

# Early Years Inspectorate Regulatory Report

## Pre School

**TUSLA Identifier:** TU2015DY291

**Name of Service:** Safari Childcare

**Address of Service:** The Hibernia Building, Heuston South Quarter, Military Rd, Dublin 8

**Eircode:** D08 PX3Y

**Name of Registered Provider:** Kevin McGuinness, Cian Powell

**Service type:** Full Day, Part Time, Sessional

**Date of Inspection:** 11/03/2024

<b>No of pre-school children:</b>	<b>AM</b>	49	<b>PM</b>	48

<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, 7 <sup>th</sup> Floor, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
<b>Inspection undertaken by:</b>	E. Finnegan Hayes & T. Nelson
<b>Title:</b>	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).

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

Safari Childcare is a privately run service located in a mixed-use building in South Dublin and is one of eight services operated by the registered providers. The service currently operates from 8am to 6pm Monday to Friday providing full day, part-time and sessional care and education to children aged 1-5 years. The service has seven care rooms located across two adjacent buildings; six care rooms in the main building included Wobbler 1 room, Wobbler 2 room, Toddler 1 room, Toddler 2 room, Preschool 1 room, and Preschool 2 room. One care room in the adjacent building housed the ECCE/ school aged care room. The service also has two separate cot rooms for children in Wobbler room 1 & 2, an office, kitchen and staff room and two secure outdoor areas.

### Staffing

The registered provider employs 21 staff to work in the service. Eighteen staff were present the day of inspection including the deputy person in charge, 16 staff working directly with the children, and a kitchen staff. A student was also present on the day of inspection. The registered providers do not work 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, safety and premises. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under Regulation 9 Management and Recruitment, Regulation 16 Records in relation to the Preschool service, Regulation 19 Health, Welfare and Development of child, Regulation 23 Safeguarding Health, Safety and Welfare of Child and Regulation 29 Premises. As a result, the scope of the inspection included Wobbler 1, Wobbler 2, Toddler 1 and Toddler 2 and did not include the other care 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 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.

(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) There was a designated person in charge and a named person to deputise when required. A review of the roster and conversation with staff showed a designated person in charge is rostered to be on the premises at all times during the service opening hours.

(c) There was a clear management structure in the service which staff were aware of.

(2) A review of the roster and discussion with management and staff established that five staff and a student have commenced in the service since the last inspection in April 2023. The files of these six adults were reviewed along

with Garda vetting disclosures and qualifications for the remaining 16 staff who are currently employed in the service.

(a) (b) Twelve written and verified references were available in relation to six adults.

(c) Garda vetting disclosures had been obtained for 22 staff. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under regulation 23 of this report.

(d) Police vetting was available for five adults who had lived outside of Ireland for a period of more than 6 months as an adult.

(3) Evidence showed that the relevant checks required under (2) had been carried out before the employment start date for six adults who had commenced in the service since the last inspection.

(4) Evidence was available to show that 19 staff members who worked directly with the children held 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.

### Non-Compliance Information

(4) Evidence was not available to show that one staff member who worked directly with the children held 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.

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

#### Corrective and Preventive Action

(4) This staff member had only had a statement of result in their file at the time of inspection. Her results have now been cleared with QQI, and there is now confirmation of her holding a major award in childcare level 5 now in her file. This staff member has been employed with us for over 10 years. We will ensure that not only current staff have all qualifications on file for inspection, but also, we will ensure long standing members of staff have files that are updated in accordance with regulations.

#### Supporting documentation submitted

Copy of the qualification was received.

### Summary Comment

The corrective and preventive actions provided by the registered provider are sufficient to address the non-compliance under Regulation 9.

### 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) There were 49 preschool children being cared for by 16 adults on the morning of inspection. The deputy person in charge was also available in a supernumerary capacity.

(2) Ratios were maintained during the inspection. The following was observed:

Room	Age range	No. of children	No. of Adults present	Adults required
Wobbler 1	1-1.5 years	6	2	2
Wobbler 2	1.5 -2 years	5	3	1
Toddler 1	2-2.5 years	8	3	2
Toddler 2	2.5- 3 years	9	3	2
Preschool 1	3- 5 years	8	2	1
Preschool 2	3- 5 years	7	1	1
ECCE	3- 5 years	6	2	1

## 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:*

- (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)
- (j) A sample of 21 medication administration forms were reviewed within the service, all of which were completed in full.
  - (k) A sample of 36 Accident/Incident records were reviewed within the service, all of which were completed in full.

## 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)

##### Basic Needs:

- The service had a healthy eating policy and provided all food in line with a four-week menu. The daily menu included a variety of cereals for breakfast between 8-9am, a fruit snack at 9:30am, dinner at 11am followed by a snack after naptime and tea at 3:30pm. On the day of inspection children were observed to eat vegetable and bean stew for dinner. Staff advised that additional food was available if needed.
- Drinks were available to the children throughout the morning in each room and drinks were provided to the children with their meals.
- Nappy changing was done on a set schedule and as required to ensure the children's comfort.
- Children enjoyed freedom of movement within the care rooms and were able to engage in a range of activities of their choosing along with more structured activities provided by the staff.

### Physical and Material Environment

- Child sized tables and chairs and low-level shelving were provided allowing children to access materials independently promoting choice and spontaneous play experiences.
- Individually labelled coat hooks were used to store the children's belongings. Children's photographs were used to label the hooks supporting children to identify their belongings.
- Push toys were provided for children in Wobbler room 1 to encourage and support children learning to walk.

