

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015GY130			
Name of Service:	Little All Stars Montessori & Crèche			
Address of Service:	Tir An Choir, Vicarschorsland, Tuam, Co. Galway			
Eircode:	H54 E927			
Name of Registered Provider:	Grainne Holleran			
Service type:	Full Day, Part Time, Sessional			
Date of Inspection:	13/03/2024			
No of pre-school children:	AM	70	PM	55
Address of the Early Years Inspectorate:	Early Years Inspectorate, Quality and Regulation Directorate, Clinical & Administration Building, Block A - (1st Floor- Green Corridor), Merlin Park, Galway.			
Inspection undertaken by:	F. Kelly & F Nic Dhonnacha.			
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

The service operates as a privately owned childcare service and opened in 2007. It offers a full day care, part time and sessional care provision from 07:00am to 6:00pm, Monday to Friday. This purpose-built premises is located in the town of Tuam, Co. Galway. The service has 8 playrooms (staff room/kitchen and an administration office space). The premises has its own kitchen; where children's meals and snacks are prepared and cooked on site. The 2 designated sleep rooms with a total of 13 cots were both on the main corridor on the ground floor. Stackable beds are available for the sleep provision of pre-school children aged over 2 years of age, when required.

Staffing

The registered provider works in the premises on a daily basis. There are thirty-eight staff including the registered provider working in the premises. Twenty-one staff hold a Quality and Qualifications Ireland (QQI) at a Level 5 to 8, in Early Childhood Care and Education. The service has five adults who work in the kitchen as the designated chef. Additionally, there is a driver, two auxiliary staff, one adult who is designated to administration duties, and eight staff who work with the school aged children's afterschool programme.

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 regulations 9,11,19 however, on inspection additional non-compliance which posed a risk was identified under Regulation 19,21,23 and 29. These findings are outlined within the relevant regulations within this report.

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

(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*

(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) There was a designated person in charge and there was a named person available to deputise in the service.
- (b) The person in charge was on the premises when the early years inspectors arrived and remained on site for the duration of the inspection. The registered provider attended the service at approximately 10.15hrs and assisted with the administration parts of the inspection. Documentary evidence in the form of staff rotas indicated that either the designated person in charge or deputy were available, on the premises, when the pre-school children were present.
- The thirty-eight staff files including the registered providers were reviewed.
- (2)(a)&(b) Seventy-six written validated references were on file, in respect of the thirty eight staff, were from a past employer or a source other than a past employer.
- (c) Garda vetting disclosures were available in respect of the thirty-eight staff.
- (d) Documentary evidence indicated that eight of the staff had lived outside the jurisdiction, for longer than 6 consecutive months, while over the age of 18 years, and had the required police vetting. It is acknowledged that where applicable these vetting's were translated by a reputable source.
- (4) Twenty-one staff working directly with the children had evidence of Quality and Qualifications Ireland (QQI) Level 5 to Level 8, in Early Childhood Care and Education.

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.

(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) During the period of inspection there were adequate numbers of adults working with the pre-school children attending the service. On the morning of the inspection, there were 70 pre-school children, attending the morning session and 55 pre-school children attending the service in the afternoon.

(2)

At 10.30 am on the day of inspection, the following playrooms were in operation.

- Seomra Dara, there were 2 adults caring for 7 babies aged between 7 months and 13 months.
- Seomra Scott, there were 2 adults caring for 9 children aged between 14 months and 18months.
- Seomra Mac Dara, there were 2 adults caring for 10 children aged 2 years of age.
- Seomra Oisin, there were 3 adults caring for 10 children aged 3 years of age.
- Seomra Aisling, there were 3 adults caring for 14 children aged 4 years of age.
- Naionra, there were 2 adults caring for 11 children ages over 3 years of age.
- Seomra Ryan, there were 2 adults caring for 9 children aged between 2 years and 2 years 8 months.

There were staff member that moved from room to room covering staff breaks on the day of inspection.

