

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY146		
Name of Service:	Glór na nGael Náionra		
Address of Service:	Sli Sheantraibh, Baile Munna, Dublin 9, Co. Dublin		
Eircode:	D09 HF58		
Name of Registered Provider:	Melissa Ní Fhionnagáin		
Service type:	Full Day, Part Time, Sessional		
Date(s) of Inspection:	25/09/2023		
No of pre-school children:	AM	27	PM 6
Address of the Early Years Inspectorate:	Early Years Inspectorate 2 nd Floor, Unit 4/5 The Nexus Building Blanchardstown Corporate Park Ballycoolin Dublin 15 D15 CF9K		
Inspection undertaken by:	T. Nelson		
Title:	Early Years Inspector		

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.

Description of service

Glór na nGael Naíonra is a full day care service located in a residential area of Dublin 9. The service is registered to provide early childhood care and education to a maximum of 32 children aged 2 to 6 years Monday to Friday from 8.00am to 5.15pm. There are two care rooms in the service. The Seomra (2 and a half to 5 years old); provides full day care from 8.00am to 1.15 pm and the Cabin (2 years and 8 months to 5 years old); delivers two sessional Early Childhood Care and Education (ECCE) programmes, from 8.30 to 11.30 and 11.45am to 2.45pm. The service is also registered to provide school age childcare in the afternoon.

Glór na nGael Naíonra operates from a single storey premises with the Cabin located to the rear of the outdoor play area in a separate prefabricated structure. Other facilities in the main building include a kitchen, staff room, cloak room, and two offices. There are sanitary facilities in the main building and the Cabin and there is a fully enclosed outdoor area to the rear of the main building.

Staffing

There are currently sixteen staff employed by the service including the registered provider, the person in charge and four childcare staff who work directly with the children, a cleaner, an administration worker and eight staff employed under the Community Employment (CE) programme who are supernumerary and undergoing training. The registered provider manages the oversight of the CE staff. There were eight adults present on the day of the inspection including the registered provider, the person in charge, an administration staff member, three childcare staff, one CE staff member and a volunteer.

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. The inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under:

- Regulation 9(1),(2)(a)(b)(c)(d), (4) Management and Recruitment
- Regulation 11(1),(4) Staffing Levels
- Regulation 16(1)(h)(i)(j) Records in relation to Children
- Regulation 19(1)(a) Health, Welfare and Development of child
- Regulation 23 Safeguarding the Health, Safety and Welfare of the Child
- Regulation 25 First Aid

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.

Additional Information

An Immediate action Notice was issued to the registered provider on the 25 September 2023 in relation to two Safety issues.

Regulation 23, the water temperatures in a care room was recorded at over 50°C.

Regulation 25, there was no evidence that a staff member qualified to the First Aid Responder standard or Paediatric First Aid standard was available.

A response which addressed these concerns was received on the 26 September 2023.

Acknowledgments

The inspector wishes to acknowledge the cooperation of the registered provider, 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) The service had a designated person in charge and named person to deputise as required.

(b) The person in charge was present during the inspection.

The files of thirteen adults were reviewed, including eight staff members, a volunteer, and four Community Employment workers who work in the preschool service.

The registered provide had completed the following checks:

- (2)
- (a) A Validated written reference was available from a recent past employer for two adults.
- (b) A validated written reference was available from a source other than a past employer for six adults.
- (c) Completed Garda vetting disclosures were available in respect of the thirteen adults.
- (d) Documentary evidence was available to show that no adults had lived outside of the state for six months or more.
- (4) The five staff who worked directly with children attending the service 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.

Non-Compliance Information

(2)(a)(b) The registered provider did not ensure two validated references were available for each adult. For example:

- Three adults had no validated references available for inspection.
- Four adults had two written references available, but these had not been validated or checked by the service.
- One adult had only one reference available, and this reference had not been validated or checked by the service.
- Two adults had one reference that had not been validated or checked by the service.

