

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:	06/11/2024		
No of pre-school children:	AM	105	PM 104
Address of the Early Years Inspectorate:	Tusla Child and Family Agency First Floor Trinity Building, IDA Business Park Southern Cross Road, Bray Co. Wicklow.		
Inspection undertaken by:	H. Bourke and T. Duignan		
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 service was first established in 2006. This full day care service is located in the urban setting of Bray Co. Wicklow. The service is privately owned and is registered to provide care and education for children aged between zero and six years of age. The service is open from Monday to Friday between 07.30 hrs and 18.30 hrs. All children attend on a full-time basis and the Early Childhood and Education Scheme (ECCE) is taken into consideration as part of full day care hours for 38 weeks of the year for eligible children. This service does not provide an after-school facility. The service operates from a purpose-built single-story premises located in a retail park. Seven pre-school rooms are provided, and there are three dedicated sleep rooms. Further accommodation includes a kitchen, staff room, office and a dining area for children. All pre-school rooms lead directly to their individual outdoor play areas. Parking is available outside the premises.

Staffing

There were thirty-two adults present in the service on arrival of the inspectors to the premises. This included the manager of the service, the regional manager and the fulltime chef. The registered provider, who does not work directly with the children arrived at the service a short time after the inspection had started. There were twenty-nine adults working direction with the children on the day of 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 inspection may also focus on other areas as required.

A sampling process was used to assess compliance under
regulation 9 (1), (2)(a)(b)(c)(d), (4) and (7)(a)(c) Management and recruitment
regulation 10 Policies, procedures of pre-school service.
regulation 11 (1), (2) and (8)(a) Staffing levels.
regulation 16 (i) and (k) Record in relation to pre-school service
regulation 19 (1)(b), (3) Health, welfare and development of child
regulation 25 First aid.
regulation 27 Supervision.

As a result, the scope of the inspection included the rooms Smarties and Apple drops

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 was carried out as a result of information received by the Early Years Inspectorate.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, regional manager, 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
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(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.
- (c) these Regulations.

Compliance Information

(1)(a)

The service had a person in charge and a named person to deputise.

(b)

Both the person in charge and a named person who could deputise were on the premises during the inspection.

(c)

The service had a clear, documented management structure and was displayed in the entrance hall of the service.

The files of two students and fourteen staff members recruited since the last inspection were reviewed.

(2)

(a)(b)

Two written and verified past employer references or references from a reputable source other than a past employer, were available in respect of sixteen adults whose records were reviewed.

(c)

Garda Vetting disclosures were available for all adults whose records were reviewed.

The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d)

Police vetting was available for fifteen adults who had resided outside the state for a period of longer than 6 consecutive months whose records were reviewed.

(4)

Fourteen staff members employed and working directly with children attending the service held a qualification deemed by the Minister to be equivalent.

(7)(a)(c)

There was a comprehensive induction programme completed by all staff on commencement in the service which included the policies and procedures of the service including the regulations; there was documentary evidence provided of the completed induction programme for staff members.

There was a system of regular team meetings between management and the staff members.

Continuous professional development training is completed bi annually as a whole team event in the service.

All staff have access to a digital learning platform to support the staff members continuing professional development that is overseen by management.

An annual review is completed of the service policies and procedures.

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 manager of the service ensured that the written policies, procedures and statements specified in Schedule 5 were in place in the pre-school service.

The following policy and procedures were reviewed.

Safeguarding Policy,

Accident and Incident Policy

Behaviour Management Policy

Recruitment and Selection Policy

Risk Management Policy

Active Supervision Policy

Staff Development Policy

Support and Supervision Policy

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)
Throughout the inspection there were an adequate number of adults working directly with the children attending the pre-school service.
- (2)
The correct adult/child ratio was maintained at all times. There were 29 adults employed and present with 105 children on the day of inspection.
- (8)(a)
There were two adults on the premises at all times. This was supported by the staff roster.

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:*
- (i) details of staff rosters on a daily basis.*
 - (k) details of any accident, injury or incident involving a pre-school child attending the service.*
- (3) A record referred to in paragraph (1) shall be open to inspection on the premises, and the documents and records referred to in paragraph (2)(a) shall be open to inspection whether on the premises or elsewhere, by an authorised person.*

Compliance Information

- (1)(i)
The manager of the service ensured that a record in writing was kept detailing the staff rosters on a daily basis.
- (k)
There were fully completed records in writing of all accidents, injury or incident involving a child attending the service.
- (3)

The above records referred to in paragraph (1) were available and open to inspection by an authorised person.

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.

(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)(b)

The manager of the service ensured that appropriate and suitable care practices were in place. Children were given the opportunity for free play during the morning, and children's participation was encouraged in all activities throughout the day.

The transition between one activity and the next was smooth and unhurried, aided by the language used by the adults to the children. Positive reinforcement of children's behaviour contributed to a pleasant environment for the children in the service. One to one attention was given to a child when required, in addition, support was given to children so that they remained included in activities they maybe have been unsure or unfamiliar with. A strong ethos of teamwork was evident from observing how staff members worked together. The relationships between the adults and children reflected a sense of belonging, inclusion, connectedness and diversity.

There was a cosy area in each pre-school room, with rugs and soft furnishings for children to use should they require it during their day.

Children's parents are spoken to on an individual basis at collection time. There is a daily written record of how each child has been during their day and this was shared with the parents at collection time. Parents are encouraged to make direct contact with the service, should they have any concerns or issues.

(3)

Staff members were able to demonstrate that they had good understanding of behaviour management and their responsibilities when caring for the children attending the pre-school. There was no evidence of practices involving adults in the service that were disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful to any child attending the pre-school.

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 manager of the service ensured that there was an adequate number of adults trained in FAR first aid available to the children attending the pre-school service.

(2)(a)

In both the Smarties and the Apple drops rooms, the first aid box was stored in conspicuous position and was easily accessible.

(b)

The first aid box in both the Smarties and Apple drop rooms was always available to the children.

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

The manager of the service ensured that the children attending the service are adequately supervised at all times.