

TUSLA REGULATORY INSPECTION REPORT



TUSLA Identifier: TU2015DY270

Name of Service: Carr's Child & Family Services (Company Limited by Guarantee)

Address of Service: 5 Northbrook Road
Ranelagh
Dublin 6

Email Address: chughes@carrschildandfamilyservices.ie

Date Service Registered: 3 0 0 6 2 0 1 6

Name of Registered Service Provider: Christina Hughes

Type of Service Registered: Full Day Care

Date of Inspection: 2 1 0 3 2 0 1 9

No of Pre-School Children present during Inspection: AM 16 PM 8

Address of the Early Years Inspectorate: Tusla – Child & Family Agency
Trinity Building
IDA Business Park
Bray
Co Wicklow

Inspection undertaken by : M Redmond
Title: Early Years Inspector

Areas which were the subject of this Inspection

Governance	Health Welfare and Development of Child	Safety
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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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Registration Status (completed by the Registration Office):	Registered
Conditions If Applicable	n/a
Additional Notes	n/a
Date of Registration	17 th December 2019

Description of Service	This childcare service, which is a registered charity, has been in operation in its current location since 1972 under the auspices of an organisation that was established in 1887 to provide support services to children and their families. The service is partly funded by Tusla (Child & Family Agency) and takes referrals for the service from statutory agencies. Care and education is provided on a full day care basis for children aged birth to five years; a concurrent sessional service operates from 10:00hrs to 13:00hrs.
Premises	The service operates from purposefully adapted premises in the basement of a large period house in a residential area of Dublin south city. There are three separate care rooms provided for children consisting of a baby room, a toddler room and a large pre-school room which can be partitioned to provide two separate areas. There is a small cot room within the baby room. An enclosed outdoor space is available to the rear of the premises.
Staffing	There are nine adults employed in the service including the service manager and ancillary staff; the registered provider does not work directly with the children on a daily basis. Five adults working directly with children in the service have attained major awards in Early Childhood Care and Education at Levels 6, 7 and 8 on the National Framework of Qualifications. One adult who did not have the required qualification had a letter from the Minister exempting them from the qualification requirement.
Methodology	<p>The inspection was an unannounced focused inspection to assess compliance with the Childcare Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016. The inspection focused on regulations under three themes; Governance, Health, Welfare and Development of the Child and Safety.</p> <p>The findings on inspection based on information obtained through examination of documentation, direct observation, and discussion with relevant staff are documented in the inspection report and presented to the Registration Panel for consideration of a decision in relation to the service receiving continued registration. 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.</p>
Acknowledgements	The inspector would like to acknowledge the co-operation of the service manager and the staff members who facilitated the inspection and children who were present on the day of the inspection.

GOVERNANCE

Part III - Management and Staff

Regulation 9 - Management and Recruitment

- (1) A registered provider shall ensure that—
- the service has a designated person in charge and a named person who is able to deputise as required,
 - 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—
- consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,
 - consideration of references from reputable sources in the case of a person who has no past employers,
 - 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
 - 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.
- (6) Paragraph (4) shall not apply before 1 September 2021 to a person who—
- has signed a declaration on or before 30 June 2016 to the effect that he or she intends to retire from employment in a pre-school service before 1 September 2021, and
 - is in possession of a letter from the Minister confirming that paragraph (4) shall not apply to him or her before that date
- (6A is inserted by S.I. No.632 of 2016 CHILD CARE ACT 1991 (EARLY YEARS SERVICES) (AMENDMENT) REGULATIONS 2016 which states; Regulation 9 of the Child Care Act 1991 (Early Years Services) Regulations (S.I. No. 221 of 2016) is amended - in paragraph (4), by the substitution of "paragraphs (5), (6) and (6A)" for "paragraphs (5) and (6)", and (b) by the insertion of the following paragraph after paragraph (6):
- (6A) Paragraph (4) shall not apply to an employee of a registered provider where - (a) the registered provider receives funding for the employment of the employee pursuant to a scheme funded by the Minister and known as the Access and Inclusion Model, and (b) the employment of the employee is for the purpose of providing support, pursuant to the scheme referred to in subparagraph (a), for a child attending the service to enable the child to participate in the programme known as the Early Childhood Care and Education (ECCE) funding Programme."

Part III - Management and Staff

Regulation 9 - Management and Recruitment

Compliance Information:	<p>(1)</p> <p>(a) There was a designated person in charge and a named person to deputise as required.</p> <p>(b) The designated person in charge was on the premises for the duration of the inspection.</p> <p>(2)</p> <p>(a) There were written validated references available from previous employers for all adults employed in the service and for two students who were present on the day of inspection.</p> <p>(b) There were written validated references from other sources as appropriate.</p> <p>(c) Garda vetting was available for all adults employed in the service and for the two students who were present.</p> <p>(d) Police vetting was available for one adult who had resided outside the State for a period longer than six consecutive months.</p> <p>(4) There was evidence that five adults working directly with the children had attained at least a major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications.</p> <p>(6)</p> <p>(a) One adult had signed a declaration to the effect that they intend to retire from employment in the pre-school service by 1st September 2021.</p> <p>(b) This adult was in possession of a letter from the Minister confirming that paragraph (4) shall not apply to them.</p> <p>(6A) Not applicable as there were no adults employed pursuant to the scheme known as the Access and Inclusion Model.</p>
Non-Compliance Information:	<p>(2)</p> <p>(d) Police vetting was not available for one adult for whom it was required.</p>
Corrective & Preventive Action submitted by the Registered Provider	<p>CORRECTIVE ACTION</p> <p>Police vetting (FBI) has been applied for but has not yet been received.</p>
Summary Comment:	<p>The adult for whom police vetting is outstanding, does not work directly with the children and has worked in the service for a number of years; the registered provider was unaware that police vetting was required for her.</p> <p>The corrective action once complete will address the non-compliance.</p>

