

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2021DS001
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Name of Service:	Superstars Early Learning and Care
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Address of Service:	20 Cooleven Green, Clondalkin, Dublin 22, Co. Dublin
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Eircode:	D22 C6R3
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Name of Registered Provider:	Katarzyna Wlodarska
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	09/08/2023
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No of pre-school children:	AM	24	PM	23
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
Inspection undertaken by:	Fiona Carty
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
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Description of service

Superstars Early Learning and Care is a privately operated full-day-care service for children aged between 2 and 6 years. It opens Monday to Friday from 8.00am to 6:00pm. The service is registered to accommodate 52 children. A sessional service is offered from 9:00am to 12:00pm for 38 weeks of the year and a school-age service is also provided. The service is one of seven services operated by the registered provider.

There are 3 care rooms Twinkle Stars, Raising Stars and Shining Stars rooms. a kitchen, office, sanitary accommodation and a large outdoor area to the rear of the premises.

Staffing

The service currently employs 11 staff members, including a cook.

On the day of inspection, 8 adults were present including the cook and the area manager arrived after the inspector's arrival to facilitate 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, information and records and safety. The inspections may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 16, 19, 23, 25 and 26

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

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

(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

(2)

The inspection focused on the recruitment records of 13 staff members.

(a)(b) Twenty five past employer references were available for the adults.

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

(d) Police vetting documents were available for five adults who had lived abroad as adult for more than six consecutive months.

(4) Records were available to evidence that ten adults employed to work directly with the children held 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.

Non-Compliance Information

(2)(a) (b)

Three staff members did not have an additional reference available for inspection.

(3)

A review of documentation evidenced that the procedures specified above under Regulation 9(2) had not been completed for five adults prior to them commencing employment in the service. Whilst it is acknowledged that the adults had a Garda vetting disclosure it had not been obtained by the service prior to the adults commencing in the service. References on file for seven adults had not been validated until after they had commenced employment in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b)

A Template has been created to ensure all documents required, prior to any new employee in the service. The service provider along with the Manager will make sure no employee starts within the service unless reference has been received prior.

(3)

Reference check template has been introduced and management had been advised all is in order prior to new employees start date.

The service provider along with the manager will ensure reference are received and checked prior to new employees starting in the service.

Supporting documentation submitted

No supporting documentation submitted.

Summary Comment

The corrective and preventive actions submitted by the registered provider were reviewed by the inspector. The actions outlined as stated by the registered provider will address the non-compliance under Regulation 9.

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) The registered provider ensured that an adequate number of adults were working with the children at all times. five adults were allocated to work directly with 24 children. The area manager was available to assist when required.

(2) At all times the minimum ratios of adults to children were maintained.

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) A written record was available in each of the care rooms detailing the attendance of each preschool child on the day of inspection.
- (i) A staff roster was available.
- (j) Written records of the administration of medication were available. A sample reviewed on the day of inspection documented all necessary details including details of medication and signatures of parents and staff members.
- (k) Written records of accidents and incidents which occurred in the service were available on the day of inspection. A sample reviewed documented necessary details including the child's name, details of the accident or incident and signatures of parents and staff.

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

The service promoted healthy eating as per their policy. Snacks and hot meals were provided by the service to the children, hot meals were prepared on site. Drinks were always available to children and located in a dedicated water station area within each care room. Young children were given the opportunity to feed themselves and assistance was offered when required.

Nappy changing was carried out regularly at set times throughout the day and when required. Warm interactions were observed during nappy changes.

The care rooms had defined areas of interest including a home corner and a cosy area.

The play experiences in the service were observed to be child-led. Children were observed exploring their environment, engaged in activities and playing with each other and the staff. Staff made themselves available to the children to scaffold and extend learning as well as be available should a child require support.

Adults used respectful language during interactions with the children and were observed to be responsive to children's individual care needs. Staff used gentle tones whilst speaking to the children at their level and responded promptly to children's cues for care. Rest areas were available in each room to enable the children to take time away from the group if desired. Children were supported to be independent in their environment including using the toilet independently and washing hands before meals.

A fully enclosed outdoor play area was available to the rear of the premises which was split into two areas. One area with artificial grass surfacing was available to the children in the Twinkle Stars room whilst a larger area with natural grass surfacing was available to the children in the Raising Stars and Shining Stars rooms. The area was well resourced with a variety of play equipment and materials to support gross motor skills and imaginative play.

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 door into the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order.

Cleaning materials were stored out of reach of children. Heavy furniture was secured, and cables were out of reach of children.

Infection Control:

An infection control policy was in place to inform practice. The children were encouraged to wash their hands at regular intervals including after using the toilet and before meals. Schedules were in place and maintained to ensure the service, equipment and materials are regularly cleaned. Staff were observed to carry out consistent hand washing as appropriate.

Administration of Medication:

There was written evidence of prior parental consent for the administration of both temperature reducing and prescribed medications, and there were procedures in place to safely administer and document such medication if required, including in the case of an emergency. Staff adequately detailed the procedures for administering medication when required during discussions with the inspector. Staff members were aware of the procedures in place and a sample of medication records reviewed on the day of inspection were appropriate. Detailed care plans were in place for two children who may require emergency medication.

Safe Sleep:

Staff were familiar with safe sleep guidance and adequately outlined safe sleep procedures in place in the service during discussions with the inspector. Sleep logs were maintained in all rooms where children slept, children who were aged 2 years were facilitated to sleep on mats.

Fire Safety:

The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff members adequately outlined the evacuation procedures in place in the event of a fire and records demonstrated that fire drills are practiced regularly on a monthly basis.

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) A person trained in first aid was immediately available to the children at all times on the day of inspection.

(2)

(a)(b) The first aid box was stored in a conspicuous location within the service. A first aid box was always available to the adults and children in the 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 fire fighting equipment and smoke alarms in the premises.

Compliance Information

- (1)
- (a) A written record was available detailing fire drills that had taken place in the service. The last drill had been recorded as undertaken on 19th July 2023.
 - (b) Records were available detailing the maintenance of the fire detection system in the service. The last dates of maintenance recorded was 14th July 2023.

Non-Compliance Information

- (1)(b)
- On the day of inspection records were not available detailing the servicing of the firefighting equipment.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The fire equipment had been service; however, we did not have documentation on site. We have requested certs to be sent promptly after services are completed.

The service provider along with the manager will ensure that all documentation is in place and in date.

Supporting documentation submitted

No supporting documentation was submitted.

Summary Comment

The corrective and preventive actions submitted by the registered provider were reviewed by the inspector. The actions outlined as stated by the registered provider will address the non-compliance under Regulation 26.