### Supporting relationships:

- Staff used low tones when speaking to the children and interactions between staff and children were observed to be kind, caring and respectful.
- Staff supported children's choice and preference throughout the care rooms for example in Wobbler room 1 two children pulled at chairs indicating where they would like to sit, and this was supported by staff who placed chairs around the table and provided tabletop activities for the children.
- Mealtimes were observed to be a relaxed social event. Staff sat and chatted with the children encouraging them to eat their food and offering support as needed.
- Staff record details about each child including meals, nappy changes, and sleep; this information was shared with parents on a daily basis promoting a strong staff/parent relationship.
- Photos of the children were used in a variety of displays throughout the care rooms for example family photos were displayed along with photos of children engaged in activities in the service. This supports children's sense of identity and belonging and demonstrates the connection between their home life and the service.

### 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 entrance was secure on arrival to the service and staff attend the door to allow access. This prevents unauthorised persons entering the building and prevents children leaving the building unsupervised.
- A second coded door inside the main door provides a containment area for visitors and prevents them gaining unsupervised access to the care rooms. This also prevents children leaving the service unsupervised.
- High handles on internal care room doors and thumb locks on external care room doors prevented children from leaving care rooms unsupervised.
- Window restrictor devices are fitted on windows in the service which prevented them from being opened far enough to allow a child to fall through.
- Water was thermostatically controlled to prevent injury to the children.
- Toys and equipment available in the care rooms were maintained in good working order and free from hazards.
- Low level cupboards were fitted with child proof locks to prevent access by children.
- Cleaning sprays were stored out of reach of the children.
- Blind cords were secured in all care rooms and cot rooms.

##### Infection Control:

- Handwashing was observed to be done frequently throughout the day for example before mealtimes and after nappy changing.
- Cleaning checklists were available and completed to date.
- Cot mattresses were maintained in good working order free from hazards.
- Cots and sleep mats were spaced a minimum of 50cms apart.
- Bed linen used for low level beds was stored in individual labelled bags when not in use.

##### Safe Sleep:

- Staff were observed conducting physical checks of sleeping children every 10minutes and details of these checks were recorded in a timely manner.
- Mattresses were observed to be the correct size for the cots and footholds were avoided.

##### Fire Safety:

- Emergency exits were clearly marked and unobstructed on the day of inspection.
- Staff were knowledgeable of the procedure for evacuation in the event of a fire emergency.

### Non-Compliance Information

#### General Safety:

1. Garda vetting was available for seven staff members. However, these vetting disclosures were not dated within the previous three years in adherence with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

#### Infection Control:

2. Handtowels in Toddler room 2 and the sanitary area used by Wobbler room 1 and Toddler room 1 were not hygienically dispensed and posed a risk of cross contamination. Drops of water were observed on the handtowels following the children washing their hands before dinner.
3. The bins in Toddler room 2 and Wobbler room 1 which were used to dispose of tissues and handtowels were not pedal operated and posed the risk of cross contamination.
4. Ten mats used for sleeping children in Toddler room 2 were observed to be torn with inner foam exposed. This did not ensure an easy to clean surface and could present a choking hazard as the foam was accessible to the children.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

#### General Safety:

1. Updated Garda vetting for one staff member was in place but filed in the wrong location on the day of inspection. Garda vetting renewal has been completed for five staff members whose vetting had surpassed 3 years on the day of inspection. The last staff member, our administrator, is no longer based at Safari HSQ. She has been working from home since March 2020. Her documents are no longer on file. We will ensure that any staff vetting that has gone beyond three years will be renewed.

#### Infection Control:

2. Hand towel dispensers are now in Toddler 2 room, Wobbler 1 and Toddler 1 changing areas to store the hand towels. We will be continuously careful to prevent the possibility of cross contamination occurring when supervising hand washing.
3. Pedal operated bin is now in Toddler 2 room and Wobbler 1 room.
4. Ten sleeping mats that were observed to be torn on the day of inspection were replaced immediately. We will more promptly replace worn or torn sleeping mats.

## Supporting documentation submitted

Photographs were reviewed in relation to above.

## Summary Comment

The corrective and preventive actions provided by the registered provider are sufficient to address the non-compliance under Regulation 23.

## Part VII - Premises and Space Requirements

### Regulation 29 - Premises

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

- (c) kept adequately lit, heated and ventilated*
- (d) cleaned, maintained and repaired, as required*

### Compliance Information

- (c)
- An ambient temperature of 18-22°C was maintained in the care rooms.
  - Windows were opened throughout the day to allow fresh air to circulate.
  - Large windows allowed natural light to circulate in care rooms. This was supplemented as necessary with artificial light.
  - Blinds were fitted to all windows to allow rooms to be darkened as needed.
- (d)
- The service was observed to be clean and cleaning checklists were available for review and complete to date.
  - Flooring was smooth, hard-wearing, easily cleaned and well maintained.

### Non-Compliance Information

- (d)
1. The top of the radiator in Wobbler room 1 was observed to be rusted and the paint was chipped. This did not allow for effective cleaning.

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

#### Corrective and Preventive Action

1. The top radiator in Wobbler room 1 has been sanded and repainted. We will ensure that surfaces that need cleaning and areas requiring repair or redecoration will be maintained more effectively.

# Early Years Inspectorate Regulatory Report

## Pre School

### **Supporting documentation submitted**

Photograph of above has been reviewed.

### **Summary Comment**

The corrective and preventive actions provided by the registered provider are sufficient to address the non-compliance under Regulation 29.