

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DY287
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<b>Name of Service:</b>	RTE Childcare (managed by Wee Care Day Nurseries)
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<b>Address of Service:</b>	RTE Campus, Montrose House, Donnybrook, Dublin 4, Co. Dublin
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<b>Eircode:</b>	D04 P9N2
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<b>Name of Registered Provider:</b>	Ian Buchanan
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<b>Service type:</b>	Full Day
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<b>Dates of Inspection:</b>	29/01/2024
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<b>Date 2 of Inspection:</b>	30/01/2024
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<b>No of pre-school children:</b>	AM	53	PM	50
<b>Day 2</b>	AM	46	PM	52

<b>Address of the Early Years Inspectorate:</b>	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8
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<b>Inspection undertaken by:</b>	R. Brien & F. Carty
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<b>Title:</b>	Early Years Inspectors
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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).

<b>Conditions if applicable</b>	Not applicable
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### Description of service

RTE Childcare (managed by Wee Care Day Nurseries) is registered to provide full time care for children from 0 to 6 years of age. The service is registered to operate from 07:45 to 18:30, Monday to Friday. On the days of inspection, the service was operating from 07:30 to 18:00.

The service is located in a detached period building on the RTE campus which has been purposefully adapted to accommodate the childcare service. There are seven care rooms available over two floors, five care rooms were in operation on the day of inspection. The Baby/Twinkler room caters for children from 9 months to 1 year of age. The Tweenies rooms cater for children aged 1 and 2 years. The Toddler room caters for children aged 2 years. The Montessori Yellow room caters for children aged 3 and the Montessori Green room caters for children from 3 to 5 years. Two dedicated cot rooms are located on the ground floor. Children have access to two, fully enclosed outdoor play areas to the rear of the premises.

### Staffing

The service currently employs 16 staff including a manager. There were 15 staff working directly with the children on both days of inspection including the manager and the area manager who arrived during the morning of the inspection on day 1. The registered provider was not present on the day of inspection and 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 the following regulations:

- 9 (1)(a)(b),(2),(3),(4) Management and Recruitment,
- 11 (1),(2),(8)(a) Staffing Levels,
- 16 (h),(i),(j),(k) Record in relation to pre-school service,
- 19 (1)(a)(b) Health, Welfare and Development of Child,
- 23 Safeguarding, Health, Safety and Welfare of Child.

These findings are outlined within the relevant regulations within this report.

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

- 16(h) Record in relation to pre-school service,

As a result, the scope of the inspection included the Baby/Twinkler room, Tweenies and Toddlers.

- 16(j)(k) Record in relation to pre-school service,

As a result, the scope of the inspection included the Baby/Twinkler room, Tweenies, Toddlers and Montessori Yellow.

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.

# Early Years Inspectorate Regulatory Report

## Pre School

### 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

(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 a named person to deputise as required who were both on the premises throughout the inspection.

(2) The files of seventeen adults were reviewed as part of the inspection. This included eight staff members who had commenced working in the service since the last inspection on 30 January 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(a)(b) Of the thirty-four references that were required, twenty-nine were available from a past employer and five were available from a reputable source.

(c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the seventeen staff members. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Police vetting was required for ten staff members and was available for four staff members who had lived outside the State for a period exceeding six months as an adult.

(4) Records were available evidencing that sixteen staff members who were employed to work directly with the children held the required qualification or equivalent. Four of these staff members held letters of eligibility to practice or qualification recognition letters from the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

## Non-Compliance Information

A number of issues were identified with how the service manages safer recruitment processes as detailed below:

(2)(d)

- There was no record of police vetting available for one staff member who had lived outside the State for a period exceeding six months as an adult.
- Police vetting records in respect of five other staff members could not be interpreted as they had not been translated into English.

(3) The registered provider did not take appropriate measures to ensure that all adults were suitable to work in an early years service prior to their commencement. There was no evidence available to demonstrate that two

references in respect of two adults had been validated by the registered provider before staff commenced working in the service.

(4) There was no evidence available to show that one of the adults who was employed following the last inspection, who was working directly with the children in the service, held a relevant major award in Early Childhood Care and Education on the National Framework of Qualifications.

### Corrective & Preventive Action submitted by the Registered Provider

#### **Corrective and Preventive Action**

(2)(d) Police vetting was obtained for one staff member. Police vetting for 5 staff has been translated. All files will be checked once a year to make sure all original documents are available for inspection.

