

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015FL065		
<b>Name of Service:</b>	Chrysalis Montessori & Afterschool		
<b>Address of Service:</b>	Beechpark Lawn, Castleknock, Dublin 15, Co. Dublin		
<b>Eircode:</b>	D15 RH97		
<b>Name of Registered Provider:</b>	Teresa Horan		
<b>Service type:</b>	Full Day, Sessional		
<b>Date of Inspection:</b>	16/11/2023		
<b>No of pre-school children:</b>	AM	52	PM 44
<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15		
<b>Inspection undertaken by:</b>	Á Dunne & E Hosford		
<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).

**Conditions if applicable** Not applicable

### Description of service

Chrysalis Montessori and Afterschool is an established childcare facility in Castleknock, Dublin 15. This service provides full day care, part time and sessional (for 38 weeks of the year) to preschool children from 2 to 6 years and also offers a school age service. The service operates from 8.00 to 6.25pm, Monday to Friday.

There are five rooms in the service as follows:

Room 1 cared for children aged between 3 years to 5 years,

Room 2 cared for children aged between 3 years to 4 years,

Room 3 cared for children aged between 2 years to 3 years,

Room 4 cared for children aged between 3 years 6 months to 4 years 6 months,

Room 5 cared for children aged between 4 years to 5 years,

with sanitary facilities, a kitchen and an office with an outdoor play area accessible from all five care rooms.

### Staffing

There were 14 adults present on the day of inspection, of which, ten were working directly with the children to include one adult employed under the Access inclusion Model. The registered provider and the person in charge were supernumerary and provided support during busy periods and covered rostered breaks. The additional staff members present were the chef and the administrator who is based 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/ premises and facilities. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under the regulations.

Regulation 9 Management and recruitment (2)(a)(b)(c)(d), (4),

Regulation 11 Staffing Levels (1)(2),

Regulation 21 Equipment and Materials,

Regulation 22 Food and Drink,

Regulation 25 First Aid (1)(2),

Regulation 26 Fire Safety Measures (1) (a) (b) (4).

The scope of the inspection included four rooms - Room 1, Room 2, Room 3, and Room 4 and did not include Room 5.

Regulation 9 - Management and Recruitment was assessed in relation to all staff currently employed and

Regulation 11- Staffing Levels was assessed across all of the 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 registered provider, person in charge, staff and children who were present on the day of the inspection.

### Part III – Management and Staff

#### Regulation 9 – Management and recruitment

*(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-*

*(a) consideration of references from the person’s past employers, if any, and in particular the most recent employer, if any,*

*(b) consideration of references from reputable sources in the case of a person who has no past employers,*

*(c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and*

*(d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.*

*(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.*

#### Compliance Information

(2) During the Inspection, the files of 15 staff members were reviewed.

(a) Two written and validated references were available for ten staff members from a past employer.

One written and validated reference was available for three staff members from a past employer.

(b) Two written and validated references were available for two staff members from a source other than from a past employer.

One written and validated reference was available for three staff members from a source other than a past employer.

(c) Garda vetting was available for 15 staff members.

(d) Police vetting was available in relation to ten staff members who had lived outside of Ireland for more than 6 months as an adult.

(4) Evidence available demonstrated that 12 staff members who worked directly with the 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 (DCEDIY).

### Non-Compliance Information

(4) Documentation was not available for one staff member to demonstrate that they 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 (DCEDIY).

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

#### Corrective and Preventive Action

(4) The service made a complete oversight in relation to the minimum level of qualification this staff member had obtained; it was believed by the service that this staff member was qualified to the standard required. The service apologises for this oversight and will ensure sustained compliance going forward with Regulation 9.

As a result of this, the staff member has been re deployed to an alternative job role within the service. Effective from 17<sup>th</sup> November 2023, the staff member was reassigned to work within a cleaning /afternoon school age care role in the service, as the service cleaner gave notice 23<sup>rd</sup> of November 2023, which coincided with the discovery of this non-compliance. This ensured this staff member continued employment within the service as they are a diligent and hardworking staff member valued by the service. Going forward the service will cross reference with the DCEDIY list of recognised qualifications to ensure all staff members meet the minimum regulatory requirements. All qualifications, if in doubt will be clarified with the services local childcare committee or support agency to ensure that all staff members meet at least the minimum regulatory requirement to work in an early years environment.

