

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2017DY500
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Name of Service:	Blooming Lillies Early Education Centre Ltd
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Address of Service:	Saint Pauls School, Deanstown Avenue, Finglas West, Dublin 11, Co. Dublin
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Eircode:	D11 HN88
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Name of Registered Provider:	Rita Mitchell
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Service type:	Full Day
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Date(s) of Inspection:	29/05/2023
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No of pre-school children:	AM	65	PM	34
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Child and Family Agency, 2 nd Floor, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15.
Inspection undertaken by:	M Foley & E Hosford
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.
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Description of service

The preschool was established in 2017 and is located in St Paul's primary school. There are four ground floor care rooms. The service also has an office two separate sanitary areas, a sensory room, and a kitchen.

The service offers full day, part-time and sessional childcare and education to children aged from 6 months old to 6 years old. The service participates in the Early Childhood Care and Education (ECCE) scheme.

The service operates for 38 weeks of the school year. Full day-care hours are from 8 am to 4 pm. The morning ecce sessional service is from 9.15am to 12.15pm and the afternoon ecce sessional service is from 1.15pm to 4.15pm.

Staffing

The service employs 22 staff including 1 chef, 1 maintenance/reception staff, the registered provider and 19 childcare staff. The registered provider works at the service and provides additional care and support in the care room when needed.

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 and premises. The inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under regulation 9 (2) & (4), regulation 11 (1) & (2), regulation 15 (a) to (i), regulation 16 (h), (i) & (k), regulation 23, regulation 25 and regulation 29.

These findings are outlined within the relevant regulation within this report.

A sampling process was used to assess compliance under regulation 15 and regulation 16.

The scope of the inspection included 3 rooms, the Baby room, the Toddler room, and the Senior Pre-school room and did not include the 1st year ecce room. Regulatory compliance in regulation 11 (1) & (2) was assessed in all 4 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 registered provider, 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.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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 registered provider is the person-in-charge and there is a named person who can deputise as required.

(b) Staff rosters and staff sign in sheets indicate that the registered provider and/or the deputy person-in-charge are on duty during the services' opening times.

The registered provider and the deputy person-in-charge were on duty when the Inspectors arrived unannounced.

(c) There is a clear management structure in place and on display. Staff members were aware of these structures and the associated roles and responsibility.

(2) The files for 22 staff members were reviewed. This included the files of the registered provider, 1 chef, 1 maintenance/reception person and 19 childcare staff who work directly with the children.

(a) Eight staff members had 2 validated written references from a past employer available for inspection.

Eight staff members had 1 validated written reference from a past employer available for inspection.

(b) Six staff members had 2 validated written references from a source other than a past employer available for inspection.

Eight staff members had 1 validated written reference from a source other than a past employer available for inspection.

(c) The required garda vetting documentation was available for inspection in each of the files reviewed.

(3) Records available for inspection indicated that the required documentation was available prior to any person being appointed, assigned, or allowed access to or contact with a child attending the pre-school service.

(4) Eighteen childcare staff files had documentary evidence to show that each held a major award in Early Childhood Care and Education at Level 5 and above on the National Qualifications Framework.

Non-Compliance Information

(2)
(d) One staff member who required international police vetting did not have it on file and available for inspection.

(4) One staff file did not have documentary evidence to show that they held a major award in Early Childhood Care and Education at Level 5 or above on the National Qualifications Framework.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (2)
- (d) International police vetting was obtained on 07/06/2023. A note has been taken to ensure international police vetting for any future employees who require it will have it available for inspection.
- (4) Staff since completed QQI Level 6 in Early Childhood Care & Education on 26/06/2023.
- Will ensure to have notice from DCEDIY approval where certificates are non-childcare certificates.

Supporting documentation submitted

- (d) A copy of international police vetting.

Summary Comment

The corrective and preventive action taken have addressed the non-compliances outlined in regulation 9 (2)(d) and (4) above.

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 are an adequate number of adults working directly with the children on the day of inspection.

There were 65 children being cared for by 16 childcare staff members.

