

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DY082
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<b>Name of Service:</b>	Giraffe Childcare IFSC
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<b>Address of Service:</b>	Lower Mayor Street, IFSC, Dublin 1
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<b>Eircode:</b>	D01 TX93
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<b>Name of Registered Provider:</b>	Dearbhala Cox Giffin
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<b>Service type:</b>	Full Day, Part Time
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<b>Date of Inspection:</b>	04/03/2024
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<b>No of pre-school children:</b>	AM	61	PM	64
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Floor 7 Brunel Building, Heuston South Quarter, St. John's Road West, Kilmainham, Dublin 8
<b>Inspection undertaken by:</b>	E. Finnegan Hayes & C. Harte
<b>Title:</b>	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).

<b>Conditions if applicable</b>	Not applicable.
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### Description of service

Giraffe Childcare IFSC is a privately owned full day care service which operates in a commercial setting in Dublin City Centre. The service is one of twenty-two childcare services operated by the registered provider. The service caters for up to 92 children aged 0-6 years per day in a purpose-built building with seven care rooms, two cot rooms, two additional indoor play areas, a kitchen, sanitary facilities, and an office and participates in the Early Childhood Care and Education (ECCE) Scheme. The care rooms include:

Room name	Age group
Wobbler Acacia	12-14 months
Wobbler Baringo	14-17 months
Wobbler Cameroon	18-22 months
Wobbler Safari	22months-2.5 years
Toddler Serengeti	22months-3 years
Toddler Zambia	2-3 years
Preschool Kenya	3-5years

An enclosed outdoor space is available to the rear of the premises.

### Staffing

The service employs a total of 24 staff including person in charge, 22 childcare staff, a chef and a cleaner. Twenty-one staff were present on the day of inspection. An area manager arrived during the inspection and remained in the service for the duration of the inspection. 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 the area of governance, health, welfare and development of child and safety. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under Regulation 9 Management and Recruitment, Regulation 19 Health, Welfare and Development of child and Regulation 23 Safeguarding Health, Safety and Welfare of Child. As a result, the scope of the inspection included Wobbler Acacia, Wobbler Baringo, Wobbler Cameroon and Wobbler Safari and did not include the other care rooms.

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 area manager, 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 if required. The designated person in charge was on the premises when the inspectors arrived unannounced and was present for the duration of the inspection.

(c) Discussion with staff and management showed a clear management structure within the service.

(2) A review of the roster and discussion with management and staff established that there were 12 staff employed since the last inspection. The files of all new staff were reviewed as part of the inspection.

(a) (b) Twenty-four written and verified references were available from a past employer in relation to 12 staff members.

(c) Garda vetting disclosures were available in relation to 12 staff members.

(d) Police vetting was available in relation to 12 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 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.

### 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 day of inspection. Sixteen staff were caring for 61 children in the morning and 64 children in the afternoon. The person in charge and deputy person in charge were available in a supernumerary position.

(2) Ratios were maintained on the day of inspection. The following was observed;

Room name	Age group	Number of children	Staff available	Staff required
Wobbler Acacia	12-14 months	4	2	1
Wobbler Baringo	14-17 months	6	2	2
Wobbler Cameroon	18-22 months	9	2	2

Wobbler Safari	22months-2.5 years	5	2	1
Toddler Serengeti	22months-3 years	11	2	2
Toddler Zambia	2-3 years	10	2	2
Preschool Kenya	3-5years	16	3	2

The person in charge and deputy person in charge were available in a supernumerary position and covered in rooms as needed.

### 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*

#### Compliance Information

(1)(a)

##### Basic Needs:

- The service operates a four-week menu in line with their healthy eating policy. On the day of inspection, the children were observed to eat fruit salad for morning snack followed by pasta bolognaise for dinner.
- Dietary requirements and parental preferences are catered for in the service; colour coded placemats are used as a visual reminder to staff of these.
- Staff sat at the table with the children and were observed to talk about their meals and children were provided with opportunities to self-feed and explore their food with their hands without restriction. This provided a valuable learning and sensory experience for the children.
- Nappy changing was done on a set schedule and as required to ensure the children's comfort.

### Physical and Material environment:

- The care rooms were stocked with a variety of materials and equipment suited to the age and developmental stage of the children. These were grouped thematically on low level shelving supporting children's decision-making skills and opportunities for spontaneous play.
- Freedom of movement was supported throughout the rooms and children engaged in activities freely without constraint.
- The outdoor area which was divided in two separate areas both of which were fitted with a synthetic grass surface. Both areas provided an opportunity for gross motor play and imaginative play. One side of the garden housed larger equipment for the older children while the other side housed smaller equipment to cater to the younger children. The equipment available included; a climbing frame in each, a wooden ramp, wooden unit with steering wheels, car and trailer units and ride on toys.

### Supporting Relationships around Children:

- Staff were respectful and caring in their interactions with the children for example a child who was settling into the service was provided with ongoing comfort from staff for the duration of their stay on the day. Staff reassured the child they were ok, and distraction was used to support the child to settle.
- Staff interacted playfully with the children, sitting at their level on the floor playing and chatting to the children.
- An electronic software application is used to share details of the children's day with the parents including food, nappy changes, sleep, and activities. Staff were observed to record details in a timely manner throughout the day.

