

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY101
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Name of Service:	Kids World
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Address of Service:	25g Malahide Road, Dublin 5, Co. Dublin
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Eircode:	D05 PH92
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Name of Registered Provider:	Paula Duffy, Jade Boyd
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	06/03/2024
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No of pre-school children:	AM	35	PM	27
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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

Kidsworld Creche is a full-day, part-time, and sessional service located on the northside of Dublin city. The service is registered to provide care to children aged 0-5 years and operates from 7:45am to 6:15pm Monday to Friday. The service is located within a retail unit which has been purposefully adapted.

The service has recently reverted from a four-room service to a three-room service to include the Pre School room (1- 2 years), ECCE room (sessional care from 9am-12pm, 2 years 8 months to 4 years and school age care in the afternoon from 1:30pm) and the Montessori room (2 years 8 months to 5 years). An outdoor area is available to the rear of the service. The service also has a kitchen and a designated sleep room for children under 2 years.

Staffing

The service employs a total of ten staff, including the two registered providers who cover staff breaks, a cook and seven childcare staff. There were nine staff present during the inspection to include one registered provider, seven childcare staff and the service cook.

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, safety and premises and facilities. 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 (2)(a),(b), (c),(d), (4),

Regulation 11; Staffing (1),(2), (8),

Regulation 15; Record of pre-school child (1)(f),

Regulation 16; Record in relation to pre-school service(1)(h),(i),(j),(k),

Regulation 19; Health, welfare and development of child (1)(a),,

Regulation 23; Safeguarding health, safety, and welfare of child,

and Regulation 29; Premises (c) and (d).

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, 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) It was confirmed by the registered provider that four new staff members have been employed to work in the service since the last inspection. The files of these four staff members were reviewed as part of the inspection. In addition, the files of six staff were reviewed to ensure each staff member had up to date Garda Vetting Disclosures.

(2)(a) The following references were available from a past employer.

- Two validated written references were available for one staff member.
- One validated written reference was available for two staff members.
- One validation was available from a past employer.

(b) The following references were available from a source other than a past employer.

- Two validated written references were available for one staff member.
- One validated written reference was available for one staff member.

(2)(c) Garda vetting disclosures had been obtained for 10 staff members. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) International police vetting was available from two countries in respect of two staff members who had resided outside of the jurisdiction for more than 6 months as an adult.

(4) Three new staff employed since the last inspection and who were working directly with the children had evidence to confirm they held a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications.

Non-Compliance Information

(2)(a) A written reference from a past employer was not available to accompany a written validation.

(d) Police vetting was not available for a staff member who had lived outside the state for more than 6 months as an adult.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a) In response to the non-compliance the registered providers have stated that the written reference was obtained. Staff files will not be filled away till all documents are received.

(d) In response the staff member obtained police vetting from their country.

All staff files will be checked regularly to ensure police vetting is up to date and renewed when required.

Supporting documentation submitted

(2)(a) A written reference from a past employer.

(d) Police vetting.

Summary Comment

The non-compliance's as identified have been addressed.

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) To acknowledge, an adequate number of adults were working with the children from 10.12am-12pm and 1pm onwards. On arrival, there were 7 adults working with 35 children in the morning and 5 adults working with 27 children in the afternoon.

(2) The adult to child ratios were maintained on the day of inspection as outlined below.

- **Pre School-room** - 3 adults were caring for 11 children aged 1-2 years in the morning and afternoon.
- **ECCE room** 2 adults were caring for 7 children aged 3-4 years in the morning and the room was used for 5 school aged children in the afternoon.
- **Montessori room** 2 adults was caring for 17 children aged 2 years 8 months -4 years in the morning from 10:12am to 12pm and from 1pm 2 adults were caring for 16 children.

(8)(a) Documentation available demonstrated that two adults were present on the premises during the operation of the early years' service.

Non-Compliance Information

(2) The adult to child ratio was not maintained in the Montessori room from 1pm to 2pm as there were 2 adults caring for 18 children aged between 2 years 8 months -4 years. Three adults were required for this number of children as the sessional hours of operation from 9am to 12pm had finished.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2) To address the non-compliance three staff members now cover the Montessori room during lunch 1pm – 2pm ensuring ratios are maintained at all times throughout the day.

Staff Rotas will be double checked when arranging cover, and staff have been reminded to inform management if they are over ratio. Staff will be reminded of this in monthly meetings.

Supporting documentation submitted

(2) Staff roster to reflect lunch cover.

Summary Comment

The non-compliance as identified has been addressed.

