

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS188				
Name of Service:	An Cosán Early Years - Jobstown				
Address of Service:	An Cosán, Kiltalawn Village Centre, Jobstown, Dublin 24, Co. Dublin				
Eircode:	D24 R3PN				
Name of Registered Provider:	Anne Genockey				
Service type:	Full Day, Part Time, Sessional				
Date(s) of Inspection:	06/07/2023				
No of pre-school children:	<table border="1"> <tr> <td>AM</td> <td>8</td> <td>PM</td> <td>7</td> </tr> </table>	AM	8	PM	7
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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 and Sarah 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

An Cosán Early Years Jobstown 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 0 to 6 years. The service is open Monday to Friday from 9.00am to 5.15pm.

The premises is located in An Cosán Educational Centre and operates from four care rooms within the centre.

There are two outdoor play areas available to the children, an area accessible from the Poppy room with impact absorbing surfacing and a separate grassed area to the side of the building.

On the day of inspection only one room the 'Poppy room' was operational.

Staffing

There were six adults present on the day of the inspection including the registered provider. Four adults were working directly with the children with an additional staff member available to assist in the care room. The registered provider did not work directly with the children.

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 inspections 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
- 19(1)(a) – Health, welfare and development of child,
- 23 – Safeguarding, health, safety and welfare of child,
- 25 – First Aid,
- 26(1) – Fire safety measures

A sampling process was used to assess compliance under regulation:

- 15(1) – Record of a Pre-school child,

As a result, the scope of the inspection included 9 records.

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 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. (a) (b)

The records of eighteen staff employed in the service were reviewed.

Thirty one written and verified past employer references or references from a reputable source, in the absence of a past employer, were available in respect of sixteen staff members employed in the service.

(c)

A garda vetting disclosure was available for all eighteen staff members employed in the service.

4.

Fourteen staff members employed and working directly with the children had attained major wards in Early Childhood Care and Education at level 5 or above on the national framework of qualifications, or qualifications deemed by the Department of Children, Equality, Disability Integration and Youth (DCEDIY) to meet the regulatory requirement.

Non-Compliance Information

(2)(a)(b)

Three references available for three staff members were not acceptable to the inspectors as the referees were known to the staff on a personal level. References are required from a past employer or reputable source in the absence of a past employer.

One additional adult did not have any references on file.

(d) As there were no curriculum vitae's on file for four adults it could not be determined if they had lived outside the State for a period of 6 months and required international Police vetting.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

New references were updated and validated for the three members of staff.

These will be forwarded as requested.

Staff member 1 had only one job so a reference was obtained from a parent whose children she took care of over a three-year period.

The second member received a reference from a community employment officer who recommended her for a CE scheme with us as childcare was her interest.

The third member of staff had his references on file it was attached to another one and might have been missed.

This was from the deputy director of the red cross where he volunteers.

CV's were moved to staff folder from interview folder by senior member of staff.

Supporting documentation submitted

All outstanding references and copies of CV's were submitted.

Summary Comment

The corrective and preventive actions together with the supporting documentation was reviewed by the inspector and is 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) There were an adequate number of staff members working directly with children attending the service. There were four staff members working directly with 8 children in the morning and four staff members caring for 7 children in the afternoon.
- (2) The minimum ratio of adults to children was adhered to during the day of 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;*
- (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 9 records were reviewed by the inspectors.

The registered provider ensured that a record in writing was kept of the details relating to (a), (c), (d), (e), (f), (g), (h) and (i) of the above Regulation for all of the records reviewed.

Non-Compliance Information

(1)(b) The registered provider did not ensure that a record in writing was available showing the date the child began attending the service in five records of the documentation inspected.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Start, end dates, and times were entered on registration form. Registration process and record keeping policy will be reviewed with all team at team meeting on 29th August.

Supporting documentation submitted

Reviewed registration forms.

Summary Comment

The corrective and preventive actions together with the supporting documentation was reviewed by the inspector and is deemed to meet the requirements of Regulation 15.

