it is acknowledged that there was a Garda vetting disclosure on file this was not sought until 14th April 2023 despite the adult commencing work in the service in September 2022, the staff member confirmed they originally brought another vetting declaration from the previous service they were employed in.

Staff are required to be vetted by that service before commencing employment.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(3)
The RP stated the referees were contacted again, informed why, and verified their previous confirmations and recommendations. The lead educator will take responsibility to make sure all documents are in both files so this will not occur again.

The RPs response stated the service has amended their policy to ensure that this will not occur again.

Supporting documentation submitted

Evidence of call with referees.

Summary Comment

The corrective and preventive actions submitted by the registered provider 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) 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 nine children present in the service being supervised by four 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;*
- (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 records were reviewed by the inspector. The registered provider ensured that a record in writing was kept of the details relating to (a), (b), (d), (e), (f) (h) and (i) of the above Regulation for all of the records reviewed.

Non-Compliance Information

(g) The name or telephone number of the child’s registered medical practitioner was not available for one of the samples reviewed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The RPs response stated the missing information is now completed. The service is considering re-designing the form in question to make this information more visible and accessible to parents /carers and staff as it was an oversight.

Supporting documentation submitted

Confirmation of the information was submitted to the inspector.

Summary Comment

The corrective and preventive actions submitted by the registered provider were reviewed by the inspector and are deemed to meet the requirements of Regulation 15.

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 detailing the attendance of each preschool child on the day of inspection.
 - (i) A staffing roster was available in the service detailing hours of work for each staff member on the day of inspection.
 - (j) Signed parental consent was available to administer temperature reducing and emergency medication.
 - (k) A sample of accident and incident records were reviewed and were signed by staff and parents and 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

Compliance Information

Care practices observed on the day of inspection were appropriate and suitable to the age and the needs of the children in attendance. Children were encouraged and supported to be independent including using the toilet independently and cleaning up after their play and meals. Staff displayed a good awareness of the needs of each child in their care and responded to children's cues promptly. Interactions observed throughout the inspection between staff and children were warm with staff observed supporting children in their play. Staff made themselves available to the children to scaffold and extend learning as well as be available should a child require assistance.

Children were supported to be independent with their personal care. Staff reminded them to wash their hands at appropriate times and to put on their coats before going outside. The children were observed to use the toilet independently when they needed.

The inspector observed the children's learning, development and well-being being supported by the staff and the environment. The rooms had defined interest areas such as home corner, art area and book corner, with sofas and cushions. The service also had materials from the Montessori method of education available for use. The care rooms were both well-resourced with a variety of equipment and play materials which were accessible to the children at all times on low level shelving units. Children's artwork was displayed on the walls educational posters. The play experiences in the service were observed to be child-led. Children were observed exploring their environment, engaged in activities and playing with each other and the staff.

The children spent some time outdoors where they had access to a space with equipment available to support full-body-movement and imaginative play.

The outdoor play area had been developed since the last inspection. There were colourful paintings, tyres and planters which had lots of flowers and plants in them. Staff stated the children took care of the plants by weeding and watering regularly. There were ride on toys, an activity wall, mud kitchen and water wall available to the children. All children accessed the outdoor area on the day of inspection despite intermittent inclement weather.

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:

Access to the service was secure ensuring no unauthorised access to or from the building. Cleaning materials were stored out of reach of children. Heavy furniture was secured and cables were out of reach of children.

Infection Control:

Thermostatically controlled warm water was available to the children along with liquid soap and paper towels. Pedal bins were available throughout the service.

Administration of Medication:

The registered provider informed the inspector that no child had been given medication since the previous inspection. The staff demonstrated an understanding of the procedures to follow in order to ensure the children's safety if they required medication, including obtaining written parental/guardian consent.

Fire Safety:

The emergency exits were unobstructed. Evidence of regular recorded fire drills were observed by the inspector.

Non-Compliance Information

Infection Control:

1. The nappy changing policy was inadequate for infection control as follows:
 - It does not state to remove soiled gloves prior to re-dressing the child or to wash children's hands following the nappy change.
2. The children's or adults' hands were not washed following nappy changes.
3. Children's hands were not washed following outdoor play.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. The nappy changing policy has been amended to include that clean gloves are to be put on before a new nappy is put on, and that the child's hands should be always washed after a nappy change.
2. Staff have been reminded that it is, and always has been policy that staff should always wash their hands after a nappy change.

A reminder has been put up and staff have signed a form in acknowledgement of this information having been received.

3. There is a policy that children should always wash their hands after outdoor play. The RP stated this usually happens but there can be oversights.

Supporting documentation submitted

Infection Control:

Copies of signage and the nappy changing policy.

Summary Comment

The corrective and preventive actions together with the supporting documentation was reviewed by the inspector and 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) A first aid box was safely stored in an easily accessible and conspicuous location within the service.

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

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 record showed that the last fire drill had taken place on the 13th March 2023.
- (b) There was a record to show that the firefighting equipment had been serviced in March 2023 and maintenance of the fire detection and alarm system had been serviced on the 2nd December 2022.