(3) All references have been checked and verified. All references will be checked and verified prior to commencement of employment.

(4) A copy of 2 different qualifications in early childhood care and education of the adult who was working with children directly was on file on day of inspection. Confirmation from DCEDIY submitted on the qualifications which are both on the national framework of qualifications. All qualifications if required will be verified.

#### **Supporting documentation submitted**

Written evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

### Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.

## 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) 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. There were fifty-three children attending the service being supervised by fifteen adults on the first day of inspection. There were fifty-two children attending the service being supervised by fifteen adults on the second day of inspection.

(8)(a) There were at least two adults on the premises at all times.

## 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

(i) The staff roster was available on both days of inspection and accurately reflected the adults working in the service on each day.

(j) A sample of fifteen medication administration records were reviewed. These records were signed by staff and parents and were completed appropriately.

(k) A sample of twenty-three accident and incidents records were reviewed. These records were signed by staff and parents and were completed appropriately.

### Non-Compliance Information

(h)

On the first day of inspection, two children who were recorded on the Baby/Twinkler room register were present in the Tweenies room for the day. These children were not recorded on the Tweenies room register during this time.

On the second day of inspection, one child who was recorded on the Baby/Twinkler room register was present in the Tweenies room for the day. This child was not recorded on the Tweenies room register during this time.

Failure to record the room children are attending may pose a risk to the safe evacuation of children in the event of a fire.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

All children who are going on their visits to their new room must be added to daily register and child put on the online app for those times. All children who are moved to a different room for sleep or non-sleep times must be added to daily register and on the online app for those times.

Policy is introduced and implemented that all children are to be recorded on daily register and online app if moved to another room for a short while throughout the day. All staff informed of this by staff meeting and individual unit head /management meetings.

#### Supporting documentation submitted

Written evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

### Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.

### 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)

The service had a healthy eating policy in place and the manager reported that all meals are provided by the service with dinner provided by an external catering company. Children are offered breakfast on arrival and a snack is provided during the morning. Dinner was served between 11:30 and 11:45. Drinking water was available to children throughout the day and all children were given water with their meal. Younger children were provided with bibs for dinnertime. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner.

Additional servings of dinner were available in the Toddler, Montessori Yellow and Montessori Green rooms and staff were observed offering more food to children. Children in the Montessori Yellow and Montessori Green rooms were observed serving themselves from a dish in the middle of the tables and staff in these rooms were observed eating dinner with the children.

Children's care needs were observed to be met promptly. Staff were observed cleaning children's noses as required and children's hands and faces were cleaned after dinner as required. Children were encouraged and supported to be independent including using the toilet independently and cleaning up after their play. Children's nappies were changed regularly and staff were observed engaging warmly with children when providing this care. There was a designated nap time in the Twinklers, Tweenies and Toddler rooms. Younger children in the Baby room were placed to sleep when they displayed signs of tiredness.

Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement, gentle tones and praise when promoting

positive behaviour in line with the service's behaviour management policy. Staff provided an appropriate level of supervision whilst supporting the children's independence during play and mealtimes.

Staff described how they record information about each child's day using an online application detailing information on food, sleep, nappy changes and activities. Parents were observed in the service during drop off and collection times and staff shared information about the children with their parents at these times.

Care rooms were arranged to provide a range of play materials and areas of interest providing children with the freedom to play and explore. Areas of interest included small world toys, construction toys, jigsaws, rest areas with books, ball pits, home corners and dress up materials. The care rooms provided a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials. Family photos, birthday displays and children's artwork were displayed in the care rooms.

The environment was laid out to support the children's independence. Low level hooks were provided for coats and bags. Play materials were observed to be accessible to the children on low level shelving. Low level tables and chairs were available in the care rooms.

A fully enclosed outdoor area was located to the rear of the premises. This was separated by fencing into two areas, one with grass surfacing and a paved area with a shelter to allow for use in all weather. A range of developmentally appropriate play equipment was provided in the outdoor play area. Children from the Montessori Yellow and Montessori Green rooms were observed accessing the outdoor play area on the second day of inspection. Children were observed engaging in energetic and imaginative play.

### Non-Compliance Information

1. The registered provider did not ensure there was an adequate provision of food for all the children in attendance. On the first day of inspection, a child in the Tweenies room who had cleared their bowl at dinnertime was observed to take food from the bowls of three other children. There were no additional servings of dinner available in the room and no additional serving was sought by staff from the kitchen for this child. When asked by the inspector if children were routinely offered more food at dinner time a staff member replied that they are not as the children are full.

