

# Early Years Inspectorate Regulatory Report

## Pre School

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| <b>TUSLA Identifier:</b> | TU2023DS002 |
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| <b>Name of Service:</b> | Evergreen Montessori |
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| <b>Address of Service:</b> | 16 Mountdown Rd, Terenure, Dublin 12, Co. Dublin |
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| <b>Eircode:</b> | D12 FY66 |
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| <b>Name of Registered Provider:</b> | Sophie Hughes, Katie Healy |
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| <b>Service type:</b> | Full Day, Part Time, Sessional |
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| <b>Date of Inspection:</b> | 25/10/2023 |
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| <b>No of pre-school children:</b> | AM | 24 | PM | 15 |
|-----------------------------------|----|----|----|----|

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| <b>Address of the Early Years Inspectorate:</b> | Early Years Inspectorate, Tusla Child and Family Agency,<br>7 <sup>th</sup> floor, Brunel Building, Heuston South Quarter, Dublin 8. |
| <b>Inspection undertaken by:</b>                | E. Mulhern   |
| <b>Title:</b>                                   | 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).

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| <b>Conditions if applicable</b> | Not applicable |
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### Description of service

Evergreen Montessori provides a sessional, part-time and full-day early years service to children aged two years and five months to six years. The service is located on the ground floor of a purpose adapted premises within a residential area. It is registered to accommodate 27 pre-school children and operates Monday to Friday from 7:30am to 6:30pm - closing for two weeks in August and two weeks in December. The service participates in the Early Childhood Care and Education (ECCE) scheme from 9am to 12pm. There are two rooms available to the children in the morning and one room in the afternoon. An outdoor area is available for children at the rear of the premises.

### Staffing

There are five staff members employed to work in the service. Four staff members work directly with the pre-school children including the registered providers. One staff member is employed to work with school-aged children only.

### 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 announced and focused on the area of governance and health, welfare and development of child. The inspection may also focus on other areas as required.

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 children, registered providers and staff 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) The service had a person in charge and a named person to deputise as required.
  - (b) The person in charge was on the premises throughout the inspection. The staff roster provided for the person in charge or deputy to be present at all times of opening.
- (2)
- (a) & (b) Through review of records it was evident that consideration had been given to past references for all adults. References had been sourced from their past employers and from another source where they had only one previous employer. Records were available of phone calls made to verify the references.

- (c) Garda vetting disclosures were available for all adults.
- (d) International police vetting was available for an adult whom it was required.
- (4) Four staff members were employed to work directly with the children. Records were available evidencing that the staff members held major awards in Early Childhood Care and Education between Level 5 and 8 on the National Qualifications Framework.

## 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 staff were working directly with the children. There were three staff allocated to work directly with 24 children in the morning and 15 children in the afternoon. There was a person in charge available to help and provide cover for staff breaks.
- (2) At all times the minimum required ratio of adults to children was maintained.

### 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 inspector observed that the children's learning, development, and well-being was supported by the staff and the environment. All children spent time outdoors where there was equipment available to support full-body movement and a range of play and learning experiences. The children were dressed in coats appropriate to the weather and had access to equipment including sand, blocks, ride-on toys, balls, a kitchen, and a slide.

There were clearly defined learning areas indoors including practical life, sensorial and cultural experiences. The children participated in self-directed exploration of the environment. They had opportunities for collaboration and discussed their ideas with the adults. Language development was supported by the adults through conversation and books. Art stations were provided, and the children's art was displayed including Halloween themed art. Areas with mats and cushions were available for children to rest or take a break from activities. Low beds were available should a child feel unwell or wish to sleep.

The rooms were laid out to support the children's independence. Low level hooks were provided for their coats and hats. The children accessed their drinks themselves as they wished. They were supported to be independent with their personal care. The children used the toilet as they needed with staff reminding them to wash their hands afterwards. Meals and snacks were provided at regular intervals. The children sat together when eating and engaged in conversation. The inspector observed the staff interacting warmly with the children, engaging positively, and supporting them with their care, work, and play.

It was evident the service had ongoing engagement with the children's families to support children's identity and belonging and bridge the transition from home. Staff demonstrated an awareness of the children's dispositions and were respectful of the children's and families' choices - for example, vegan food was provided for children who had a vegan diet and staff members described how they use vegan products when baking with the children. Family photographs were displayed at the children's eye level. A notice board was displayed at the entrance

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## Pre School

detailing the menu of the day and information about upcoming events. Staff told the inspector that as well as speaking with parents/guardians at drop off/collection times they communicate using an email and an app. The app is also used to share photographs of the children's activities within the service. The registered providers told the inspector that a meeting with each child's parents/guardians was being planned for February 2024.