

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2024DY001		
Name of Service:	Little Rainbows Ltd		
Address of Service:	The Grove, Griffith Woods, Griffith Avenue, Dublin, Co. Dublin		
Eircode:	D09 A25C		
Name of Registered Provider:	Anne Campbell		
Service type:	Full Day, Part Time, Sessional		
Date of Inspection:	03/07/2024		
No of pre-school children:	AM	54	PM 44
Address of the Early Years Inspectorate:	Child and Family Agency, Unit 4&5 Nexus Building, Block 6A, Blanchardstown Corporate Park, Dublin 15.		
Inspection undertaken by:	E Hosford, Á Dunne and C Kerrigan.		
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

Little Rainbows Ltd is a private service one of three operated by the registered provider. The service offers sessional, part time or full day care to children aged between 1 to 6 years, from 7:45am to 6pm Monday to Friday. The service operates from a two-storey purpose-built premises in a residential area on the north side of Dublin city and has eight care rooms and one separate sleep room for use by the children. The care rooms on the ground floor are: Little Chicks (1-2 years), Little Bunnies (1-2 years), Little Cubs (1-2 years), Little Bears (2-3 years), Little Monkeys (2-3 years), Busy Bees (2 years 8 months to 5 years) and Little Explorers (3-5 years). On the first floor is Little Voyagers (3-5 years). An enclosed outdoor area is situated to the side of the building.

A service kitchen is provided for the preparation of meals for the children, sanitary facilities for staff and children and an administration office. On the day of inspection six care rooms were in operation with two rooms (Little Explorers and Little Voyagers) closed.

Staffing

The service employs 22 staff to include the designated person in charge, a cook, and 20 childcare staff, two of whom provide cover and relief in care rooms throughout the day. The registered provider does not work within the service and the designated person in charge and area manager will not be assigned to a care room but are available to assist if required.

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/ safety/ premises and facilities. The inspection may also focus on other areas as required.

Regulation 9 Management and Recruitment (2)(a)(b)(c)(d),(4),

Regulation 11 Staffing levels (1)(6)(8)(a) and

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

A sampling process was used to assess compliance under Regulation 19 Health, Welfare and Development of Child (1)(a). As a result, the scope of the inspection included rooms Little Chicks, Little Bears, Little Monkeys and Busy Bees and did not include Little Bunnies and Little Cubs.

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, area manager, 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

(a)(b) Two validated written references were available for the 22 staff employed and one student from recent past employers or a source other than a past employer.

(c) Garda vetting disclosures had been obtained for all 22 staff employed within the service and one student. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Police vetting for ten staff members and the student who had resided outside of the state for six months or more as an adult was available for inspection.

(4) Twenty staff members employed within the service to provide direct care to the children had evidence to confirm they held a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications.

Non-Compliance Information

(4) One staff member employed within the service to provide direct care to the children did not have evidence to confirm they held a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(4) In response the service has stated that the staff member will continue working in the service in a supporting role and be counted in the adult child ratio until they have obtained their early childcare and Education qualification In September 2024.

Supporting documentation submitted

(4) Supporting evidence.

Summary Comment

The service has addressed the non-compliance in Regulation 9(4).

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.

(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 were an adequate number of adults working directly with the children as there were 13 adults and 1 student working with 54 children in the morning and 12 adults and 1 student working with 44 children in the afternoon.

(2) The adult to child ratios were maintained on the day of inspection as outlined below.

- **Little Chicks**- 3 adults were caring for 8 children aged 1-1.5 years in the morning and afternoon.
- **Little Bunnies**- 3 adults were caring for 9 children aged 1-2 years in the morning and 2 adults caring for 8 children in the afternoon.
- **Little Cubs** - 2 adults and 1 student were caring for 9 children aged 1-2 years in the morning and afternoon.
- **Little Bears**- 1 adult was caring for 5 children aged 2-3 years in the morning and afternoon.
- **Little Monkeys**- 2 adults were caring for 9 children aged 2-3years in the morning and 2 adults caring for 8 children in the afternoon.
- **Busy Bees**- 2 adults were caring for 14 children aged 2 years 8 months-4 years in the morning and 2 adults caring for 6 children in the afternoon.

(8)(a) Documentation available demonstrated that two adults were present on the premises during the operation of the early years' 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, and

Compliance Information

(1)(a) The inspectors observed that the children's learning, development, and well-being was supported by the staff and the environment. The children spent time in the outdoor area and had the opportunity to play with a range of toys and equipment to support full-body movement and activities such as ride on bikes, scooters, climbing frames, activity tables and cars.

There were clearly defined learning areas indoors including a home area with a play kitchen and supporting equipment, building and construction areas, tables, and chairs of appropriate height for the children with suitable chairs for younger children. Rest areas have soft matting, child sofas, cushions, and books, with suitable mats and cots available for children that required sleep.

Language development was supported by the adults through conversation and books. Mealtimes were a relaxed and informal occasion with staff sitting with the children offering them assistance and encouragement when required. The children's individual food preferences were catered for with an alternative meal available at lunch time. The inspectors 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 assist the transition from home. Staff demonstrated an awareness of the children's personalities and were observed to create a flexible approach to their care. Information was displayed at the entrance to the service detailing the planned daily activities during the summer months of July and August. Staff told the inspector that as well as speaking with parents/guardians at drop off/collection times they communicate using an email and an electronic application. The application is also used to share photographs of the children's activities within the service. The service hold staff meetings on a three-monthly basis to discuss service policies and procedures. Informal reviews and meetings are held with staff reviews when required.