#### Supporting documentation submitted

(4) Photographic evidence submitted.

### Summary Comment

Under Regulation 9, the non-compliance outlined above has been 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.*

*(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 was an adequate number of adults working directly with the children as follows :

There were 9 adults working with 52 children in the morning and 7 adults working with 44 children in the afternoon.

(2) The correct adult/child ratio was maintained in the service throughout the inspection as follows:

##### **During the morning:**

Room 1 - 2 adults to 11 children aged between 3 years to 5 years.

Room 2 - 2 adults to 10 children aged between 3 years to 4 years.

Room 3 - 2 adults to 12 children aged between 2 years to 3 years.

Room 4 - 2 adults to 10 children aged between 3 years 6 months to 4 years 6 months.

Room 5 – 1 adult to 9 children aged between 4 years to 5 years.

##### **During the afternoon:**

Room 1 - 1 adults to 8 children aged between 3 years to 5 years.

Room 2 - 1 adult to 8 children aged between 3 years to 4 years.

Room 3 - 2 adults to 11 children aged between 2 years to 3 years.

Room 4 - 1 adult to 8 children aged between 3 years 6 months to 4 years 6 months.

Room 5 – 2 adults to 9 children aged between 4 years to 5 years.

with the registered provider and the person in charge present in a supportive role for breaks and during mealtimes.

### 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 care rooms were bright and promoted independent access to activities, equipment and materials, children’s toys and equipment were displayed on low shelving and accessible for children to choose their own work.
- Age-appropriate materials of the Montessori learning approach were available in the care rooms laid out in a variety of designated interest areas:
  - Practical Life (trays with jugs, bowls, spooning, threading, tongs and pegs with peg boards),
  - Sensorial (pink tower, brown stairs, long rods and knobbed cylinders),
  - Language (pencils, paper, insets for design, sandpaper letters, wooden letter puzzles books),
  - Mathematics (number rods, sandpaper numbers, spindle box, cards and counters wooden number puzzles),
  - Culture (maps of Ireland, Europe and of Continents, sandpaper and colour globes, land and water forms, plant and animal wooden puzzles),
- Arts and craft materials were present in each care room (paper, crayons, pencils, stencils),
- Rest areas were available in the care rooms to enable children to rest and take a break from activities, they consisted of soft mats with soft cushions and books.
- All materials and equipment in the care rooms were appropriate to the age and development of the child.
- The furniture provided in the pre-school rooms was low level and age appropriate for the children attending.
- Curriculum and daily schedule for each care room was on display.
- The outdoor areas consisted of a soft artificial poured surface and play equipment available in the outdoor area was as follows: Large wooden building bricks, hula hoops, balls, one large climbing frame with slide and wooden bridge, two playhouses, one basketball hoop, bench seating,

### Part V - Care of Child in Pre-school Service

#### Regulation 22 – Food and drink

*A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.*

#### Compliance Information

- Morning snack at 11.15am was brought from home by the children consisting of fruit, sandwiches, crackers, and yogurts. Dinner served at 1pm, afternoon snack at 3pm and sandwiches at 4pm are prepared and provided by the service. All food consumed during inspection was observed to be in keeping with the service healthy eating policy. For dinner at 1pm, the children were provided with a hot meal of chicken and pasta with carrots and peas in a cheese and garlic sauce with tomato, cucumber and red onion salad, at 3pm afternoon snack of yogurt and fruit was served to the children and at 4pm sandwiches were served. Extra portions of food were made available to the children if required. Water was provided at mealtimes and between meals should a child require a drink.

### 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 one adult trained in First Aid Response 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 in each classroom.

## 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 firefighting 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 written record was available of the fire drills completed in the service. The last recorded fire drill took place on 23<sup>rd</sup> October 2023.
  - (b) A record was available of the number, type and maintenance of the firefighting equipment demonstrating they were last serviced 8<sup>th</sup> December 2022 and a record was available for the number, type and maintenance of the mains powered smoke alarms in the premises demonstrating they were last serviced 15<sup>th</sup> September 2023.
- (4) A notice of the procedures to be followed in the event of a fire was conspicuously displayed on the premises