

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2024FL001
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Name of Service:	Just Like Home Childcare
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Address of Service:	7 Park Avenue, Millers Glen, Swords, Co. Dublin
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Eircode:	K67 P6N2
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Name of Registered Provider:	Natalia Baczek
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	25/06/2024
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No of pre-school children:	AM	12	PM	11
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Address of the Early Years Inspectorate:	Early Years Inspectorate, 181-189 Lakeshore Drive, Airside Business Park, Swords, Co. Dublin K67 Y5C6.
Inspection undertaken by:	AM Coyle
Title:	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).

Conditions if applicable	Not Applicable
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Description of service

Just Like Home Childcare is one of two early years services owned and operated by the registered provider, both located in north Co Dublin. Just Like Home Childcare accommodates pre-school children from 1 – 6 years of age on a sessional, part-time and full day care basis, operating from 7.15am to 6.00pm daily for 51 weeks a year, closing for 1 week at Christmas. Eligible children are facilitated to participate in the Early Childhood Care and Education (ECCE) scheme from 9.00am to 12.00midday daily, during term time.

Staffing

The registered provider employs a manager who oversees the operation of the early years' service. A further 4 staff members are employed in this service all of whom work directly with the children.

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. 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 registered provider, 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

(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 registered provider was the designated person in charge of the service and there was a named person available to deputise when required.

(b) The registered provider was present in the service when the inspectors arrived and was present in the service for the duration of the inspection.

On the day of inspection, a total of 6 employee files were reviewed including the registered provider, service manager, and 4 staff who worked directly with the children.

(2) (a)&(b) Two validated written references were available for the 6 staff members including the registered provider whose files were reviewed.

(c) Garda vetting disclosures were available for the 6 staff members whose files were reviewed. The service also demonstrated compliance with the Early Years Inspectorate regulatory notice requiring services to renew Garda vetting every 3 years.

(d) International police vetting was available for the 3 staff members who had resided outside of the Irish jurisdiction for more than 6 consecutive months as adults.

(4) Six staff members whose files were reviewed and who work directly with children in the service each held appropriate qualifications on the National Framework of Qualifications, or a qualification deemed by the minister to be equivalent.

Non-Compliance Information

(d) International police vetting was not available for 1 staff member in respect of one of the two jurisdictions resided in outside of the Irish jurisdiction for more than 6 consecutive months as an adult.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(d) All staff files have been checked to ensure that all required documents are in place. The staff member has applied for police vetting, also at the same time she was on her notice period, and she didn't receive required document on time. She left the service on 1st of August 2024.

Preventive Action

The staff folders will be reviewed on an annual basis or sooner to ensure that all necessary documents as required are held in files. All documents will need to be provided prior to commencement of employment.

Supporting documentation submitted

None.

Summary Comment

The registered provider has stated that the staff member who required international police vetting is no longer employed in the service. A commitment was given that staff files would be reviewed to ensure that all required documents would be in place as required. This non-compliance was addressed.

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) On the day of inspection there was an adequate number of staff members working directly with the children attending the service.

(2) The adult to child ratio was correct in the service when the inspector arrived unannounced and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- The Wobbler room was closed on the day of inspection.
- In the Toddler room there were 8 children aged 18 months to 2 years being cared for by 3 staff members.
- In the Preschool room there were 4 children aged 3 years to 5 years being cared for by 1 staff member.
- In room 2 there were 6 children aged 2 years 8 months to 3 years 3 months being cared for by 1 staff member.

