

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier: TU2015DY278

Name of Service: Cranford Creche

Address of Service: 151 Rathgar Road, Rathgar, Dublin 6.

Eircode: D06 ND61

Name of Registered Provider: Emmett Rice

Service type: Full Day

Date of Inspection: 14/01/2025

No of pre-school children:	AM	43	PM	42

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:	C. Harte and L. Jameson
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.

Description of service

Cranford Creche and Montessori is a privately owned service offering full time care and education to children aged from 0 to 6 years and operates from 8:00am to 6:00pm Monday to Friday. The service participates in the Early Childhood Care and Education (ECCE) scheme and caters for a maximum of 53 children. The service is based in a converted residential dwelling in a residential area on the south side of Dublin city. There are five care rooms over three floors and outdoor play areas at the front and rear of the premises. The basement consists of Nursery 1 and Nursery 2 with an adjacent cot room. On the first floor is the Toddler room and the Yellow Pre Montessori room. On the second floor Top House Montessori class use two rooms which children move between. The building also has a kitchen, staff room and an office.

Staffing

The registered provider currently employs thirteen staff including the person in charge and a chef who is childcare qualified and can assist in rooms if required. The registered provider does not work directly in the service.

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 and safety. The inspection 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),(3), (4) Management and Recruitment
- Regulation 11(1),(2) Staffing Levels
- Regulation 16(1)(a)(b)(c)(d)(e)(f)(g)(h)(i)(j)(k) Record in Relation to a Pre-school Service.
- Regulation 19(1)(b) Health, Welfare and Development of child
- Regulation 23 Safeguarding the Health, Safety and Welfare of the Child
- Regulation 25 First Aid
- Regulation 29 (e) Premises

A sampling process was used to assess compliance under Regulation 19 Health, Welfare and Development of Child and Regulation 23 Safeguarding Health, Safety and Welfare of Child. As a result, the scope of the inspection included Nursery 1 room, Nursery 2 room, Toddler room and Yellow Montessori.

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 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.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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)(b) The service had a designated person in charge and two named persons to deputise. A designated person in charge was rostered to be on the premises during the opening hours of the service on the day of inspection.

The person in charge was present in the service when the inspectors arrived and remained in the service for the duration of the inspection.

(c) There was a clear management structure in place and staff were aware of their role and responsibilities.

(2) A review of paperwork and conversation with the person in charge showed there are currently 13 staff employed by the service. The files of 3 staff who had commenced employment since the last inspection were reviewed. A Garda vetting disclosure was also reviewed for a staff member who's file was reviewed on the last inspection but for whom our records showed had exceeded the 3 year renewal period.

The registered provider had completed the following checks:

- (a) Five written and validated references were available from past employers.
- (b) One written and validated reference was available from a source other than a past employer.
- (c) Garda vetting disclosures had been obtained for three new staff members. The service provided updated vetting for one staff member demonstrating compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
- (d) Police vetting was available for two adults who had lived in a country other than Ireland for a period of six months or more as an adult.

(3) Evidence was available to demonstrate that the procedures specified in paragraph (2) were carried out in relation to three adults before employment commenced.

(4) Evidence was available to show that three adults 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 and Youth Affairs.

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.

Compliance Information

- (1) The registered provider ensured that an adequate number of adults were working directly with the children in the service.
- (2) The adult child ratios were correct when the inspectors arrived unannounced to the service and throughout the inspection. The following was observed:
- Nursery 1 room - 2 adults were caring for 6 children aged between 1 to 2 years.
 - Nursery 2 room - 1 adult was caring for 5 children aged between 1 to 2 years.
 - Toddler room - 2 adults were caring for 8 children aged between 2 to 3 years
 - Yellow Montessori room - 2 adults were caring for 9 children aged between 2 to 3 years.
 - Top House Montessori room - 2 adults were caring for 15 children aged between 3 to 5 years.

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:

- (a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor;*
- (b) details of the class of service and the age profile of children for which the service is registered to provide services;*
- (c) details of the adult:child ratios in the service;*
- (d) the type of care or programme provided in the service;*
- (e) the facilities available;*
- (f) the opening hours and fees;*
- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;*
- (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) The registered provider ensured that a record in writing was kept of the following information in relation to the service:

- (a) Details of the name, position, qualifications, and experience of all staff were maintained within the staff files.
- (b) The service mission statement detailed the class of service and the age profile of children for which the service is registered to provide services.
- (c) Details of the adult child ratios were listed in the service mission statement.
- (d) (e) The service mission statement and display in the hallway detailed the type of care or programme provided and the facilities available within the service.
- (f) The opening hours and fees of the service were displayed on a noticeboard in the hallway.
- (g) The registered provider maintained the policies required in accordance with Regulation 10.
- (h) Attendance records detailing the arrival and departure of the children on a daily basis were maintained in each care room.
- (i) A record was maintained of the staff roster which was reflective of the staff present on the day. A copy of the roster was displayed in the hallway.
- (k) Following a review of a sample of fifteen records, the registered provider ensured a full record in writing was maintained for accident and incidents.

