

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2023DY005
--------------------------	-------------

Name of Service:	Safari Childcare
-------------------------	------------------

Address of Service:	Block B, Hamilton Gardens, Cabra, Dublin 7, Co. Dublin
----------------------------	--

Eircode:	D07 RT2H
-----------------	----------

Name of Registered Provider:	Kevin McGuinness, Cian Powell
-------------------------------------	-------------------------------

Service type:	Full Day, Part Time, Sessional
----------------------	--------------------------------

Date(s) of Inspection:	31/01/2024
-------------------------------	------------

No of pre-school children:	AM	37	PM	26
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	Early Years Inspectorate 2 nd Floor, Unit 4/5 The Nexus Building Blanchardstown Corporate Park Ballycoolin Dublin 15 D15 CF9K
Inspection undertaken by:	C.Harte and 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.

Description of service

Safari Childcare based in Cabra North Dublin is one of eight services operated by the registered providers. The service offers a sessional service to children availing of the Early Education and Childhood Care (ECCE) scheme from 9:00am to 12:00am Monday to Friday, and full day care service for children aged between 1 year to 6 years from 7:30am to 6:00pm.

The service operates on the ground floor of a purpose-built building. The service has five care rooms.

Wobbler/unicorn room (1 year -1 year 8 months), Toddler junior/jungle crew room (1 year 8 months – 2 years 3 months), Toddler senior/Jungle Crew 2 room (2 years 3 months – 3 years), Preschool/caterpillar room (3-5years) and the Butterfly room (3-5 years). The Butterfly room was closed on the day of the inspection.

An enclosed outdoor area is also on site at the front of the building.

Staffing

The registered providers do not work in the service and employs 12 staff including the person in charge, a chef and a staff member who carries out domestic duties after the children have left the service in the evening. On the day of the inspection 9 staff and 1 unpaid worker were working directly with the children. The designated person in charge was not assigned to a room but was available to support.

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, health, welfare and development of child and safety. The inspection focused on:

Regulation 9 Management and recruitment (1) (a)(b)(c), (2)(a)(b)(c)(d), (4), (7),

Regulation 11 Staffing Levels (1)(2)(8)(a),

Regulation 19 Health Welfare and Development of Child 1(a)

However, on inspection additional non-compliance which posed a risk was identified under Regulation 23 Safeguarding Health, Safety and Welfare of child. These findings are outlined within the relevant regulation within this report.

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 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

(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.

(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.

(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5;

Compliance Information

- (1) (a) The service had a designated person in charge and a named person to deputise as required.
 - (b) The person in charge was on the premises when the inspectors arrived and was present for the duration of the inspection.
 - (c) There was evidence of a clear management structure in place and staff were aware of specific roles and responsibilities. A display at the service entrance identified key personnel including the person in charge, deputy person in charge, fire officer and health and safety officer.

- (2) The files of twelve adults including one unpaid worker were reviewed to access compliance under Regulation 9 Management and recruitment.
 - (a) Eighteen written, and validated references were available from a previous employer.

Two written and validated references were available from a previous employer for one unpaid worker.
 - (b) Two written and validated references were available from a source other than a previous employer.
 - (c) Garda vetting disclosures were available in relation to twelve files reviewed.
 - (d) Police vetting was available for eleven adults who resided outside the jurisdiction for a period of longer than six consecutive months.

- (4) Evidence was available to show that nine staff members who worked directly with the children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children and Youth Affairs.

Non-Compliance Information

- (2)(a)(b) Two written and validated references were not available for one staff member.

- (4) Evidence was not available to show that one staff member who worked directly with children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children and Youth Affairs.

(7) During the inspection it was observed that an unpaid worker was not adequately supervised by the staff member in the care room, as a result the unpaid worker was given the responsibility of handing a child over to a parent at collection at the main entrance while the staff member remained in the care room.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(2)(a)(b) Two written references in respect of previous employer, including a most recent employer has been obtained are now validated appropriately.

(4) The staff member whose qualifications were noted on the inspection as not having documentary evidence to confirm they held a major award in Early Childhood Care and Education at level 5 is waiting on recognition to be received by DCEDIY.

(7) Staff supervision of unpaid staff has been addressed through a staff meeting and the services policy on Students and Volunteers.

Preventive Action

An employment checklist is to be completed before each staff member begins their employment with us. This will be monitored by management and the registered provider.

Induction training of all new staff to include the students and volunteer's role in the service.

Supporting documentation submitted

Two written and validated references.

Evidence of submission for qualification review.

Policy on students and volunteers.

Staff meeting minutes.

Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliances identified under Regulation 9 (2)(a)(b) and (7) have been addressed.

The non-compliance identified under Regulation 9(4) remains outstanding.

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.

(3) 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.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,

Compliance Information

(1) There was an adequate number of adults working directly with children as there were 9 adults working directly with 37 children the morning of the inspection and the person in charge was available to support.

(3) Ratios were maintained on the day of inspection. The following was observed:

Wobbler/Unicorn Room:

- At 10:30am there were 3 adults caring for 9 children aged between 1 year - 1 year 8 months.
- At 2:02pm there were 2 adults caring for 7 children aged between 1 year - 1 year 8 months.

