

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015MH193
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<b>Name of Service:</b>	The Hive Childcare
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<b>Address of Service:</b>	Summerhill, Summerhill, Co. Meath
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<b>Eircode:</b>	A83 YD81
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<b>Name of Registered Provider:</b>	Marie Daly
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<b>Service type:</b>	Full Day, Sessional
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<b>Date of Inspection:</b>	14/07/2023
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<b>No of pre-school children:</b>	AM	35	PM	35
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<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate Family Resource Centre, Commons Road, Navan, Co Meath
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<b>Inspection undertaken by:</b>	AM Cunningham & D Murray
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<b>Title:</b>	Early Years Inspectors
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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).

<b>Conditions if applicable</b>	Not Applicable
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### Description of service

The Hive, (Summerhill Childcare Centre CLG) is an established childcare facility located within the local community in Summerhill Co. Meath. The childcare service provides full day care, part time and a sessional service to children aged from 0 to 6 years. The service operates from 07:00 to 18:00 Monday to Friday and caters for a maximum of 66 children. The service is in a purpose build single story building. There are five care rooms namely, the Nursery room, the 1-2 room, the 2-3 room, the preschool room 2 (closed on the day of inspection), and the 3-5 room. A kitchen, sanitary facilities (nappy changing area), sleep room were available. Additionally, the outdoor play area was located to the side of the building.

### Staffing

There are nineteen staff members employed in the service. On the day of inspection there were fifteen staff members present which includes the manager, assistant manager, 8 childcare staff providing direct care to children, a receptionist, cook and a cleaner. Two additional staff members arrived to cover lunches as the manager and assistant manager were facilitating the inspection. The registered provider arrived at the service when the inspection had begun and left before the inspection was completed.

### 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 9,11,10,16,19,23,27,& 31. 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.

## Additional Information

This inspection on the 14<sup>th</sup> July 2023 was carried out on receipt of a feedback and concern received by the Early Years Inspectorate.

## Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, manager, assistant manager, 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.*
- (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;*

### 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) All staff files were reviewed, and the following was noted.
- (a) & (b) Thirty-eight validated written references were available.
- (c) Garda vetting disclosure was available for all staff.
- (d) Police vetting was available for 3 staff members who had resided outside the state for a period of more than 6 consecutive months as an adult.
- (4) All 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
- (7)(a) There was written evidence on each staff members file that demonstrate that all staff members completed an induction programme and had ongoing supervision.

### 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 written policies, procedures and statements specified in Schedule 5 were in place for the service. The following policies were reviewed:

- Supervision of children indoor and outdoor
- Supporting positive behaviour
- Support and supervision for staff
- Daily risk assessment for the outdoor area.

### 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 the day of inspection there were an adequate number of adults working directly with the children attending the service.

(2) The adult to child ratios were correct when the inspectors arrived unannounced to the service at 8.35am and remained so throughout the inspection.

The following adult to child ratios were observed:

- **Nursery Room:** there were 3 children aged 11 months attending for full day care, being cared for by 1 staff member.
- **The 1 to 2 Room :** there were 5 pre-school children aged between 1 year and 2 years, all children were attending on a full day care basis, being cared for by 1 adult.
- **The 2 to 3 Room:** there were 11 children aged 2 years to 3 years, all children were attended for full day care and 2 children, being cared for by 2 staff members.
- **The 3 to 5 Room:** there were 16 children aged 3 years to 5 years, all children were attending for full day care basis, being cared for by 3 staff members.
- **Preschool Room 2:** closed on the day of inspection.

The registered provider arrived at the service when the inspection had commenced and left before the inspection was completed.

A relief staff member arrived from another of the Crann services at 11am and remained until 14.00hrs to assist with staff breaks and nappy changes as required.

(8)(a) On the day of inspection, based upon a review of the staff roster and staff attendance times reported to the inspectors at least 2 adults were on the premises at all times.

## 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:*

*(k) details of any accident, injury or incident involving a pre-school child attending the service.*

### Non-Compliance Information

(1)(k) There was evidence to indicate that a detailed record of all incidents involving preschool children was not being maintained.

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

#### Corrective Action

A record in writing will in future be kept with regards to any accident, injury or incident involving a pre-school child attending the service.

#### Preventive Action

Ensuring written and detailed records of all incidents is maintained.

### Summary Comment

The response from the registered provider has addressed the non-compliance in Regulation 16.

### 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.

(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

(1)(a)(b)

##### Supporting relationships around the children:

- The adults were observed offering the children meaningful praise and encouragement for positive, and appropriate behaviours and were consistent in supporting them to recognise and understand how to engage positively with their peers and caregivers.
- Staff were observed using positive tones with children and children were observed seeking staff out for comfort which was appropriately given.

(3) Relationships between staff and the children were very supportive, warm, and consistently positive. Staff sat at the child's level while assisting them with activities. Staff were overheard praising children for sharing toys and supported children to find positive solutions to minor disputes.

## 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 service was appropriately secured to prevent pre-school children from exiting unsupervised and restrict unauthorised persons from gaining access to the pre-school. The manager informed the inspectors that staff are always reminded of the importance of supervision and knowing the children's individual needs, particularly in the outdoor area. Parents and guardians can drop and collect their child from the outdoor area. A press to release button and an additional slip bolt lock has been placed on the gate in the outdoor area.

## 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

On the day of inspection there were 35 children in attendance and 10 childcare staff, children were observed to be supervised at all times by the staff members.

## 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:*

*(e) an incident in respect of which a pre-school child attending the service goes missing while attending the service.*

### Non-Compliance Information

(e) Notification of an incident that occurred in the service was not submitted to the Early Years Inspectorate.

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

#### Corrective and Preventive Action

##### **Corrective Action**

Awareness of the importance of notifying the Agency in writing within 3 working days of any incidents occurring in the preschool service, such as: where a child attending the service goes missing while attending the service.

Notification of any such incidents in the future will be submitted within the correct time frame.

##### **Preventive Action**

To avoid a child running out the entrance gate, we have installed a bolt like lock placed high up and out of a child's reach. This lock is closed over at all times, where only a staff member can access it to open it to parents. This is in place along with a magnetic lock with a release button from inside the premises to ensure safety for all of the children.

As well as these measures put in place, staff have been instructed to be beside the gate at all times when a parent/guardian comes to collect their child to avoid any child from escaping the premises.

### Summary Comment

The assurances from the registered provider have been accepted. On inspection the new lock on the entrance gate was observed. This addresses the non-compliance in Regulation 31.