

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL285
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Name of Service:	Sticky Fingers
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Address of Service:	14 Portersgate Green, Clonsilla, Dublin 15, Co. Dublin
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Name of Registered Provider:	Breda Byrne
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Service type:	Full Day
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Date(s) of Inspection:	14/05/2024
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No of pre-school children:	AM	48	PM	30
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Address of the Early Years Inspectorate:	Early Years Inspectorate Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15.
Inspection undertaken by:	C. Harte, E. Hosford & C. Kerrigan
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

Sticky Fingers childcare service is situated in the urban area of Clonsilla, Dublin 15 offering care to children aged 1-6 years of age. The service operates from 7:30am to 6:00pm Monday to Friday. The service participates in the Early Education and Childhood Care (ECCE) scheme. The service also offers registered school aged childcare. The service operates from a two-storey converted residential premises and has six care rooms, sanitary facilities, a kitchen for the preparation of food and an enclosed outdoor space located at the back of the building. The four care rooms situated on the ground floor are the Baby room (1-2 years), Toddler room (2-3 years), Panda room (3-4 years) and the Tiger room (4-5 years). On the first floor are the Zebra room (3-5 years) and the Lion room (3-5 years).

Staffing

The service employs 18 staff including the registered provider, deputy designated person in charge and an office administrator. The registered provider and deputy person in charge are responsible for the preparation of meals and snacks for the children and the break and lunch cover for staff.

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.

Regulation 9 Management and recruitment (1)(a)(b), (2)(a)(b)(c)(d), (4),

Regulation 11 Staffing Levels (1)(2),
Regulation 29 Premises (e).

A sampling process was used to assess compliance under Regulation 19 Health, Welfare and Development of Child (1)(a) and Regulation 23 Safeguarding Health, Safety and Welfare of child. As a result, the scope of the inspection included the Baby room, Toddler room, Tiger room and Zebra room.

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 registered provider was present on the inspector's arrival to the service and was present for the duration of the inspection.

(2) A review of the roster and conversation with the registered provider confirmed that eight new staff had joined the service since the last inspection. The files of eight new staff and garda vetting disclosures for all eighteen staff were reviewed.

(a) Twelve written and verified references were available from a past employer.

- (b) Four written and verified references where available from a source other than a past employer.
- (c) Garda vetting disclosures had been obtained for all eighteen staff. 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 from four countries for four staff members who had lived in a country other than Ireland for a period of more than 6 months as an adult.
- (4) The five staff whose files were reviewed that worked directly with preschool 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) Police vetting was not available for one staff member who had lived in a country other than Ireland for a period of more than 6 months as an adult.
- (4) Documentation was not available to show that that two staff members who worked directly with preschool 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.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

- (2)(d) Police vetting has been obtained.
- (4) Letters of recognition from the DCEDIY have been received for both staff members.

Preventive Action

- (2)(d) No staff member will be issued a start date until the police vetting is secured for an adult who lived outside Ireland.
- (4) No staff member will be issued a start date until proof of recognised qualification is received by management.

Supporting documentation submitted

- Police vetting.
- Letters of recognised qualification from the DCEDIY.

Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliances identified under Regulation 9 have 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) On the day of the inspection there were an adequate number of adults working directly with the children attending the service. There were 13 staff available to the 48 children on the morning of the inspection.

(2) The adult to child ratios were correct when the inspectors arrived unannounced to the service at 10.07am and throughout the inspection. The following was observed:

- Baby room – 2 adults to 3 children aged between 1-2 years.
- Toddler room - 2 adults to 11 children aged between 2-3 years.
- Zebra room - 2 adults to 9 children aged between 2 years 8 months to 4 years.
- Panda room - 2 adults to 8 children aged between 3-4 years.
- Lions room - 2 adults to 8 children aged between 3-5 years.
- Tiger room - 2 adults to 9 children aged between 4-5 years.

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) The service ensured the child's learning, development and wellbeing was facilitated by the following examples:

Basic needs:

- Mealtimes were a social occasion for the children allowing time for engagement with peers and staff. The meals were served to the children in a timely manner and additional portions were offered. Staff encouraged children to self-feed and assisted them as required.

Supporting relationships around children:

- Staff were observed to engage with children in their play choices using gentle tones encouraging the extension of play and children's ideas.
- Staff used a variety of strategies in the Baby room to support the children's language development such as labelling and repetition.
- Staff in the Toddler room took photos of children participating in activities during the day and explained they are shared with parents/guardians on a software application providing an insight into the child's day.
- During time in the garden the staff interacted with the children and facilitated games for the children encouraging fundamental gross motor movements and turn taking.

Physical and material environment:

- Childrens artwork was displayed fostering a sense of achievement.
- Materials were grouped into themed areas with supporting resources on low level shelving. Spaces included a construction area, sensory table, imagine space with dress up and small world toys including animals and figures. This gave opportunity for the children to have choice in their play and access a variety of toys easily.

- Displays in the care rooms included birthday walls, family walls and all about me. This encouraged a sense of belonging for the children.
- The outdoor area was divided into sections giving scope for different types of play. Resources included a selection of ride on toys, a playhouse and plastic slide. Purpose built outdoor kitchen areas had recently been fitted. Covered areas offered shelter from the sun or rain and included furniture for children to rest on while outdoors.