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

The service promoted a healthy eating policy and food was freshly prepared daily on site. On the day of inspection morning snack included fresh fruit and yoghurt. Dinner consisted of pasta in a tomato sauce. Children were supported to be independent at mealtimes with appropriate utensils for the age and stage of development of the child. Bibs were used to protect the younger children's clothes during mealtimes. The atmosphere during mealtime was relaxed, with pleasant interaction among the children and staff members. Drinking water was freely available throughout the day.

Children who were toilet trained were supported and encouraged to use the toilet as needed by the staff members. Nappy changing observed ensured that the dignity and privacy of each child was respected, nappy changing was undertaken regularly and more frequently if required.

The children guided the program of care and education in the service. Staff responded well to the learning needs of the children and children were facilitated to play indoors and outdoors as they so wished. Staff members were observed being respectful gentle and kind in their interactions with the children. Children were spoken to respectfully; appropriate eye contact was maintained. Babies were observed being held and cuddled and the staff caring for them interacted in a playful gentle manner. The staff managed children's behaviour in a positive manner with praise and encouragement given to the children by staff for positive behaviour. Minor disagreements between children were managed sensitively and deescalated quickly.

The service took measures to support children's relationships including displaying children's artwork.

Records were kept for sharing information with parents/guardians in relation to the younger children's eating, drinking nappy changing and sleep during the day. This information was shared with the parents/guardian daily and opportunity was provided for parents to give feedback as required.

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:

- The main entrance into the service was found to be secured upon the inspectors unannounced arrival to the service. This prevented unauthorised access to the service and children exiting unsupervised.
- Toys materials and resources were observed to be maintained in a good state of repair.
- Cleaning products were stored out of reach of children.
- The kitchen area was inaccessible to the preschool children on the day of inspection.
- Leads and flex were secure and inaccessible to the preschool children.
- The outdoor area was walled and there was internal fencing and gates to secure separate areas.

Infection Control:

- Adequate handwashing facilities were provided in the service with warm water, liquid soap and paper towels.
- Tables were observed to be cleaned prior and after mealtimes and before and after messy play.
- Children were observed to wash their hands regularly including before mealtimes and following nappy changes or toilet use.
- Child friendly hand washing posters with picture instructions were placed above wash basins.
- Children's nappies were changed regularly and as required in line with policy.

Administration of Medication:

There was written evidence of prior parental consent for the administration of both temperature reducing and prescribed medications, and there were procedures in place to safely administer and document such medication if required, including in the case of an emergency. Staff members were aware of the procedures in place and a sample of medication records reviewed on the day of inspection were appropriate.

Fire Safety:

All fire exits were kept free from obstruction.

Non-Compliance Information

Infection Control:

1. The service was not maintained in a clean condition as follows:

- There was a build up of dust and debris throughout the flooring of the Poppy room.
- The surface of the shelving units were chipped and the lacquered surface was peeling off which prevented the area being effectively cleaned.
- The sink in the room was heavily stained with grime and dried in paint.

Fire Safety:

The fire drills were not carried out monthly in some rooms in the service. There were up to 5 month intervals in between fire drills in the Buttercup and Heather rooms.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

- The dust and debris were swept and cleaned.
- Sink was cleaned thoroughly.
- An upgrade on furniture was to begin in July when children were finished summer care, this has been ordered.
- Painting of all rooms began on the 4th of August.

Cleaning schedules will be reviewed. Remove furniture that cannot be effectively cleaned.

Fire Safety:

Fire safety policy will be reviewed with all staff on return from summer break on Tuesday the 29th of August. A staff member from each room will be allocated to filling out the fire drill book when fire drills occur.

Supporting documentation submitted

Infection Control:

No Supportive documentation was submitted.

Fire Safety:

No supportive documentation was submitted.

Summary Comment

The corrective and preventive actions were reviewed by the inspector, the actions outlined as stated by the registered provider will address the non-compliance under Regulation 23.

This will be reviewed on the next inspection.

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 last fire drill had been recorded as undertaken on 6th June 2023.

(b) The number, type and maintenance record of fire fighting equipment and smoke alarms on the premises was available. The maintenance records for the fire fighting equipment were dated 4th February 2023 and 22nd May 2023 for the smoke alarm system.