(2) The minimum ratio of adults to children was maintained and staff rosters indicated that ratios are maintained.

Name of room	Age range of children	Number of children on the day of inspection	Number of staff
Baby room	6months to 2 years	10	3
Senior Pre-school room	4 to 6 years	18	5
Toddler room	2 to 3.5 years	17	4
1 st year ecce room	2.5 to 4 years	20	4

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

(1) The files of 15 children currently attending the service were reviewed.

The information required to address (1)(a) to (i) above was available on 10 of the 15 files.

Non-Compliance Information

- (1)
- (b) The date on which the child first attended the service was not on 3 of the child records reviewed.
- (e) Authorisation for the collection of the child was not completed on 1 of the child records reviewed.
- (g) The details including the name and telephone number of the child's registered medical practitioner was not completed on 2 records.
- (i) Written parental consent for appropriate medical treatment of the child in the event of an emergency was not completed on 3 of the records reviewed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

All new registrations forms were provided to existing and new parents and time was spent with parents assisting them to fill out the forms. Management has organised time during summer holidays to assist parents with these forms prior to each year starting.

Summary Comment

The corrective and preventive action plan submitted has addressed the non-compliance outlined in regulation 15 (b), (e), (g) and (i) above.

Pre-school records will be reviewed on next inspection.

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

- (1)
- (h) Details of attendance by each pre-school child were maintained and available for inspection in the 4 care rooms.
- (i) The daily staff rosters were on display and the staff in attendance on the day of inspection were in keeping with the planned roster.

Non-Compliance Information

- (j) Eleven medication administration forms were reviewed.
- The section for parental signatures to indicate that they were informed that medication was administered was not completed on 8 forms.
 - The child's date of birth was not completed on 6 forms.
- (k) Eighteen accident/incident forms were reviewed.
- One form did not have the child's surname.
 - Five forms did not have the child's date of birth.
 - Sixteen forms did not record the date that the parent signed the form.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(j) & (k) Staff were given training on 30/05/2023 on how to fill out forms correctly. Notices were also put on the front of each book with a guide how to fill the form in. Visual aids were also attached with the notices. Parents do find forms difficult to fill in and rush to get home, so they have also been notified of this and requested to spend time to fill forms out correctly with staff.

Summary Comment

The corrective and preventive actions taken have addressed the non-compliances outlined in regulation 16 (j) & (k) above.

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

(1)(a) Basic needs

- The children from each care room enjoyed scheduled playtime in the outdoor area. Staff members from the Senior Pre-school room were observed facilitating a game of hide and seek, where a child went behind a soft mat while others hid behind toys and equipment or in the outdoor covered area.
- Ride on bicycles were used and enjoyed and a staff member helped the children learn about balancing on low level balancing beams.
- Snack time and dinner time was relaxed, and staff members sat and talked with the children about the morning's activities.
- Rest and relaxation areas were available in the care rooms and freely available and used by the children.
- Drinks of water and extra food was available if needed. The 3-week rolling menu was on display and the food served on the day was in keeping with the menu of the day.
- Nappy changing was carried out as needed.

Non-Compliance Information

In the Baby room, there were not enough low chairs at the low tables for the number of children in the care room on the day of inspection. There were 10 children and only 9 chairs around the table for their mealtimes. One child aged over 2 years of age was placed at a separate hi/low table-chair combination. The child was of an age and stage of development to independently chose their seat and to manage at the main table.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

There were six wooden chairs, one purple plastic chair, one white chair with a table attached and two wooden chairs with a table attached.

Preventive Action

This was discussed with staff within the classroom immediately and extra supervision was put in place within the classroom. Staff were given updated training on best practices.

Supporting documentation submitted

Photographs of a table and chairs was submitted.

Summary Comment

The corrective and preventive action taken has addressed the non-compliance outlined in regulation 19 above.

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 entrance/exit door to the service was closed when the inspectors arrived. Access is monitored and managed by the registered provider and staff members.
- The large well maintained outdoor area was safe and secure. There was a high hook on the double doors leading into the hall.
- Tables, chairs, furniture, toys and equipment and highchairs were in good repair.

