

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL103
Name of Service:	Giraffe Childcare Rathborne
Address of Service:	The River Centre, Rathborne Place, Dublin 15, Co. Dublin
Eircode:	D15 VCV6
Name of Registered Provider:	Dearbhala Cox Giffin
Service type:	Full Day, Part Time
Date 1 of Inspection:	19/04/2023
Date 2 of Inspection:	24/11/2023

No of pre-school children Day 1:	AM	97	PM	97
No of pre-school children Day 2:	AM	84	PM	75

Address of the Early Years Inspectorate:	Early Years Inspectorate Brunel Building Heuston South Quarter Dublin 8
Day 1 Inspection undertaken by:	A Bradshaw and E Hosford
Day 2 Inspection undertaken by:	E Hosford 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.

Description of service

Giraffe Childcare Rathborne is a full day care service in Dublin 15. and is one of twenty-two services operated by the registered provider. This service cares for children between the ages of 0-6 years, Monday to Friday between 7:15am- 6:45pm.

This is a purposely built premises with ten care rooms. On the ground floor are the following rooms:

- Baby Baringo (10 -13mths),
- Wobbler Namibia (12-18mths),
- Wobbler Kilimanjaro (14-20mths),
- Wobbler Safari (19 -24mths),
- Toddler Botswana (2-2.10 years),
- Toddler Kenya (2 -2.5 years),
- Pre-school Zambia (3 -3.10 years)

On the second floor is the:

- Toddler Cameroon room (2.5-3 years)
- Preschool Serengeti room (3-5 years)
- Preschool Madagascar room (3.5-4 years)

Two dedicated cot rooms were available for the children in the Baby Baringo room and Wobbler Kilimanjaro room. Each care room has its own sanitary area. The enclosed outdoor space is located to the rear of the premises.

Day 2 of inspection there were nine care rooms in operation. Wobbler Namibia was closed on the day 2 of inspection.

Staffing

Day 1: There were twenty-eight adults present on the day of inspection, of which twenty-two were working directly with the children. The two senior managers and the deputy manager were also in the service. In addition, there was a housekeeper, cleaner and chef. The registered provider does not work directly with the children attending the service.

Day 2: There were twenty-five adults present on the day of inspection, of which twenty were working directly with the children. The two senior managers and an area manager were also in the service. In addition, there was a cleaner and chef.

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. Inspections may also focus on other areas as required.

A sampling process was used to assess compliance under regulation 9 management and recruitment, regulations 16 records in relation to Pre-school service, regulation 29 premises and regulation 31 notifications of incidents.

Regulation 11 – staffing levels was assessed in all 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.

Additional Information

This inspection was triggered following the receipt of a notification of incident from the service received to the inspectorate.

A follow up inspection was carried out on the 24 November 2023 to review the non-compliances identified on the last inspection 19 April 2023.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the 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

Day 1:

(9)(4) The files of twenty-six members were examined as part of the inspection. Eight of the twenty-six employees working directly with the children held the required qualifications, seven employees working directly with the children had evidence that their qualification was deemed eligible by the Department of Children Equality, Diversity, Inclusion and Youth Affairs. Ten staff had a qualification that was aligned with the DCEDIY Early Years Recognised Qualification list for the purpose of meeting the requirements of the Child Care Act 1991 (Early Years Services) (Amendments) Regulations 2016.

Day 2:

(2)
The files of 12 new staff members who had commenced employment in the service since the last inspection on 19 April 2023 were reviewed along with the staff qualifications of one staff member from the previous inspection in April 2023.

(a) The following references were available from a past employer.

- Two validated written references were available for 4 staff members.
- One validated written reference was available for 5 staff members.

(b) The following references were from a source other than a past employer.

- Two validated written references were available for 3 staff members.
- One validated written reference was available for 5 staff members.

(c) Garda Vetting disclosures were available for the 12 new staff members.

(d) International police vetting was available from 11 countries in respect of 11 staff members who had resided outside of the jurisdiction for more than 6 months as an adult.

(4) On review of documentation available, 12 new staff members working with the children had evidence to demonstrate that they held a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications.

Non-Compliance Information

Day 1:

9(4) The registered provider did not ensure that each employee working directly with the children held at least a major award of QQI level 5 on the national qualification framework. There was no evidence available to demonstrate that one employee working directly with the children held the required qualification or equivalent.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(4) The management team and & HR department, work closely with each staff member to obtain the relevant documents required by DCEDIY and will ensure that they are actively involved in providing all supported documentation with each new employee prior to start date.

Supporting documentation submitted

(4) Documentary evidence of staff childcare qualification.

Summary Comment

The registered provider has addressed the non-compliance.