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 were six adults employed to work directly with sixteen pre-school children.
- (2) The minimum ratio of adults to children to children specified in column (3) of Part 1 of Schedule 6 was maintained during the inspection.
- (8)
 (a) There were at least two adults on the premises at all times.

HEALTH WELFARE & DEVELOPMENT OF CHILD

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:

BASIC NEEDS:

The service promoted healthy eating and nutritious food was served to children throughout the day. A selection of fresh fruit and shepherd's pie was served on the day of inspection; the protein content of the meal was sufficient to meet the nutritional requirements of the children attending. Water was available to children in their respective rooms and milk was served with the main meal of the day. Children's toileting and hygiene needs were promptly and sensitively attended to. Children were supported and encouraged by adults to use the toilet independently throughout the day and regular nappy changing took place. Adults were observed to interact attentively with infants and young children during these times. Babies were observed exploring and crawling in their room and older children enjoyed freedom of movement within their rooms. The sleep and rest needs of babies attending the service were accommodated on an individual basis; this was facilitated by provision of a sufficient number of standard cots for children under two years of age. Children's behaviour was well managed including the management of a child's inappropriate behaviour.

PHYSICAL AND MATERIAL ENVIRONMENT:

The baby room was well laid out with soft matting and toys, sensory bottles and age appropriate cause and effect toys. There was an adult couch to facilitate feeding and nurturing of babies and young children. There was plenty of crawling space and the babies were free to explore their environment and move freely. The toddler and pre-school rooms were resourced with a variety of non-toxic and natural materials and were well laid out and arranged with low level tables and chairs. Low level shelving with developmentally appropriate equipment and materials were accessible to the pre-school children; materials included paints, sand and water play, dolls, puzzles, blocks, trucks, animals and fine motor skill toys including jigsaws and shape sorters. There were areas of defined interest including kitchen, construction and dress up areas. The children were observed in the outdoor area where they had access to play equipment including a small slide and climbing frame, dolls and pushchairs, ride-on toys and footballs; a sensory "latch board" and "mud kitchen" were also available in this area which was covered with impact absorbing tiles and soft plastic cushioning.

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.

Compliance Information:

GENERAL SAFETY:

External doors in the service were secured to prevent children from exiting the service unsupervised and to restrict unauthorised persons from gaining access to the pre-school.

All toys and equipment observed were in good, working condition. All heavy furniture was secured and cleaning agents were stored safely out of reach of children.

INFECTION CONTROL:

Environmental cleaning practices observed were consistent with schedules that were in place and the environment was clean.

Young children's hands were washed before eating and after outdoor play. Adults were observed to wash their own hands between nappy changes and before handling food. The nappy changing procedure observed was effective for infection control purposes. There was a forty-eight hour exclusion period in place for children and adults with diarrhoea and vomiting.

ADMINISTRATION OF MEDICATION:

The administration of medication documentation was reviewed and written parental consent for the administration of medication, including temperature reducing medication, was required. Adults demonstrated their knowledge of the procedures for the safe administration of medication upon interview and medication was stored safely.

SAFE SLEEP:

The adult monitoring sleeping babies demonstrated their knowledge of safe sleep practices upon interview and in practices observed by the inspector. A sleep log, including physical checks every ten minutes, was completed. The temperature of the cot room was maintained below 20 degrees Celsius.

OUTINGS:

Regular outings do take place and the service manager outlined procedures that are in place to safely escort pre-school children while on an outing.

Part VI - Safety

Regulation 25 - First Aid

(1) A registered provider shall ensure that a person trained in first aid for children is, at all times, immediately available to the children attending the pre-school service.

(2) A registered provider shall ensure that a suitably equipped first aid box for children—

(a) is safely stored in an easily accessible and conspicuous position on the premises, and

(b) is available to the children attending the pre-school service at all times.

Compliance Information:

(1) There were three adults with valid first aid training for children available to the children attending the pre-school service.

(2)

(a) There were suitably equipped first aid boxes wall mounted in areas of the service.

(b) The first aid boxes were available to children attending the service at all times.

Part VI - Safety

Regulation 26 - Fire Safety Measures

(1) A registered provider shall ensure that a record in writing is kept of—

(a) any fire drill that takes place in the premises, and

(b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises

(4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises

Compliance Information:

(1)

(a) A written record was available of the monthly fire drills and the record showed that the last fire drill was carried out on the 18th January 2019.

(b) There was a record to show that the fire fighting equipment had been serviced on the 5th February 2019 and that maintenance of the fire detection and alarm system had taken place on the 28th November 2018.

(4) Notices of the procedures to be followed in the event of fire were displayed in the service.