(8)(a) The registered provider ensured that 2 adults were present on the premises at all times, verified by the staff roster maintained at 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, and

Compliance Information

(1)(a) The following observations are examples of how each child's learning, development and well-being was facilitated within the service:

Basic needs:

- All snacks and meals are provided by the service, with hot lunches supplied by an external food supplier and reheated in the service before being served, a weekly menu was on display in the service. The children had fresh fruit for their morning snack, beef pasta bolognaise was served for dinner, an afternoon snack of carrot sticks, and hummus was provided with vegetable soup and brown bread served for tea. Mealtimes in the service were observed to be a social and relaxed experience with the children given time to enjoy their meals.
- Nappy changing for younger children was carried out regularly, with staff observed to talk and sing to children throughout the changing procedures. Toilet trained children could access toilets independently and were provided with discreet supervision or additional support as required.
- Staff were attentive to children's personal care needs, providing younger children with bibs when eating, wiping their noses and faces and helping them to wash hands.
- A separate cot room with 6 standard cots was provided in the sleep room of the service. Cocoon beds and stackable beds were also provided for Rest areas including couches and floor mats with cushions were available in the care room to enable the children to take a break from activities as they chose throughout the day.

Supporting relationships around children:

- The staff in both of the care rooms that were in operation spoke about the children positively and with familiarity. The children were observed to move freely in their space, exploring and playing with materials and seeking support and comfort from the staff.
- The staff members were observed to approach children's behaviour in a positive and supportive manner, calmly distracting or redirecting the children before conflict escalated.
- In the Toddler room the 3 staff members present were observed to engage well together and support each other in the care of the children. Parents were updated on their children's day in the service when collecting their children from the service.

Physical and Material Environment

- The care rooms were bright and welcoming with each of the care rooms provided with appropriate furniture to facilitate child led play and care. Toys and materials were stored on low shelving which promoted independence and facilitated choice for the children.
- The environments within each of the 3 care rooms in the service were appropriate to the age and stage of the children attending the individual rooms. Defined interest areas included well-resourced home areas with accessorial equipment such as pots, pans, crockery, play food, empty boxes and cartons along with resourced shop areas and a range of dress up resources which enabled the children to extend their imaginary play. Art and crafts materials, construction zones, small world, tabletop materials and sensory tables with dried pasta and rice were available which supported all areas of the children's development.
- A suitable range of books was provided in each care room which supported the children's language development, in each of the 3 care rooms the children were observed having stories read to them throughout the inspection.
- An enclosed outdoor area is available to the rear of the service. The area is surfaced in real grass with a wide pathway in place covered in impact-absorbent material. A well-resourced play kitchen was provided in addition to a large outdoor art easel, large construction blocks, a sand pit and a selection of ride on toys.

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

Infection Control:

1. Some staff members were vague in their knowledge of the procedures in relation to the sterilisation of soothers. Staff members explained that soothers are washed under running water and stated that there was no further cleaning or sterilising conducted. Soothers needs to be cleaned and sterilised effectively to reduce the risk of cross contamination.

Safe Sleep:

2. The floor bed used for 2 sleeping children aged 1 year 9 months and 1 year 10 months respectively were not fitted with a mattress. This is at variance with national best practice safe sleep guidelines which states that when a floor bed is used for a child aged less than 2 years, it must be fitted with a firm and perfectly fitted mattress at least 6cm in depth, designed to fit the specific floor bed.
3. There was no evidence available in the service that a sleep plan had been developed with the parents/guardians of a child aged 1 year 9 months who had transitioned to sleep on a floor bed in the service.

Corrective and Preventive Action submitted by the Registered Provider

Corrective Action

Infection Control:

1. Staff members were reminded to follow infection control and soother policy. This will be monitored by the manager on daily basis.

Safe Sleep:

2. All children under 2 years old are sleeping on the cocoon bed. All staff members were reminded that safe sleep policy needs to be followed.
3. Safe sleep plan for child aged 1 year 9 months has been created.

Preventive Action

Infection Control:

1. Manager of the service will ensure safety of children and that the policies are being followed. Staff members had opportunity to familiarised themselves with Infection control and soother policy.

Safe Sleep:

2. All policies and procedure will be checked an annual basis or sooner. All new staff members will be familiarised with safe sleep policy. The service manager will make sure that all policies and procedures are followed.
3. The service manager will make sure that sleep plan will be created for all children under 2 years old.

Supporting documentation submitted

Sleep plan for child.

Soother policy.

Summary Comment

The evidence submitted by the registered provider in relation to regulation 23 - Safeguarding health, safety and welfare of child has been reviewed and accepted.