

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015MH020
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<b>Name of Service:</b>	Bumblebee Daycare
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<b>Address of Service:</b>	Racehill Manor, Ashbourne, Co. Meath
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<b>Eircode:</b>	A84 WE27
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<b>Name of Registered Provider:</b>	Ciara Kavanagh
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<b>Service type:</b>	Full Day
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<b>Date 1 of Inspection:</b>	16/07/2024
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<b>Date 2 of Inspection:</b>	17/07/2024
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<b>No of pre-school children:</b>	AM	21	PM	21
<b>Day 2</b>	AM	23	PM	23

<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate Family Resource Centre Commons Road Navan, Co. Meath
<b>Inspection undertaken by:</b>	D. Murray & AM. Cunningham
<b>Title:</b>	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

### Description of service

Bumblebee Daycare is a privately owned childcare facility which provides full day care, part-time and sessional care to pre-school children from 0 to 6 years. A school aged service is also provided. The service participates in the Early Childhood Care and Education Programme (ECCE) and operates from 7.30am to 6.00pm.

The premises is a purpose build two storey building.

The rooms were as follows:

The Baby room facilitates the care of children from 1 to 2 years.

The Toddler room provides care for children from 2 to 3.6 years.

The Pre-school room caters for children from 2.6 to 3.6 years.

Upstairs:

The Moon room( ECCE year 1 )provides care and education for children from 2.8 to 3.8 years.

The Sun room (ECCE year 2) provides care and education for children from 3.8 to 6 years.

Other facilities include a school aged room, office, kitchen/dining area, cot rooms,sleep room and sanitary facilities.

An outdoor space was located to the rear of the building.

### Staffing

The registered provider employs 13 childcare staff ,1 administration staff member and a cook.

16/07/2024 Present on the day of inspection were the registered provider,8 childcare staff with 1 additional staff member providing lunch cover from 12 until 2pm, a cook and 1 administration staff.

17/07/2024 Present on the day of inspection were the registered provider,7 childcare staff with 1 additional staff member providing lunch cover from 12 until 2pm and a cook.

### 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.

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.

(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 a named person to deputise as required.

(b) A designated person in charge was on the premises when the inspectors arrived unannounced to carry out the inspection.

(2) Sixteen staff files were reviewed.

(a)&(b) Twenty nine validated written references were available either from a past employer or from a reputable source.

(c) Garda vetting disclosures had been obtained for 16 staff. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under regulation 23 of this report.

(d) Police vetting was available for 2 staff members who had resided outside the jurisdiction for a period of more than 6 consecutive months as an adult.

(4) The registered provider and 12 childcare staff members had a major award in Early Childhood Care and Education at Level 5 and above on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent.

### Non-Compliance Information

(2)(a) &(b) Three validated written references were not available either from a past employer or from a reputable source.

(d) Police vetting was not available for 3 staff members who had resided outside the jurisdiction for a period of more than 6 consecutive months as an adult. One of these staff members resided in 2 different countries.

(4) One staff member did not have adequate supporting documentation to demonstrate that they had a childcare qualification.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

(2)(a) &(b) Three validated written references have been sought and placed in the staff members file.

(d) Two police vetting's have been submitted.

Application have been made for 2 police vetting's.

(4) Written documentation has been received from the college as proof of qualification until the staff member receives her final certificate.

Staff files have been updated and a checklist is now available in each file to ensure all documentation is received before any staff member commences employment.

#### Supporting documentation submitted

Three validated written reference received.

Two Police vetting's received.

Proof of application for 2 police vetting's.

Proof of childcare qualification for 1 staff member.

### Summary Comment

The registered provider in the Corrective Action and Preventive Action plan has addressed the non-compliances for regulation 9(2)(a),(b)&(4). The response received has been reviewed and accepted.

The non-compliance regarding Regulation (9(2)(d) remains outstanding as evidence of police vetting for 2 staff members has not been submitted.

### 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) On both days the registered providers ensured that an adequate number of adults were working directly with the children attending the service.

On 16/07/2024, the registered provider, 6 childcare staff with 1 additional staff member providing lunch cover from 12 until 2pm were providing direct care to 21 pre-school children. One additional staff member was assigned to the school aged children.

On 17/07/2024, the registered provider, 7 childcare staff with 1 additional staff member providing lunch cover from 12 until 2pm were providing direct care to 23 pre-school children. One additional staff member was assigned to the school aged children.

(2) On both days the correct adult/child ratio was maintained in the service throughout the inspections.

All children attending the service were availing of the full day care service.

16/07/2024: The rooms were as follows:

Downstairs:

- The Baby room had 1 staff member with 3 children ranging in age from 1 to 2 years.
- The Toddler Room had 1 staff member with 4 children ranging in age from 2 to 3.6 years.
- The Pre-school room had 2 staff members with 7 children ranging in age from 2.6 to 3.6 years.