Non-Compliance Information

(j) The registered provider did not ensure a full record was maintained for the administration of medication. A sample of 20 forms were reviewed. The following was observed:

- The form used to record administration of antifebrile medication did not include the signature of a second person present for the administration.
- Seven forms did not include the date of the medication administration.
- One form did not include the child's full name who received medication.

This is not in line with service policy that states a second person must be present and countersign the administration form and that staff must record the child's name and date of dosage.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective action: The service has updated the administration of medication form in relation to antifebrile medication to include the signature of a second staff member as a witness.

Preventive action: The medication form has been updated, and staff have been informed of the changed.

Supporting documentation submitted

- Documentary evidence.

Summary Comment

The inspector has reviewed the corrective and preventative actions and evidence submitted. The non-compliance identified under Regulation 16 has 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-

(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:

- Practices such as mealtimes, nappy changing and toileting were observed to be regular, timely and pleasant experiences for the children. Documentary evidence showed meals provided were regular and varied. The mealtime experience was observed to be relaxed and sociable with children given time to eat their meal at their own pace. Additional portions were available.
- Children had access to drinks throughout the day on low level shelving in the care rooms and staff brought drinks beakers to the garden while the children played outdoors.
- Staff interacted with children in a calm and pleasant manner. They offered clear guidance to children on the daily routine. A staff member was observed to support conflict resolution for children at their level and encouraged the use of language and understanding supporting emotional and social development.
- Staff were observed to implement practices to support the privacy and dignity of children during toileting and assist as necessary.
- Staff assisted children to remove heavy clothing before sleep and to dress in suitable clothing for time in the outdoor area to support their comfort.

Non-Compliance Information

1. The transition for children in the Nursery 1 room when waking from sleep was observed to be disorganised which led to upset and frustration for children. Children were observed upset and signalling for attention by standing and reaching with stretched arms from their cots. It is acknowledged that the staff member present attempted to offer comfort to the children but was unable to address all behaviours as four children required support between the cots placed in the care room and cot room located off the main room.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective action: Management stays as a supporting staff member on the nursery level 12-2pm to assist with transitions from sleep. The service has creche phones and intercoms available in each room to be able to contact management if help is needed, this was done on the day of inspection.

Preventive action: The service will continue to have the above routine in place and management will be more aware of nursery level needing this assistance.

Supporting documentation submitted

- No documents submitted.

Summary Comment

The inspector has reviewed the corrective and preventative actions submitted. The non-compliance under Regulation 19 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:

- The entrance of the service was secured on arrival to the service, and entry and exit was managed and monitored by staff.
- Cleaning products were stored out of reach of children.
- Furniture and equipment were observed to well maintained and suitable for use.

- The outdoor spaces were securely fenced to prevent children from exiting unsupervised and gaining access to a roadway or other potential areas of risk.

Infection Control:

- Cot mattresses had waterproof covers in place.
- Nappy creams were individually labelled which reduced the risk of cross contamination.
- Windows were open in the service allowing air to circulate.

Administration of Medication:

- Care plans were in place for children who may require emergency medication and staff were knowledgeable of the procedures to follow.

Safe Sleep:

- An ambient temperature between 18-22°C was maintained in rooms where children over 1 year were sleeping.

Fire Safety:

- Emergency exits were observed clear of obstruction.

Non-Compliance Information

General Safety:

1. Two trailing flexes were observed accessible to children in the Toddler room which posed a risk of injury.

Safe Sleep:

2. The form being used by staff to record ten-minute physical checks on children did not include details of a sleeping child's breathing or colour. The practice and recording of comprehensive physical sleep checks help provide for children's safety.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Corrective and preventive action: Management have spoken with staff and included in memos that wires need to be put away safely at a high level.

Safe Sleep:

2. Corrective and preventive action: The service has updated the sleep chart with new in-depth information to ensure safe sleep at all times to be documented every 10 minutes. Included are: time, position, breathing, colouring and staff member initials.

Supporting documentation submitted

General Safety:

- Documentary evidence.

Safe Sleep:

- Documentary evidence.

Summary Comment

The inspector has reviewed the corrective and preventative 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

(1) A review of available documents and conversation with management showed that a staff member trained in First Aid Response (FAR) was rostered to be on the premises and available to the children at all times during the opening hours of the service.

(2) (a)(b) Suitably equipped first aid boxes were stored safely out of reach of children, readily available and easily accessible to staff if required at any time.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

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

(d) cleaned, maintained and repaired, as required, and

(e) equipped with adequate and suitable sanitary facilities.

Compliance Information

(d) The service was observed to be clean and maintained. Cleaning records were displayed throughout the service and completed to date of inspection.

Non-Compliance Information

(e) One sanitary facility was available for thirteen staff. An additional sanitary facility is required to meet the requirement of one hand basin and one toilet for every eight staff members. This was a noncompliance on the previous inspection reports in May 2023 and March 2024.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Corrective and preventive action: The information has been shared with the registered provider.

Supporting documentation submitted

- No documents submitted.

Summary Comment

The registered provider has not addressed the non-compliance under Regulation 29 (e). Regulatory compliance remains outstanding.