

Early Years Inspectorate Regulatory Report

Pre School

remTUSLA Identifier:	TU2015DY284		
Name of Service:	Ladybug Childcare LTD		
Address of Service:	85 Ranelagh Rd, Ranelagh, Dublin 6, County Dublin.		
Eircode:	D06 FX53		
Name of Registered Provider:	Elaine Quane		
Service type:	Full Day		
Date(s) of Inspection:	10/10/2023		
No of pre-school children:	AM	75	PM 63
Address of the Early Years Inspectorate:	Tusla, Child and Family Agency, Loughlinstown Health Centre, Loughlinstown Drive, Loughlinstown, County Dublin.		
Inspection undertaken by:	Olivia Quill and Rosemary Brien		
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

This early years service was established in 2011 and is privately operated. The service is registered to provide full day care to children ranging in age from 0-6 years. The service operates Monday to Friday from 08:00-18:00. The service is located in a purportedly adapted period residential premises in an urban area of Dublin South City. Care is delivered across six care rooms. Four of these care rooms named the Baby, Wobbler, Toddler and Pre-School rooms are located in the main premises. There is a separate two-storey building to the rear of the premises with two additional pre-school rooms to accommodate children attending the Junior and Senior Montessori rooms. Two designated sleep rooms are available. An enclosed outdoor play area is available to the rear of the premises.

Staffing

In total nineteen staff are employed in the service including the designated person in charge. The registered provider does not work in the service. On the day of inspection nineteen staff were present, additionally two staff who were employed through an external childcare agency were present and worked directly with the children.

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

The 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.

This inspection focused on an examination of compliance under Regulation.

9 – Management and Recruitment (2) and (4),

11 – Staffing levels,

16 (h), (i), (j), and (k) – Record in relation to pre-school service,

19(1)(a)(b) – Health welfare and development of child and

23 – Safeguarding health, safety and welfare of child.

A sampling process was used to assess compliance under regulation 16 (h), (i), (j), and (k) – Record in relation to pre-school service and 19(1)(a)(b) Health welfare and development of child. As a result, the scope of the inspection included rooms the Wobblers, Toddler, Pre Montessori and Junior Montessori rooms and did not include the Baby and Senior Montessori rooms.

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

(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

(2) The inspection focused on the recruitment records for all staff employed by the service and included records for two agency staff who were employed through a private childcare agency and were present on the day of inspection.

(a) Of the forty-two validated, written references that were required, thirty-seven were available from a past employer.

(b) A further four validated, written references were available from a source other than a past employer for staff who had only one previous employer.

(c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for all staff working directly with the children.

(d) Police vetting was available for eight staff members who lived outside the state for longer than six months as an adult.

(4) There was evidence that twenty adults working directly with the children had attained at least a major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications or a qualification deemed to be equivalent. The qualifications for one of the adults, which did not meet these criteria, had been assessed by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY) and a letter of eligibility to practice had been issued for this adult.

Non-Compliance Information

- (2)
- (a), (b) A second written reference for one staff member was unsuitable as it was not obtained from a past employer or from a source other than a past employer.
- (d) There was no Police vetting available for one adult who lived outside the state for a period of longer than six months as an adult. Police vetting available for six staff employed had not been translated and therefore could not be interpreted.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (2)
- (a), (b) Going forward all references will be sought from the most recent employer or from a source other than a past employer. All references will be validated through the reference validation checklist form which has been sought from an external consultancy company.
- (d) Police Vetting has been translated for all 6 staff members. Police vetting has been applied for the staff member in requirement. Going forward we will ensure at the recruitment stage that all vetting is translated prior to appointment of staff. An external consultancy company has been hired to commence and complete half yearly audits of our files and practices to ensure sustained compliance under the regulations.

Supporting documentation submitted

A second written validated reference. Evidence of application for police vetting for one adult. Translated police vetting for six adults.

Summary Comment

The corrective and preventive actions stated by the registered provider have addressed the non-compliance. The Regulatory requirement has been met.

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) An adequate number of adults were working directly with the children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. When the inspectors arrived, there were seventy-five children attending the service being supervised by fourteen staff. The designated person in charge was available to provide additional support as required. Three additional staff who were rostered to work at a designated time arrived after the inspection had commenced to provide additional support to cover staff breaks.

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) Details of children’s attendance were recorded in roll books in each care room and on a mobile tablet application.

(i) A staff roster was available.

