

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015FL102
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<b>Name of Service:</b>	Giraffe Childcare Clonsilla
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<b>Address of Service:</b>	Station Court Road, Clonsilla Road, Clonsilla, Dublin 15, Co. Dublin
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<b>Eircode:</b>	D15 XY81
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<b>Name of Registered Provider:</b>	Dearbhala Cox Giffin
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<b>Service type:</b>	Full Day
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<b>Date of Inspection:</b>	21/05/2024
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<b>No of pre-school children:</b>	AM	106	PM	104
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate 2 <sup>nd</sup> Floor, Unit 4/5 The Nexus Building Blanchardstown Corporate Park Ballycoolin Dublin 15   D15 CF9K
<b>Inspection undertaken by:</b>	C. Harte, T. Nelson and C. Kerrigan
<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

Giraffe childcare Clonsilla is a privately owned full day care service in Dublin 15. The service is one of twenty-three services operated by the registered provider. The service caters for a maximum of 148 children 0-5 years per day in a purpose-built building consisting of eleven care rooms, one of which is currently closed.

The care rooms include:

Room	Age range
Baby Baringo	1 year - 18 months
Wobbler Cameroon	1 year - 18 months
Wobbler Masi Mara	16months-2 years
Wobbler Kilimanjaro	18months-2.5 years
Toddler Serengeti	2-3 years
Toddler Safari	2.5-3 years
Toddler Botswana	2-3 years
Preschool Madagascar	3-4 years
Preschool Kenya	3-4 years
Preschool Zambezi	4-5 years

The service participates in the Early Childhood Care and Education (ECCE) Scheme. The premises includes a large enclosed outdoor space.

### Staffing

The service employs a total of 32 staff including the area manger, person in charge, a housekeeper and chef. One staff member for another branch was working in the service on the day of the inspection. The registered provider does 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 and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under:

- Regulation 11(1),(2),(9) Staffing Levels
- Regulation 16(1) Records in relation to the Preschool Service
- Regulation 26 Fire safety measures

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

- Regulation 9 Management and Recruitment,
- Regulation 16(1)(h)(j)(k) Record in relation to a preschool child,
- Regulation 19; Health, Welfare and Development of child
- Regulation 23; Safeguarding Health, Safety and Welfare of Child.

As a result, the scope of the inspection included the following care rooms:

Baby Baringo, Wobbler Cameroon, Wobbler Kilimanjaro, Wobbler Masi Mara and Preschool Kenya.

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 area manager, 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.*

*(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 a named person to deputise if required.
  - (b) A review of the roster showed that a named person in charge or deputy was present on premises during the opening hours of the service the week of the inspection.
  - (c) There was a clear management structure in the service including a service manager, deputy managers and supervisors. Staff were aware of their own role and responsibilities.
- (2) Discussion with management and a review of the roster showed that seven staff have commenced employed in the service since the last inspection in October 2023. The files of these staff and a staff member who attended from another branch were reviewed in full along with garda vetting disclosures for all staff currently employed.
    - (a) Twelve written and verified references were available from a past employer in relation to 7 staff members.
    - (b) Four written and verified reference was available from a source other than a past employer in relation to 2 staff members.
    - (c) Garda vetting disclosures had been obtained for all 33 staff currently employed in the service. 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 available in relation to 5 staff members who had lived outside of Ireland for more than 6 months as an adult.

(4) Evidence was available to show that 6 staff members whose files were reviewed and 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.

### 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 106 preschool children being cared for by 23 adults on the morning of the inspection. The person in charge and area manager were available in supernumerary capacity to assist as needed.

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

Room	Age range	No. of children	No. of Adults present	Adults required
Baby Baringo	1 year - 18 months	9	3	2
Wobbler Cameroon	1 year - 18 months	7	2	2
Wobbler Masi Mara	16months-2 years	10	2	2
Wobbler Kilimanjaro	18months-2.5 years	9	2	2
Toddler Serengeti	2-3 years	11	2	2
Toddler Safari	2.5-3 years	10	2	2
Toddler Botswana	2-3 years	8	2	2
Preschool Madagascar	3-4 years	12	3	2
Preschool Kenya	3-4 years	16	2	2
Preschool Zambezi	4-5 years	14	3	2

### 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:*

- (a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor;*
- (b) details of the class of service and the age profile of children for which the service is registered to provide services;*
- (c) details of the adult:child ratios in the service;*
- (d) the type of care or programme provided in the service;*
- (e) the facilities available;*
- (f) the opening hours and fees;*
- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;*
- (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

(1) The registered provider ensured that a record in writing was kept of the following information in relation to the service:

- (a) Details of the name, position, qualifications, and experience of the person in charge and of every other employee were maintained within the staff files.
- (b) The class of service and the age profile of children for which the service is registered to provide a service was shared in the policy document.
- (c) (d) (e) The adult: child ratios, the type of care or programme provided and the facilities available were available in the services policy folder.
- (f) The opening hours and fees of the service were displayed in the hallway.
- (g) The registered provider maintained all the policies required in accordance with Regulation 10.

- (h) Attendance records detailing the arrival and departure of the children on a daily basis were maintained.
- (i) A record was maintained of the staff roster which was reflective of the staff present on the day.
- (j) Following a review of a sample of ten records, the registered provider ensured a full record in writing was maintained for the administration of medication.
- (k) Following a review of a sample of ten records, the registered provider ensured a full record in writing was maintained for accident and incidents.

