

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015WX100
--------------------------	-------------

Name of Service:	A Place to Grow Raheen FRC
-------------------------	----------------------------

Address of Service:	Raheen, Clonroche, Enniscorthy, Co. Wexford
----------------------------	---

Eircode:	Y21 N4V8
-----------------	----------

Name of Registered Provider:	John Moore
-------------------------------------	------------

Service type:	Full Day, Part Time, Sessional
----------------------	--------------------------------

Date(s) of Inspection:	21/08/2023
-------------------------------	------------

No of pre-school children:	AM	17	PM	14
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	Tusla Child and Family Agency, Early Years Inspectorate, Ely Hospital, Ferrybank, Wexford.
Inspection undertaken by:	E Mc Garry
Title:	Early Years Inspector

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

This full day care service is located in the village of Raheen Co Wexford. A service is provided to children aged from 6 months to 6 years of age. The service is open from Monday to Friday between 8.00am and 5.30pm (including a sessional service from 9.30am to 12.30pm hours 38 weeks of the year). A registered school age service is also provided. The premises is a purpose-built single storey premises with four early years rooms, a designated sleep room, toilets, kitchen and an office. There is an outdoor area situated to the rear of the service for the exclusive use of the children which is safe, suitable and secure.

Staffing

The service employed 12 staff. There were two chefs employed to provide meals and snacks for the children. There was also a receptionist on duty on the day of inspection, and one staff member who was employed under a community employment scheme. The registered provider does not work directly with the children. All staff who were working directly with the children held the minimum of level 5 and above on the National Framework of Qualifications (NFQ).

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:

Regulation 9 Management and Recruitment (1) (2) (a) (b) (c) (d) (4),
Regulation 11 Staffing levels (1) (2),
Regulation 19 Health, Welfare, and Development of the Child (1) (a)(b),
Regulation 23 Safeguarding Health, Safety, and Welfare of the Child,
Regulation 25 First aid (1) (2) (a) (b),
Regulation 26 Fire Safety (1) (a) (b) (4).

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 cooperation of the 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, 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) (b)

The manager was the designated person in charge on the day of the inspection. There was a named person who was available to deputise if required. The manager remained in the service for the duration of the inspection.

(2)

Following a discussion with the manager and on review of documentation, it was established that there were 12 staff employed in the service, including the manager, 2 chefs, a receptionist and a staff member employed under a community employment scheme. All 12 staff files were reviewed on the day of inspection.

(a)

There were nine written and validated references available on file from past employers.

(b)

There were eight written and validated references available on file from reputable sources.

(c)

There was Garda vetting available on file in the service for all 12 staff members.

(d)

There were police vetting available on file for four staff members who had worked in a state other than Ireland for a period of longer than six consecutive months.

(4)

All staff working directly with the early years children held a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework

Non-Compliance Information

(2) (a)(b)

1.

There were six references on file for three staff in the service. However only three records demonstrated evidence of validation. All written references are required to be validated prior to staff commencing work in the service.

2.

One staff member had two written references on file that were not validated.

3.

There were two staff members who had only one written and validated reference on file when two were required.

4.

There were three staff members who did not have any written and validated references available on file in the service.

(d)

There was one staff member who had lived in a state other than Ireland for a period of longer than six months and did not have police vetting available on file for that country.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The registered provider will ensure two written and validated references are available on file in the service for all staff prior to commencing work in the service in the future.

1.

Three validated references are now on file in the service for the staff members.

2.

Two validated references for the staff member are now on file in the service.

3.

Three written and validated references

4.

Six written and validated references are now available on file in the service for the three staff members.

(d)

Police vetting for the staff member is now available on file in the service for the staff member.

Supporting documentation submitted

1.

Three validated references were received by the inspector.

2.

Two written and validated references for the staff member were received by the inspector.

3.

The two required written and validated references were received by the inspector.

4.

Six written and validated references were received by the inspector.

(d)

A copy of Police vetting was received for the staff member by the inspector.

