

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL027		
Name of Service:	Bizzy B's		
Address of Service:	Loughshinny Community Centre, Loughshinny, Ballykea, Co. Dublin		
Eircode:	K34 R925		
Name of Registered Provider:	Brenda Lattimore, Olive Power		
Service type:	Part Time		
Date of Inspection:	11/05/2023		
No of pre-school children:	AM	45	PM 6
Address of the Early Years Inspectorate:	Early Years Inspectorate 181-189 Lakeshore Drive, Airside Business Park, Swords, Co. Dublin K67 Y5C6		
Inspection undertaken by:	AM Coyle & S Cully		
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

Bizzy B's is a part time Early Years service which operates from a community centre located in Loughshinny, Co Dublin. The service has sole use of the community centre during the operational hours from 9am to 2pm Monday to Thursday, the service caters for children aged 2 to 6 years and participates in the Early Childhood Care and Education scheme (ECCE) for eligible children. There are 3 care rooms in the service namely the Honeybee room and the Bumble bee room both of which are located in the main building and the Hive which is located in an adjacent building. A large outdoor play area is located to the rear of the service.

Staffing

The service employs nine staff members including the joint registered providers both of whom work directly with the children on a daily basis in addition to being involved in administrative duties. Two staff members are employed in the service to reduce the adult to child ratio and if necessary to work with children with additional needs, posts which are funded by the Minister as part of the Access and Inclusion Model scheme. A preschool support worker from a community-based specialist service for people with disabilities who has been assigned to support a child with additional needs was also present 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 inspections may also focus on other areas as required.

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 both registered providers, 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) One of the two registered provider was the designated person in charge of the service and there was a named person available to deputise as required.

(b) The registered provider was present and in charge of the service when the inspectors arrived unannounced on the morning of the inspection.

Following a review of previous inspection records and in discussion with the service manager, the inspectors were informed that 2 staff members had commenced working in the service since the last inspection on 15/06/2021. The files maintained for these 2 staff members in addition to the file maintained for the preschool support person were reviewed and the following documentation was available.

(2)(a) &(b) Two written, validated references were available for the 2 staff members and the preschool support person.

(a) Six references were from past employers.

(c) Garda vetting disclosures were available for the 2 staff members and the preschool support person.

(d) On review of the 3 staff files, international police vetting was not required for any of the staff members as they had not resided outside of the Irish jurisdiction for more than 6 consecutive months as adults.

(4) The 2 staff members and the preschool support worker whose files were reviewed and who work directly with children in the service, and each held appropriate childcare qualifications on the National Framework of Qualifications, or a qualification deemed by the Minister to be equivalent.

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) On the day of inspection there was an adequate number of staff members working directly with the children attending the service.

(2) The adult to child ratios were correct in the service when the inspectors arrived unannounced and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- In the Honeybee room there were 17 children aged 3 years 8 months to 4 years 9 months being cared for by 4 staff members one of whom was employed under the Access and Inclusion Model.
- In the Bumblebee room there were 11 children aged 3 years 5 months to 3 years 11 months being cared for by 2 staff members.
- In the Hive there were 17 children aged 4 years 7 months to 5 years 2 months being cared for by 2 and at times 3 staff members.

(8)(a) The registered provider ensured that 2 adults were present on the premises at all times, verified by staff attendance records maintained at the service.

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) The following observations are examples of how each child's learning, development and well-being was facilitated within the daily life of the service:

Basic needs:

- There was a warm and welcoming atmosphere throughout all of the 3 care rooms in the service. The Early Years practitioners were observed to be caring, kind and attentive in their interactions with the children. They were very familiar with the children's preferences and accommodated the children to engage in activities of the children's choosing.
- The children bring their own morning snack with them to the service which were observed to be in keeping with the service's healthy eating policy. Snack time was observed to be a social occasion with the practitioners sitting at the tables and engaging the children in conversation thus creating a social and relaxed atmosphere. The children's water bottles were freely available on low level tables in the care rooms for the children to take if thirsty.
- The children were observed to be mostly independent in their toileting needs with the practitioners providing assistance as required, practitioners were observed to be responsive to the children's cues, should they need to use the toilet, with discreet supervision and assistance provided to the children when required.
- The personal care needs of the children were attended to promptly by the practitioners with the children reminded to wash their hands when necessary. Aprons were available for messy play activities and children were supported in putting their coats on independently before they went outside.
- The children had access to a comfortable rest area in all of the 3 care rooms during the day. Rest areas included comfortable couches, chairs, mats and cushions.
- All of the children present on the day of inspection enjoyed time in the well-resourced outdoor play area located to the rear of the service.

Supporting relationships around children:

- The interactions between the practitioners and the children were observed to be consistently positive and caring, the early years practitioners-initiated conversations with the children, responded meaningfully to their verbal and non-verbal cues and provided regular praise and encouragement using gentle tones of voice.
- Throughout the care rooms the children were eased into transitions through the use of a sand timer and songs which the children were observed to respond well to.
- In the Honeybee room the children had assisted in making individual books which included information and photographs about themselves, their families, their preschool, and community which they enjoyed sharing and discussing with each other. This practice reinforces children's sense of belonging.
- There was a consistency in staff provision in the service and the children were very familiar with the practitioners present and sought them out for comfort and support as required. The practitioners in turn were very aware of the individual needs of the children.
- Parents and guardians were warmly welcomed to the service as evidenced at collection time. Practitioners took the opportunity to update parents and children on the children's day in the service.