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:

(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;

Non-Compliance Information

(1)(f) The service did not have a documented care plan available for a child that had a food allergy. This reduced the provision of care available to the child.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(f) To address the non-compliance the child's file has been updated and their parent has provided written confirmation. Going forward children's care plans will be checked and updated in a timely manner to ensure accurate information is always on file. A supervisor has been appointed to carry this out.

Supporting documentation submitted

(1)(f) Service communication with parents and agenda for staff meeting 21 March 2024.

Summary Comment

The non-compliance as identified has been addressed.

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 time of each child's arrival and departure from the service was recorded in an electronic application.
 - (i) A staff roster was available, and it was reflective of the staff present and break cover.

Non-Compliance Information

- (1)
- (j) On review of the information available for the administration of medication for children within the service the following was observed.
 - Parental pre consent for two children that required prescribed medication was not available from their parents.

- On review of 18 administration records the following was not recorded.
 - Four records did not include the child's date of birth.
 - One form did not include the child's surname.
 - Two forms did not include the signature of the parent to confirm that they were made aware of the administration of medication.

(k) On review of 15 accident and incident records available the following information was not recorded.

- Five forms did not include the child's surname and six forms did not include the child's date of birth.
- Two forms did not include the date the parent signed the form.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(j) To address the non-compliances the service has stated the following.

- Pre consent forms were signed by parents.
- Staff meeting was held, and staff were reminded of the importance of filling out medicine reports ensuring all information is entered of the forms.
- Medicine books will be now checked at monthly meetings by management.

(k) To address the non-compliances the service has stated the following.

- Staff went through the incident and accident report books at a meeting which was held the day after the inspection and reminded how important it is that the information on the reports are accurate and all parts are filled entirely.
- Staff meeting held to include refreshing policies.
- Staff have been informed that Accident and Incident report books will be checked in monthly meetings and management will do spot checks throughout the week.

Supporting documentation submitted

(j) and (k) Agenda for staff meeting 21 March 2024 and information sent to staff.

Summary Comment

The non-compliance's as identified have been addressed.

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

- The transitions between activities such as mealtimes and getting ready for outdoor play were observed to be calm and relaxed. Mealtimes were a sociable occasion with staff sitting with the children while assisting them with eating if required and promoting their independence when needed.
- Nappy changing was carried out when required and at set times.
- Each care room spent time in the outdoor area throughout the inspection with appropriate clothing and footwear provided.
- Children had access to water throughout the inspection and at mealtimes.
- At sleep time in the Pre School room the room was darkened to create an atmosphere that assisted the children to relax and sleep in.

Physical and material environment:

- The toys and equipment were placed on low level shelving which was visible and accessible to the children. Each care room had areas of interest such as home areas, construction, tabletop, rest area and arts and crafts which were supplied with supporting equipment to enable the children to make choices and to explore their own interests.
- Artwork completed by the children was displayed on the walls along with the children's birthday and their family photographs.
- The outdoor area was equipped with materials and toys suitable for the age and stage of development of the children.

Non-Compliance Information

(1)(a)

Basic Needs:

1. The food available to the children during the inspection did not adequately ensure that the children received a nutritious and varied diet. For example.
 - The main hot meal available on the day of inspection and provided to the children in the Pre School room contained, beef, gravy, and potatoes. No vegetables were present in the meal.
 - The children in the Pre School room that declined the hot meal at lunch time were offered apple and banana as an alternative. An alternative food of white bread banana sandwiches was provided to six children in the Montessori room that didn't eat their main hot meal at lunch time. An alternative hot meal was not offered to the children.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(a)

Basic Needs:

1. In response to the non-compliance the service has stated that vegetables are now given daily at dinner time. The creche cook will now offer an alternative hot meal e.g. Pasta. A meeting was held with Creche Cook to ensure if items (vegetables on the day) are not delivered they must inform management so we can get an alternative to ensure meal is adequate at all times.

Kitchen staff will be monitored, and management will check meals before they leave the kitchen.

Alternative hot meal will be available at all times.

Supporting documentation submitted

(1)(a)

Basic Needs:

1. Documentary evidence of meeting held with cook on the 20 March 2024 re children's meals and provision of food.

Summary Comment

The non-compliance as identified has been addressed.

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:

- External doors were monitored by staff to restrict unauthorised persons from gaining access to the premises. Access to the early years' service was restricted to authorised persons by means of a controlled access system and this system also prevented children from leaving the area unsupervised. The outdoor areas were secured.
- Electrical cords and flexes were adequately secured to the walls in the care rooms and main corridors.
- Designated fire exits were unobstructed and clear of equipment and materials.
- Each child's time of arrival and departure was recorded in an electronic application.
- Cleaning materials and children's medication were stored out of children reach or in locked cupboards.