This had been identified as a non-compliance on previous inspection on the 2 September 2021 and the preventive actions failed to prevent a reoccurrence.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective Action: All references were checked to ensure all staff members had two and all references are now validated. All references have been filed accordingly, and all staff are aware of where and how they are filed so to be available and ready for inspection.

Preventive Action: Manager will check and ensure that all filing systems are maintained and of adequate order on a regular basis. On recruitment, the manager will ensure that new recruits have 2 references and will ensure to validate them before employment begins.

Supporting documentation submitted

Copies of all outstanding validated references

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance identified under Regulation 9(2) has been adequately 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.

(4) Subject to paragraph (5), where a registered provider contemporaneously provides-

(a) a sessional pre-school service, and

(b) a full day care service or a part-time day care service, or both, the minimum ratio of adults to children applicable for the duration of the sessional pre-school service in respect of the children attending that service shall be the ratio specified in paragraph (3).

Compliance Information

(1) There was an adequate number of adults working directly with the children when the inspector arrived unannounced to the service and throughout the inspection to meet their care needs.

(4) The correct adult/child ratio was maintained in the service throughout the inspection at all times.

The adult child ratios during the morning session were maintained as follows;

- The Seomra - 3 adults to 19 children aged between 2 years six months to 5 years old.
- The Cabin – 2 adults to 6 children aged between 2 years eight months to 5 years old.

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;

Compliance Information

(1)

(h) Attendance records detailing the arrival and departure of the children on a daily basis were maintained.

(j) There was a record available for the recording of the administration of medication.

Non-Compliance Information

(1)

(i) The staff roster was not reflective of the adults who were working in the service as evidenced by the following:

- The registered provider and three staff members were not included in the roster and were present on the day.
- A staff member and three CE staff members who were included in the roster were not present on the day.

All adults working in the service must be detailed on a daily staff roster.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective Action: The staff roster has been updated to include everyone who works in the building on a daily basis and a daily sign in sheet developed to reflect who is present in the building on a daily basis.

Preventive Action: Staff roster will be updated on a Monday morning on a weekly basis.

Supporting documentation submitted

Copy of staff roster and sign-in sheet.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance identified under Regulation 16(1)(j) has been adequately 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) The following was observed to support the child's learning, development and well-being:

Basic Needs:

- The children were provided with regular meals and drinks, and the children were observed to enjoy a leisurely mealtime experience. Parents supplied the snack that was served at 10.45am and a snack was prepared in the service kitchen for a child who had forgotten their lunchbox.
- Children were respectfully encouraged to independently use the toilet and manage their personal hygiene such as handwashing and nose cleaning. This promoted a positive sense of wellbeing.
- Children's behaviour was supported through positive strategies such as encouragement and praise for completing tasks. Strategies such as timely intervention and a clear description of unacceptable behaviours was observed when children were throwing toys in the outdoor play area.
- All children had access to the outdoor play area, where they had the range of equipment to engage in fundamental movement skills such as balance, cycling and running.

Supporting Relationships:

- Children were facilitated to take part in large group, small group, and paired activities. Staff reported that pairing of children is planned following observations. This can promote positive social and emotional development and facilitate language skills.
- Relationships with parents and families were supported through daily conversations at drop off and collection and staff reported that parents were given information on the plan for learning at the start of term with monthly updates via mail.

Physical and material environment:

- The indoor learning environments were comfortable; and toys and equipment were laid out in grouped or themed areas of interest. This can facilitate children to extend their play experiences with relevant resources.
- Materials were visible and easily accessible to the child on low shelving and the furniture in the rooms was at a suitable height for children to engage comfortably in their play and learning.
- There were areas set aside for children to relax and engage in more restful activities such as reading.
- The range of resources available facilitated the child's development such as fine and gross motor skills, language and early literacy, creative and imaginary play skills.