Summary Comment

The registered providers response and evidence submitted meets the requirements of the Child Care Act 1991 (Early Years Services) Regulations 2016.

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)(2)

There was an adequate number of staff always working directly with the children during the inspection.

Baby room

At 10.10 am there was 1 child aged between 1 and 2 years in the care of 2 staff.

At 2.00 pm there was 1 child aged between 1 and 2 years in the care of 1 staff.

Toddler room

At 10.12 am there were 5 children aged from 2 to 3 years of age in the care of 1 staff.

At 2.10 pm there were 3 children from 2 to 3 years of age in the care of 1 staff.

Playschool 1

At 10.15 am there were 6 children aged from 3 to 6 years in the care of 2 staff.

At 2.15 pm there were 3 children aged from 3 to 6 years in the care of 1 staff.

Wobbler

At 10.20 am there were 4 children between 2 and 3 years of age, and 1 child between 1 and 2 years of age in the care of 1 staff.

At 2.20 pm there were 2 children aged from 2 to 3 years of age in the care of 1 staff.

The manager was available in the service throughout the inspection and was available to assist across the early years rooms as required. There was also one staff member who was employed under a community employment scheme who was available to assist the qualified staff as required.

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

(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

(1)(a)

The manager ensured that each child's learning, development, and well-being was facilitated within the daily life of the service. Children were engaged in a variety of appropriate activities during the inspection including playing together in the outdoor areas, enjoying tabletop activities and enjoying story time with the staff.

Children were encouraged to be independent appropriate to their age and stage of development, for example, children were observed using the toilet and washing their hands. Staff were observed supervising the children and giving assistance as required. Staff who spoke to the inspector said parents were asked to ensure children had sunblock applied before they came into the service in the morning. Children also had their own individual bottles of sunblock which was reapplied by staff later on the day of inspection.

The staff in the toddler room were observed to be warm and sensitive to the children in their care. They communicated with the children using soft and gentle tones. Staff who spoke to the inspector were knowledgeable about the children's family backgrounds. There were siblings cared for in separate care rooms. Children were given the opportunity to get together with their siblings during free play time in the large outdoor area to the rear of the service. Many of the children had been in the service since they were babies and were well known to the staff. Staff who spoke to the inspector said this promoted a continuity of care in the service.

A variety of play materials was available in each of the early years rooms.

The inspector noted the rooms were well resourced with age-appropriate toys and materials on easily accessible shelves throughout the four early years rooms. There was an outdoor area specifically for the baby accessed directly from the baby room. Staff were observed playing with the children in the outdoor area. Staff were observed to be constantly engaged with the children in their care in the outdoor area. This area was well planned and resourced with respect to the ages and stages of the children who were observed playing there. There was a jungle gym, balls, a kitchen and a supply of ride on toys for the children.

1(b)

The manager had ensured that appropriate and suitable care practices were in place. Children were well supervised in the outdoor area to the rear of the service. Staff were observed by the inspector engaging with the children at all times while they were playing. Some children were playing with the ride on toys, some were playing ball and others were enjoying the ride on toys.

The inspector observed that the sleep room was dimly lit and well ventilated. Child led sleep was observed in the baby room. Children were observed to settle to sleep quickly in the toddler room when given appropriate support by staff. Children in the wobbler room were observed sleeping on cot beds in their early years room after dinner time. A staff member was observed to sit and supervise them while they slept.

The children who were attending on a full day care basis were given a freshly cooked dinner consisting of chicken, potatoes and vegetables at 12.20 pm on the day of inspection. The service provides all meals and snacks for the children from the onsite kitchen. Extra portions of food were available if requested. Bibs were provided to the children to protect their clothes from becoming soiled and wet. Staff sat with the children and supported them to feed themselves. Water was offered with food and was freely available to the children in all the early years rooms. The children's nappies were changed regularly, and staff were observed to be attentive to the children talking and singing and putting the children at their ease during the procedure. Child led sleep was observed in the baby room.

