

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2021DS003
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Name of Service:	Play and Learn Childcare & Education
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Address of Service:	Ground Floor, Block B3, The Quarter, Citywest Avenue, Citywest, Dublin 24, Co. Dublin
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Eircode:	D24 H7XP
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Name of Registered Provider:	Allison Farrell
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Service type:	Full Day
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Date(s) of Inspection:	06/11/2023
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No of pre-school children:	AM	68	PM	66
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
Inspection undertaken by:	F Carty and R Brien
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

Play and Learn Childcare and Education is registered to provide full day care, to children aged 1 to 6 years. The service operates from four rooms in a purpose-built crèche facility on the ground floor of an apartment complex in Citywest, Dublin 24. A separate sleep room and sanitary accommodation is provided together with an outdoor area which is located at the rear of the building. The service opens from 7:00am to 6:30pm Monday to Friday.

Staffing

On the day of inspection there were twelve staff members working directly with the children. The manager of the service together with an area manager were also present. An additional staff member arrived at 11.30am to cover breaks and a staff member from another service operated by the registered provider arrived subsequent to the inspector's arrival. There were also two students present.

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, information and records, health, welfare and development of child and safety. The inspection 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. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 16, Information and Records

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 children, person in charge and staff 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.

(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

This regulation was assessed in relation to all staff who were employed in the service.

(2)(a)(b) Of the forty-six references required thirty-two written and validated references were available from a past employer. A further six written and validated references were available from a source other than a past employer.

(c) Garda vetting disclosures were available for twenty three adults.

(d) International Police vetting was available for eight staff members who had lived outside of the State for a period exceeding 6 months as an adult.

(4) Of the nineteen adults requiring a recognised qualification in Early Childhood Care and Education, evidence of nineteen qualifications at a minimum Level 5 on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent were available.

Non-Compliance Information

(2)(a)(b)

There were no references on file for one of the students who were working directly with the children. Three references had not been adequately validated and one reference was not accepted, an alternative source of referee is required.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

9 (2) (a) The service have completed full files for all students. References have been provided and validated by management. The service will ensure students files are complete going forward.

Supporting documentation submitted

None submitted

Summary Comment

The regulatory requirement has been met . Regulation 9 will be reviewed on next inspection.

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) An adequate number of adults were working directly with the pre-school children attending the service during the inspection.

(2) The registered provider ensured that the minimum ratio of adults to children was maintained in the service. On the day of inspection, there were sixty eight children present in the service being supervised by eighteen adults.

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 detailing the attendance of children on a daily basis. These included the time the children arrived at the service and the time they left.

(j) Written records of administration of medication to preschool children were available in the service. A sample reviewed on the day of inspection documented signed parental consent.

(k) Written records of accidents and incidents which occurred in the service were available on the day of inspection.

Non-Compliance Information

(i) A staffing roster was available and given to inspectors on arrival however it did not detail the correct hours of work for each staff member on the day of inspection and did not account for additional staff who arrived on the premises following the inspector's arrival.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

We will talk about the importance of change on the roster on a daily basis.

Supporting documentation submitted

No supporting documents submitted.

Summary Comment

The regulatory requirement has been met . Regulation 16 will be reviewed on next inspection.

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 service provided breakfast, snacks, a hot meal, and an afternoon tea to the children. All children were supported to eat independently during meals, and staff provided assistance to children where required. Bibs were worn in younger care rooms to protect the children's clothes from becoming soiled or wet when eating. Drinking water was available in the care rooms at all times. Staff supported the children to wash their hands and clean their faces at appropriate times throughout the inspection.

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. The children were all provided with the opportunity to play outdoors and were dressed appropriately to the weather. Older children were observed using the toilet independently and younger children wearing nappies were changed regularly and as required. Staff were observed interacting warmly with the children when providing personal care and demonstrated an awareness of each child's individual care needs. Staff used opportunities when assisting with personal care for warm individual engagement with the children, addressing them by name and making conversation. Staff demonstrated kindness and affection during all interactions observed by the inspectors, and comfort was provided promptly if a child became upset. An online interactive application was used by the service where staff directly communicated details surrounding each child's day to parents, including information on sleep, food, and activities.

Children in the Wobbler room had a designated sleep room that could be used whenever a child displayed signs of tiredness. Staff provided comfort to the children when they were settling to sleep, using soft tones and offering reassurance where required. The sleep room was relaxed and conducive to sleep.

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:

- Blind cords were secured out of reach of children.
- Heavy furniture was secured to prevent tipping.
- The kitchen was inaccessible to children.
- Cleaning products were stored safely out of reach of children.

Infection Control:

- The Pre-school rooms and sanitary facilities were observed to be in a clean condition.
- Sanitary facilities were equipped with liquid soap and paper towels for handwashing.
- Pedal operated, lidded bins were available for the safe disposal of waste.

Safe Sleep:

- Inspectors observed staff checking sleeping children at 10-minute intervals and maintaining a record of the checks.
- The required temperature of the rooms were maintained when children were sleeping to prevent overheating.

Fire Safety:

- Regular fire drills took place in the service.

Non-Compliance Information

Infection Control:

- The nappy changing practices observed in some care rooms were not in line with the service policy as follows:
 - A staff member was observed to redress a child with soiled gloves and proceeded to wipe down the changing mat whilst wearing the soiled gloves which poses a risk of cross contamination.
 - One staff member did not wash their hands following the nappy change.
 - A staff member did not ensure children washed their hands following nappy changing.

Administration of Medication:

- Whilst it is acknowledged that most administration of medication forms were completed accurately a child who received regular medication and had received it recently did not have the correct medication forms

completed. There was no documented evidence of who administered the medication, who witnessed the administration of medication as per the policy requirements. This can affect the continuity of care of a child.

Fire Safety:

3. Between 12.30pm and 2pm whilst the children in the Toddler room slept the emergency exit was blocked with tables and chairs preventing the children from exiting safely in the event of an emergency.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

Extra support and training provided for the staff member. Supervision provided to staff member. Team will be provided training through role modelling , visual schedules, visual aids and interactive games.

Administration of Medication:

The service will ensure medication forms are completed correctly and that the services administration of medication policy is followed each time medication is administered.

Fire Safety:

Extra fire safety training will be given to team to ensure they understand the importance of not blocking fire exits

Supporting documentation submitted

Infection Control:

None submitted

Administration of Medication:

None submitted

Fire Safety:

None submitted

Summary Comment

The regulatory requirement has been met . Regulation 23 will be reviewed in practice on next inspection.

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 Responder (FAR) was immediately available to the children at all times on the day of inspection.

(2)

(a) The first aid box was stored in a conspicuous location within the service.

(b) A first aid box was available to the adults and children in the service at all times

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.

(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) A written record was available detailing fire drills that had taken place in the service. The record showed that the last fire drill had taken place on the 31st October 2023.

(b) There was record to show that the firefighting equipment had been serviced on the 2nd March 2023 and that maintenance of the fire detection and alarm system had also taken place on the 22nd August 2023.

(4)

The procedures to be followed during a fire drill and in the event of a fire were displayed in conspicuous locations within the service.