### Non-Compliance Information

1. Staff in one care room did not respond to a child's cue for additional food at dinner time. Following an incident in which three children's bowls were knocked onto the floor, one child was observed to point to another child's bowl and attempted to verbally indicate they wanted more dinner however staff did not provide more food to the children.
2. The bookshelf in Wobbler Cameroon was observed to contain 18 books; 10 of which were in poor condition and a selection of loose pages from books. Children need access to books to support early language and literacy experiences.

### Corrective & Preventive Action submitted by the Registered Provider

### **Corrective and Preventive Action**

1. The staff team were retrained on the healthy eating policy to ensure children are offered an additional portion of food if required. The centre management will liaise with the team on a regular basis ensuring this practise is always maintained.
2. New books were resourced for the wobbler Cameroon room on the 05.03.2024. The staff along with the centre management team will ensure to maintain books in good condition and replace as needed to support early language and literacy experiences for the children.

### **Supporting documentation submitted**

Training records and photographs were reviewed in relation to above.

### **Summary Comment**

The corrective and preventive actions provided by the registered provider are sufficient to address the non-compliances under Regulation 19.

## 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 service entrance was securely locked on arrival to the service. A buzzer system is in place to allow access to the service and staff attended the door to allow access.
- Coded doors restricted access by unauthorised persons to the care rooms on both floors of the service while ensuring children could not leave the service unsupervised.
- The stairway was fitted with a low handrail for use by the children.
- Blind cords were secured safely out of reach of the children.
- Materials and equipment used by the children were in good condition and free from hazards.
- An allergy list was available in each care room and colour coded placements were used to remind staff of children who have allergies.

#### **Infection Control:**

- Pedal operated bins were available in care rooms and sanitary areas for safe disposal of contaminated items.
- Tables were cleaned with antibacterial spray after playtime and before and after dinnertime.
- Soothers were stored in individual boxes which were clearly labelled and stored in their individual cubbies.

### Safe Sleep:

- Safe sleep information was displayed in the care rooms of the service and staff were aware of safe sleep practices. Children were monitored while sleeping at intervals of 10 minutes or less and recorded the breathing, position, and colour of each child at each check.
- Cots and sleep mats were maintained in a good state of repair and cots were fitted with wipeable mattresses.

### Fire Safety:

- Staff were knowledgeable of the procedure to be followed in the event of a fire emergency.
- Fire exits were unobstructed throughout the inspection.

### Non-Compliance Information

#### General Safety:

1. Spray cleaner was observed in a low press accessible to the children in Wobbler Cameroon. It is acknowledged that the press is fitted with a child lock however this was not used on the morning of inspection.
2. Foam was torn on the corner of a pillar at children's head height in the outdoor area. This posed a potential risk of injury should a child fall against the pillar.

#### Infection Control:

3. The nappy changing procedure was observed to be inconsistent within the service and not in line with the service policy for example children were not observed to have their hands washed following nappy changing. Handwashing is required for infection control purposes.
4. Debris and crumbs were observed on the nappy changing mat in Wobbler Cameroon. This posed an infection control risk.
5. A build-up of residue and crumbs was observed around the safety gate at the entrance to the nappy changing area in Wobbler Cameroon. This posed an infection control risk.
6. Paper towels and dispensed hand soap were not available at the low sink in Wobbler Safari to support adequate hand hygiene.

### Action submitted by the Registered Provider

### **Corrective & Preventive Action**

#### **General Safety:**

1. All staff were retrained on the use of safety locks to ensure cleaning chemicals are stored out of the reach of children or in a locked press. As part of the opening checks each morning all press locks will be checked to ensure they are locked, and spot checked throughout the day.
2. The foam has been replaced on the corner pillar since the day of inspection. As part of the daily hazard checks management will report to the maintenance team should there be potential risks.

#### **Infection Control:**

3. All staff were refreshed on the handwashing procedure along with the importance of when is it required for both staff and children. This will be closely monitored by the management team.
4. All staff were retrained on the importance of changing room hygiene to prevent risk of infection and cross contamination. This will be closely monitored by the management team.
5. All staff were retrained on the importance of base room hygiene to eliminate the risk of infection and cross contamination including the entry and exit points to base room & nappy changing area. This will be closely monitored by the management team and maintained by staff with the support of the centre cleaner.
6. All staff were retrained on the handwashing procedure and ensuring there are always adequate supplies available at the handwashing sinks. This will be overseen the management team and maintained by the staff and centre cleaner with supplies replenished as required.

### **Supporting documentation submitted**

Training records and photographs have been reviewed in relation to above.

### **Summary Comment**

The corrective and preventive actions provided by the registered provider are sufficient to address the non-compliances under 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 review of the roster and conversation with staff showed that a staff member trained in First Aid Response (FAR) is roster to be on the premises and available to the children at all times during the opening hours of the service.

(2)(a)(b) A suitably equipped first aid box was stored safely out of reach of children, readily available and easily accessible if required at any time.

## 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 firefighting equipment and smoke alarms in the premises.
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

### Compliance Information

- (1) (a) A record of monthly fire drills was available in the service. The record showed that the last fire drill took place on 19<sup>th</sup> of February 2024.
- (b) A record detailing the number, type and maintenance record of firefighting equipment and smoke alarms in the premises was available on the premises.
- The record showed that the expiry date of the maintenance certificate for the firefighting equipment was April 2024.
  - The record showed that the smoke alarms were last serviced on 24<sup>th</sup> of January 2024.
- (4) A notice of the procedures to be followed in the event of a fire emergency were displayed throughout the service in care rooms and communal areas.