

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE013				
Name of Service:	Tigers Childcare				
Address of Service:	No 1 Brayton Park, Kilcock, Co. Kildare				
Eircode:	W23 NX57				
Name of Registered Provider:	Karen Clince				
Service type:	Full Day, Sessional				
Date of Inspection:	27/02/2024				
No of pre-school children:	<table border="1"> <tr> <td>AM</td> <td>41</td> <td>PM</td> <td>30</td> </tr> </table>	AM	41	PM	30
AM	41	PM	30		
Address of the Early Years Inspectorate:	<p>Early Years Inspectorate, Child and Family Agency, Suite 7, Vista Primary Care Centre, Ballymore Eustace Road Naas, Co. Kildare W91 X38W</p>				
Inspection undertaken by:	T. Duignan and F. Maher				
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

n/a

Description of service

Tigers Childcare provides full day-care and sessional care to pre-school children aged 0 - 6 years of age. The service operates from 7:30am – 18:30 hours Monday to Friday. The service is based in a purpose-built building located in a housing development on the outskirts of Kilcock. There are four care rooms, one sleep room, a kitchen and an office. The outdoor area is located at the rear and side of the property.

Staffing

There were fifteen adults present on the day of inspection including the two managers of the service, one kitchen assistant, a human resource manager for a short period and one student who was on placement in the service. The quality manager attended the feedback meeting remotely.

Eleven adults were working directly with the children on the day of the inspection. The person in charge and deputy person in charge provided additional support when required to the care rooms.

The registered provider was not present for the inspection.

All adults working directly with the preschool children all held a recognised qualification in Early Childhood Care and Education on the national framework of qualifications.

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 focused on an examination of compliance under

- Regulation 9 (1)(a)(b), (2)(a)(b)(c)(d), (4) - Management and recruitment.
- Regulation 11(1),(2),(8)(a) – Staffing Levels.
- Regulation 23 – Safeguarding health, safety and welfare of child.
- Regulation 24 – Checking in and out and record of attendance.
- Regulation 25 – First Aid.
- Regulation 26 – Fire Safety Measures.
- Regulation 27 – Supervision
- Regulation 28 – Insurance.

These findings are outlined within the relevant regulation 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.

Additional Information

1. A written immediate action notice under Regulation 23 – Safeguarding health, safety and welfare of child was issued to the registered provider by the Early Years Inspector on 28 February 2024.
2. A written response was received by the Early Years Inspector on 29 February 2024 from the service in relation to the immediate action notice. The response was accepted by the Early Years Inspectorate.

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

(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.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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 a named person to deputise as required.
- (b) The named person in charge remained on the premises for the duration of the inspection.

Sixteen staff records including one workplace student, were reviewed.

(2)

- (a)(b) Two written and verified past employer references or references from a reputable source in the absence of a past employer reference were available in respect of fifteen adults employed in the service and one student on work placement whose records were reviewed.

(c) Garda Vetting disclosures were available for sixteen employed staff members. 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 for six staff members who had lived in a state other than the State for a period of longer than six consecutive months.

(4) Twelve adults employed and working directly with children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or higher on the National Framework of Qualifications and one adult was in possession of a letter of eligibility to practice issued by the Department of Children, Equality, Disability, Integration and Youth (DCEDIY).

Non-Compliance Information

(2)

(a)(b) Two written and verified past employer references or references from a reputable source in the absence of a past employer reference were not available in respect of one adult employed in a non-childcare role and present in the service whose records were reviewed.

(d) Police vetting was not available for one staff member employed in a non-childcare role, who had lived in a state other than the State for a period of longer than six consecutive months and was present in the service.

(3) The procedures specified in paragraph (2) had not been completed in all instances prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)

(a)(b) Two written and verified references were obtained.

(d) The international police vetting certificate has been applied for in respect of this colleague.

(3) The vetting procedures in our Recruitment and Vetting policy apply to all colleagues employed by Tigers Childcare including those colleagues based in our support office. Our HR team carried out an audit of files for all colleagues within our support teams to ensure they comply with Regulation 9 and available for inspection if required.

Supporting documentation submitted

(2)(a)(b) Two verified references

Summary Comment

The written response and documentary evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is not met for regulation 9 as police vetting documentation remains outstanding.

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) There were forty-one children attending the service being supervised directly by eleven adults.

(2) The minimum ratio of adults to children was adhered to during the day as specified in column (3) of Part 1 of Schedule 6.

(8)(a) There were at least two adults on the premises at all times for the duration of the inspection.

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 door to the service was controlled by staff to prevent children from exiting the service unsupervised and to restrict unauthorised persons from gaining access to the pre-school rooms. The person in charge documented the inspectors visit to the service in the visitor's book on arrival. Indoor and outdoor environmental risk assessments were completed daily. The service met the necessary safety requirements in respect of the safe storage of cleaning agents. The children were safely supervised and escorted on the stairs by two adults.

Infection Control:

There was an infection control policy in place. Thermostatically controlled hot water, liquid hand soap and paper towels in paper dispensers were readily available for hygienic hand washing and drying. Foot pedal operated bins

were in place for the hygienic disposal of used paper towels. Nappy change facilities were available for any child who was not fully toilet trained. A nappy changing step by step procedure was displayed in the sanitary areas to support nappy changing practices. Cleaning schedules were available to evidence daily cleaning in each care room.

Administration of Medication:

Medication was not given at the time of the inspection, written parental consent was available should medication be required to be administered to a child. Medication was stored safely out of the reach of children. The staff members were aware of the administration of medication policy and the safe practices to follow when administering medication. Health care plans were available for children who required medication to be administered urgently while attending the service.

