

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015WW168		
Name of Service:	The Park Academy Childcare Bray		
Address of Service:	Bray Retail Park, Southern Cross Road, Bray, Co. Wicklow		
Eircode:	A98 CK63		
Name of Registered Provider:	Louise Barrett		
Service type:	Full Day		
Date of Inspection:	15/05/2023		
No of pre-school children:	AM	104	PM 103
Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla Child and Family Agency, 2 nd Floor, Brunel Building, Heuston South Quarter, Dublin 8.		
Inspection undertaken by:	E. Mulhern and M. Condon		
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	Not applicable		

Description of service

The Park Academy Childcare Bray is one of eight early years services operated by the registered provider. It operates from a one-storey, purpose-built facility in Bray Retail Park. The service offers full day care to children aged 0-6 years. The children are allocated to one of seven rooms according to their age and stage of development. There are three sleep rooms available for the youngest children. An outdoor area is located to the rear of the service and can be directly accessed from six of the rooms. The service opens Monday to Friday from 7:30am to 6:30pm.

Staffing

There are 31 staff employed to work in the service including the person in charge and the chef. Twenty-nine staff are employed to work directly with the children. The person in charge reports to the regional manager who in turn reports to the registered provider.

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 areas of governance, health, welfare and development of child. The inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under the following regulations:

Regulation 9 Management and recruitment

Regulation 11 Staffing levels

Regulation 15 Record of pre-school Child

Regulation 16 Record in relation to pre-school service

Regulation 19(1)(b) Health welfare and development of child

However, on inspection additional non-compliance which posed significant risk was identified under Regulation 23 Safeguarding health, safety and welfare of child - Infection Control. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulations 15, 16 and 19(1)(b). As a result, the scope of the inspection included the Bunnies, Butterflies, Jellytots and Rascals rooms.

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 deputy person in charge, regional 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.

Compliance Information

(1)

- (a) The service had a named person in charge and a person who could deputise in their absence.
- (b) The named deputy person in charge was present when the inspectors arrived and remained on the premises throughout the inspection. The staff roster provided for the person in charge or deputy to be present at all times of opening.

The inspection focused on the recruitment records of adults who had commenced working in the service since the previous inspection dated 3 May 2022. The regional manager reported that 18 employees and 1 agency worker had commenced working in the service since then.

(2)

(a) & (b) A minimum of two references with a record of verification was available for all adults. References from another source were available for adults who had only one or no previous employers.

(c) Garda vetting disclosures were available for all adults.

(d) International police vetting was available for all adults who had lived in another state for more than six months as an adult. The regional manager told the inspectors that the person who did not have police vetting on the previous inspection was no longer employed. This was reflected in the staff roster.

(4) Records were available evidencing that all adults held at least a major award in Early childhood Care and Education at Level 5 on the National Framework of qualifications, or a qualification deemed by the Minister to be equivalent.

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) There was an adequate number of adults available to the children.

(2) The minimum ratio of adults to children was always maintained. Twenty-seven adults were allocated to work with 104 children. An adult arrived from one of the registered provider's other services at 10:30am bringing the total number of adults to twenty-eight. The regional manager and the person in charge of one of the registered providers other services arrived during the inspection to assist with managerial duties.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child’s registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

Compliance Information

A sample of twenty-four records for children were reviewed. The following particulars were recorded:

- (a) The name and date of birth of each child.
- (b) The date on which each child first attended the service.
- (c) The date when children ceased attending the service was recorded on a separate record.
- (d) The names, addresses and telephone number of parents were recorded and information where parents can be contacted during the hours of operation of the service.
- (e) Names and contact details of other adults who were authorised to collect children.
- (f) The documentation available supported the recording of specific illnesses, allergies, disabilities and dietary preferences for children.
- (g) Twenty of the children’s files that were reviewed detailed the name and telephone number of the child’s medical practitioner.
- (h) Parents had indicated which immunisations their children had received.
- (i) There was written parental consent for medical treatment of children in the event of an emergency.