(j) A sample of medication records were reviewed. Documentation was available to demonstrate medication given to pre-school children had signed parental consent and the forms were completed correctly.

Non-Compliance Information

(k) A sample of accident and incident forms were reviewed. It was noted all sections of the form had not been completed as required. Two forms had not been signed by parents to indicate they had been informed of the incident. This posed a potential safety risk.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

All accident reports have been signed by parents. All staff are to be retrained in the procedure. Memo was sent to staff in relation to same and all accident report books will be checked weekly by senior management going forward to ensure sustained compliance.

Supporting documentation submitted

Written evidence of memo sent to staff.

Summary Comment

The corrective and preventive actions stated by the registered provider have addressed the non-compliance. The Regulatory requirement has been met.

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

(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)(a),(b)

Staff reported an external catering company is used to provide prepared meals. Food was offered at regular intervals. At lunchtime children were served chicken and mashed potatoes. Mealtime was observed to be relaxed and a positive social experience for children as adults engaged with them helping when required. Bibs were given to younger children to protect their clothing. Suitable cutlery was provided. Water was served with meals and was accessible to children in their respective rooms. Care was given to children's appearance as they had their hands and faces cleaned after dinner.

Nappy changing took place throughout the day and staff were observed to engage attentively with children at this time. Children were encouraged and supported to use the toilet independently. Safe sleep practices were adhered to by staff, and children's outer clothing and footwear were removed before being put down to sleep. Adults used soft tones and gentle, respectful language during all interactions which reflected in the calm atmosphere of the service. Minor behaviour issues were managed promptly in a competent and positive manner, evidenced by staff

encouraging children to share. Staff reported they communicate daily with parents at drop off and collection times and additional information was shared with parents via a mobile tablet application used by the service, which promoted continuity of care for children attending the service.

The care rooms were designed with a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials. Cosy corners were provided in each room to allow children to rest as required. Suitable low-level tables and chairs were provided for meals and tabletop activities. Outdoor play is included as part of the daily timetable. Children from the Junior, Senior and Pre-Montessori rooms were observed in the outdoor play area.

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. A bell and intercom system was in place on the main door. This prevented unauthorised access and children leaving the service unsupervised.
- Cleaning agents and storage areas were inaccessible to children.
- All toys and play equipment available to the children on the day of inspection were safe for the age group using them and in good condition.
- Flexes and cables were secured and in good condition.

Infection Control:

- The environment was clean and cleaning schedules were available.
- A mouthed toy box was available, and staff were observed to place toys that had been mouthed by children in this box for cleaning.
- A system was in place for sterilising soothers and they were stored in individual labelled containers after cleaning.

- Sanitary facilities were equipped with warm water, liquid soap and paper towels. Children were supported to wash their hands at regular intervals including following outdoor play after using the toilet and before meals.
- Nappy changing practice was observed, staff followed the nappy changing policy and completed all steps required to prevent the spread of infection.
- Waste was appropriately disposed of with the use of pedal operated lidded bins.
- Individual clean cloths were used to clean children's faces in the Wobbler room after eating.
- Bed linen was laundered weekly and after use it was stored in individual storage box.

Administration of Medication:

- Staff were familiar with the medication policy when questioned. Care plans were available for children with specific medical conditions. Medication was clearly labelled, stored safely and easily accessible if required.

Safe Sleep:

- Staff were observed checking sleeping children every 10 minutes and they maintained a record of all checks. When questioned, staff were familiar with the safe sleep guidelines.
- The sleep room was maintained at the required temperature for sleep.
- Standard cots were used for children under two years of age when sleeping. The environment was made conducive for sleeping the rooms were quiet and the blinds were closed.

Fire Safety:

- Fire exits were clearly marked and free of obstructions.

Non-Compliance Information

Infection Control:

The covering on the sofa seating provided in the Toddler, Pre-Montessori and Senior Montessori rooms was torn and as a result it could not be cleaned effectively for infection control purposes.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

The chairs have been removed from the care room due to the infection control hazard they pose. At the time of the inspection, it was outlined to the inspector that the chairs were out of stock. Going forward we will ensure we

have alternatives ready prior to having to order new seating. Replacements are due to be ordered next week as I am informed, they are due back in stock then.

Supporting documentation submitted

Infection Control:

Written evidence.

Summary Comment

The corrective and preventive actions stated by the registered provider have addressed the non-compliance. The Regulatory requirement has been met.