

TUSLA REGULATORY INSPECTION REPORT



TUSLA Identifier: TU2015WX135

Name of Service: Tots to Teens

Address of Service: Murrintown Community Childcare
Murrintown
Co. Wexford

Email Address: murrintownchildcare@gmail.com

Name of Registered Service Provider: Ms. Mary O' Keeffe

Type of service registered: Full Day Care

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

No of Pre-School Children present during Inspection: AM 39 PM

Address of the Early Years Inspectorate: Early Years Inspector
Tusla Child & Family Agency
C/O Castlebridge Health Centre
Wexford

Inspection undertaken by: Ms. C. Ryan
Title: Early Years Inspector

Areas which were the subject of this Inspection

Governance	Health, Welfare and Development	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).

Conditions If Applicable Not applicable



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Description of Service	<p>Tots to Teens Childcare is a community based full day care service and is managed by a voluntary board of management. It operates from 8.30am to 6.00pm and caters for children aged between 4 months to 6 years of age and can accommodate up to 62 children. As well as providing an early years service, it offers an after school service for school aged children. The service is located in a purpose built premises within the village of Murrintown. The service consists of four early years rooms, two sleep rooms, kitchen, entrance lobby, office and sanitary accommodation. Outside children have direct access to an enclosed playground which is safe, suitable and secure.</p> <p>The service aims “to provide quality childcare and early years education for the young children of our community”.</p>
Staffing	<p>There were twelve staff present on the day of inspection and all were working directly with the children. The childcare manager is present daily and assists across the early years rooms. The registered provider does not work directly with the children in the service. All the staff working directly with children in the service held the minimum of level 5 and above qualifications in Childcare and Early Childhood Care and Education.</p>
Methodology	<p>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.</p> <p>The findings on inspection are based on;</p> <ul style="list-style-type: none"> • Information obtained through examination of documentation • Direct observation • Discussion with relevant staff <p>This inspection was announced and focused on areas of Governance, Health, Welfare and Development of Child and Safety. Inspections may also focus on other areas as required. The inspection process has been amended to minimise the amount of time that inspectors spend in the service and advance notice had been given to the service of the planned inspection. This minimised disruption to service provision while services focus on re-opening and familiarising staff and children with new ways of working.</p> <p>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	<p>The inspector wishes to acknowledge the co-operation of the registered provider, person in charge, staff and children who were present on the day of the inspection.</p>

GOVERNANCE

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.
- (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:

The staff roster and evidence gathered from the previous inspection of 15 August 2018 indicated that the registered provider continued to employ the majority of the same staff since their last inspection. Additional new staff members were recently employed to work directly with the children and their staff files were reviewed.

(2)(a) (b)

Validated references for all staff were kept in each individuals file.

(c)

Garda vetting disclosures were available for all staff working in the service.

(d)

Police vetting were available on file for two staff that had lived outside the jurisdiction for more than six consecutive months.

(7)(a)

Additional information and training sessions had been provided to all staff working in the service recently in preparation for re-opening, following closure due to COVID-19. Staff were provided with training on policies and procedures. Policies were updated and available to review and included appropriate information on hand hygiene, infection control measures and information given to staff prior to re-opening.

Part III - Management and Staff

Regulation 10 - Policies, Procedures etc. of Pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information:	<p>The service had all of the policies procedures and statements required under Schedule 5. Many of the policies and procedures had been updated recently to reflect changing practices due to COVID -19. All of the services policies, procedures and statements that were required to be available for parents were posted to parents before the service re-opened.</p> <p>The policies reviewed on this inspection were the incident management plan, accident and incident policy, settling in policy, risk management policy which included daily checks of the premises and what to do in the event of a suspected case of Covid 19. The infection control policy included the procedure for hand washing, cleaning of mouthing toys and cleaning schedules.</p> <p>Staff advised that additional training was provided to ensure they were familiar with the new procedures, policies and practices which included online training and a staff meeting before returning to work to ensure they were familiar with the new changes to procedures, policies and practices.</p>
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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:	<p>(1) On the day of inspection there were adequate numbers of staff working directly with the children.</p> <p>(2) During the morning there were 39 early years children being directly cared for by 11 staff maintaining the staff to child ratios. Additionally the childcare manager was present to assist when needed.</p>
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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:

