

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DS188
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<b>Name of Service:</b>	An Cosán Early Years - Jobstown
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<b>Address of Service:</b>	An Cosán, Kiltalawn Village Centre, Jobstown, Dublin 24, Co. Dublin
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<b>Eircode:</b>	D24 R3PN
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<b>Name of Registered Provider:</b>	Anne Genockey
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date(s) of Inspection:</b>	11/04/2024
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<b>No of pre-school children:</b>	AM	26	PM	9
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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 and S Quigley
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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

An Cosán, Early Years, Jobstown is one of seven not for profit services operated by the registered provider. An Cosán, Early Years, Jobstown provides full day care, part time care and sessional care for children from 0 to 6 years. The service is registered to operate from 9.00am to 5.15pm, Monday to Friday.

The service operates from a ground floor facility within Kiltalown Village Centre, Jobstown, Tallaght. There are five care rooms in the service. On the day of the inspection there were only three in operation, Bluebell Room catering for children aged 1-2 years, Poppy Room catering for children aged 2 to 3 years and the Preschool Room catering for children aged 3 years plus. There is a dedicated sleep room. There is a fully enclosed outdoor play area to the side and rear of the premises.

### Staffing

The service currently employs sixteen staff including a manager and a cook. There were an additional two adults working with the children who were participating in a community employment scheme. There were thirteen adults working directly with the children on the day of inspection. The registered provider does not work directly with the children and was not present on the day of 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 regulations:

Regulation 9 Management and recruitment

Regulation 11 Staffing levels

Regulation 16 Record in relation to pre-school service

Regulation 19 – health, welfare and development of the child

Regulation 23 Safety

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

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 children, person in charge 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.*

*(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) The files of sixteen adults were reviewed as part of the inspection. This included two adults employed in a community employment scheme. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(a)(b) There were twenty three references 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 all adults. All Garda vetting documents held on file had been sought within the past three years.

(d) Police vetting was not required as no adult had lived outside the State for a period exceeding six months as an adult.

(4) Records were available evidencing that sixteen staff members who were employed to work directly with the children held the required qualification or equivalent.

## Non-Compliance Information

(2)(a)(b)

One reference for one adult was not accepted as it was not from a reputable source. One adult had no references on file and another adult's second reference had not been adequately validated.

(4)

One adult's qualification could not be verified as they did not have full certification or a letter of eligibility from the Department.

## Corrective & Preventive Action submitted by the Registered Provider

### Corrective and Preventive Action

(2)(a)(b)

Sought new references for three staff members and validated them using our reference check. Ensure references are from reputable sources and are in correct folder. Ensure references are validated correctly.

(4)

Staff member has produced her certificate of achievement. Ensure certification along with record of awards are on file for staff.

### Supporting documentation submitted

Four validated references were submitted.

Certificate of Achievement was submitted.

## Summary Comment

The corrective and preventive actions together with the supporting documents have addressed the non-compliances under 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 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 twenty-six children attending the service being supervised by thirteen adults on the day 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;*

*(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) The attendance records of all children were recorded on a software application. These times reflected accurately the times the children attended the service.
- (i) The staff roster was available and included the names of the staff present on the day of inspection and their hours of work.
- (j) A sample of medication records were reviewed. Details of medication administered to pre-school children was recorded correctly by staff with signed parental consent.
- (k) A sample of accident and incident forms were reviewed and contained all the relevant information and signatures.

### 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

Staff reported that all meals are provided by the service for the children. All children are offered breakfast on arrival and a fruit snack with yoghurt was provided during the morning in the older rooms and cereal in the Bluebell room. Dinner took place at 12:00 and was baked potato with cheese. Drinking water was available and accessible to children throughout the day. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner. Staff were observed eating with the children at mealtimes and engaging in conversation with children promoting a relaxed and sociable atmosphere. Children who wore nappies had these changed at scheduled times and in between when needed. Older children were supported to use the toilet independently. Inspectors observed staff using these times as an opportunity for warm one to one interactions.

Children were observed moving freely, exploring their environment, playing and engaging in activities. The children's rooms were laid out with designated interest areas including home-corners, construction areas, messy play and cosy areas. Materials and equipment were appropriate for the developmental stages of the children and included stacking toys, cause and effect toys, puzzles, mark making materials and books.

Children were observed to play with water and were provided with bibs. Their clothes were also changed when wet following the activity.

Staff demonstrated warmth and affection in their interactions with the children. They addressed children by name and interacted with them in a positive manner using gentle tones and positive language. The staff comforted children promptly if they became upset, offering reassurance and cuddles. There was a key worker system in place which helped support the children further. Staff used an app to communicate with parents/guardians providing individual reports on children's day on food and activities.

### 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:

- Entry to the service was safely secure to prevent unauthorised access and children from leaving the area unsupervised.
- Cleaning agents and medication were stored safely out of reach of children.
- Fire exits were unobstructed.
- All toys and play equipment used by the children appeared to be in good condition

##### Infection Control:

- A box was available to remove mouthed toys.
- Children's hands were washed at required times including before eating and after using the toilet.
- Staff were observed to follow all the required infection control steps when completing nappy changing.
- A system was in place for sterilising soothers. After use they were stored in individual labelled containers.
- Pedal operated bins were provided for the disposal of waste.

### Administration of Medication:

- Staff demonstrated an awareness of the procedures to take when giving medicine to children, including obtaining written parent/guardian consent. Records were available detailing medicines given. These included the signature of the staff member who gave the medicine and the staff who witnessed the medicine being given. The records had been signed by parents indicating the information had been shared.

### Fire Safety:

- Staff reported regular fire drills took place and all fire exits were kept clear.

### Non-Compliance Information

#### General Safety:

1. A toughened plastic step in the nappy changing room which the children used to access the nappy changing mat was cracked and broken. This could cause an injury to a child should their foot get caught in the step.
2. There were electrical wires in reach of the children in the Preschool Room which could cause potential strangulation to a child.

#### Infection Control:

3. The main sanitary accommodation used by the children was not in a clean condition. Accumulations of dirt, dust and insects were observed on the floor. The walls and doors also required a deep clean.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

##### General Safety:

The damaged step was removed straight away with a temporary step from another room used till delivery of new step. Staff were reminded as part of our risk assessment to inform manager of items that were worn and needed replacement. The risk assessment policy was reviewed with all staff.

##### Infection Control:

Wires were removed immediately; risks of potential strangulation was discussed with staff. The risk assessment policy was reviewed, staff were informed not to leave wires in the vicinity of children that would be likely to cause harm.

#### Supporting documentation submitted

##### General Safety:

Photo of the new step.

**Infection Control:**

No supporting documentation submitted.

**Summary Comment**

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