

# TUSLA REGULATORY INSPECTION REPORT

**TUSLA Identifier:** TU2015DY134

**Name of Service:** Lullaby's Montessori & Afterschool

**Address of Service:** Fairview CYMC/LC  
Philipsburg Ave,  
Fairview,  
Dublin 3

**Email Address:** lullabysmontessori@gmail.com

**Name of Registered Service Provider:** Ms. Tracey Kendellen

**Type of Service Registered:** Part-Time

**Date(s) of Inspection:** 0 2 1 1 2 0 2 1

**No of Pre-School Children present during Inspection:** AM 32

**Address of the Early Years Inspectorate:** Early Years Inspectorate,  
2nd Floor,  
Brunel Building,  
Heuston South Quarter,  
Dublin 8

**Inspection undertaken by:** Ms A Bradshaw  
**Title:** Early Years Inspector

## Areas which were the subject of this Inspection

Governance	Health Welfare and Development of Child	Safety
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## 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** N/A

# TUSLA REGULATORY INSPECTION REPORT

<b>Description of Service</b>	<p>Lullaby's Montessori &amp; Afterschool operates as a part-time service from 8am-1pm, and offers a sessional service from 9.30am-12.30pm. The service caters for pre-school children aged between 2 and 6 years of age and can accommodate up to 44 children at any one time. The service provides the Early Childhood Care and Education (ECCE) scheme.</p> <p>The service also offers a part-time School Age service.</p>
<b>Premises</b>	<p>Lullaby's Montessori and Afterschool is based in a community hall in an urban setting north Dublin. The service has a use of the main hall and a second care room upstairs. There is a small kitchen and a sanitary area available to the service.</p>
<b>Staffing</b>	<p>On the day of inspection, there were five staff working directly with the children, the registered provider does not work directly with the children.</p>
<b>Methodology</b>	<p>Tusla's Early Years Inspectorate (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.</p> <p>The findings on inspection are based on;</p> <ul style="list-style-type: none"> <li>• Information obtained through examination of documentation</li> <li>• Direct observation</li> <li>• Discussion with relevant staff</li> </ul> <p>This inspection was unannounced and focused on areas of Governance, Health, Welfare and Development of Child and Safety. Inspections may also focus on other areas as required.</p> <p>The inspection process has been amended to minimise the amount of time that inspectors spend in the service.</p> <p>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.</p>
<b>Acknowledgements</b>	<p>The Inspector wishes to acknowledge the cooperation of the Person in Charge, staff and children who were present on the day of the inspection.</p>

## GOVERNANCE

### 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:	<p>(2) A total of five staff files were reviewed and the following was available:</p> <ul style="list-style-type: none"> <li>(a) There were eight written validated references available from a past employer.</li> <li>(b) There were two written validated references available from a source other than a previous employer.</li> <li>(c) Completed Garda vetting disclosure documentation was on file for five staff members.</li> <li>(d) Police vetting was available for two staff members who resided outside the state for more than six months.</li> </ul>
Non-Compliance Information:	<p>(2)(a) A second validated reference was not available for one staff member</p> <p>(4) There was no evidence that one staff member working directly with the children had attained at least a major award on Early Childhood Care and Education at Level 5 or higher on the National Framework of Qualifications.</p>
Corrective & Preventive Action submitted by the Registered Provider	<p><b><u>Corrective Action</u></b></p> <p>(2) (a) A copy of the reference was put on file.</p> <p>(4) A copy of qualifications was obtained.</p> <p><b><u>Preventive Action</u></b></p> <p>(2) &amp; (4) The registered provider will ensure all relevant paperwork is on file.</p> <p><b><u>Evidence Submitted</u></b></p> <p>Copies of the validated reference and qualifications were submitted</p>
Summary Comment:	<p>The inspectorate is satisfied the corrective actions submitted have adequately addressed the non-compliance’s identified on the day of the inspection.</p>

## 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 32 pre-school children present the morning session and were being supervised by five staff members.
- (2) On the day of inspection there were 3 staff members with 16 pre-school children in the hall. In the care room upstairs, there were 2 staff members with 16 pre-school children. The minimum adult/child ratio was maintained throughout the inspection.
- (8)(c) Not applicable as two adults are available within the service at all times

## HEALTH WELFARE & DEVELOPMENT OF CHILD

### 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:

#### Basic Needs:

- Each child had their own individual labelled water bottle stored on a low shelf so they could access a drink if they required.
- Each room had a cosy area away from the main activity where children could go to rest or read a book.

