

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DS181
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<b>Name of Service:</b>	StartBright Bawnogue
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<b>Address of Service:</b>	ACE Enterprise Park, Bawnogue Road, Clondalkin, Dublin 22, Co. Dublin
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<b>Eircode:</b>	D22 W6V3
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<b>Name of Registered Provider:</b>	Elaine McQuillan
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date(s) of Inspection:</b>	04/11/2024
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<b>No of pre-school children:</b>	AM	37	PM	37
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<b>Address of the Early Years Inspectorate:</b>	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
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<b>Inspection undertaken by:</b>	F Carty
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<b>Title:</b>	Early Years Inspector
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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

Startbright Bawnogue is one of seven not-for-profit childcare services operated by the registered provider located in an urban setting in South West Dublin. A service is provided to children aged 1 to 6 years. The service is open Monday to Friday from 7.30am to 6.00pm. The premises is located in a mixed commercial and office building and comprises of four care rooms, Blossoming Butterflies for children aged 1 – 2 years, Busy Bees for children aged 2 – 3 years and the Young Explorers and Bright Sparks which catered for children aged 3 years and over. An outdoor area was available to the rear of the building.

### Staffing

There are thirteen staff employed by the service including the service manager and a cook. On the day of inspection there were ten staff present working directly with the children. There was also a cook, a student and the deputy person in charge who was available to assist in rooms where required. The service manager was not present and the deputy person in charge facilitated 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, health, welfare and development of child and safety. The inspection may also focus on other areas as required.

Remove if service is compliant) The inspection focused on an examination of compliance under the following regulations:

Regulation 9 – Management and recruitment.

Regulation 11 – Staffing levels.

Regulation 19 – Health, wealth and development of the child.

Regulation 27 – Supervision.

Regulation 32 - Complaints

These findings are outlined within the relevant regulation(s) within this report.

A sampling process was used to assess compliance under regulation 19 (1)(b) and 27. ...As a result, the scope of the inspection included the Busy Bees room.

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.

## Additional Information

The inspection was triggered by information received by the Inspectorate on the 16<sup>th</sup> September 2024

## Acknowledgments

The inspector wishes to acknowledge the cooperation of the deputy 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

*(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.*

*(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:*

- (a) the policies, procedures and statements of the service specified in Schedule 5;*
- (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and*
- (c) these Regulations.*

#### Compliance Information

(2) The file of one adult who was availing of a practice placement as a student was present and that file was reviewed as part of the inspection. No new staff were employed since the last inspection dated 13<sup>th</sup> March 2024.

(a)(b) There were two validated references from a past employer were available for the student.

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

(d) Not applicable as the adult had not lived outside the State for a period exceeding 6 months.

(7)(a)(b)(c)

The inspector reviewed the training, supervision and staff meeting documentation. The information contained within the documents confirmed staff were provided with appropriate information and regular supervision meetings took place. Training records were available to demonstrate that staff had been provided with training on their relevant job description, the service policies and procedures and the regulations.

### 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 thirty seven children present in the service being supervised by eleven adults.

## 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-*

*(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

The service provided snacks, a hot meal, and an evening meal to the children in attendance. All children were supported to eat independently during the main meal in the Busy Bees room and staff provided assistance to children where required. Drinking water was available in the care rooms at all times. Staff supported the children to wash their hands at appropriate times throughout the inspection.

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 were all provided with the opportunity to play outdoors and were dressed appropriately to the weather. If they preferred to stay indoors that choice was available to them. Older children were observed using the toilet independently and younger children wearing nappies were changed regularly and as required.

Staff used opportunities when assisting with personal care for warm individual engagement with the children, addressing them by name and making conversation.

Staff demonstrated kindness and affection during all interactions observed by the inspectors, and comfort was provided promptly if a child became upset.

Staff used an online application to document the children's routine including sleep times and food which parents could access at all times, verbal communication was also observed at collection time.

### Part VI - Safety

#### Regulation 27 – Supervision

*A registered provider shall ensure that pre-school children attending the service are supervised at all times.*

#### Compliance Information

The children in the service were supervised at all times. The inspector observed children from all care rooms accessing the outdoor area during the inspection. During this time some children remained inside to play. At all times there was a staff member present in both the indoor and outdoor environments. There were opportunities for risky play in the outdoor area and children were observed being supervised by an adult at all times when they engaged in this type of play.

### Part VIII - Notifications and Complaints

#### Regulation 32 – Complaints

- (1) A registered provider shall ensure that the complaints policy of the service specifies-*
- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,*
  - (b) the manner in which such a complaint shall be dealt with, and*
  - (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.*
- (2) A registered provider shall ensure that-*
- (a) a record in writing is kept of a complaint made to the provider in respect of the pre-school service, and*
  - (b) the complaint is duly dealt with in accordance with the provider's complaints policy.*
- (3) A record in writing referred to in paragraph (2)(a) shall-*
- (a) include the nature of the complaint and the manner in which the complaint was dealt with, and*
  - (b) be open to inspection on the premises by an authorised person.*

### Compliance Information

(1) A complaints policy was available in the service which specified the following:

- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service.
- (b) the manner in which such a complaint shall be dealt with.
- (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.

(2)

- (a) The service had a record in writing of complaints made.
- (b) Documentation was reviewed that demonstrated the service had dealt with any complaint received in accordance with the complaints policy.

(3)

- (a)(b) A record in writing was available for inspection of the nature of the complaint and the manner which it was dealt with.