(8)

The staff rosters indicated that there were 2 staff members on the premises at all times

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, and
- (b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

BASIC NEEDS

- The snacks and meals provided on the day of inspection, were appropriate. Adequate suitable and varied food and drinks were observed /available for each pre-school child attending the pre-school service. The main meals were prepared by the service on site. On the day inspection, the main meal consisted of chicken curry with rice, with cheese and bacon rolls offered for snack times.
- Each child was given enough time to eat their snacks and meals without being rushed.
- Children have unrestricted access to the toilets, and children were heard on a few occasions, informing staff members that they were going to use the sanitary areas. Staff offered assistance when required.
- The service offered a private confidential childcare application 'app' which allows private communication between the preschool and parents / guardians for purposes of daily communication regarding attendance, daily activities, sleep diary, nappy changing diary, observations, and milestones. Medication administration and accident and injury records were also collated by using this childcare application. Information about the service, the staff members and general information were on displayed on the notice boards in the foyer area of the service.
- There was evidence of the policy of administration of medication being implemented. It was observed on the day of inspection that staff had a clear understanding of their roles and responsibilities in relation to this policy. Staff had received training in relation to this policy.
- Children were encouraged and supported to manage their own personal care, they were encouraged to wash their hands prior to lunch time and after outdoor play.
- Picture and word visuals were on display in the playrooms and were used to help the children transition on to the next activity.

- The children got an opportunity to be outside on a number of occasions throughout the inspection. The equipment and materials in the outdoor play areas supported children's play, movement and exploration.

Non-Compliance Information

- In the nappy changing area, there were no dividers between the 3 nappy changing units in the nappy changing area in the children's sanitary area to ensure that each child's dignity was respected at nappy changing.

Corrective & Preventive Action submitted by the Registered Provider

The registered provider stated the following in their reply:

Corrective and Preventive Action

There is now only one nappy changing unit in this area thus providing privacy and dignity for the child and there is a poster on display to act as a reminder to the staff therefore avoiding reoccurrence.

Supporting documentation submitted

A photograph of the changing room and a copy of the poster was submitted to the Early Year's inspectorate.

Summary Comment

The actions taken by the registered provider and the evidence submitted have adequately addressed the non-compliance identified under regulation 19 .

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.

Non-Compliance Information

The following may pose a risk to the children attending:

Infection Control

- The nappy changing procedures observed on the day were at variance to the nappy changing policy that was available for inspection. Staff were observed not following the procedures outlined, such as not

wiping down the nappy mat before and after nappy changing and the washing of the adults and the child's hands after nappy changing.

Safe Sleep:

2. A staff member was observed doing a sleep check on sleeping children but was unable to accurately record the actual temperature of the room as they did not know how the temperature was recorded in the room.
3. A playroom (Seomra Ryan) was converted into a sleep room for the children attending over 2 years of age, the beds were positioned in close proximity to each other . It did not allow staff have easy access to provide for the children's care needs.
4. One child was observed to sleep wearing a woolly hat, in a room that room that the temperature was recorded at 21.9°C., the acceptable temperature is 18 to 22°C. This posed a risk of overheating for the child.

Action submitted by the Registered Provider

The registered provider stated the following in their reply:

Corrective & Preventive Action

1. 1-4. Staff have been reviewed the nappy changing policy, safe sleep policy and Induction sessions with new staff and focus will be given to ensure staff are fully aware of the policies of the creche with regards to hand washing and safe sleep.

Supporting documentation submitted

Photographs of the room layout of the sleep beds, receipts for new room thermometers and staff induction forms were submitted to the early year's inspectorate

Summary Comment

The actions taken by the registered provider and the evidence submitted have adequately addressed the non-compliances identified under regulation 23 .

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-

- (d) cleaned, maintained and repaired, as required, and*
- (e) equipped with adequate and suitable sanitary facilities.*

Non Compliance Information

(1)(d)

1. A number of interior wall areas in the playrooms had patches of peeling paint and marks where a putty like adhesive was used to stick poster/pictures and required repair.
2. There were holes in the plaster work in Seomra Aisling and in the Naionra.
3. The soft seating in Semora Oisín was ripped, making the effective cleaning of this seat difficult.
4. The radiator covers in 2 of the playrooms were damaged and could cause a risk to the children attending the playrooms.