Safe Sleep:

It was observed that 10-minute sleep check observations were completed on all sleeping children and the staff documented the colour, position and breathing of sleeping children in their care. The staff members were familiar with current best practice guidelines in relation to reducing the risk of sudden infant death syndrome. The environmental sleep room temperature was 19^o Celsius at 10:18 hours. Eight low level sleep beds were available for all children aged over 2 years requiring sleep.

Fire Safety:

The staff members were familiar with the fire safety evacuation procedures from the service. Fire exits were not obstructed.

Outing:

The service does not conduct outings.

Non-Compliance Information

General Safety:

1. The gate on the right-hand side of the premises that accesses the outdoor play area was not secured. This allowed the potential of direct entry into the service by unauthorised persons. An Immediate Action Notice was issued of 28 February 2024 in relation to this risk and a response was received on 29 February 2024 which mitigated the risk identified.
2. There were no visibility strips in place on the glass panels in senior discovers room which created a potential risk of injury to a child if they failed to recognise the glass.

Infection Control:

3. The practices for the immediate sterilisation of mouthing toys/ soothers in the junior and senior discovers rooms was not adequate for infection control purposes as evidenced by the following observations:
 - There was insufficient sterilising solution to immerse the toys requiring sterilisation in the container.
 - There was no record of the concentration used of sterilisation solution to water on the container.
 - There was no date recorded on the container to evidence that the solution changed daily.
 - The staff members were unclear about the requirement that the toys / soother should be cleaned in soapy water initially prior to being sterilised.
4. The nappy change disposal bins in the sanitary areas on the ground and first floors were not used correctly as it was observed that staff members used their gloved hand to open the lid rather than using the foot pedal.
5. The foot pedal on the nappy changing bin in the sanitary area on first floor was not working and therefore did not open the lid when the foot pedal was pressed.

Administration of Medication:

6. There was no documentary evidence that demonstrated a healthcare plan for a child requiring medication to be administered in an emergency had been reviewed since 2022.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. A sliding bolt has been added to the side gate as an additional security measure.
2. Visibility Strips have been applied to the glass panels in the Senior Discoverers Room. Management have briefed educators to monitor the wear and tear of the visibility strips and to bring to management's attention if they require replacing through our risk assessment process

Infection Control:

3. Management have briefed and re-trained colleagues on the correct procedures for cleaning and sterilising soothers and mouthing toys as per our Infection Control policy. Page 9 of the policy which outlines procedures is now displayed in the room.

Management will monitor and supervise to ensure the correct procedures in relation to the cleaning and sterilising of soothers and mouthing toys and the use of foot-operated pedal bins during nappy changing.

A log of solution change is now in place for any solution that is not disposed of daily.

A microwave Steriliser has been introduced to sterilise soothers going forward.

4. We discussed the correct use of the pedal bins with all colleagues highlighting the importance of using the foot pedal on the bins during the nappy changing procedure.
5. The lid of the pedal operated nappy bin was not fitted on properly at time of inspection hence why it didn't work. A new foot pedal bin is now in operation in our sanitary area on the first floor. We will discuss the correct use of the pedal bins with all Educators again at our next team meeting highlighting the importance of using the foot pedal on the bins during the nappy changing procedure. Colleagues and management to continue to check that nappy bins are working properly through continued risk assessment process.

Administration of Medication:

6. As per our policy we will ensure that all Healthcare Plans are reviewed by parents annually, at a minimum, and that parents submit renewed healthcare plans in August each year.

Supporting documentation submitted

General Safety:

1. Photographic evidence of sliding bolt.
2. Photographic evidence of visibility strips.

Infection Control:

3. Photographic evidence of microwave steriliser. Infection control policy document.
4. Agenda for Team meeting March 2024 and email informing Educators of team meeting date and time.
5. Monthly safety checklist

Administration of Medication:

6. Copy of updated healthcare plan. Copy of medication policy.

Summary Comment

The written response, documentary and photographic evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 23.

Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

- (1) *A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.*
- (2) *Where there are more than 15 children attending a pre-school service in a drop-in centre, the registered provider shall ensure that one employee or unpaid worker is assigned responsibility for the checking in and out of children.*
- (3) *A registered provider shall ensure that-*
- (a) no person other than-*
 - (i) pre-school child attending the service,*
 - (ii) a person dropping or collecting such a child,*
 - (iii) an employee, or*
 - (iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and*
 - (b) a daily record in writing is kept of the entry on the premises of any such person.*
- (4) *A registered provider shall ensure that a record in writing referred to in paragraph (3)(b) is retained for a period of one year from the date to which it relates.*

Compliance Information

- (1) The registered provider ensured that each child was checked in and out of the service. This was confirmed by the written attendance records maintained.
- (2) Not applicable.
- (3) (a),(b) The registered provider ensured that any person entering the service was approved and a record in writing was maintained.
- (4) The records are retained for the required period.

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) Persons were trained in in First Aid Response (FAR) for children and were immediately available to the children attending the service.
- (2)
- (a) The first aid equipment was safely stored, in a conspicuous position in the care room.
 - (b) A suitably equipped first aid box for children was available to the children attending the service.

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 fire drills completed in the service. The last recorded fire drill took place on 2 February 2024.
- (b)
- A record was kept of the number, type and maintenance of the firefighting equipment and smoke alarms in the premises. Firefighting equipment was serviced August 2023, and the smoke alarm was last serviced on 3 January 2024
- (4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the entrance hallway and rooms of the service.

Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

Children in the service were observed being supervised at all times throughout the inspection including, indoors and outdoors, during meal time and as necessary for hand washing and toilet use.

Part VI - Safety

Regulation 28 - Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

There was evidence of current insurance cover valid until 28 March 2024. The insurance provided cover for 57 children.