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 manager had taken the following steps to ensure the safety of the children attending the service.

General safety:

Access to the service was gained through the front door directly beside the office. The hallway of the service was open to parents and all early years rooms were accessed by using a key code known only to staff.

Infection control:

The service appeared to be clean on the day of inspection. There were cleaning templates in place to demonstrate that daily cleaning had taken place in the service. There was a fridge available in the service to store the premade baby formula provided by the parents. All sinks for hand washing in the service were equipped with warm thermostatically controlled water, and liquid soap.

Safe sleep

The service had a safe sleep policy. The sleeping children's colour, breathing and position were observed and recorded every 10 minutes on the day of inspection.

Non-Compliance Information

Infection control

1.
Childrens hands in the baby room were not washed prior to dinner time.
2.
A staff member was observed wearing nail varnish on long pointed nails. This practice posed a risk of injury and cross infection to children and is also contrary to Health Service Executive (HSE) guidelines on effective hand washing.

3.
Foot pedal bins were not used throughout the service. This posed a risk of cross infection in the service.

4.
Outdoor clothes were stored in a toilet and nappy changing area. This posed a risk of cross infection in the service.

Administration of medication

5.
A sample of records recording the administration of medication in the service was examined by the inspector. The service uses a mobile phone application to record the administration of medication to children in the service. It was not clear from the electronic record that parents had signed to acknowledge they were aware the medication had been administered in the service. Best practice guidelines require parents to sign to acknowledge when their child has received medication in an early years service.

Accident and Incidents

6.
A sample of records recording the accidents and incidents in the service was examined by the inspector on the day of inspection. The service used a mobile phone messaging service to record and communicate accident and incidents to the parents of children attending the service. It was not clear when reviewing the electronic record that the parent had signed to acknowledge they were aware the accident or incident had happened in the service. Best practice guidelines require all parents to sign to acknowledge they have been made aware of all accidents and incidents that had occurred in an early years service.

Action submitted by the Registered Provider

Corrective & Preventive Action

1.
Health Service Executive (HSE) guidelines for hand washing in early learning centres was discussed at a staff meeting in August 2023. All staff were in attendance. The hand washing policy has been circulated to staff. Handwashing posters were put on display in the nappy changing area and baby room. Hand washing will be monitored in the service.

2.
Staff have been advised that they must ensure their nails are kept short while working in the service.

3.

Foot pedal bins are now in use throughout the service.

4.

Outdoor clothes were removed from the toilet and nappy changing area.

5.

The medication administration mobile phone application has been amended to include spaces for two staff to sign they have checked the medication prior to administering to a child. Parents will also be requested to sign a printed copy of the administration of medication.

6.

The mobile phone application has been amended in relation to the notification of accidents and incidents to parents.

Any accidents and incidents not signed by parents online will be printed for parents to sign when they are collecting their children. The service will continue to phone parents directly to notify them of any incidents and accidents. These phone calls will continue to be recorded in the journals in the early years rooms.

Evidence

1.

No evidence received.

2.

No evidence received.

3.

Photos of pedal bins now in use in the service was received by the inspector.

4.

Photo of area attached.

5.

A sample of the accident and incident record now in use in the service was received by the inspector.

6.

A sample of the administration of medication document now in use in the service was received by the inspector.

Summary Comment

The registered providers response and evidence submitted meets the requirements of the Child Care Act 1991 (Early Years Services) Regulations 2016.

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)

There was a person trained in first aid for children immediately available to the children attending the early years service.

(2)(a)(b)

There was a suitably equipped first aid box stored in an easily accessible position on the premises and was available to the children attending the early years service.

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)
- There was a template in place in the service to record any fire drill that takes place in the service. The last fire drill took place in the service in July 2023.
- (b)
- There was a record available on file stating the firefighting equipment was last serviced in April 2023 and the smoke alarm was last service in August 2023.
- (4)
- There was a notice of the procedures to be followed in the event of fire displayed in a conspicuous position in the main entrance of the service.