- Two children in the Baby/Twinkler room and one child in the Tweenies room were observed to have a soother in their mouth for prolonged periods of time on the first day of inspection. Prolonged use of soothers may inhibit language and oral motor development and prevent children from interacting with their peers.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

- All staff were informed at staff meeting and individual unit leader meetings that children may have second helpings of food if required. It was emphasised to unit leaders that they need to be especially aware in our younger classes that children may not have the vocabulary to express their needs and wants of more food. We have purchased new dishes to be available for each unit for extra portions to be provided daily.
- We have updated our soother policy to emphasise the length of time a child may have their soother throughout the day. Updated and implemented policy and procedures to soother policy.

#### Supporting documentation submitted

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

### Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.

## 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 inspectors found by observation of practice, review of documentation, discussion with staff and inspection of the premises that the registered provider had taken the following steps to safeguard children attending:

#### General Safety:

- The entrance door to the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised.
- Medicines, hand sanitisers and cleaning agents were stored safely out of reach of children.
- All storage facilities were inaccessible to children.
- The toys and play equipment observed in use by the children on the day of inspection appeared in good working order.
- All blind cords were secured.

### Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate hand washing. Children in the Toddler, Montessori Yellow and Montessori Green rooms were supported to wash their hands at regular intervals including after nappy changing, using the toilet and before meals.
- A system was in place for effective sterilisation of soothers.
- Waste was managed appropriately with the use of pedal bins.
- Individual bed linen was provided for children. Staff stated that bed linen is laundered weekly or as required.

### Administration of Medication:

- The service had an administration of medication policy in place. Practices in line with this policy were observed on the day of inspection. On the second day of inspection, a child was administered medicine by the person in charge and this was witnessed by a second member of staff.

### Non-Compliance Information

#### General Safety:

1. Trailing cables from a stereo and a baby monitor were observed within reach of children in the Baby cot room posing a risk of injury to children.

#### Infection Control:

Inspectors observed a number of practices which posed a risk of transmission of infection within the service:

2. The children attending the Tweenies room were of an age where they explored toys with their mouths. On the first day of inspection, there was no attempt made to remove the toys when mouthed despite the room having a designated box for this purpose. The toys remained in use between the different children posing a risk of cross infection.

3. The handwashing practices observed on the first day of inspection were inconsistent and at variance with the policy in place in the service. Children's hands were not washed before dinner in the Baby/Twinkler room or in the Tweenies room.
4. Some nappy changing practices observed during the inspection were inadequate for infection control purposes. A staff member was observed wearing the same apron for a number of nappy changes, two staff members did not wash their hands after cleaning the nappy changing mat and a child's hands were not washed following a nappy change.

### Safe Sleep:

5. On the first day of inspection, practices in place in relation to safe sleep for children placed to sleep in the cot room used by the Twinklers and Tweenies were inadequate and contrary to the service's policy on safe sleep posing a potential risk to the health and safety of children. The sleep checks observed were not sufficient. Individual, physical sleep checks were not carried out on 11 sleeping children, as the two staff in the room were occupied supporting other children to get to sleep.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

##### General Safety:

1. We removed on the day the baby monitor and stereo which had a trailing cable and introduced a wireless baby monitor. Risk assessment sheet will be monitored by management and must be completed by unit leaders daily/monthly. All monitors when purchased and put in rooms must be wireless or trailing cables immediately tacked to wall if put in a room.

##### Infection Control:

2. – 4. It was reiterated to all staff through a full staff meeting and individual room meetings especially in the younger rooms to implement the policies in place at all times in regard to mouthing toys, washing hands and nappy changing. Management along with all staff will continue to implement the policies we have in place for mouthing toys, washing hands and nappy changes

##### Safe Sleep:

5. All staff were informed of additional procedures to our safe sleep policy and this was implemented immediately and going forward. New additional procedure to safe sleep policy will be observed by management and all staff with immediate effect.

#### Supporting documentation submitted

## General Safety:

Written and photographic evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

## Infection Control:

Written evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

## Safe Sleep:

Written evidence was presented to demonstrate the corrective and preventive actions submitted by the registered provider.

## Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances. These actions will be assessed on the next inspection.