Upstairs:

- The Moon room had 1 staff member with 4 children ranging in age from 2.8 to 3.8 years.
- The Sun room had 1 staff member with 3 children ranging in age from 3.8 to 6 years.

17/07/2024: The rooms were as follows:

Downstairs:

- The Baby room had 1 staff member with 3 children ranging in age from 1 to 2 years.
- The Toddler Room had 1 staff member with 4 children ranging in age from 2 to 3.6 years.
- The Pre-school room had 2 staff members with 7 children ranging in age from 2.6 to 3.6 years.

Upstairs:

- The Moon room had 1 staff member with 4 children ranging in age from 2.8 to 3.8 years.
- The Sun room had 1 staff member with 5 children ranging in age from 3.8 to 6 years.

One staff member provided cover across the care rooms.

(8) (a) On both days the registered provider ensured that 2 adults were present on the premises at all times as evidenced by the staff roster maintained 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) The following observations were made on how each child's learning, development and well-being was facilitated within the daily life in the service:

##### Basic needs:

- Staff members were observed changing children's nappies regularly and in a timely manner with warm one-to-one interactions during direct care. Staff members were responsive to the children's cues should they need to use the toilet, with discreet supervision provided and assistance given if required.
- In the Baby and Toddler rooms any child who became upset were nurtured and cuddled until they settled. Children were placed to sleep for a scheduled period of rest at the service's designated sleep time after dinner.
- Children were encouraged to become independent and self-caring, suitable to their age and stage of development which included hand washing, caring for their belongings and tidying away after activities and play.
- The children from the Moon room and Sun room were brought to the dining room for their meals. The children appeared to enjoy the change of environment and mixing with the children in the other care room. Children were heard happily chatting to each other as they ate.
- The service embraces outdoor play and learning. Children were observed enjoying imaginative, energetic outdoor play with both their peers and staff members.

##### Supporting relationships around children:

- The staff members were observed to be very caring, kind and attentive in their interactions with the children. The staff members were observed promoting positive behaviour and supporting children to find positive solutions when they experienced challenge in sharing play equipment and materials.
- In the Baby and Wobbler rooms parents were updated with a written communication journal which was sent home on a daily basis regarding issues pertaining to their child.

- The “Family Wall” in the care rooms gave a sense of identity and belonging. Overall, the children appeared comfortable, happy and relaxed in their 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.

(3) A registered provider of a full day care service, a part-time day care service or a childminding service, other than such a service to which paragraph (2) applies, shall ensure that-

(a) a suitable, safe and secure outdoor space to which the pre-school children attending the service have access on a daily basis is provided on the premises.

#### Compliance Information

(1)(b) The cot room had 8 standard cots for children under 2 years requiring sleep. There was a sleep room of the Pre-school room with stackable beds placed on the floor for the children over 2 years requiring sleep. Within the care rooms there were mats and cushions for children to take a break from activities and rest, if needed.

(3)(a) The outdoor space to the rear of the premises was divided into 3 areas by fencing and had a soft tiled surface.

### 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

Materials and equipment were available on low level shelving in the care rooms. Children were observed to access the materials independently. Equipment in the outdoor space for the older children included a large wooden activity unit with slides and swings, plastic kitchens, planting box, scooters and ride on tricycles. Equipment in the outdoor space for the younger children included a plastic activity unit, rockers, tricycles, blackboards mounted to the wall and children’s table and chairs for outdoor activities.

The outdoor space off the Baby room was not in use.

### Part V - Care of Child in Pre-school Service

#### Regulation 22 – Food and drink

*A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.*

#### Compliance Information

The service had a 2-week menu plan with a variety of food ranging from meat and poultry all prepared onsite by the cook. On the day of inspection between 09:30 to 10am the children had a snack of fruit and yogurts. Dinner was served between 11:15 and 12am which consisted of savoury mince with vegetables and rice. Afternoon snack was served between 2:30pm and 4pm which consisted of ham, chicken and cheese sandwiches with fruit. Water was the drink of choice. Additional snacks were available for the children who remained in the service up to closing time if required.

### 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 following safety measures were in place on the day of inspection:

- The door to the service was secured with a buzzer system and the outdoor area had a secure gate which had 2 upper and 2 lower bolts. These security measures ensured that a child did not exit unsupervised and restricted unauthorised persons from gaining access to the service and the 3 outdoor spaces.
- All cleaning agents were stored out of reach of the children.
- All furniture and display units had a stable base with no risk of toppling identified.

##### Infection Control:

The following infection control measures were observed:

- The hand washing policy and nappy changing policy were implemented in practice with appropriate hand washing for staff and children at all times.

- Cleaning schedules were maintained on a daily basis.
- All pacifiers were stored in individual boxes in the care rooms.

