

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK082
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Name of Service:	Happy Faces Creche
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Address of Service:	Deel Manor Estate, Askeaton, Co. Limerick
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Eircode:	V94 X952
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Name of Registered Provider:	Julie London
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Service type:	Full Day
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Date of Inspection:	27/04/2023
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No of pre-school children:	AM	67	PM	44
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Address of the Early Years Inspectorate:	Tusla, Early Years Inspectorate, Estuary House, Henry St, Limerick
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Inspection undertaken by:	E Browne
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Title:	Early Years Inspector
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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

Happy Faces Creche is a private full day service located in the town of Askeaton Co Limerick.

The service provides full day care, part-time and sessional care Monday-Friday from 07.00hrs to 18.00hrs.

There are 77 pre-school children presently registered to attend the service.

On the day of the inspection there were 67 pre-school children present for the morning and 44 pre-school children present for the afternoon.

Staffing

The registered provider is the designated person in charge who has responsibility for managing the service each day.

On the day the registered provider and 12 staff were working directly with the children at the service. There was one staff working in the kitchen.

Each staff including the registered providers working with the children at the service have achieved an award in Early Childhood Care and Education.

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 inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 19, 20 24, 25, and 26.

These findings are outlined under 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 inspector wishes 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)

The registered provider was the designated persons in charge who was available on the day of the inspection and there was a named person who could deputise as required.

(b) The registered provider was present in the service for the duration of the inspection.

(2)

The files of two staff members who were recently recruited were viewed on the day and the following information was in place:

- (a) There were written references, from past employers, available in respect of the two staff who had recently commenced working at the service
 - (b) The references furnished were from their previous employers and other sources.
 - (c) Vetting disclosures from the National Vetting Bureau of the Garda Síochána were available in respect of the two staff working at the service.
 - (d) Police vetting was not required as none of the two staff had lived outside the jurisdiction.
- (3) All the required documentation was in place for the two staff before they commenced employment at the service.
- (4) These newly recruited staff hold an award 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.*

Compliance Information

(1)

The service operated 6 playrooms from 07.00am to 18.00hrs. On the day of the inspection there were 67 pre-school children present with 13 staff members for the morning sessions and 44 preschool children and 10 staff members present for the afternoon sessions. Overall, in the service the adult child ratio was compliant with the requirements of Regulation 11.

One additional staff member was working in the kitchen until late afternoon.

(2)

At all times the registered provider ensured that the minimum ratio of adults to children was adhered to in the service.

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

Compliance Information

(1)(a)

Basic Needs of the Children:

The staff were aware of their roles and responsibilities to support children's health, wellbeing and development within the service. Nutritious meals and snacks were served at regular intervals but there was flexibility.

Children had access to their drinks which were stored within easy reach of all children. The staff responded to the children's cues for assistance in a prompt and sensitive manner in relation to nappy changing, toileting and toilet training.

Sanitary accommodation was located close to the playroom and the children who were able to go to the bathroom on their own were allowed independent access and were always within hearing distance of the staff. Assistance was offered if required. Nappy changing facilities were available for the younger children positioned close to the playrooms for ease of access. Nappies were changed as necessary and in a timely manner.

Rest areas with comfortable seating was accessible in the rooms.

The children had regular change of environment.

Part V - Care of Child in Pre-school Service

Regulation 20 – Facilities for rest and play

(1) Subject to this regulation, a registered provider shall ensure that-

((b) there are adequate and suitable facilities for a pre-school child to rest during the day, and in the case of an overnight pre-school service, during the day and the night.

Non-Compliance Information

(b)

Adequate sleeping facilities were not provided for all sleeping children.

1. A 6-month-old baby was asleep in a bouncer for up to 2 hours in the Baby sleep room. A bouncer should not be used as a sleep facility as its prohibited. This posed a health and safety risk to the sleeping child.
2. Cots were shared in the Baby sleep room however there were no written records to demonstrate that the cots were cleaned, and the linen changed after each sleep. This posed a risk of cross infection between children.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. The staff have been advised that no baby is allowed to sleep in the bouncer at any time.
2. The staff have been advised that a written record must be maintained to demonstrate that the shared cots are cleaned and linen changed after each sleep.

Supporting documentation submitted

None submitted.

Summary Comment

The actions as stated by the registered provider will address the non-compliances identified. This will be reviewed on next inspection

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.

Non-Compliance Information

(1)

On the day of inspection, the arrival times of 5 children in the Baby room were not recorded in the daily attendance record. It was also noted that the arrival and departure times for each child was not completed on the daily attendance records for the previous day 27th April 2023.

The arrival times of 7 of the 8 children present in the Wobblers playroom was not completed in attendance record.

The arrival time of only 1 child attending the Wobblers playroom was recorded in the attendance record.

This was brought to the attention of staff on duty in these playrooms and the registered provider.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The staff have been advised that daily attendance must be recorded to include the arrival and departure times of each children attending the service.

Supporting documentation submitted

None submitted.

Summary Comment

The actions as stated by the registered provider will address the non-compliance identified. This will be reviewed on next inspection

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) There were 2 staff working at the service who had up to date first aid response training.
- (2)(a) There were suitably equipped first aid boxes available and easily accessible on site in the preschool facility.
- (b) The first aid boxes were available to the children attending the pre-school 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 fire fighting 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)
Completed monthly fire drills were available on file. The most recent fire drill was recorded on the 18th of April 2023.
- (b)
A record of the maintenance of the smoke alarm system and firefighting equipment in the service were available for review by the Inspectorate. The smoke alarm system was serviced on the 9th December 2022 and the firefighting equipment was serviced in January 2023.
- (4)
A fire action notice was clearly displayed in the service.