

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY227
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Name of Service:	Tír na nÓg
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Address of Service:	Early Childhood Care & Education Centre, Ballymun Day Nursery Ltd, Sillogue, Ballymun, Dublin 11, Co. Dublin
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Eircode:	D11 YF66
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Name of Registered Provider:	Caroline Boyle
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	21/08/2023
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No of pre-school children:	AM	10	PM	11
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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 and N. McEndoo
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

Tír na nÓg is located in a residential area of Dublin 11 and is registered to provide early childhood care and education to a maximum of 60 children aged 2 to 6 years Monday to Friday from 8.45am to 4.00pm on a fulltime, part time and sessional basis. The service currently provides care on a sessional basis from 8.45 to 11.45, and from 12.00pm to 3.00pm. There are four care rooms to include Rooms 1 and 2 catering for children ages 2 to 3years, and rooms 3 and 4 catering for children aged 3 to 6 years. Sanitary facilities are available off each of the care rooms. Other facilities include a sensory room, a reception area, a kitchen, staff room, staff sanitary accommodation and an office. A fully enclosed outdoor area is available to the rear of the premises, and there is a paved sheltered area directly accessible from each of the rooms to the front of the premises. On the day of the inspection, care rooms 3 and 4 were not in operation.

Staffing

There are currently 24 staff employed by the service including the registered provider and the deputy person in charge who manage the oversight of the service and can provide care where needed across the rooms, 14 staff who work directly with the children, three administration staff, two kitchen staff, two caretakers and one housekeeping staff member. There are also ten people employed under the community employment (CE) scheme.

On the day of the inspection, there were 15 adults on the premises, including the deputy person in charge, 1 caretaker, 1 kitchen staff member, 2 administration staff members, 5 staff to work directly with the children, 4 CE staff and a student.

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),(2),(9) Staffing Levels
- Regulation 16(1)(h)(i)(j)(k) Records in relation to Children
- Regulation 19(1)(b) Health, Welfare and Development of child
- Regulation 21 Equipment and Materials
- Regulation 23 Safeguarding the Health, Safety and Welfare of the Child
- Regulation 25 First Aid

A sampling process was used to assess compliance under the following:

- Regulation 16(1)(h)(j)(k) – Record in relation to Preschool children

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 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

(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.
- (c) There was a clear management structure in place, and staff reported being aware of this structure.

The following files were reviewed:

- Full files of the 24 staff employed in the service.
- Garda vetting declarations of the 10 CE staff members, and the student who was present on the day of the inspection.

The registered provider had completed the following checks:

- (2)
- (a) Twenty-eight validated written references were available from recent past employers.
- (b) Twenty validated written references were available from a source other than a past employer.
- (c) Completed Garda vetting disclosures were available in respect of the 24 staff members, 10 CE workers and a student.
- (d) One adult who had lived outside of the state for six months or more as an adult had international police vetting from that state available for inspection.
- (4) The 16 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)(d) International Police vetting was not available for one staff member who had resided outside of the jurisdiction for more than six months as an adult.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

International Police Vetting was obtained for one staff member that resided outside of the jurisdiction for more than six months as an adult.

The service will ensure that their Recruitment Policy is followed in relation to employees that lived outside of Ireland.

Supporting documentation submitted

Evidence of police vetting.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance identified under Regulation 9 had 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.

(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.

(9) In assessing compliance with the adult: child ratios specified in Schedule 6, unpaid workers and, where applicable, the person referred to in Regulation 24(2), shall not be taken into account.

Compliance Information

(1) There were an adequate number of adults available to work directly with the children as there were six adults working with 10 children in the morning, and five adults working with 11 children in the afternoon.

(2) The correct adult/child ratio was observed when the inspectors arrived unannounced to the service:

- Room 1: 2 adults to 7 children aged between 2 -3 years.
- Room 2: 1 adult to 3 children aged between 2 – 4 years.

(9) A student who was present on the day of the inspection was not included in the adult: child ratios of the room.

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) Attendance records detailing the arrival and departure of the children on a daily basis were maintained.
- (i) A record was maintained of the staff roster which was reflective of the staff present on the day.
- (k) Following a review of a sample of eight records, the registered provider ensured a full record in writing was maintained for accident and incidents.

Non-Compliance Information

- (1)
- (j) The registered provider did not ensure a full record in writing was maintained for the administration of medication. The record keeping system available did not allow for the signature of the parent acknowledging the child had received the medication. Parents must acknowledge a child received medication and a record must be maintained of this.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(j) An additional column was added to our Medication Consent Form for the signature of the parents, to acknowledge that their child received medication at nursery.

