

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2022DR001
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Name of Service:	Little Harvard Childcare Limited
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Address of Service:	1 The Lodge, The Crescent, Scholarstown Wood, Rathfarnham, Dublin 16, Co. Dublin
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Name of Registered Provider:	James Hargrave
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	26/01/2024
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No of pre-school children:	AM	N/A	PM	41
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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 E Mulhern
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

Little Harvard Limited is registered to provide full day, part-time and sessional care to children aged 0 to 6 years and is one of seventeen services run by the registered provider. The service operates from four rooms in a purpose-built building on the ground floor of an apartment building in Rathfarnham, Dublin 14. A kitchen, 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 7:00pm Monday to Friday. A morning session is provided from 9am to 12pm for 38 weeks of the year.

Staffing

On the day of inspection there were ten staff members working directly with the children. This included the area manager and manager who were covering staff breaks. Two staff members from another branch were also present, one was working directly with the children during opening hours and one arrived subsequent to the inspectors arrival to cover in care rooms whilst the manager and area manager attended the feedback meeting.

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 and health, welfare and development of child. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 19(3) and 32. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 19 (3). As a result, the scope of the inspection included the Toddler , Preschool 1 and Preschool 2 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.

Additional Information

This inspection was triggered by a concern submitted to the Inspectorate on the 8th January 2024.

Acknowledgments

The inspectors wish 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.

(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 files of three adults who had commenced working in the service since the last inspection on 14th November 2023. Documentation was reviewed in respect of these adults and met regulatory requirements as follows:

(a)(b)

Of the six references that were required, three were available from a past employer and three were available from a reputable source.

(c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for the three staff members.

(d)

Police vetting was available for one staff member who had lived outside the State for a period exceeding six months as an adult.

(4) Records were required for two staff members and were available and evidenced that both staff members who were employed to work directly with the children held the required qualification or equivalent.

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 children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. There were forty one children attending the service being supervised by nine adults at any one time.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(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

(3)
On the day of inspection, the inspectors did not observe any practices that were disrespectful, intimidating or emotionally harmful to children. All interactions between staff and children were observed to be kind, staff used gentle tones and spoke to children at their level assisting them when asked.
Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement and praise when promoting positive behaviour in line with the service's behaviour management policy.

Part VIII - Notifications and Complaints

Regulation 32 – Complaints

- (1) A registered provider shall ensure that the complaints policy of the service specifies-
- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,
 - (b) the manner in which such a complaint shall be dealt with, and
 - (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.

Compliance Information

- (1) There was a comprehensive complaints policy available for the service.
- (a) The management of complaints was outlined in detail through different stages. Complaints are made in the first instance to the manager of the service and if not resolved then a formal written complaint is made.
 - (b) The complaint is acknowledged and a plan for how it will be dealt with is made including a timeline for when it will be resolved and keeping records of all interactions regarding the complaint.
 - (c) The policy outlines that the person making the complaint will be informed of the outcome and will have the opportunity to have the complaint referred to a third party for resolution if required.