#### Supporting Relationships:

- Short term, medium plans were displayed in the two care rooms, linking the children's emerging interests and developmental needs. The monthly plan in the hall included Antarctica, Winter and the emergent interest was hairdressing.
- Staff members were observed to interact with the pre-school children in a calm, warm and interested manner throughout the morning, smiling when chatting and sitting with them as they completed tabletop activities. In the care room upstairs, four children were working with liquid in containers and a pipette at a table with the staff member chatting and encouraging them in their work.
- Positive behaviour was promoted. A staff member in the hall was overheard reassuring a child who looked for help, that they were working on a jigsaw with another child and then invited them to work together and then they could all do another jigsaw together.
- Staff members described the partnership with parents and how due to Covid-19 some practices have changed, and parents do not enter the building. The staff described how they use a social media app to keep the communications channels open and they send messages, short video, and photographs regularly. During the course of the morning, the inspector observed photographs taken as an acknowledgement of children's work to be uploaded after the session.
- The children were familiar with the mornings timetable and staff described how on Mondays the plan for the week is discussed at circle time. This was evident with the group of children in the hall who reminded a staff member that they were to learn a new song.

## Part V - Care of Child in Pre-school Service

### Regulation 19 - Health, Welfare and Development of Child

	<p><b>Physical And Material Environment:</b></p> <ul style="list-style-type: none"> <li>• Areas of interest were clearly established in each of the two rooms. With Montessori equipment, tabletop materials, construction play, small world play and imaginative play.</li> <li>• On the inspector’s arrival to the service, groups of children in each room were engaged in tabletop activity which was reflected on the timetables. Children were working in small groups and chatting between themselves.</li> <li>• Children were facilitated to choose to participate in planned activities offered. In the room upstairs a staff member had prepared a painting activity and children were invited to attend. Two children decided to stay playing in the kitchen area and this was acknowledged positively.</li> <li>• The layout of the furniture in the room allowed for free flow of movement throughout the morning. Children were observed moving between areas of interest which were defined by the use of furniture and floor coverings.</li> <li>• Shelving and storage units were labelled with photographs of the materials which were stored thereby allowing children the independence.</li> <li>• A secure outdoor area was at the front of the building with toadstool chairs and benches and mud kitchen. Hoops, bikes and push along toys were stored in the hallway for use outdoors</li> </ul>
<p>Non-Compliance Information:</p>	<p>1. During the morning, children did not access the outdoors. A staff member described how they normally go outside every day however on this occasion neither room used the outdoors. This limited children’s learning and play opportunities.</p>
<p>Corrective &amp; Preventive Action submitted by the Registered Provider</p>	<p><b><u>Corrective Action</u></b></p> <p>1. It has been reinforced to the early years educators that the children must spend time outdoors on a daily basis.</p> <p><b><u>Preventive Action</u></b></p> <p>1. All staff made aware that they must spend time outdoors, they currently have set times that they go outside &amp; registered provider has reiterated that these must be adhered to</p> <p><b><u>Evidence Submitted</u></b></p> <p>1. A copy of the email distributed to staff reminder of the policy and the roster for outdoor play.</p>
<p>Summary Comment</p>	<p>The inspectorate is satisfied the corrective actions submitted have adequately addressed the non-compliance’s identified on the day of the inspection.</p> <p>The requirements for Regulation 19 – Health Welfare and Development of Child has been met.</p>

## 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 building was secured by a buzzer system which prevented children from exiting unsupervised and restricted unauthorised persons from gaining access to the service.
- The preschool furniture was in good repair and was appropriate for the age and stage of the development of the pre-school children in attendance.
- Secure dividers were in use to create a designated classroom space in the large hall.
- The children on the first floor used the toilets on the ground floor, the staff were observed to be encouraging and supportive to the children as they used the stairs. On the day of the inspection, the children were observed to be confident using the stairs and reminded one another to use the handrail.

#### Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate effective washing of children's hands. There was a step to the toilets and sinks to ensure children had access to the facilities.
- Staff were aware of the service's procedures if a child or adults displayed signs of being unwell and through discussion and had a supply of Personal Protective Equipment (PPE).
- The service had divided the children into two pods. Each pod used separate doors to arrive and leave the building. The drop off and collection procedure had been adjusted to allow for social distancing, this was included in the services Covid-19 Parents policy.
- The staff members clean the room in the morning before each session and again after each session and the completed checklists are displayed in each room. The staff in the room upstairs store the equipment after the ECCE session and re-equip the room with equipment and materials for the afterschool children. Fixture and fittings are cleaned between each session; a staff member in the hall was observed cleaning the materials at 12.45pm and completed checklists were observed on the day.
- Staff and Management confirmed training had been undertaken regarding signs and symptoms of Covid 19. Certificates of attendance were observed on the day.

## Part VI - Safety

### Regulation 23 - Safeguarding Health, Safety and Welfare of child

<p>Non-Compliance Information:</p>	<p><b>Infection Control:</b></p> <ol style="list-style-type: none"> <li>In the care room upstairs, staff were observed to clean children’s noses and not wash their hands after completing the task. This contravenes the services infection control policy.</li> </ol>
<p>Corrective &amp; Preventive Action submitted by the Registered Provider</p>	<p><b>Corrective Action</b></p> <p><b>Infection Control:</b></p> <ol style="list-style-type: none"> <li>The early years educators were reminded of the need for appropriate hand hygiene</li> </ol> <p><b>Preventive Action</b></p> <p><b>Infection Control:</b></p> <ol style="list-style-type: none"> <li>Immediately after the inspection, both staff members completed an infection control course.</li> </ol> <p><b>Evidence Submitted</b></p> <p><b>Infection Control:</b></p> <ol style="list-style-type: none"> <li>A copy of the certificates was received by the preschool officer on the 2<sup>nd</sup> of November 2021.</li> </ol>
<p>Summary Comment:</p>	<p>The inspectorate is satisfied the corrective actions submitted have adequately addressed the non-compliance’s identified on the day of the inspection.</p> <p>The requirements for Regulation 23- Safeguarding the Health, Safety and Welfare of Child has been met.</p>

## 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.

<p>Compliance Information:</p>	<p>(1) A person with First Aid training was at all times available to the children attending</p> <p>(2)(a) The first aid box was stored in an easily accessible and conspicuous position</p> <p>(b) A suitably equipped first aid box was available in the event of a child requiring first aid</p>
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## 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:	<p>(1)(a) A record was maintained of fire drills which had been completed in the service. Fire drills were carried out monthly, the last drill was carried out on the 4<sup>th</sup> of September 2021 a record of the last six drills were available</p> <p>(1)(b) A record was maintained of the number, type and maintenance record of the firefighting equipment in the premises. Last maintenance was carried out in May 2021.</p> <p>(4) A notice of the procedures to be followed in the event of a fire was conspicuously displayed in the premises.</p>
Non-Compliance Information:	<p>(1)(b) A record not available for the maintenance of the number, type and maintenance record of the smoke alarms in the premises.</p>
Corrective & Preventive Action submitted by the Registered Provider	<p><b><u>Corrective Action</u></b></p> <p>(1) (b) Remedial fire safety work was carried out to the building in the last 6 weeks, the smoke alarm in the kitchen area upstairs is to be reconnected to the fire alarm system, on the 3<sup>rd</sup> of December 2021. The electrician has been delayed.</p> <p><b><u>Preventive Action</u></b></p> <p>(1) (b) The landlord has arranged for a company to carry out the annual inspections and a copy of the cert will be submitted when the service to the equipment has been carried out.</p> <p><b><u>Evidence Submitted</u></b></p> <p>Confirmation email submitted</p>
Summary Comment:	<p>The inspectorate is satisfied the corrective actions submitted have adequately addressed the non-compliance's identified on the day of the inspection.</p> <p>Regulation 26 Fire Safety Measures has been met.</p>