Non-Compliance Information

(g) The phone number for the child's medical practitioner was not documented on four of the children's records that were reviewed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Parents of the children that had missing medical practitioner phone numbers on their files were contacted, and these numbers were supplied. An audit of all registration forms has been completed to ensure all forms are fully completed to include medical practitioner phone numbers. It is now policy that registration forms must be fully completed and sent to the crèche manager before a child starts in the service. These will be checked by the manager of the centre and any missing information will be obtained before the start date.

Supporting documentation submitted

No supporting documentation submitted.

Summary Comment

The actions submitted by the registered provider have been deemed appropriate in addressing the non-compliance.

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:

- (h) details of attendance by each pre-school child on a daily basis;
- (i) details of staff rosters on a daily basis;
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

(h) Records were available outlining the time each child arrived at and left the service daily.

(i) A daily staff roster was available.

(j) Records were available detailing medicines that had been given to children while attending the service, including signed parent/guardian consent.

(k) Records were available detailing accidents, injuries and incidents that had occurred within the service involving Children.

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-

(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.

Compliance Information

The inspectors observed children moving freely, exploring their environment, playing, and engaging with each other and the adults. They spent time outdoors and were dressed appropriate to the weather. All children attending the rooms inspected were wearing nappies. These were changed routinely and as needed in between. Staff used opportunities when assisting with personal care for warm individual engagement with the children.

The service provided meals and snacks at regular intervals. Infants' bottles were provided according to the infant's individual routines. Drinking water was available within the rooms and all children were offered drinks of water when eating. The children were provided with bibs to protect their clothing from spills and were assisted to clean their faces and wash their hands at appropriate times.

Children attending the Butterflies, Jellytots and Rascals rooms were facilitated to sleep in the afternoon after their meal. Infants in the Bunnies room were facilitated to sleep according to their individual routines or when showing signs of tiredness. The children's outer clothing and shoes were removed, and they were provided with appropriate bedding. Children who had soothers were offered these when they were being placed to sleep. Staff provided the children with comfort and reassurance as they were settling to sleep, talking to them gently and sitting next to them. Areas were available within the children's rooms where they could rest comfortably outside of this time.

Staff demonstrated warmth and affection in their interactions with the children. They addressed them by name, used gentle tones and interacted with them in a positive manner. The staff provided the children with comfort when they became upset - holding them and talking to them in soft tones. Individual daily diaries were maintained

to share with parents/guardians to provide for continuation of care. A child who was displaying signs of distress in the Rascals room during sleep time was provided with care and attention. This included the staff holding and comforting the child, checking for signs of illness and phoning the child's parents to communicate.

Non-Compliance Information

Adequate care and attention were not provided to children at lunchtime in the Rascals room. Seventeen children aged two years were seated at three tables for lunch. The adults did not sit with the children or respond appropriately to some of the children's cues for more food. The inspector observed the staff undertaking other duties at this time including preparing the room for sleep. A child who requested more food was given one spoonful by an adult and was told there was no more left. Signs that other children wanted more food were not acted upon by staff. These included a child calling out for more while waving an empty bowl, a child scraping another child's empty bowl and a child starting to cry when called from the table to have his face cleaned.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The onsite chef was spoken to about ensuring extra portions sent to rooms. Team spoken to about ringing the kitchen if additional food is required. Team have been retrained in our Healthy Eating Policy which states "Staff sit with the children during mealtimes and promote the development of social interactions and encourage good eating practices. Staff will supervise all mealtimes along with water break."

Supporting documentation submitted

No supporting documentation submitted.

Summary Comment

The actions submitted should address the non-compliance. These will be reviewed in practice on the next inspection.

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

Infection Control:

The inspector observed children in the Jellytots room being taken in twos to the sanitary facility for nappy changing. The staff member told the inspector that this was routine practice. While the adult changed one child the second child moved freely within the room handling items. This included the bin where nappies were disposed of. One child was observed putting their hand in their mouth directly after handling the bin, posing a risk of cross infection.

Action submitted by the Registered Provider

Corrective & Preventive Action

Children are no longer brought to the changing area in a group of two. Children are brought in individually which will eliminate the risk of a child touching the nappy bin.

Supporting documentation submitted

No supporting documentation submitted.

Summary Comment

The action submitted should address the non-compliance. This will be reviewed on the next inspection.