(e)

5. The nappy disposal bins used for the disposal of nappies were not suitable as they were not sealable airtight containers.
6. There was an inadequate number of hand washing basin for every nappy changing unit The nappy changing area at the end of the corridor on the ground floor corridor had 1 hand wash basin for the 3 changing units in the area. One nappy changing unit is required for every 11 children in nappies.
7. A child's potty in the upstairs sanitary area was not emptied, disinfected and stored appropriately after use. It was observed to be left after use in the upstairs sanitary area. This posed a risk of cross infection.

Corrective & Preventive Action submitted by the Registered Provider

The registered provider stated the following in their reply:

Corrective and Preventive Action

- 1.2.4. Painting ,general maintenance and repair has commenced in the service and any repairs or areas that need attention in the future will be included in the monthly staff meetings and they will be addressed straight away.

- 3,5 New soft seating and nappy disposal bins were purchased.
- 6, The nappy changing station now only accommodated 1 nappy changing station for 11 children.
7. The children no longer use potties and have access to children's toilet at all times.

Supporting documentation submitted

The registered provider submitted invoice from a construction company for works carried out, receipts for goods purchased and photographs .

Summary Comment

The actions taken by the registered provider and the evidence submitted have adequately addressed the non-compliances identified under regulation 29 .

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

A staff member in one of the playrooms had developed and made a range of homemade resources. This helped the children's understanding of a range of concepts, such as matching, counting and personal care.

Non-Compliance Information

1. The adults in playrooms caring for younger children namely Semora Dara and Seomra Scott rooms did not have a comfortable place to sit, hold, feed infants, to read, interact and to comfort the children in their care.
2. There was a lack of materials and equipment and toys in the following playrooms (Seomra Aisling, Seomra Ryan, Seomra Aisling,) rooms to provide a rich and varied environment for the children, for e.g.
 - The Kitchen units in the playrooms had limited toy accessories to play with. There were boxes of plastic food, but they were not located near the kitchen units.

- Dolls houses in the playrooms had limited furniture or were void of any furniture or dolls for the children to play with.
 - There was an inadequate number of jigsaws and puzzles in Seomra Oisín, Seomra Ryan and Seomra Aisling for the number of children attending the service. And of the 5 puzzles inspected in Seomra Aisling, 2 puzzles had pieces missing.
 - Dress up clothes was sparse and not clearly visible in the playrooms.
 - Shelving units in Seomra Oisín were void of puzzles, books or toys.
 - The shop units in the playrooms were void of play accessories.
 - There was battery operated cause and effect toys in 2 of the playrooms (Seomra Aisling and Seomra Oisín) that were not working.
 - The sand box was empty in Seomra Aisling, and the tuff play table was also empty and the children were observed climbing on it and jumping into a bean bag that was located adjacent to it.
- 3 The children in Seomra Ashling and Seomra Oisín were not offered plates/ crockery at snack time, children were observed at snack time eating cheese, buns and a bap filled with bacon directly from the table surface.

Corrective & Preventive Action submitted by the Registered Provider

The registered provider stated the following in their reply:

Corrective and Preventive Action

1. New adult chairs were purchased for the rooms caring for younger children.
2. The creche management team assisted the staff in all of the rooms redesign the playrooms and the service has applied for a mentoring and quality service to assist the staff plan and layout the playrooms .
3. The staff will continue to provide the children with suitable crockery and plates for meal times.

Supporting documentation submitted

The registered provider submitted ,photographs of the newly layout playrooms that we stocked with toys and equipment. Receipts of goods purchased and visual aid to remind staff during meal times.

Summary Comment

The actions taken by the registered provider and the evidence submitted have adequately addressed the non-compliances identified under regulation 21 .