

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DY128
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<b>Name of Service:</b>	Little Treasures Community Creche
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<b>Address of Service:</b>	North Wall Women's Centre, Lower Sherriff Street, Dublin 1, Co. Dublin
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<b>Eircode:</b>	D01 K6VO
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<b>Name of Registered Provider:</b>	Ann Murphy
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<b>Service type:</b>	Full Day
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<b>Date(s) of Inspection:</b>	27/02/2024
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<b>No of pre-school children:</b>	AM	34	PM	28
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15.
<b>Inspection undertaken by:</b>	E Hosford and Á Dunne
<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

Little Treasures Community Creche is a community run full day care and part time service located in a residential area in North Dublin which operates 9am-5pm Monday to Friday. The service operates from a two-storey building and is comprised of an office, kitchen, two cot rooms and three care rooms; Baby room catering for children aged 0-2 years, Wobbler/ Toddler room catering to children 1.5-3.5 years and the Preschool room catering to children aged 3-5 years. The service caters for 56 children aged 0-6 years and participates in the Early Childhood Care & Education (ECCE) scheme.

### Staffing

The registered provider is the general manager of the North Wall Women's Centre which operate the creche and does not work directly with the children in the service. The service employs the designated person in charge, a deputy person in charge, 13 childcare staff and 6 community education staff who are currently engaged in early years training. Seventeen staff were present on the day of inspection of which 10 were working directly with the children in the morning and afternoon. The registered provider was present for the duration of the inspection.

### 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, premises, and facilities. The inspection may also focus on other areas as required.

Regulation 9 Management and recruitment (1)(a)(b)(c), (2)(a)(b)(c)(d), (4), (6A),

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

Regulation 19 Health, Welfare and Development of Child and

Regulation 23 Safeguarding Health, Safety and Welfare of child.

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

The files of 16 staff members employed in the service and 6 community education staff were reviewed during the inspection.

(2)

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

- Two validated written references were available for three members of staff employed.
- One validated written reference was available for nine members of staff employed.

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

- Two validated written references from a source other than a past employer were available for ten members of staff employed.
- One validated written reference was available for nine members of staff employed.

(2)(c) Garda Vetting disclosures were available for 16 staff members and 6 community education staff working within the service. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under Regulation 23 of this report.

(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) Fifteen staff members employed within the service 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)(d) International police vetting was not available from one country in respect of one staff member who had resided outside of the jurisdiction for more than 6 months as an adult.

(4) One staff member employed within the service did not have 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.

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

#### Corrective and Preventive Action

(2)(d) In response to the non-compliance the registered provider has stated that international police vetting was received for the staff member who worked/resided outside Ireland for more than 6 months. The number of internal audits will be increased monthly and monitored by the Childcare Coordinator and the general manager.

(4) In response to the non-compliance the registered provider has stated that the staff member has been enrolled in a QQI level 5 module to complete full qualification requirement, until then they will not be factored into the adult to child ratio within the care room. All staff qualifications will be checked against the DCEDIY Early Years Recognised Qualifications prior to employment.

#### Supporting documentation submitted

(2)(d) Completed police vetting for one staff member.

(4) Evidence of staff enrolment in a required course.

### Summary Comment

The registered provider has addressed the non-compliances identified through the corrective and preventive actions taken.

### 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) There were an adequate number of adults working directly with the children as there were 10 adults working with 34 children in the morning and 10 adults working with 28 children in the afternoon.

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

- **Baby room-** 2 adults were caring for 4 children aged 0-2 years in the morning and 3 children in the afternoon.
- **Wobbler room-** 3 adults were caring for 10 children aged 1.5-3 years in the morning and 10 children in the afternoon.
- **Toddler room** - 3 adults were caring for 9 children aged 2.5-3.5 years in the morning and 5 children in the afternoon.
- **Preschool room-** 2 adults were caring for 11 children aged 3-5 years in the morning and 10 children in the afternoon.

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

### 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 service provided all meals and snacks for the children. Food was provided at regular intervals. At lunchtime children were served a hot meal of pasta, tomato sauce and beef meatballs which was provided by an outside catering company. Bibs were provided for younger children. In the Baby room staff sat with children during mealtime and assisted some children as required. Drinking water was provided with meals and freely available in the care rooms throughout the day. Staff attended to children's care needs. Children were encouraged to wash their hands before meals.
- Children's nappies were changed as required and during this time staff were observed to engage warmly with children in their care. Older children were supported to use the toilet independently while being supervised by staff.
- Children that required sleep were facilitated in standard cots and low beds. Each child was settled to sleep by staff and made comfortable. Children that did not require sleep were facilitated to play in the care rooms with activities and materials.