Programme of activities:

- Activities were planned according to the children's emergent interests, which were displayed in the rooms.
- Staff prepared planned activities, which were laid out for the children on arrival, and children had the choice to engage in these or in self-directed play. Children were encouraged to lead in their play choice, with free play available throughout the day.
- Organised activities such as circle time and a large group activity of breathing and stretching were observed to be timely, where children had the choice to participate or engage in an alternative activity.

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

The following steps were taken to safeguard the health and safety of the children:

General Safety:

- The service had an electronic door release system in place to restrict unauthorised persons from gaining access to the premises and to prevent children from exiting the premises unsupervised.
- The kitchen was inaccessible to the children on the day of the inspection.
- Available toys and equipment were clean and in a good state of repair.

Infection Control:

- The premises appeared to be in a clean and hygienic condition.
- Liquid soap and single use hand towels were available at all wash hand basins used by the children and the staff members.
- Children were observed to be supported to clean their nose and dispose of the tissue hygienically.
- Staff were observed to support children to hand wash before and after mealtime.
- There was a procedure in place for cleaning mouthed toys.
- Childrens lunch boxes were refrigerated.

Non-Compliance Information

General Safety:

1. The water temperature in the wash hand basin in the sanitary accommodation used by the children in the Cabin exceeded the recommended temperature of 43°C. A temperature of 55.5°C was recorded by the inspector at 10.54am. This posed a scald risk to the children.

An Immediate Action Notice was issued to the registered provider with regards to this risk.
2. Two bottles of cleaning spray were stored in an unlocked press under the sink in the Seomra. These were accessible to the children and posed a risk of injury.

Infection Control:

3. The flooring by the doorway to the Seomra was damaged, leaving an ineffective cleaning surface. This increased the potential risk of infection.

Administration of Medication:

4. The administration of medication was not sufficient to support effective safe practice. For example:
 - There was no written care plan available for a child who required a specific type of medication. This was not in line with the service policy on medication.
 - Medication was stored a child's bag, which was accessible to children. This was not in line with the service policy on medication.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Corrective Action: The temperature on the tap was adjusted in line with the recommended temperature.

Preventive Action: A daily safety checklist has been put together for staff members to check off each morning to ensure health and safety procedures.

- Corrective action: cleaning materials have been removed from under the sink and stored accordingly and safely.

Preventive Action: A daily safety checklist has been put together for staff members to check off each morning to ensure health and safety procedures.

Infection Control:

- Corrective Action: A waterproof strong adhesive tape has been applied to the damage on the floor to prevent potential risk of infection.

Preventive Action: A daily safety checklist has been put together for staff members to check off each morning to ensure health and safety procedures.

Administration of Medication:

- Corrective action: A care plan has been drawn up by the parents of the child and communicated with all staff members, the care plan is displayed in the room and also on the child's file. The child's bag will no longer be stored in the cloak room, when lunchbox is removed, the bag will be taken straight to the office, all staff are aware of this and this is also in the care plan.

Preventive action: Manager will ensure that all procedures will reflect what is written in policies.

Supporting documentation submitted

General Safety:

- Photographic evidence submitted.
Safety checklist.
- Photographic evidence
Safety checklist

Infection Control:

- Photographic evidence.
Safety checklist.

Administration of Medication:

- Care plan.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliances identified under Regulation 23 have been addressed.

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

(2)(a) and (b) A suitably equipped first aid box was available and was safely stored in an easily accessible and conspicuous position on the premises.

Non-Compliance Information

(1) There was no documentary evidence available to demonstrate that a person trained to First Aid Responder level was available to the children attending the service during the operational hours of the service.

An Immediate Action Noticed was issued to the registered provider on the 25 September 2023 with regards to this concern.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective action: Staff members have been enrolled for FAR training and will have it completed by 23/11/2023.

Preventive action: mandatory training will kept updated.

Supporting documentation submitted

Evidence of booking for training.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance identified under Regulation 25 remains outstanding until the FAR training has been completed.