

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL048
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Name of Service:	Busy Buzzing Bees Childcare Ltd.
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Address of Service:	Unit 29, Block 2C, Station Road, Hansfield, Dublin 15, Co. Dublin
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Eircode:	D15 X9EV
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Name of Registered Provider:	Debbie McCormac
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Service type:	Full Day
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Date(s) of Inspection:	24/04/2023
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No of pre-school children:	AM	16	PM	No.
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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:	T. Nelson and Á. Dunne
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

Busy Buzzing Bees Childcare Ltd. is registered to provide full day, part time and sessional care to a maximum of 107 sessional children or 83 full day care children aged 2-6 years between the hours of 8.00am and 6.00pm. Currently the service is providing part-time care between the hours of 8.00am to 1.00pm and a sessional service from 9.00am to 12.00 noon.

The service operates from a ground floor unit of a residential building in Dublin 15. There are five care rooms in the premises. On the day of the inspection the Red room (2 - 3years), and Yellow Room (2.5 -6years) were open.

There are sanitary facilities located just off the care rooms, and other facilities include an office, service kitchen and staff room and sanitary facilities. The Pink room (2.5 - 6 years), Green Room (2 - 3 Years) and the Orange room (2.5 -6 years) were not in operation.

The service has two enclosed outdoor areas; one to the rear and one to the side of the premises.

Staffing

There are currently six staff employed in the service including the registered provider who is supernumerary and who manages the oversight of the service. There registered provider and four staff present on the day of the inspection.

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 focused on an examination of compliance under regulations 9(1)(2)(a)(b)(c)(d), (3)(4); 11(1)(4); 19(1)(a), 23, 25, 26 and 28. However, on inspection an additional non-compliance was identified under Regulation 16(1). These findings are outlined within the relevant regulation(s) within this report.

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

- Regulation 16(1)(h)(i)(k) – Record in relation to Preschool children
- Regulation 23 – Safeguarding Health, Safety and Welfare of Child

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 registered provider, 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) The service had a designated person in charge and named person to deputise as required.

(b) The person in charge was present during the inspection.

The files of the six staff were reviewed. The registered provider had completed the following checks:

(2)

- (a) Seven validated written references were available from recent past employers.
- (b) Five validated written references were available from a source other than a past employer.
- (c) Completed Garda vetting disclosures were available in respect of the six staff members.
- (d) International police vetting was available for a staff member from a state they had resided in as an adult outside of this state for more than six consecutive months.

(4) The six staff 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, Equality, Disability, Integration and Youth Affairs.

Non-Compliance Information

(2) (d) International police vetting was not available for a staff member from a state they had resided in as an adult outside of this state for more than six consecutive months.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The service had international vetting for the staff member and have submitted copy of such.

Supporting documentation submitted

A copy of police vetting was submitted.

Summary Comment

The inspector has reviewed the action and evidence submitted. The non-compliance identified under Regulation 9(2)(d) has been adequately addressed.

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.

(4) Subject to paragraph (5), where a registered provider contemporaneously provides-

(a) a sessional pre-school service, and

(b) a full day care service or a part-time day care service, or both, the minimum ratio of adults to children applicable for the duration of the sessional pre-school service in respect of the children attending that service shall be the ratio specified in paragraph (3).

(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 were an adequate number of adults working directly with the children attending the service.

(4) The adult to child ratios were correct when the inspectors arrived unannounced to the service at 9.45am and throughout the inspection. The minimum ratio of adults to children was maintained at all times. Four staff were allocated to work directly with the 16 children who were present on the day of the inspection with a breakdown as follows:

- Red Room: there were 2 staff providing direct care to 3 children ranging in age from 2 to 3 years.
- Yellow Room: there were 2 staff providing direct care to 13 children ranging in age from 3 to 5 years.

8)(a) Discussion with staff and a review of the staff sign-in sheet showed there was a minimum of two adults on the premises during the services operational hours.

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:

- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;
- (i) details of staff rosters on a daily basis;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

(1)(g) The service had a copy of the required policies and procedures available for review.

Non-Compliance Information

- (1)
- (i) There was no staff roster containing details of the staff start and finish times available for review.
- (k) The registered provider did not ensure a full record in writing was consistently maintained for accident and incidents. For example, from a sample of nine records reviewed:
- Two had no child's date of birth included.
 - Four had no date of the parents' signature.
 - Two did not include the child's name.
 - One did not have a parent's signature.
 - Two did not have a staff signature.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (1)(i) Rosters are clear and evident now for all to see and displayed in the staff room.
- (k) The accident & Incident Book has been renewed. The service has purchased a new accident and incident book and all staff have been informed to ensure all parts are correctly filled in accordingly.

Supporting documentation submitted

- (1)(i) Copy of roster.
- (k) No evidence submitted.

Summary Comment

The inspector has reviewed the actions submitted. The non-compliances identified under Regulation 16 have 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-

(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.

Compliance Information

(1)(a)

Basic Needs:

- Meals were provided by parents which were labelled and refrigerated in the service fridge. Mealtime was observed to be a pleasant experience for the children, where they were not rushed.
- Children had the freedom to move freely throughout their rooms, to choose their activities.
- Childrens behaviour was facilitated through positive strategies such as clear description of unacceptable behaviour, using the child's name, and acknowledging positive behaviours.