Infection Control:

- Warm water and liquid soap were available at the wash hand basins used by the staff and children.
- Equipment in the Pre School room used by named children were labelled and stored in separate containers, for example, soothers and nappy creams.
- Children's hands were washed prior to dinner time, after outdoor play and after using the toilet.

Safe Sleep:

- Staff maintained ten-minute sleep checks on all children to include their colour, breathing and circulation. The temperature of the sleep room was recorded as 20°C at 1:16pm which is within the recommended temperature of 18-22°C.

Non-Compliance Information

General Safety:

1. An unstable shelf unit was accessible to the children in the Montessori sanitary facility. This increased the potential risk of falling and injuring a child.
2. Prescribed medication for a named child was not labelled with the child's name and date of birth. It is acknowledged that the medication was stored in a bag with the child's name present.

Infection Control:

3. Paper towels for hand drying and toilet paper were not stored in a dispenser in the sanitary facilities of the Pre School and ECCE room. This increased the potential risk of cross infection.
4. The nappy change procedure was not completed in line with the service displayed policy on nappy changing as a staff member retained their gloves while they disposed of the soiled nappy in an outside bin.
5. Stagnant rainwater was accessible to the children in the outdoor area and increased the potential risk of cross infection.

Safe Sleep:

6. A child aged 23 months of age slept on a low stackable bed. A documented sleep assessment completed with the parents with signed parental consent for this practice was not available.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

In response to the non-compliances the service has stated that.

1. The shelf has been removed from the Montessori Hall area.
Visual checks will be carried out on a more regular basis.
2. All medication stored are now labelled with child's full name and date of birth. Staff will carry out regular checks insuring all medication stored in the creche is labelled and checked for expiry dates.

Infection Control:

3. New dispensers have now been installed in preschool and ECCE room.
4. Staff members underwent immediate training in nappy changing procedures. All staff will update training, with management doing regular checks.
5. Staff were reminded of the policy and procedure for the back garden, and a staff member must inspect the back garden before children go out to play to ensure it is clean and safe. This matter will be included in monthly meetings and staff will be required to read the policy again.

Safe Sleep:

6. New age-appropriate pod beds were purchased for children aged from 15 months to 24 months.
Management will ensure going forward Sleep assessments are completed with parents if necessary.

Supporting documentation submitted

General Safety:

1. Photographic evidence.
2. Photographic evidence.

Infection Control:

3. Photographic evidence.
4. Agenda for staff meeting 21 March 2024.
5. Agenda for staff meeting 21 March 2024.

Safe Sleep:

6. Documentary evidence of the purchase of three contour beds and the template for sleep assessments of children from 15 months of age.

Summary Comment

The non-compliance's as identified have been addressed.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-

- (c) kept adequately lit, heated and ventilated*
- (d) cleaned, maintained and repaired, as required, and*

Non-Compliance Information

- (c) The sanitary facilities used by the Montessori room did not have active mechanical ventilation to ensure that stale air was extracted.
- (d)
1. Areas within the service were observed to be damaged and reduced the effective cleaning of the area. This increased the potential risk of cross infection.
 - The surrounding wood and cupboards in the Montessori room were damaged and worn.
 - Children's sofas in the Pre School room were damaged and torn.
 - Two holes in the ceiling of the Pre School room were observed to be covered in dust.

2. Areas within the service were observed to be in disrepair and increased the potential risk of causing an injury to a child. For example.
 - Wood paneling in the outdoor area was damaged.
 - The walls in the sleep room had visible and accessible plastic rawl plugs in the plasterboard which were accessible to the children.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(c) To address the non-compliance the vent is turned on at all times and working effectively.

Maintenance checks and cleaning of vents will be carried out regularly.

(d)

1. In response the service has stated that.

- The wood around the cupboards was fixed and damaged wood replaced.
- Sofa was removed and discarded.
- Air vents were replaced on holes in preschool room that were removed when painting.
- Management will carry out regular risk assessments to ensure surfaces are not damaged and effective cleaning can be carried out to minimize the risk of cross contamination.

2. To address the non-compliances the following has been actioned by the service.

- Wood panels in the garden have been replaced.
- The walls in the sleep room where shelves were removed have been filled and painted.
- Monthly risk assessments will be carried out, staff meetings will include maintenance issues.

Supporting documentation submitted

(c) and (d) Photographic evidence.

Summary Comment

The non-compliance's as identified have been addressed.