

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY095
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Name of Service:	Hyde & Seek Childcare (Tolka Road)
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Address of Service:	29 ABC Tolka Road, Off Clonliffe Road, Dublin 3, Co. Dublin
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Eircode:	D01 XA37
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Name of Registered Provider:	Siobhan Davy
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	21/08/2024
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No of pre-school children:	AM	30	PM	25
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15
Inspection undertaken by:	E Hosford and C Harte
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

Hyde and Seek Childcare (Tolka Road) is one of four services operated by the registered provider. The service operates from a purpose-built single storey premises. The childcare service provides a full time, part time and a sessional service to children aged from birth to 6 years of age from 8am to 6pm Monday to Friday. A registered school age service is also provided for children of school going age.

There are four care rooms in the service, a reception area, an administration office, a separate sleep room, a kitchen for the preparation of meals for the children and an outdoor area to the rear of the building.

The four care rooms in use on the day of inspection were:

Baby room (1-2 years), Tiny Tots room (1-2 years), Toddler room (2-3 years) and the Montessori room (3-5 years).

Staffing

The registered provider employs ten staff to include the designated person in charge, the deputy person in charge, a chef, a cleaner and six childcare staff. The registered provider and the deputy person in charge facilitated the inspection.

During the inspection there were 6 staff working directly with 30 children aged from 1-5 years of age in the morning and 6 staff caring for 25 children aged between 1-5 years in the afternoon. Staff were also given assistance in the care rooms by the registered provider.

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

The unannounced inspection focused on an examination of compliance under The Child Care Act 1991 (Early Years Services) Regulations 2016.

The inspection focused on an examination of compliance under:

Regulation 9 Management and recruitment (2)(a)(b)(c)(d), (4),

Regulation 11 Staffing Levels (1)(2)(8)(a).

Regulation 15 Record of a Pre-School Child (1)(a)(b)(c)(d)(e)(f)(g)(h)(i),

Regulation 23 Safeguarding Health, Safety and Welfare of child,

Regulation 25 First Aid (1), (2)(a)(b),

Regulation 26 Fire Safety measures (1)(a)(b), (4) and

Regulation 28 Insurance.

During the inspection the inspectors spent time in the Tiny Tots room, Toddler room and the Montessori room and carried out a sampling process to assess compliance under Regulation 15 Record of a Pre-School Child (1)(a), (b),(c),(d),(e),(f),(g),(h),(i) and Regulation 23 Safeguarding Health, Safety and Welfare of child.

The files of five new staff who had commenced employment in the service since the last inspection in December 2023 were reviewed and the Garda vetting disclosures for five staff employed prior to the December 2023 inspection were reviewed. The adult child ratios were assessed across the four care rooms during the inspection.

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, 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.*

(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 review of paperwork and conversation with the registered provider showed that there are ten staff currently employed in the service including the person in charge. The files of five staff who had commenced employment in the service since the last inspection were reviewed. Garda vetting disclosures were reviewed for all staff currently employed by the service.

- (a) Three written and verified references were available from past employers.
- (b) Seven written and verified references were available from a source other than a past employer.

(c) Garda vetting disclosures had been obtained for ten adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Police vetting from five countries were available in respect of five staff members who had lived outside the jurisdiction for longer than six months as an adult.

(4) Evidence available demonstrated that four of the five staff employed since the last inspection and who work directly with the children held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children, Equality, Disability, Integration and Youth Affairs (DCEDIY).

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.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,

Compliance Information

(1) The registered provider ensured that there were an adequate number of adults working directly with the children attending the service.

On the morning of the inspection there were 6 staff working directly with 30 children aged from 1-5 years of age and 6 staff caring for 25 children aged between 1-5 years in the afternoon.

(2) The minimum ratio of adults to children was maintained during the inspection as the table below demonstrates.

Room Name	Age profile	Morning	Afternoon
Baby room	1-2 years	1 adult with 5 children	1 adult with 5 children
Tiny Tots room	1-2 years	2 adults with 10 children	2 adults with 7 children
Toddler room	2-3 years	2 adults with 7 children	2 adults with 6 children
Montessori room	3-5 years	1 adult with 8 children	1 adult with 7 children
Total	(1-5 years)	6 adults with 30 children	6 adults with 25 children

(8)(a) On review of the service roster it was observed that two adults were on the premises during the operation of the service.

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) to (i)

On review of the documentation relating to a sample of 10 children's files within the service, the required information and detail was available and complete.

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 door to the service is an intercom release system which is monitored and controlled by staff. Thus, restricting unauthorised persons from gaining access and preventing children from exiting the service unsupervised.
- The kitchen was not accessible to the children during the service operating hours and emergency exits to the front and rear of the service were observed to be unobstructed throughout the inspection.
- Cleaning products were stored out of reach of children and safety locks were observed in use on the fridges and cupboards within the care rooms.

Infection Control:

- The service was maintained in a clean and hygienic condition throughout, with the premises and equipment observed to be visually clean. Weekly cleaning records for the equipment, bedding, soft furnishings, and rooms was displayed in the service with individual staff responsibilities for certain areas documented. Windows were observed open throughout the premises to allow for ventilation and fresh air to circulate.
- Handwashing facilities for hand hygiene included warm water, liquid soap, and paper towels and children's hands were observed to be washed frequently throughout the day, for example after garden time, before mealtimes and after toilet visits.
- Soothers used within the service were stored in individually labelled boxes and nappy changing was completed as per the service policy.

- While children slept their cots and floor mats were positioned with the required 50cm between them to reduce the potential risk of cross infection.

Safe Sleep:

- The temperature of the cot room and care rooms while children slept were maintained between the recommended temperatures of 18-22 °C, for example. Cot room temperature of 22 °C at 12:27pm, Wobbler room temperature of 22 °C at 12:31pm and the Toddler room temperature of 20.8 °C at 12:05pm.
- All cots had wipeable mattresses and were labelled with numbers which matched a plan displayed indicating which child used each cot.
- On review of the information recorded by staff on the electronic application, staff completed ten-minute sleep checks for children in the service which included each child's colour, breathing, position and room temperature. Children were provided with cellular blankets for sleep and items such as shoes and excess clothing were removed from children at sleep time.

Fire Safety:

- Emergency exits were clearly signposted with areas remaining clear throughout the day and while children slept. Clear instructions for the safe evacuation of staff and children were displayed in the care rooms with diagrams and photographs demonstrating the procedure.

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 Responder (FAR) certification was available to the children on the day of inspection.
- (2) (a) and (b) A first aid box was suitably equipped, accessible and available to the children attending the service.

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.
- (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) The last recorded fire drill that took place in the service was on the 31 July 2024.
 - (b) The number, type and maintenance of the firefighting equipment and smoke alarms was present in the service, both were serviced in March 2024.
- (4)
- A notice of the fire procedures to be followed in the event of an emergency were clearly displayed in the main hallway of the service and the care rooms.

Part VI - Safety

Regulation 28 - Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

The service had adequate insurance for a maximum of 34 children attending the service on a full day care basis with an expiry date of 05 January 2025.