

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015MN009
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<b>Name of Service:</b>	Busy Bees Montessori Ltd
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<b>Address of Service:</b>	St. Tiarnach's Old School, Roslea Road, Clones, Co. Monaghan
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<b>Eircode:</b>	H23 KC59
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<b>Name of Registered Provider:</b>	Amy Dinkin
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<b>Service type:</b>	Full Day
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<b>Date of Inspection:</b>	28/04/2023
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<b>No of pre-school children:</b>	AM	49	PM	22
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<b>Address of the Early Years Inspectorate:</b>	No.18 The Grange, Plantation Walk, Monaghan, Co. Monaghan
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<b>Inspection undertaken by:</b>	S. Skinnader
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<b>Title:</b>	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).

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

Busy Bees Montessori Ltd is a privately owned childcare services operating as an Early Years' service since 2007 and provides sessional, part-time, and full day care and education to pre-school children aged 2-6 years. The service operates from 8:00am - 17:30m Monday to Friday and caters for a maximum of 66 preschool children. The service operates from a converted old schoolhouse in a residential area in the town of Clones Co. Monaghan. The premises consist of 3 care rooms namely, The Beehives, The Bumble Bees and the Honeybees Rooms. Ancillary accommodation includes sanitary areas, a kitchen, an office and storage areas. There is access to an enclosed outdoor play area on the premises to the front, side and back.

### Staffing

There were 5 adults present when the inspector arrived unannounced to the service. The registered provider arrived on the premises at approximately 11:15am and was present for the remainder of the inspection.

### 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, 22, 26 and 28; however, on inspection additional non-compliance which posed significant risk was identified under Regulations 23 and 29. These findings are outlined within the relevant regulations in 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 co-operation 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,

(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) & (b) The service had a designated person in charge and named deputy person to deputise as required. The deputy person in charge was on the premises when the inspectors arrived and was present throughout the inspection. The registered provider arrived on the premises after 11.15am and was present in the service for the remainder of the inspection.

Following a discussion with the registered provider and a review of the staff roster, 2 new members of staff have been employed since the last inspection.

(2)(a) & (b) Two written and validated references from a past employer or another source were available for the 2 new staff members employed in the service.

(c) Documentary evidence of a processed Garda Vetting Disclosure was available for each of the 2 new staff in the service.

(d) Not applicable as from the documentary evidence available, processed international police vetting was not required for the new staff members as none had lived outside the jurisdiction for a period of greater than 6 months as an adult.

(4) Documentary evidence was available to confirm that the 2 new members of staff who work directly with the preschool children held the minimum childcare qualification required to enable them to work directly with the preschool children.

### 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 when the inspector arrived unannounced to the service there were 3 rooms in operation. During the inspection there was an adequate number of adults working directly with the preschool children attending the service

(2) On the day of inspection, the following adult: child ratios were observed:

- The Bumble Bees Room: There were 11 preschool children aged 3-5 years present with 1 adult.
- The Beehive Room: There were 20 preschool children aged 3-5 years present with 2 adults.
- The Honeybees Room: There were 18 preschool children aged between 3-5 years being cared for by 2 adults.

The child:adult ratios were correct.

(8)(a) Following a review of the available documentation e.g., staff rotas and children’s attendance records, this information demonstrated that the registered provider ensured that there were at least 2 adults on the premises at all times.

### 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

There were 3 care rooms in operation on the day of the inspection. The Beehive, Bumble Bee and Honey Bees Rooms

(1)(a) The following examples demonstrate how the registered provider ensured that children’s learning, development, and well-being was facilitated in the service:

#### Basic Needs:

- Independence with toileting was promoted and gentle handwashing reminders were also given to the children after toileting and messy play and before lunch.
- Tissues were available in the rooms.
- The children were observed to move freely in the care room and all children had a change of environment to the outdoor area.

#### Supporting Relationships

- The adults in the service were observed to interact with the children in a warm and supportive manner. Soft tones, positive and respectful language were observed in interactions between the children and staff.
- The adults sat with the children at activities and lunchtime.
- Parental communication was predominately via an electronic application. A social media page was also used in addition to informal communication with parents at drop off and collection times.

## Physical and Material Environment

- Child sized tables and chairs were available in the service.
- A variety of age-appropriate toys and materials were available in the care rooms and accessed by the children during free play. Various interest areas had been developed and these supported many areas of development such as fine motor skills, role play and sensory development.

## Programme Of Activities

- Activities that promoted the children’s language development were observed with the reading of story books.
- Children’s artwork was on display such as “Healthy eating Veg,” handprint volcanoes and scrapbooks were available for the children which contained samples of the work from throughout the year.

