

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY068
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Name of Service:	Fairview Creche and Montessori Ltd
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Address of Service:	22 Addison Road, Fairview, Dublin 3, Co. Dublin
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Name of Registered Provider:	Pauline Fitzmaurice
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Service type:	Full Day
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Date of Inspection:	22/05/2023
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No of pre-school children:	AM	46	PM	45
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Floor 7 Brunel Building, Heuston South Quarter, St. John's Road West, Kilmainham, Dublin 8
Inspection undertaken by:	E. Finnegan Hayes
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

Fairview Creche & Montessori is a privately operated childcare service based in a purposely adapted residential unit in Dublin 3. The service offers full day care to children aged 0-6 years from 8am to 6pm, Monday to Friday and participates in the Early Childhood Care and Education scheme (ECCE). There are 4 care rooms in the service namely the Teddy Bear room which caters for children aged 1-2years, Panda Bear room which caters for children aged 2-3 years, Koala room which caters for children aged 3-5years and the Polar Bear room which caters for children aged 3-5 years. The service also has a kitchen with adjacent dining room, an office, staff room and the necessary sanitary facilities. An enclosed outdoor area is located to the rear of the service.

Staffing

The registered provider employs 14 staff. Nine staff were present on the day of inspection including the person in charge, 7 childcare staff and 1 staff member who works with the school age children in the afternoon. The registered provider does not work in the service.

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 an examination of compliance under Regulation 9; (1)(a)(b), (2)(a)(b)(c)(d), (4), Regulation 11; (1), (2), Regulation 15(1), Regulation 19(1)(a), Regulation 23, Regulation 24; (1), (2)(a)(b), (4). The findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under;

Regulation 15- Records in relation to the preschool child,
Regulation 23- Safeguarding Health, Safety and Welfare of Child,
Regulation 24- Checking in and out and Attendance.

Sampling under Regulation 19 and 23 was focused on the Teddy Bear and Panda Bear rooms.

Regulation 9 - Management and Recruitment was assessed in relation to all staff working in the service and
Regulation 11- Staffing Levels was assessed in relation to all children in attendance.

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 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
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(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 when required; both were on the premises when the inspector arrived unannounced and were present for the duration of the inspection.

(2) A review of the roster and discussion with management established that there were 14 staff currently employed in the service. The files of all staff were reviewed.

(a) Twenty-one written and verified references were available from a past employer in relation to 14 staff members.

(b) Seven written and verified references were available from a source other than a past employer in relation to 7 staff members.

(c) Garda vetting disclosures were available in relation to 14 staff members.

(d) Police vetting was available in relation to 2 staff members who had lived outside of Ireland for more than 6 months as an adult.

(4) Evidence was available to show that 12 staff members who worked directly with the early years children held 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. The two other staff employed do not work directly with the early year's children in the service.

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) The registered provider ensured that an adequate number of adults were working directly with the children on the morning of inspection for example 46 children were being cared for by 7 staff members. The person in charge was available in a supernumerary capacity to assist if required.

Non-Compliance Information

(2) Ratios were not maintained in the care rooms at all times. During staff lunchbreaks between 12:22pm and 1:45pm the following was observed;

- One staff member was caring for 13 children (10; 1-year olds & 3; 2 years old). Five children were in the cot room and eight were in the teddy bear room, five of these on low beds. Three staff were required to meet the ratio. Four other staff members who were present in the service during this time were required to meet the ratio in the Garden area where 29 children aged 3-6 years were present. No additional staff

were available to offer support or assistance to the staff member in the Teddy bear room during this time. It is acknowledged that a number of staff were out sick on the day of inspection.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Staff have been reallocated to ensure cover at breaks. Additional staff will be available to provide cover.

Supporting documentation submitted

No documentation submitted.

Summary Comment

The registered provider has addressed the non-compliance under Regulation 11.

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.*

(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-

- (a) a parent or guardian of a pre-school child but only in respect of the record relating to that child,*
- (b) an employee who is authorised in that behalf by the registered provider, and*
- (c) an authorised person.*

Compliance Information

(1) A sample of 11 records in relation to the children were reviewed. All records reviewed were observed to contain the particulars required under (a-i).

(3) The information required was provided to the inspectors in both paper and digital format.

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

(1)(a)

Basic Needs:

- All meals and snacks are provided by the service. On the day of inspection, the children were observed to eat Pasta with meat and vegetables for dinner. Water was available throughout the day in individually labelled beakers while milk was provided with dinner.
- Colour coded cooking and dining equipment was observed to be used for a child who had specific dietary requirements to prevent cross contamination.
- Schedules were adapted to suit the needs of the children for example a child in the Teddy bear room appeared tired and was starting to doze off at 11am before dinner was served. Staff placed the child into the cot room to sleep and advised that the child would receive their dinner once they woke.
- Nappy changing was done on a set schedule and as required to ensure the children's comfort. Older children were supported to use the toilet independently with staff available to assist if needed.
- Children were free to move around the indoor and outdoor spaces and engage in a variety of play experiences.
- Restful sleep was supported in the service. Blinds were pulled to dim the room providing a calm, quiet atmosphere for the sleeping children.
- In line with the service suncream policy children were observed wearing sunhats in the garden and staff were clear and knowledgeable on the service suncream policy.