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

The service was equipped with adequate and suitable furniture and play equipment and materials to meet the needs of the children as demonstrated by the following examples:

- The tables throughout all 3 care rooms in the service were waist height and the chairs were appropriate to the age and stage of the children attending the service.
- In all 3 care rooms the play materials and equipment were positioned on low level shelving to enable the children to take and return materials as they chose. The children demonstrated familiarity with navigating their environment to access the materials and play resources they chose to play with.
- All 3 care rooms in the service were spacious and enabled the children to move around the rooms freely.

The rooms were laid out with areas of interest including home areas with a range of accessorial equipment including tableware, cooking utensils, dress up resources, jewellery, dolls, buggies and cradles to enable the children to extend their real and imaginary play, construction areas, nature areas and arts and crafts areas which supported all areas of development. There was a wide range of real, natural, recycled and open-ended materials to enhance the children's play experiences and curiosity.

- The practitioners stated that the layout of the rooms was adapted based on the children's interests, preferences and learning goals. On discussion with the practitioners, they stated that the home area in the Honeybee room had recently been changed based on the children's interests having previously been set up as a nail bar and beauty salon. The children in the Bumblebee room were in the process of completing an art activity which involved them cutting out cardboard shapes of themselves and decorating them individually all of which were on display in the care room.
- Throughout the care rooms there were a broad range of books available to support the children's language development located alongside comfortable rest areas.
- The large outdoor area was located to the rear of the service and provided the children with the opportunity to enjoy time outside. The area was divided into 3 sections all of which were available to the children attending the service. One area contained a large sandpit with materials available for the child to extend their play in addition to a planting area, a rope climbing frame, a slide and a large mud kitchen located under a rigid plastic roof which enabled the children to use the area regardless of the weather and was well supplied with a range of resources for the children to use and enhance their play along with a large art easel, art materials and dolls houses. Another area provided space for movement and for the children to use the ride on and push along toys. Within this area an internal area beneath a rigid plastic roof provided the children with a couch to take a break should they choose, bench seating, a dolls house, and dolls buggies. The outdoor space that was used by the children attending the Hive was located directly outside the care room door which enabled the children to move between indoors and outdoors freely for a large portion of the session. The outdoor area had areas of interest for children and was resourced with real life, natural and recyclable materials. In one area, there was a fairy garden and bug hotel, with resources next to it for building and constructing. Under a roofed area, there was a full-sized vintage piano where a child was enjoying playing the piano along with drum cymbals hung from the roof for children to interact with and drums on the floor to play. Next to the music area outdoor art easels and storage shelves with art materials were available and accessible to the children along with a well laid out home corner that was resourced with real life kitchen equipment and utensils.

A corner of the garden was sheltered with a rigid triangle shaped plastic roof with a table underneath for children to sit and work at and artificial grass was used to cover the flooring of this outdoor space. There were 2 sets of picnic tables in the space where children were observed sitting with the early year's practitioner reading books and having conversations. Additionally, areas were available with cars, garages and a workbench along with open-ended recyclable materials close by to use. Outside of the secured gate was another outdoor space used by the children which the early years practitioner stated was used for messy work and play, such as planting, digging and sand and water play and where planting of seeds and bulbs had recently taken place. A covered sand pit and digging area was provided along with materials for digging and transporting materials in addition to crates, tyres, watering cans and a water table.

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 kitchen was inaccessible to children at all times during the inspection.
- Cleaning agents were stored safely out of the reach of children.
- The service's designated emergency exits were unobstructed.

Infection Control:

- Liquid soap, warm water and individual cloth towels were available in the sanitary accommodation in the service. The hand towels were hung on individual hooks with the child's name displayed above them. The cloths were laundered on a weekly basis or more frequently as required.
- The premises, play equipment and materials were in a clean and hygienic condition.
- The outdoor sandpit was covered when not in use.

Administration of Medication:

- Administration of medication forms were available in the service should they be required. No child had medication administered on the day of inspection.

Fire Safety:

- The records demonstrated that fire drills were practiced on a regular basis to familiarise both adults and children of the correct procedures to follow in the event of a fire.

Non-Compliance Information

General Safety:

- One of the front doors to the community centre was open during the inspection. This increased the likelihood of a child leaving the service unsupervised and did not prevent unauthorised access to the service.

Administration of Medication:

- In The Hive room, there was insufficient medical care plans on display and available to the staff regarding 2 children who had allergies, 1 of which required the administration of an auto injector pen. On review of both children's files, their medical information had not been updated since March 2021. This poses a risk to children's health and safety. At feedback, the registered provider was also made aware that some areas of the form regarding vaccinations and permission for medical treatment although signed, had not been dated by the parent.

Action submitted by the Registered Provider

Corrective and Preventive Action

General Safety:

- A sign has been placed on the door to instruct all staff to ensure the door is locked after entry each morning and all staff have been verbally instructed of this action.

Administration of Medication:

- This information has been updated and placed beside the medication of the two children. All staff have been made aware update and to ensure to include the date when parents sign the medical administration form.

Supporting documentation submitted

Photograph of sign on door.

Care plan for 2 children.

Summary Comment

Based on the response from the registered provider, the non-compliance identified under this regulation on inspection has been adequately addressed.

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

Non-Compliance Information

(d) The fridge in The Hive room used to store children's lunches had dried milk residue on the fridge shelf and stains around the fridge drawer.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(d) Fridge was washed out after the inspection.

Summary Comment

The non-compliance identified under this regulation on inspection has been adequately addressed.