## 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

Lunches for morning snack were provided by the parents and consisted of a variety of sandwiches/rolls, crackers, pasta, chopped vegetables, fruit, cheese, rice cakes and drinks.

Dinners were brought in and reheated for any child staying on a full day care basis.

### 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.*

#### Non-Compliance Information

##### General Safety:

1. The floor covering in the Honeybees Room was 'lifting' in one area and therefore a potential trip hazard.
2. There were unprotected sharp corners on the windowsill and yellow table in the Honeybees Room and shelving units in the Bumble Bees Room which are a potential injury hazard.

##### Infection Control:

3. There was no hot water in the sanitary accommodation off the Honeybees Room and this did not allow for effective handwashing.
4. The mop and mop buckets were stored in the toilet cubicle off the Honeybees Room and in the sanitary accommodation lobby of the Beehive Room of and this is a cross contamination risk.
5. Some of the plastic cushions in the Bumble Bees Room were torn and this does not allow for effective cleaning.

#### Action submitted by the Registered Provider

##### Corrective & Preventive Action

##### General Safety:

1. The floor covering has been glued down with lino glue. The registered provider had applied for a grant for new floors, but the application was unsuccessful. The lino company are coming in August to either re-glue the lino or re fit the section to prevent it from lifted again.
2. Corner covers have been applied to all the areas that required them.  
Corner covers checks will be added to daily classroom risk assessment when we reopen in September to ensure they remain fitted.

##### Infection Control:

3. A staff meeting was held to remind staff of the importance of handwashing. The room leader was also reminded to ensure the hot water is turned on early in the mornings.  
All staff have completed refresher training in order to be aware of the importance of the handwashing policy. The room leader is to ensure that the hot water is always on.

4. The mop and mop buckets have been returned to the correct cupboards when not in use.  
This has been added to the daily cleaning schedule to ensure mops and buckets are returned to cupboards after use.
5. Any cushions with tears have now been removed.  
Room leaders are responsible for checking all equipment is fit for purpose, on classroom risk assessment and to remove from rooms and report to manager.

### Summary Comment

The Inspectorate accepts the registered provider's responses which have addressed the non-compliances identified in Regulation 23.

## 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 record was maintained of all fire drills which had been completed in the service. A fire drill was last carried out on 26/04/23.
- (b) A record was kept of the number, type and maintenance of the fire-fighting equipment and smoke alarms in the premises. The equipment was last serviced 9/2022 and 17/11/22 respectively.
- (4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises.

### Part VI - Safety

#### Regulation 28 - Insurance

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

#### Compliance Information

Adequate insurance cover was in place for a maximum of up to 66 children.

### 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,*

#### Non-Compliance Information

(d) A number of areas throughout the service were not cleaned and maintained in a proper state of repair for example:

1. A number of areas throughout the service were not suitably clean:
  - Accumulations of dust were observed in the Beehive Room, on mechanical ventilation vents in the sanitary accommodation off the Honey Bees Room and there were cobwebs on the ceiling and lobby of the Busy Bees sanitary accommodation and behind the toilets of the Busy Bees Room.
  - There was black mould on the pipes running between the toilets off the Busy Bees Room.
2. In the sanitary accommodation off the Busy Bees Room:
  - The wooden door frame was in a state of disrepair.
  - There were gaps around the 2 sinks which were not sealed, and this does not allow for effective cleaning and also has left the areas of the work top in a defective condition due to water damage.
  - the doors of the sink unit were in a defective condition due to water damage.
3. In the Sanitary Accommodation off the Beehive Room
  - There were 2 holes in the ceiling of the lobby of the sanitary accommodation.
4. The sides of the green door in the Bumble Bees toilet were not painted.
5. The paintwork in the Bumble Bees and Beehive Rooms was in a defective condition and required painting.

## Corrective & Preventive Action submitted by the Registered Provider

The registered provider stated in the CAPA response that a deep clean was carried out in all the rooms.

It was stated that repairs and maintenance would be carried out during the summer months when the service is closed.

- The pipes in the bathrooms will be covered,
- Measurements have been taken for new sink units which will be fitted, in both the beehive and the bumblebee toilet areas,
- The old light fitting was removed.
- The hole will be repaired during the Summer.
- Small stripe on the green door in the bumblebee toilets will also be painted,
- The entire premises will be painted during the summer when the service is closed, inclusive of all preschool rooms, hallway area and bathrooms.
- The exterior will also be painted.

## Summary Comment

The non-compliances identified in Regulation 29 remain outstanding however the registered provider has given assurances that these works will be carried out during July/August when the service is closed.