Supporting Relationships:

- Respectful and positive interactions were observed between adults and children. The atmosphere in the service was relaxed and child centred. Staff were observed to engage in a playful manner with the children. For example in the Red room staff engaged in imaginary play as a chef and made a cake with the children in the home area and in the Yellow room, staff also engaged in imaginary play; the staff member was the patient and three children were the doctors.
- Transitions from one activity to another was signalled by verbal and visual cues such as pointing to the big hand on the clock and counting down. This prepares children for the transitions and facilitates routine and predictability.
- Staff operated in partnership with parents through the sharing of information such as the child's food intake, toileting and daily activities via text message and through conversations at drop off and collection. There was a notice board at the entrance to the service displaying relevant information such as the theme of the week.

Physical and Material Environment:

- The care rooms inspected were bright with clear floor space available to enable children to play and engage in activities.

- The furniture and equipment was at a level to suit the children in the rooms. Materials were freely available and accessible allowing the children to be independent and active decision makers in their choice of activity.
- Areas of interest were clearly defined to include home area (play kitchens with supporting materials, play shops with supporting materials, instruments); construction areas (cars, trucks, road map rugs, trains and tracks, work benches, toolbox, shape sorters, building blocks, plastic bricks, stickle bricks, links, connects, straws), imagination play areas (dress up clothes, doctors sets) , table top activities (jigsaws , puzzles , pegs and peg boards, colouring, threading, battery operated toys) small world play (farm with farm animals, sea life animals, dinosaurs, dolls house with supporting equipment, garage with cars and trucks, police station, fire station), art materials are set up with paint, brushes, colouring pencils and paper, Montessori materials supporting practical life, sensorial, language, maths and culture and rest areas (with child size couches cushions and books). These areas of interest supported a range of play experiences including creative, language and social play experiences.
- The outdoor play areas situated directly off the yellow and red rooms were fully enclosed and surfaced in a synthetic grass. The range of play materials available to the children included seesaws, ride-on cars and bikes climbing frame to support physical play experiences and facilitated fundamental movement skills. Other equipment included large blocks and waffle shapes, play kitchens with supported props, playhouses, sand pits and water play areas facilitating creative, sensory and imaginary play experiences.

Programme of Activities:

- Play was the central mode of learning, with a learning approach underpinned by Montessori in the Yellow room, with activities including practical life, maths, language and culture.
Planning for activities was evident; there was a daily routine visible, and the theme of the week was the life cycle of the plant. This was reflected in the French beans which were recently planted in the Yellow room.

Non-Compliance Information

(1)(a)

Basic Needs:

1. No spoon was provided to a child who required one to eat their packed lunch. The child did not eat this part of their lunch as a result. This is not in line with the service healthy eating policy which stated that utensils will be provided.
2. The children in the Yellow Room did not have access to outdoor play on the day of the inspection. This is not in line with best practice. Children require access on a daily basis to outdoor play experiences.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. Spoons, knives, forks are available to children if required for use. Staff will ensure all is supplied daily.
2. There is an adjoining door to the outdoor from the class and there is choice for children, however due to the weather conditions on the day of inspection it was best practice for the children to play inside. Children had a range of play experiences inside on the day. We will use the outdoor area during all weathers. We will ensure children parents supply correct clothing for such.

Summary Comment

The inspector has reviewed the actions submitted. The non-compliances identified under Regulation 19 have 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 service had an electronic door entry system in place which was monitored and controlled by staff. This restricted unauthorised persons from gaining access to the premise and prevented children from exiting the service unsupervised.
- The service met the necessary safety requirements in respect of the indoor environment, toys and equipment and the safe storage of cleaning agents and hazardous equipment.
- All cleaning agents and sharp equipment were stored out of reach of the children in locked presses or on high shelves.
- Available toys, furniture and equipment were in a good state of repair.
- The sand in the outdoor play areas was covered with a lid which was secured.

Infection Control:

- The premises were in a clean and hygienic condition and documented up to date cleaning records were available and displayed in the premises.
- Liquid soap, thermostatically controlled warm water and single use hand towels were available at all wash hand basins used by the children and the staff members.

Administration of Medication:

- A log to record the administration of medication was available for children who may require medication.

Non-Compliance Information

General Safety:

1. A child was observed to have whole grapes for their lunch. This posed a potential choking risk for children and was not in line with the service accident and incident policy which stated that grapes will be cut up.
2. The details of the attendance of the children in the Yellow Room was not accurately recorded in the attendance book. Contemporaneous accurate attendance logs must be maintained to support the safe evacuation of children in an emergency

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. There are utensil's available to cut up fruit or food which may be a choking hazard such as grapes. Staff will ensure all is supplied daily.
2. The service has purchased new roll books for use now.

Supporting documentation submitted

General Safety:

No evidence submitted.

Summary Comment

The inspector has reviewed the actions 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) The service provided evidence that a person trained in First Aid Responder training was available at all times to the children attending the pre-school.

(2)(a) and (b) Suitably equipped first aid boxes were available and were safely stored in an easily accessible and conspicuous position on the premises.

Part VI - Safety

Regulation 26 - Fire safety measures

- (1) A registered provider shall ensure that a record in writing is kept of-
- (a) any fire drill that takes place in the premises, and
 - (b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises.
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

Compliance Information

- (1)
- (a) A record of fire drills was available on the premises with the last drill dated as having been carried out on the 10th March 2023.
 - (b) An up-to-date maintenance record was available for the Fire extinguishers and smoke alarms in the premises. The fire extinguishers were serviced on the 25th November 2022 and the smoke alarms were maintained on the 5th December 2022.
- (4) A procedure to be followed in the event of a fire was on display in each of the care rooms.

Part VI - Safety

Regulation 28 - Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

The registered provider provided evidence that there was adequate insurance in place.