

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE129
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Name of Service:	Giraffe Childcare Celbridge
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Address of Service:	Block B, M4 Business Park Maynooth Road, Celbridge, Co. Kildare
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Eircode:	W23 KW6F
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Name of Registered Provider:	Dearbhala Cox Giffin
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Service type:	Full Day, Part Time
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Date of Inspection:	31/10/2024
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No of pre-school children:	AM	69	PM	67
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Address of the Early Years Inspectorate:	Early Years Inspectorate Child & Family Agency Suite 7, Vista Primary Care Ballymore Eustace Road Naas, Co. Kildare W91 X38W
Inspection undertaken by:	F. Maher, T. Duignan
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

Giraffe Childcare - Celbridge provides full day and part-time care to pre-school children aged 0-6 years and opens from 07:30am – 18:00pm, Monday to Friday.

The service operates from a purpose-built premises located in a business park on the outskirts of Celbridge, Co. Kildare. Ten pre-school rooms, two dedicated sleep rooms, a kitchen, office and a staff room are provided. Eight pre-school rooms are currently operational. Outdoor play facilities are located to the rear of the premises. Parking is available to the front of the building.

Staffing

There were twenty-five adults present in the service on the day of the inspection, this included twenty adults working directly with the children and was inclusive of two relief staff members who provided cover and support to the rooms as required; the cook and one household staff member were also present. Three members of the management team were present and were available to provide further support to the rooms if required. The registered provider was not present and does not work directly with the children.

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.

A sampling process was used to assess compliance under
Regulation 19(3) – Health, Welfare and Development of child
Regulation 27 – Supervision

As a result, the scope of the inspection included Wobbler Acacia, Masaimara and Namibia rooms and Toddler Botswana 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.

Additional Information

The inspection was undertaken due to information received by the inspectorate relating to the service on 25 October 2024.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the area manager, persons 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.

(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5.
- (c) these Regulations.

Compliance Information

(1)

- (a) The service had a person in charge and a named person to deputise.

(b) Both the person in charge and a named person who could deputise were on the premises during the inspection.

(c) The service had a clear, documented management structure and was displayed in the entrance hall of the service.

The files of twelve staff members recruited since the last inspection were reviewed.

(2)

(a)(b) Two written and verified past employer references or references from a reputable source other than a past employer, were available in respect of twelve adults employed.

(c) Garda Vetting disclosures were available for all adults 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 for twelve adults who had resided outside the state for a period of longer than 6 consecutive months whose records were reviewed.

(4)

Of the twelve staff records reviewed the 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 or a qualification deemed equivalent by the Minister.

(7)(a)(c)

There was a comprehensive induction programme completed by all staff on commencement in the service which included the policies and procedures of the service including the regulations; there was documentary evidence provided of the completed induction programme for staff members and of current induction training ongoing for recently employed staff members. Documentary evidence was available detailing meetings and training which is provided for staff on a 4–6-week basis and included topics relevant to caring for and keeping children safe in the service, these meetings provide staff the opportunity to upskill and refresh their knowledge and learning.

All staff have access to a digital learning platform to support the staff members continuing professional development that is overseen by management.

The person in charge demonstrated their knowledge of the services' policies and procedures including their role and function in relation to child protection and their role as the designated liaison person.

Part III – Management and Staff

Regulation 10 - Policies, procedures etc. of pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information

The registered provider ensured that the required written policies, procedures, and statements specified in schedule 5 were in place in the service.

The content of the following policies was reviewed and met the requirement of the regulations:

- Accident and Incident policy
- Behaviour management policy
- Induction training policy
- Child supervision policy
- Risk management policy
- Recruitment policy
- Staff supervision policy

Through a review of the documentation, conversation with staff and observation by the inspectors, the practices in the services appeared to align with the policy requirements as set out by the service.

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 69 children attending the service being supervised directly by 20 adults.
- (2)
The minimum ratio of adults to children was adhered to during the day.
- (8)(a)
There were at least two adults on the premises at all times for the duration of the Inspection, this was confirmed by the daily staff roster for the service.

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:

- (i) details of staff rosters on a daily basis.*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

Compliance Information

- (1)(i)
The staff roster was available and included the relevant details outlining each staff members' allocated room and hours of work. The person in charge had an additional document to the roster to manage relief staff to provide cover for breaks and/or support the pre-school rooms as necessary.
- (k)
The registered provider ensured that records in writing were maintained regarding any incident that had occurred in the service to date, this was supported by the documentary evidence reviewed for a sample size of 10 accident and incident reports completed since June 2024 across the service.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.

Compliance Information

(3)

Children were observed happy, content and relaxed within their pre-school environments. Staff members ensured children in their care were supported in all aspects of their physical, emotional and social wellbeing and demonstrated warmth and affection in all interactions with the children. Staff were observed being very respectful towards the children in their care and positive body language and gentle voice tones were used.

First names were used between staff and the children and children were listened to and encouraged to express their thoughts and feelings. A staff member in toddler Botswana room was observed to intervene before any issue arose between two children, who wished to play with the same piece of equipment, in a calm and gentle manner. There was an emphasis on positive praise and encouragement as observed throughout the inspection.

All staff were very clear with the inspectors on what are and are not acceptable ways of responding to behaviours that they may find difficult or challenging if a child becomes distressed.

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)

A number of staff members were trained in First Aid Response (FAR) and were immediately available to the children attending the service.

(2)(a)(b)

The first aid boxes were suitably equipped and stored in conspicuous positions in the service and immediately available for the children at all times.

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 were observed being supervised at all times throughout the inspection by the staff caring for them both indoors in their care rooms, in the sanitary areas and in the outdoor play areas.

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;

Compliance Information

(d)
The registered provider notified the Agency in writing on 25 October 2024 with details of an incident which had occurred on 22 October 2024.