Infection Control:

- In the senior Pre-school room, good hand hygiene after outdoor play and in preparation for dinnertime was observed with supervision and support available when needed.

Non-Compliance Information

Infection Control:

The risk of the spread of infection was increased due to the following.

In the Baby room nappy changing area.

1. The air remained malodorous for the duration of the inspection day. The ventilation system in place did not clear the air and staff were not sure that it was working, there was no sound or visible movement of the vents. There were no openable windows.
2. Some of the children's bags/rucksacks were stored in the nappy changing area. Two bags containing items such as clothes from home, also had baby milk formula powder in a container and water in a bottle. The risk of contamination of the baby's bottle and formula was increased. Formula milk bottles should be made in the child's home and stored in the service fridge until needed.

In the sanitary area used by the Toddler and the ecce room,

3. Two shower areas which were not in use had a visible build-up of dust and grit. The shower trays were used to store, rugs, some cardboard, artwork and toys. Items for use in the care rooms should not be stored in the sanitary areas.

In the cot room

4. Two cot mattresses with cloth covering were stained.
Three soothers were observed on the floor under a cot.
Dust, debris and a mouse trap were observed on the floor.

Safe Sleep:

5. On review of previous sleep records, it was observed that staff did not record the temperature of the care room while children slept. There was a record of 10-minute sleep checks, but the room temperature was not monitored or recorded. There was no air temperature monitor in place in the room. It is noted that on the day of inspection, the children present did not require sleep.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

In the Baby room nappy changing area.

1. There is a working vent in the nappy changing area the switch is on the wall beside the light switch. Staff had been notified on how to use it and have regularly used it throughout the year.
2. New coat hooks for bags were placed on the wall outside of the baby room for storing coats and bags.

In the sanitary area used by the Toddler and the ecce room,

3. Shower areas are being removed and new toilets are being put in place. Permission was needed from landlords who have agreed, and works will be taking place in the coming months.

In the cot room

4. Cot room was completely cleared out and upgraded new curtains on the windows, a window latch was applied so the window could not open to its full extent, any toys/equipment were removed from under the cots.

Safe Sleep:

5. A new thermomotor was applied to the wall and staff were retrained on completing paperwork.

Supporting documentation submitted

Infection Control:

- A photograph of a vent, hooks installed for coats and bags in the hall and of a restrictive opening device fitted to the window.
- A photograph of the decluttered cot room was submitted.

Safe Sleep:

- A new wall room thermometer in place.

Summary Comment

The corrective and preventive actions taken have addressed the non-compliances outlined in regulation 23 above.

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

(2)

(a) & (b) Suitably equipped first aid boxes were readily available and safely stored in easily accessible places.

Non-Compliance Information

(1) There was 1 First Aid Responder certificate available for inspection. The expiry date was August 2025.

In the event of unplanned leave, there was no other staff member with FAR training available. It is acknowledged that 7 staff members held in-date paediatric first aid certificates.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

It was noted and understood the importance that in managements absence it would be necessary to have another member of staff trained therefore each room leader has been trained since and received training on 14th, 15th & 16th of June 2023.

Supporting documentation submitted

14/9/23, three FAR certificates were submitted. The expiry date on each is 16/6/2024.

Summary Comment

The corrective and preventive action taken has addressed the non-compliance outlined in regulation 25 (1) above.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-
(e) equipped with adequate and suitable sanitary facilities.*

Non-Compliance Information

(e) The number of toilets available for the use of the children was not in keeping with the requirement of 1 toilet and 1 wash-hand basin for every 11 toilet-trained children.

There were 54 toilet-trained children in attendance on the day of inspection and only 4 toilets and 5 were required.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(e)The registered provider stated as part of the corrective action for Reg 23 that the shower trays are being removed and new toilets will be put in place. Permission had to be sought from the landlord. Work to take place in coming months.

Supporting documentation submitted

None submitted.

Summary Comment

Regulatory compliance for Regulation 29(e) remains outstanding until the work has been completed. This Regulation will be reviewed at the next inspection.