## 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:**

- Care practices such nappy changing, and nasal care were completed as required in a timely manner aiding the children's comfort.
- Children were encouraged to self-feed and assisted by staff as needed. This supported them to develop their independence and coordination.
- Additional portions of food were available and offered to the children.
- Staff brought children's drinks to outdoor area during play.

#### **Supporting relationships:**

- Staff in the Wobbler Kilimanjaro room engaged with the children at their level during play. They used positive language to encourage the children and used strategies such as labelling and repetition to encourage language development.
- Staff used conversation and songs to guide the children through transitions during the day.

- Helpful information and notices such as reminders for suncream and suitable clothing were displayed for families.
- Staff described how they support new children to settle by introducing them into the service in a phased approach. They discussed how they welcome parents to the service and advised that they share information of the children's day through a software application and conversation during collection times. Working in partnership approach with a child's family helps support their development and well-being.

### Physical and material environment:

- Artwork and photos were displayed throughout the service fostering a sense of achievement and belonging for the children.
- Children had access to a variety of equipment providing opportunity for different types of play to support their overall development.
- The outdoor area included a variety of materials to support fundamental gross motor movements including a climbing frame, large blocks, and bikes. It also included suitable sections of open space for the children to move freely and enjoy games together.

### Non-Compliance Information

(1)(a)

#### Basic needs:

1. Mealtimes were not observed to be a relaxed social experience for all children.

- A child capable of sitting was observed to be fed while sitting on a staff members knee. During this time other children proceeded to put their hands into the child's meal.
- Dinners in the Wobbler Messa Mari were not served together in a timely manner. Children were waiting at the tables to have their nappies changed as their peers had their meals. The mealtime began at 11:40am however the last child to have their nappy changed did not have their meal till 12:08pm. The child became visibly upset as children finished their meal and transitioned to the cot room for sleep as they waited for their dinner.

This is not in line with service policy that advised children will sit down when they are eating, socialise together and staff will encourage good eating habits.

### **Physical and material environment:**

2. Resources in the Wobbler Masi Mara room were not laid out in an inviting and accessible manner to encourage extended play experiences for the children.

The following was observed:

- A shelving unit at the children's level contained minimal resources which reduced the children's ability to choose independently following their interests.
- A sorting toy had no supporting equipment and could not be used as intended.
- The kitchen area lacked supporting resources conducive to play.

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

#### **Corrective Action**

1. Staff have been retrained in the service healthy eating, mealtime and usage of mealtime chairs policies.
2. Additional resources were purchased based on the children's interests. All shelves have toys nicely displayed to encourage children's play.

#### **Preventive Action**

1. Along with staff retraining the routine of the Masi Mara room has been changed to support transitions and has been working since being implemented.
2. Management will carry out regular room audits and maintenance of equipment.

#### **Supporting documentation submitted**

- Photographic evidence.
- Staff training card.

### **Summary Comment**

The inspector has reviewed the actions taken and evidence 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 entrance was secure when the inspectors arrived preventing unauthorised persons entering the service or children exiting unsupervised.
- Fridges and presses containing hazardous products were securely locked and inaccessible to the children.
- Staff were observed to apply sunscreen for the children and complete a count of the group before transitioning to the outdoor area.
- Equipment and furniture were observed to be clean and well maintained.

##### Infection Control:

- Childrens soothers were observed to be sterilized.
- Liquid soap and hand towels were observed hygienically dispensed throughout the service.
- Nappy changing was completed in line with best practice guidance and service policy.
- Children were observed to be supported to wash their hands following nappy changing and play in the outdoor area.

##### Administration of Medication:

- Medication was stored out of reach of children.

##### Safe Sleep:

- Physical cheeks of sleeping children were conducted at 10-minute intervals and a record was maintained of the children's colour, position, and breathing.
- Temperature records were maintained in rooms where children were observed to be sleeping.

##### Fire Safety:

- Emergency exits were observed clear of obstruction on the day of inspection.

#### Non-Compliance Information

##### General Safety:

The use of a low chair with straps hindered movement and posed a risk of injury to a child as their chair tipped over when the child who was strapped in reached across the table to their friend during an art activity.

Service policy advises that mealtime chairs are used to facilitate tabletop activities allowing children to sit safely with comfort and use of the chairs is solely dependent on the individual child's development. The child could sit and stand unaided and therefore did not require the support of the mealtime chair with straps to sit safely. It is acknowledged that staff immediately supported the child following the incident.

### Action submitted by the Registered Provider

#### Corrective Action

##### **General Safety:**

A review of all chairs across the centre was carried out and where required the straps were removed from the mealtime chairs to ensure the children were free to move around the room.

##### **Preventive action**

Management will carry out regular checks to ensure children whose feet touch the ground while seated do not have chairs with straps.

#### Supporting documentation submitted

##### **General Safety:**

- Photographic evidence.

### Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliance identified under Regulation 23 has been addressed.

## 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 in writing was available of monthly fire drills carried out on the premiss. The last fire drill was completed on 19<sup>th</sup> April 2024.
- (b) A record in writing was reviewed of the number, type and maintenance of firefighting equipment and smoke alarms in the premises. A maintenance check for the firefighting equipment was carried out on 8<sup>th</sup> April 2024. A maintenance check for the smoke alarms was carried out on 22<sup>nd</sup> April 2024.
- (4) The procedures to be followed in the event of a fire were displayed throughout the building in the care rooms and hallways.