### Safe Sleep:

Safe sleep practices were observed in the service as demonstrated by the following examples:

- Temperature of the cot room was maintained between 16 to 20<sup>0</sup>C and between 18 to 22<sup>0</sup>C in the sleep room while children were sleeping.
- A sleep log recording the position, colour and breathing pattern was recorded at 10 minutes intervals on all sleeping children.
- Block out blinds were available which created an atmosphere conducive to sleep.
- Children sleeping on stackable beds were supervised at all times.

### Non-Compliance Information

#### General Safety:

1. Garda vetting was available for 2 staff members. However, these vettings disclosures were not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.
2. Two buggies and a double buggy were stored in the cot room which restricted space for the children and staff accessing the room and also for evacuation in the event of an emergency.
3. The mattress on the 1<sup>st</sup> cot inside the door on the right side was not suitable as it had foam exposed with no secure wipeable cover.

#### Infection Control:

4. The water temperature at the taps at the sinks throughout the service was cold to touch and not adequate for effective hand washing.
5. The lids on the pedal bins in the in the nappy changing room beside the Baby room and in the Moon room were broken and did not provide a non-touch mechanism.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

#### General Safety:

1. Garda re- vetting has been sought for 2 staff members.

All staff will be re-vetted every 3 years going forward.

2. The buggies have been removed and moved to an area that is not in use.
3. The mattress has been removed and replaced.

An indoor risk assessment will be conducted on a regular basis to ensure safety.

### Infection Control:

4. Warm water is now available.
5. Pedal bins have been replaced.

An indoor risk assessment will be conducted on a regular basis to ensure all infection control measures are in place.

### Supporting documentation submitted

#### General Safety:

1. Garda vetting for 2 staff members.
- 2&3 Photographic evidence received.

#### Infection Control:

- 4&5 Photographic evidence received.

### Summary Comment

The registered provider has addressed the non-compliances as evidence has been submitted. The response received has been reviewed and accepted.

## 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) The service provided evidence that a person had up to date First Aid Responders course and was available at all times to the children attending the pre-school service.

(2)(a) and (b) A suitably equipped first aid box was available and safely stored in the premises

## 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) A written record was available of the fire drills completed in the service. The last recorded fire drill took place on 14/06/2024.
- (b) A record was maintained of the mains powered smoke alarms and firefighting equipment on the premises. The mains powered smoke alarms were last serviced on the 31st of January 2024. The firefighting equipment was last serviced in January 2024.
- (4) A notice of the procedures to be followed in the event of a fire was conspicuously displayed in the entrance hallway.

## Part VI – Safety

### Regulation 28 – Insurance

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

### Compliance Information

The registered provider ensured that the service was adequately insured for 55 children at any one time attending for full day care. The policy showed that the service was insured from 28<sup>th</sup> March 2024 to the 27<sup>th</sup> March 2025.

## 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

(d) The following was observed in the sanitary facilities:

1. The partition between the boy's toilet on the first floor was heavily stained and the surface of the partition did not facilitate for effective cleaning as it was not a wipeable surface. The wall inside the door was also heavily stained.
2. The 3 sanitary closets off the corridor downstairs had visible dirt on the sinks and staining in and around the toilets with a foul odour observed. Visible dirt could also be seen around the sink in the nappy changing area.

The following was observed in the care rooms:

3. The wooden children chairs in the Sun room and the Preschool room were visibly dirty.
4. In the Preschool room the soft green floor mat was heavily stained. Some of the doll's accessories e.g. the cloth carrier for the dolls, bath and carry chair were visibly dirty along with the small plastic house, the mall, doctors' surgery and large toy cup In the Moon room.

(e)

5. There were no doors on the boys' toilets on the first floor to ensure privacy when using the toilet.
6. One girl's toilet on the first floor was blocked and not working.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective & Preventive Action

(d)

1. The partition wall has been replaced with a washable and wipeable divider.
2. The sanitary areas have been thoroughly cleaned.
3. The wooden chairs have been cleaned.
4. All dolls' accessories and mats have been replaced.

(e)

5. Two small swing doors have been installed on the outer main door to help with privacy for the boys.

6. The girl's toilet has been unblocked.

Cleaning of all toys and equipment will be incorporated into the daily cleaning schedule. A staff member has been allocated to conduct a regular risk assessment to ensure all areas in the service are maintained.

### **Supporting documentation submitted**

Photographic evidence has been submitted for 1,2,3,4&6.

5. Photographic evidence received but not acceptable as the swing doors are on the outer main door and do not maintain privacy.

### **Summary Comment**

The registered provider in the CAPA response has addressed the non-compliances regarding 1, 2, 3, 4 & 6. The response received has been reviewed and accepted.

Regarding non-compliance number 5, the evidence submitted has not addressed the issue recorded at inspection as the swing doors provided are located on the outer main door and not the individual cubicles.

The registered must ensure that suitable doors are provided to each individual toilet closet. This non-compliance remains outstanding.