Non-Compliance Information

(1)(a)

1. The Toddler room did not have a suitably equipped rest area for children to access during the day and take a break from activities. The rest area was a small space that included a thin household mat with two small pillows. This restricted children choice to rest comfortably or share the space with their peers, the area should be an inviting space with soft seating or matting allowing for the children's comfort and provide a space to rest or lay down.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

The rest area has been extended with a larger mat and soft cushions for the children's comfort.

Preventive Action

The rest area has been re-visited and in future it will be ensured the rest space is comfortable and inviting for children.

Supporting documentation submitted

- Photographic evidence.

Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliance identified under Regulation 19 has 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 entrance to the service was secure when the inspectors arrived unannounced. This prevented unauthorised persons gaining access.
- Cleaning products were stored out of reach of children.

Infection Control:

- Tables were cleaned following mealtimes.
- Childrens bed linen was stored in individual cubbies.
- Soap and tissue were hygienically dispensed in the sanitary areas.

Administration of Medication:

- A detailed care plan was available for a child with emergency medication.

Safe Sleep:

- Staff completed ten-minute sleep checks recording the colour, breathing, and sleeping position of the children on the software application in a timely manner.

Non-Compliance Information

General Safety:

1. Children accessed the bathroom on the ground floor which was located down the corridor from the care rooms unsupervised. The service kitchen is located beside the bathroom and could be accessed by the children. This posed a potential risk of injury.
2. The pedal bin in the Toddler room was broken and posed a risk of injury.
3. The plastic door guard on the Toddler room door was damaged and posed a pinch risk.
4. A lose blind cord in the Tiger room was not fixed to the wall which increased the risk of strangulation.
5. A trailing flex was observed in the Tiger room in reach of children which posed a risk of injury.

Infection Control:

6. There was a gap in the flooring entering the Baby room door which prevented effective cleaning and posed an infection control risk.

7. The bin in the Tiger room was observed without a lid which posed an infection control risk.

Administration of Medication:

8. A sample of ten medication administration records were reviewed. The following was observed:
- Ten forms did not include a parent's signature confirming they had been informed of the administration.
 - One form did not include the full name of the child.
 - Ten forms did not include the child's date of birth.
 - Three forms did not include information of the medication administration.
 - One form did not include the name of the medication administered.

Fire Safety:

9. A gate in the garden which forms part of the evacuation route was observed locked with a padlock. The key for the gate was stored inside at the opposite end of the premises by the front door. A conversation with three staff demonstrated they were not aware of where the key was stored to open the padlock. The key being located away from the gate and staff being unaware of where to access the key may impede the safe evacuation of children in the event of an emergency. It is acknowledged that the registered provider was able to demonstrate where the key was stored and was rostered to be on the premises during operational hours.
10. The daily attendance records in the Zebra room were not accurately maintained. At 11:02am eight children were signed in, but nine children were present in the room. This posed a potential risk of hindering safe evacuation of the premises and of incorrect information being provided to the fire services in the event of an emergency.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. **Corrective action:** This issue was addressed with staff during a staff meeting and all staff reminded that children need to be assisted and monitored while attending the toilet.
Preventive action: Staff will ensure children are not left alone in the toilet and will always supervise them.
2. **Corrective action:** The pedal bin in the Toddler room has been replaced.
Preventive action: Management will ensure broken bins are replaced as soon as possible.
3. **Corrective action:** The plastic guard on the Toddler room door has been replaced.
Preventive action: The plastic guard will be monitored regularly and replaced if broken.

4. **Corrective action:** The blind cord in the Tiger room has been fixed and is no longer accessible to children.

Preventive action: Staff will be reminded to always keep blinds out of reach of children.

5. **Corrective action:** The trailing flex has been removed.

Preventive action: All rooms will be checked for trailing flexes and removed if found.

Infection Control:

6. **Corrective action:** The gap has been fixed in the Bay room floor.

Preventive action: Floorings will be checked to make sure it doesn't happen again.

7. **Corrective action:** The bin in the Tiger room has been replaced.

Preventive action: Prevention of infection risk will be a priority, and all bins will have lids.

Administration of Medication:

8. **Corrective action:** A new form including all necessary details has been created. Staff have been trained in completing the required form.

Preventive action: Staff will be reminded to complete all details on the new form.

Fire Safety:

9. **Corrective action:** A fire exit sign has been placed on the door and the key is placed near the door for ease of access in case of emergency. Staff have been made aware of the key storage and a fire drill was carried out.

Preventive action: fire drills carried out regularly and staff awareness of the location of the key at staff meetings.

10. **Corrective action:** Staff have been reminded to sign in and out all children present in the room on the day.

Preventive action: Daily attendance records will be addressed in a staff meeting and management will also regularly check attendance records.

Supporting documentation submitted

General Safety:

- Photographic evidence.

Infection Control:

- Photographic evidence.

Administration of Medication:

- Template form.

Fire Safety:

- Photographic evidence.

Summary Comment

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

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(e) equipped with adequate and suitable sanitary facilities.

Non-Compliance Information

(e) The service did not have sufficient sanitary facilities for the number of children in attendance on the day of inspection. Forty-eight children were in attendance the morning of the inspection four sinks was available however five were required.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(e) Building of a new toilet including a sink has been completed.

Preventive Action

(e) Not applicable. Issue resolved.

Supporting documentation submitted

Photographic evidence.

Summary Comment

The inspector has reviewed the action taken and evidence submitted. The non-compliance identified under Regulation 29 has been addressed.