##### Physical and Material Environment:

- The care rooms were arranged into defined areas of interest providing children with the freedom to play and explore. Designated areas of interest included home corners, construction toys, dress up, musical instruments, art materials, rest area with a library of books. A selection of materials was observed to be accessible to the children on low level shelving provided.
- The outdoor area was situated to the rear of the service. The outdoor area was safely secured with a high fence and a poured rubberised material. Play equipment included slides and a climbing frame, ride on toys, scooters, push along toys, a playhouse, and balls.

## 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:

- Entry to the service was safely secured by a bell system preventing unauthorised access and children leaving the service unsupervised. External doors were monitored by reception staff to restrict unauthorised persons from gaining access to the premises.
- The kitchen and storage areas were inaccessible.
- All toys and play equipment were safe for the age group using them and in good condition.
- All hazardous equipment, cleaning materials and flexes were stored out of reach of the children.

##### Infection Control:

- The environment was clean and cleaning schedules were available.
- Warm water, liquid soap, paper towel and pedal operated bins were provided to facilitate hand hygiene. Children were supervised washing their hands after using the toilet and prior to eating.
- Children's soothers were sterilised as required and stored in labelled individual containers.
- Individual linen was provided for children's cots and sleep mats. Staff confirmed it is laundered daily.

##### Administration of Medication:

- Staff within the service were familiar with the service policy on administration of medication and the procedures to follow if medication was required to be given to a child.

##### Safe Sleep:

- Children under the age of two years that required sleep were facilitated in standard cots, children over two years slept on low beds with their individual sheets and blankets.

##### Fire Safety:

- Fire exits were unobstructed.
- The service carried out monthly fire drills to ensure the safe and effective evacuation of staff and children in the event of an emergency. The last recorded fire drill took place on the 14 February 2024.
- The staff maintained the time of arrival and departure of each child in the care rooms to ensure their safe evacuation in the event of an emergency.

#### Non-Compliance Information

### General Safety:

1. Garda vetting was available for two staff members. However, the vetting disclosures were not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting.

### Infection Control:

2. The nappy changing practices observed were inconsistent with best practice guidelines as staff reported that they used a communal tub of nappy cream for four children.
3. The position of cots in the Baby cot room while 3 children slept were not maintained with the recommended 50 centimetres between each cot to reduce the potential risk of cross infection.
4. Seven mattress covers in the cots in use in the service did not have a wipeable cover to reduce the potential risk of cross infection.

### Safe Sleep:

5. The temperature of the cot rooms and Wobbler care room were not maintained between 18-22°C while children aged from 1-3 years of age slept. For example.
  - Baby cot room 23°C at 12:30pm.
  - Wobbler care room 24°C at 12:43pm.
  - Wobbler cot room 22.7°C at 12:46pm.
6. Staff maintained sleep checks on all sleeping children to include their colour, breathing and position. However, the time of each sleep check was not recorded consistently.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

### General Safety:

1. In response to the non-compliance the registered provider has stated that Garda vetting has now been applied for and is on file. The number of internal audits will be increased monthly and monitored by the Childcare Coordinator and the general manager.

### Infection Control:

In response to the non-compliances identified in infection control practices the service has stated the following:

2. Each child has their own labelled tub of nappy cream.
3. A gap of 50cms between cots is being observed and maintained.
4. Wipeable mattresses are now on all cots.

An internal workshop/session was delivered on 15/03/2024 to all early year's staff focusing on nappy changing procedures, cross contamination, and safe sleep issues. Staff members were given a copy and overview of the following policies:

- Nappy Changing policy
- Safe Sleep policy and Sleeping Record
- Infection Control Policy
- Control of Communicable Disease policy.

**Safe Sleep:**

5. In response the service has stated that new thermometers have been purchased for both sleep rooms to ensure room meets the required temperature.
6. An internal workshop/session was delivered on 15/03/2024 to all early year's staff focusing on and safe sleep issues.

**Supporting documentation submitted**

**General Safety:**

1. Updated Garda vetting disclosures for two staff members.

**Infection Control:**

2. Documentary evidence of the areas covered on an internal workshop and the staff in attendance on the 15/03/2024.
4. Documentary evidence.

**Safe Sleep:**

5. Photographic evidence of two room thermometers.
6. Documentary evidence of the areas covered on an internal workshop and the staff in attendance on the 15/03/2024.

**Summary Comment**

The registered provider has addressed the non-compliances as identified.