Toddler Junior/Jungle Crew Room:

- At 10:40am there were 2 adults caring for 8 children aged between 1 year 8 months - 3 years.
- At 2:04pm there were 2 adults caring for 7 children aged between 1 year 8 months - 3 years.

Toddler Senior/Jungle Crew 2:

- At 10:33am there were 2 adults caring for 10 children aged between 2-3 years.
- At 2:06pm there were 2 adults caring for 9 children aged between 2-3 years.

Preschool/Caterpillar Room:

- At 10:35am there were 2 adults caring for 10 children aged between 3-5 years.
- At 2:07pm there was 1 adult caring for 3 children aged between 3-5 years.

(8)(a) The staff roster available demonstrated that two adults were on the premises during the operation of the service.

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.

Compliance Information

(1)(a) Basic Needs:

- Children attending the service spent time in the outdoor area with appropriate clothing and footwear provided, equipment was available to support gross motor activities and a range of play and learning experiences.
- Children that required sleep were settled to sleep by staff in a darkened room with soft music. Children that didn't wish to sleep in the Toddler senior room could either play in their room at the table or were facilitated in the Montessori room. Staff were observed interacting well with the children, using soft tones of voice, using the child's name and getting down to their level and making eye contact. The key person system was evident in the Wobbler room where a list demonstrated which staff member worked with a particular group of children. This supported children in forming and sustaining positive relationships with staff.

Physical environment:

- The care rooms provided the children with space to move freely and explore the materials and activities.
- The Wobbler room, Toddler Junior and Toddler Senior rooms were equipped with low level shelving to enable the children to access the play materials. Each room had areas of interest to include a home area with a play kitchen and supporting equipment such as play food, pots, pans, and utensils. Building and construction areas had blocks, stacking cups, shape sorters, cars, and trucks. Tables and chairs of appropriate height were available for the children with suitable chairs for younger children. Rest areas had soft matting, cushions, and books and an adult chair to enable staff to comfort and feed children.
- The Montessori 1 care room had tables and shelves which were accessible to the children and contained puzzles, jigsaws, games, and bead boards. Play kitchens were furnished with supporting equipment to include pots, pans, and utensils. Construction areas had blocks, shapes, cars, and train tracks. Rest areas were available and consisted of soft mats, cushions, and books. A Montessori area was equipped with number rods, pink tower, broad stairs, jugs, bowls, sorting beads and geometric puzzles.

- The outdoor area to the front of the building was surfaced with a soft artificial poured material and was well-resourced with three and four-wheeler bikes, push along lawn mowers, balls, mats for younger children and a selection of books, large pencils of chalk, balls, goals, trucks, and cars.

Supporting Relationships:

- It was evident that the service had ongoing engagement with the children's families to support each child's identity and belonging and bridge the transition from home. The service used an electronic application to communicate with parents daily and update them on their child's meals, sleeps, activities, and nappy changes. The application was also used to share photographs of the children's activities within the service.
- Staff reported that as well as speaking with parents/guardians at drop off/collection times they communicate using email.
- Children that were settling into the service were gradually introduced into the care room with the time increasing depending on the needs of the child. Ongoing communication and conversation are maintained with parents during this time.
- Information for parents was on display in the main reception of the service to include the daily menu and the name and position of staff members.

Non-Compliance Information

Basic Needs:

1. During lunch time in the Toddler 2/ Jungle Crew 2/ Toddler Senior care room the care needs of three children were not met. For example;
 - One child was upset and crying and required comfort and reassurance, this was not provided by staff present in the care room.
 - A child that didn't eat the main meal was not offered an alternative meal or food.
 - A child was removed from the table while they ate their meal to have their nappy changed.

Mealtimes should be relaxed and enjoyable activities with assistance provided to children to assist them with settling into the service and eating their meal with their friends.

2. Children that attended the service on a sessional basis were provided with a selection of fruit for their snack at 9:45am. Children attending the service for three hours require a snack which consists of two food groups to meet their nutritional needs.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

1. A staff meeting was held, where mealtimes were discussed as part of the healthy eating policy, it was agreed that nappy changing would not take place, children would receive more support and alternative food options would be available.
2. A conversation was had with the chef regarding the morning snack, children now receive food from different food groups, children now receive snacks consisting of fruit, vegetable sticks, cheese slices, yoghurts, crackers/bread sticks.

Preventive action

All staff have had refresher training on the healthy eating policy and implementation of the same will be monitored by management and the registered provider.

Supporting documentation submitted

Staff meeting minutes.

Policy on healthy eating.

Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliances identified under Regulation 19 have been addressed.

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.

Non-Compliance Information

General Safety:

At 12:30pm a child was in the bathroom alone and unsupervised out of sight and hearing of the staff member responsible who was in the care room with the door closed. The bathroom was located away from the care room at the opposite end of the corridor past the kitchen and staff room. This posed a potential risk of injury to the child as staff belongings to include bags were stored in the corridor.

Action submitted by the Registered Provider

Corrective Action

General Safety:

During a staff meeting the supervision of children going to the bathroom was discussed that all children attending the bathroom would be supervised.

Preventive Action

Staff are to supervise all children in the use of the bathroom; this will be monitored by management.

Supporting documentation submitted

General Safety:

Staff meeting minutes.

Summary Comment

The inspector has reviewed the actions taken and evidence submitted. The non-compliance identified under Regulation 23 have been addressed.