Part III – Management and Staff

Regulation 11 - Staffing levels

(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

(11)(2)

Day 1: The adult to child ratios were maintained when the inspection team arrived at 10:00 and on Day 2: The adult to child ratios were maintained when the inspection team arrived at 10:43am. Please refer to the table below;

Room and Age of children	NO. OF CHILDREN	DAY 1		DAY 2		
		NO. OF ADULTS	ADULTS REQUIRED	NO. OF CHILDREN	NO. OF ADULTS	ADULTS REQUIRED
Baby Baringo 10 – 13 mths	6	3	2	3	1	1
Wobbler Namibia 12 – 18 mths	8	2	2	Room closed	-	-
Wobbler Kilimanjaro 14 – 20 mths	9	2	2	10	2	2
Wobbler Safari 19 – 24 mths	8	2	2	8	2	2

Early Years Inspectorate Regulatory Report

Pre School

Toddler Botswana 2.5 – 2.10 yrs	12	2	2	11	2	2
Toddler Kenya 2 – 2.5 yrs	8	2	2	10	2	2
Preschool Zambia 3 – 4 yrs	12	3	2	15	3	3
Toddler Cameroon 2.5 – 3 yrs	11	2	2	10	2	2
Preschool Serengeti 4- 5 yrs	15	3	2	11	2	2
Preschool Madagascar 3.5 – 4 yrs	8	1	1	6	1	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:

(k) details of any accident, injury or incident involving a pre-school child attending the service.

Non-Compliance Information

Day 1:

(1)(k) Management confirmed that parents were verbally informed of an incident which was reported to the inspectorate, however there was no written incident form completed which had been signed by the parents as confirmation that they were aware of the incident.

Day 2:

(1)(k) On review of documentation relating to two notification of incident records that were reported to the inspectorate since the last inspection on 19 April 2023 the following was observed.

- One record of an incident did not include the date the staff member, manager and parent involved signed the form.
- On one incident record the time the parent was notified of the incident was not recorded, the date the manager signed the form and the signature of the parent to confirm that they were made aware of the incident was not included.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(k) In response to the non-compliance the service has responded that the management team will ensure that all reports are completed fully with all details required set out on the form and service policy. The provider would like to note that all incidents are communicated verbally and directly with the families as they occur, and we acknowledge the feedback received regarding the reporting and documentation process. The management team will ensure that all written records have been signed by parents regarding all incidents that may occur within the setting in order to confirm parents are fully made aware of the events leading to an incident.

Summary Comment

The registered provider has addressed the non-compliance.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(b) safe and secure,

Compliance Information

Day 1:

(29)(b) The main entrance to the service was secure and there was an adequate system to prevent children from exiting the service unsupervised and to restrict unauthorised people from gaining access to the premises through this door.

Day 2:

(29)(b) The main entrance to the service was secure and there was an adequate system to prevent children from exiting the service unsupervised and to restrict unauthorised people from gaining access to the premises through this door.

The outdoor area to the rear of the service was secured with electronic keypads in place on both exits gates to ensure that children could not exit unsupervised.

Non-Compliance Information

Day 1

(29)(b) The service had not ensured that safety measures which had been put in place to prevent children from exiting the outdoor area unsupervised had been carried out. For example, at 10.25am while three children and one staff member were in garden area, the inspector pushed the side gate which led into a residential complex and it opened. While it is acknowledged an alarm was activated, the bolt on the gate was worn and the emergency push bar was not effective as the gate was not secured closed.

On review of completed risk assessment documentation, which had been completed the morning of inspection, the safety risk which had been observed by the inspectors was not recorded. Management also confirmed that 17 staff had attended training on the 18.04.2023 where the Garden Risk assessment was discussed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(29)(b)

In response to the non-compliance the service completed a dynamic risk assessment and staff retraining on supervision and daily garden hazard checks was completed. In addition, a review of recording and completion of headcounts procedures in the garden and the intruder alarm was reviewed.

Going forward the service stated that management will ensure that all alarm checks are being carried out daily and any faults recorded with the maintenance team immediately.

Supporting documentation submitted

Documentary evidence of dynamic risk assessment submitted.

Summary Comment

The service has addressed the non-compliance with their corrective and preventive actions and the follow up inspection that occurred on the 24 November 2023 confirmed that the actions taken were being maintained.

Part VIII - Notifications and Complaints

Regulation 31 - Notification of incidents

A registered provider shall notify the Agency in writing within 3 working days of becoming aware of any of the following incidents occurring in the preschool service:

- (d) a serious injury to a pre-school child while attending the service that requires immediate medical treatment by a registered medical practitioner whether in a hospital or otherwise,*
- (e) an incident in respect of which a pre-school child attending the service goes missing while attending the service.*

Compliance Information

Day 1:

(e) The service notified the Agency in writing within 3 working days of becoming aware of an incident that occurred in the service.

Day 2:

(d)The service notified the inspectorate of two incidents that occurred within the service since the last inspection on 19 April 2023 in which children required medical assistance by a registered medical practitioner.