All staff members have been made aware and provided with our updated Medication consent form which includes an additional column for parents to sign when their child receives medication at school.

Supporting documentation submitted

Updated medication administration form.

Summary Comment

The inspector has reviewed the action and evidence submitted. The non-compliance identified under Regulation 16 had 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-

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

(1)(b)

Appropriate and suitable care practices were observed, as evidenced by the following:

- The staff interacted with the children in a respectful, warm and sensitive manner. Appropriate verbal and nonverbal communication such as low tones, eye level contact, touch and other strategies were observed.
- Routines were observed to be in place, which were flexible according to the needs of the child, for example in the Room 1 a child who did not want to participate in reading time continued their play at the construction area.
- Meals were given at a regular basis and drinks were available in the rooms when required.
- Staff discussed how new children transition into the service. Information on the child needs is gathered prior to commencement and the staff plan for any medical or developmental needs for the child. On the day of the inspection, a child was observed to be introduced on the phased basis to the service to suit their needs.
- The experiences and activities provided to the children in the rooms were suitable to the age and stage of development of the children. For example, the timing of outdoor play.
- Children were observed to be fully supported during tasks, with a clear focus on encouraging independence; for example, during handwashing the children were not rushed and were positively guided through each step at their own pace.

These practices facilitated the positive welfare and development of the children and promoted comfortable and secure experiences for them.

Part V - Care of Child in Pre-school Service

Regulation 21 – Equipment and materials

A registered provider shall ensure that there is adequate and suitable furniture, play and work equipment and materials available on the premises of the pre-school service.

Compliance Information

- There was a variety of play materials and equipment available to the children according to their age and stage of development, to include: arts and crafts materials, home areas with associated props; range of jigsaws; range of construction toys; range of manipulatives; sorting and stacking toys; range of toys for transporting such as cars and trains with tracks, small world play toys. These materials promote and support fine motor skills; creative and imaginary play experiences and facilitate language and social development.
- The toys and equipment were laid out on low level shelving, visible to the children, and were arranged and grouped into defined areas in order to create a focused play space for the children.
- The furniture and equipment were observed to be well maintained, durable and easy to clean.
- There was a broad range of appropriate equipment and materials available to the children in the outdoor environment and these were laid out in defined areas. The environment was surfaced in grass, bark and paving, with grass areas undulating to provide a challenging outdoor play environment which promoted the use of fundamental movement skills such as balance, climbing, running and stopping.

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 service had a buzzer entry system, which was managed and monitored by staff to restrict unauthorised persons from gaining access to the premises and to prevent children from exiting the service unsupervised.
- The service met the necessary safety requirements in respect of the indoor environment, toys and equipment and the safe storage of cleaning agents and hazardous equipment.

- All cleaning agents and sharp equipment were stored out of reach of the children in locked presses or on high shelves.
- The kitchen was inaccessible to the children on the day of the inspection.
- A record is maintained of accidents and incidents that occur in the setting.
- Available toys and equipment were clean and in a good state of repair.
- Staff were observed to use sun cream on the children when the children went to outdoor play.

Infection Control:

- The premises were in a clean and hygienic condition and documented up to date cleaning records were available and displayed in the premises.
- Liquid soap, thermostatically controlled warm water and single use hand towels were available at all wash hand basins used by the children and the staff members.
- Staff were aware of cleaning practices in relation to infection control and discussed the appropriate cleaning procedures toys and equipment.

Administration of Medication:

- A range of care plan templates were available to support the medical care needs for new children who will transition into the service in the new term.

Fire Safety:

- Emergency exits were unobstructed.

Non-Compliance Information

General Safety:

A trailing flex was observed from the air conditioning unit in Room 2. This presented as a trip hazard and a risk of strangulation to a child. The inspector took temporary preventative action and wrapped it behind the unit, the designated person in charge was informed.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

The trailing flex from the air conditioning unit was attached to the wall and covered using cable trunking. Cable trunking will be used to prevent trailing wires.

Supporting documentation submitted

General Safety:

Photographic evidence submitted.

Summary Comment

The inspector has reviewed the action and evidence submitted. The non-compliance identified under Regulation 23 had been adequately 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

(1) A review of the roster showed that a person trained in First Aid Responder training was available at all times to the children attending the pre-school.

(2)(a) and (b) Suitably equipped first aid boxes were available and were safely stored in an easily accessible and conspicuous position on the premises.