The following was observed on the day of inspection:

Supporting relationships around children:

The staff were observed to be warm, kind and interested when listening to and talking with the children throughout the morning. The staff stated that they had been concerned about the children's reactions to coming back to the service after such a long absence. However, they stated that the children had settled back well and discussed how they planned to manage new children starting in the service that may need comforting and reassurance. Staff in the baby and toddler rooms discussed how they settled in new children and the importance of communicating with the parents to establish information such as how a child likes to be comforted when upset. The manager advised that the service maintained communication with families via emails, newsletters, phone calls and a "friendship Friday" video where children displayed photographs of work done, their friends and their play rooms and teachers.

Staff were observed offering choices to children in deciding what activity that they would like to do and children on the day were observed enjoying outdoor play. Staff were observed using positive language with the children and offering solutions and distractions to help children learn to share and take turns while playing. The children moved about freely between the early years rooms and the outdoor area during the morning.

Measures were in place for parents to receive informal verbal feedback at drop off and collection times which were staggered. The staff used a daily record sheet and gave verbal feedback to update parents about younger children throughout the day instead of notebooks and a designated staff communicated with parents of older children at collection times.

Physical and Material environment:

The service consisted of four early years rooms which were bright and warm with adequate space for the children to play. Three of the rooms were downstairs and the fourth upstairs. On the day of the inspection all of the early years rooms were open and operated as play pods for the children attending. The play room/pods had ensuite toilets and sleep rooms which facilitated each of the play pods to operate independent of each other. The early years rooms were well laid out with interest areas that were accessible to the children and included home corners, dinosaurs, art and craft materials, sand, play dough, soft mats for younger children to crawl and roll, bricks, books and rest areas.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

Children had direct access from the early years rooms downstairs to the outdoor play area which consisted of an all-weather soft surface to the rear of premises. The outdoor area included ride on toys, water play, climbing frames and slides. The staff told the inspector that they facilitated daily outdoor play and were observed to offer the children choices of where they wished to play such as inside or outside. The outdoor play area provided adequate space and was safe, suitable and secure.

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:

The entrance door to the service was secured with an electronic key pad system to prevent children exiting unsupervised and unauthorised persons gaining access to the building. Designated drop and collection points were in place for parents, staff and visitors. Internal doors were secured and storage facilities for storing cleaning products were safe and out of reach of children.

Infection Control:

Measures were in place to prevent and control any infection which may present in the service. The registered provider had completed a self-assessment checklist regarding COVID-19 guidelines to help identify that all the works necessary to ensure the safety of the children and staff attending the service had been carried out. The registered provider had updated and extended the infection control policies and procedures in line with the COVID-19 pandemic guidelines. The policies and procedures included procedures for dropping off and collecting children and guidance on not attending if symptomatic and what to do in the event of a child or staff developing symptoms while attending the service. The service had an identified isolation room for the isolation of a suspected case.

The staff told the inspector that the children were very good at washing their hands and staff were observed supervising children washing their hands before snack time, after outdoor play and after toileting. Staff who spoke with the inspector consistently demonstrated a clear understanding of the measures required to protect and reduce the risk of infection and to reduce cross infection such as hand hygiene, limiting movement between pods, staggered and socially distanced lunch breaks for staff and measures to be taken in the event that a staff or child becomes unwell. Parents were informed of the new measures and hand washing practices were consistent across the service with staff and children.

Part VI - Safety

Safe Sleep:

The service had two sleep rooms located in the baby room and toddler room. There were standard cots with fitted mattresses available for children less than two years of age to sleep. Sleep mats were available for children over the age of two years to sleep. Individual bed linen for each child was available. Bed linen was changed after each use.

Staff were observed to physically monitored children while sleeping in line with guidelines for safe sleep. Staff who spoke with the inspector were aware and demonstrated good knowledge of safe sleep practices for example, how often a sleeping child is checked, recording of the checks and the optimum sleep room temperature.