Supporting relationships:

- Staff were observed to be kind, caring and respectful in their interactions with the children and ensured a calm relaxed atmosphere.
- Staff were observed to engage with the children in a meaningful way throughout the day. For example, while all of the children were in the garden on the morning of inspection one staff member was observed playing a game with the children at the sandpit while two staff played blocks with the younger children.
- Mealtimes were observed to be a relaxed social event where staff sat and chatted with the children. Older children in the dining room serve their own portions of dinner which promoted independence. Additional food was available if required. Children throughout the care rooms were encouraged to feed themselves, with staff available to help when required.
- Children from all the rooms were observed to use the garden together which provided opportunities for siblings to spend time together, to get to know all the staff and to engage with children of different ages and stages of development.
- Information was shared with parents on a daily basis through a software application. Staff record details about each child including meals, nappy changes, and sleep but also send photos and messages. This promotes strong staff/parent relationship.

Physical and Material Environment

- Care rooms were stocked with a variety of equipment to supports a range of play experiences while cosy areas provided a space for children to sit and relax during the day. Children in the teddy bear room were observed to have access to a range of toys including sensory items, books, battery operated toys. Staff discussed the plan for further development of this room and evidence of an emerging art area was visible.
- Child sized tables and chairs and low-level shelving allowed children to access materials freely and promoted independence.
- Individually labelled cot hooks and boxes were used to store the children's belongings. This ensured items are kept together and safe and supported children to identify their own belongings.
- The children were observed to spend long periods of time outside on the day of inspection. The garden was inviting, well laid out and provided a range of opportunities for play and learning for example a section in the corner housed a sandpit and mud kitchen which was freely available to the children throughout the inspection, opportunities to engage in gross motor play were provided by climbing frames

and a large treehouse with slides, a music wall provided opportunities to explore sounds and beats while small items such as blocks and animals extended the play opportunities available to the children.

- A number of large parasols which were opened as needed provided shade in the garden throughout the day.

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 entrance to the service was secure throughout the inspection. Staff were observed to attend the door to allow access which prevented unauthorised person entering the service and prevented children leaving unsupervised.
- The garden area was secured with high walls preventing access by unauthorised persons.
- Safety gates were used as needed to prevent children leaving care rooms unsupervised or accessing unsafe areas.
- Child proof locks were fitted on presses which contained hazardous items to prevent children gaining access.
- Bins were secured behind a fence inaccessible to the children in the garden area.
- Highchairs used in the Teddy Bear room were observed to be in good conditions and fitted with working straps which were observed to be used when the children were seated in them for dinner.

Infection Control:

- Thermostatically controlled warm water, dispensed soap and dispensed handtowels were provided in the sanitary areas and care rooms to support adequate hand hygiene.
- The sanitary areas and nappy changing facilities were maintained in a clean and hygienic manner.
- Pedal operated bins were provided in the sanitary areas for hygienic disposal of contaminated items.
- Nappy changing was completed in line with the service policy and best practice.
- Handwashing was observed to be completed at various times throughout the day including after garden time and before dinnertime.

Safe Sleep:

- Staff were aware of safe sleep practices and were observed to check sleeping children at 10-minute intervals while they slept.

Fire Safety:

- Fire exits were unobstructed throughout the inspection.

Non-Compliance Information

Infection Control:

1. Low beds and mattresses used for the folding cots in the Teddy bear room at sleep time were stacked with the sheets on presenting a risk of cross contamination.
2. The lino floor covering near the entrance to the back garden adjacent to the sanitary facilities had lifted along a seam, exposing the floor, and preventing adequate cleaning.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. Suitable storage has been bought to facilitate sheets been removed and stored separately. Room meeting was held and we discussed the importance of infection control and why the sheets are removed from the beds and stored correctly.
2. A contractor has been approached to redo the flooring. This will be added to the managers daily checklist.

Supporting documentation submitted

Documentation in relation to above has been reviewed by the inspectorate.

Summary Comment

The registered provider has addressed the non-compliance under Regulation 23.

Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.

(3) A registered provider shall ensure that-

(a) no person other than-

(i) pre-school child attending the service,

(ii) a person dropping or collecting such a child,

(iii) an employee, or

(iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and

(b) a daily record in writing is kept of the entry on the premises of any such person.

(4) A registered provider shall ensure that a record in writing referred to in paragraph (3)(b) is retained for a period of one year from the date to which it relates.

Compliance Information

(1) Daily attendance records were observed to be maintained on a software application. Children's attendance was observed to be recorded promptly as they arrived to and left the service. Children's movement between rooms was also observed to be recorded promptly ensuring an accurate account of where each child was on the day of inspection.

(3)(a)(b) Staff were observed to attend the door to allow access to visitors and parents. A visitor record book was available and contained the required details in relation to visitors including; date, name, phone number, reason for entry, times of arrival and departure and the name of the staff member approving access.

(4) Records in the visitor book were observed to date back more than 1 year.