

TUSLA REGULATORY INSPECTION REPORT

TUSLA Identifier:	TU20151DY294
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Name of Service:	Kids Inc. Rathmines
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Address of Service:	60 Grosvenor Rd., Rathmines, Dublin 6
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Email Address:	info@kidsinc.ie
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Name of Registered Service Provider:	John Harnett
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Type of service registered:	Sessional ☒
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Date(s) of Inspection:	2	0	0	4	2	0	2	1
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No of Pre-School Children present during Inspection:	AM	28	PM	
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Address of the Early Years Inspectorate:	Early Years Inspectorate, 2nd Floor, Brunel Building, Heuston South Quarter, Dublin 8
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Inspection undertaken by:	A Bradshaw
Title:	Early Years Inspector

Areas which were the subject of this Inspection		
Governance	Health, Welfare and Development	Safety

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	N/A
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Description of Service	Kids Inc. is a privately owned service which has been in operation since 1999. It offers a sessional service to children aged between 2.5 years to 5 years. The sessional service operates from 9am-12pm, Monday to Friday and participates in the Early Childhood Care and Educations (ECCE) scheme. The service caters for a maximum of 35 children at any one time. Kids Inc. provide a part-time school age service also. The service operates from the basement and first floor of a residential property in an urban area on the south side of Dublin city. The service has two care rooms and an outdoor play area to the rear of the premises. The children have access to two toilets downstairs and one toilet upstairs.
Staffing	The service employs six members of staff including a Designated Person in Charge. The Registered Provider does not work directly with the children. There were six adults present on the day of inspection and of these, five were working directly with the children and the designated person in charge was available throughout the inspection. Two of the staff members were employed under the Access and Inclusion Model (AIM).
Methodology	Tusla's Early Years Inspectorate (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. The findings on inspection are based on; • Information obtained through examination of documentation • Direct observation • Discussion with relevant staff This inspection was unannounced 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. A sampling process was used to assess compliance under regulation 19 health welfare and development of child and regulation 23 Safeguarding health, safety and welfare of child. 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.
Acknowledgements	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.

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:	(2) A total of six staff files were reviewed. (a) There were eight written validated references available from a past employer. (b) There were four written validated references available from a source other than a previous employer. (c) Completed Garda vetting disclosure documentation was on file for six staff members. (d) Police vetting was available for five staff members who resided outside the state for more than six months. (7) (a) Documentary evidence was available and on discussion with the registered provider, assurance was given that the staff members were appropriately supervised and provided with appropriate information. Further in-service training was provided with regard to updated policies, procedures and safety measures in preparation for reopening following the closure due to Covid-19.
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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:

The registered provider ensured that the written policies, procedures and statements specified in Schedule 5 were in place for the service. The policies were reviewed on inspection and were satisfactory. The infection control policy had been updated to include infection control measures for Covid-19 and included an enhanced cleaning schedule. An incident plan was available which outlined the actions to be taken in the event that a child or staff member displayed symptoms of or developed Covid-19. The plan was displayed on the door of the isolation room.

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 paragraph (5), a registered provider of a sessional pre-school service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 2 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)—*
(c) a registered provider of a sessional pre-school service shall ensure that, where the person in charge operates the service single-handedly, a second person familiar with the operation of the service and in a position to provide assistance to the person in charge in operating the service is, at all times, within close distance of the service and available to attend the service to assist the person in charge in the event of an emergency.

Compliance Information:

- (1) There were an adequate number of adults working directly with the children. On the day of inspection there were five adults working with twenty-eight pre-school children.
- (3) At all times during the inspection, the service ensured that the minimum ratio of adults to children was adhered to in the service.
- (8) (c) Not applicable as there were two adults on the premises at all times.

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:

Supporting Relationships Around Children:

- Children were given enough time to eat their break, snack time was sociable and pleasant and staff sat with the children and chatted as they ate.
- In Montessori Room 1, children were encouraged to develop self-help skills. Staff supported them as they opened their own yogurt and fruit containers. Staff pre-empted children's difficulties and were on hand if a child needed assistance and offered advice and affirmation once they had succeeded.
- The service implements key carer groups and these are displayed on the walls – this was evidenced throughout the morning as the staff in Montessori Room 2 organised the children in their groups to go outside or settle for snack time.
- Staff were respectful toward the children, they used their first names and spoke to children at their level making eye contact. In Montessori Room 1, staff spoke gently to the group and took time to explained when they would need the 'helper' to do their job.
- There was a positive atmosphere between the staff and children. A group of children and staff were observed in the garden laughing and participating in 'frog jumping races'.
- Staff took photographs during morning of children engaged in activities for the services' newsletter which they issue to parents regularly.
- There is a strong ethos of partnership with parents. Staff members met parents at pick up time and were overheard given positive feedback– one staff described to a grandparent how excited that child was because his grandad was picking him up that day.
- The planned weekly program was displayed on the notice board including links with Aistear, the National Curriculum Framework. The theme of 'seeds and growing' was evident in Montessori Room 2- the lifecycle of the seed growing was interwoven in the activities available for the children – the children had planted the seeds displayed on the nature table, seeds were used for an art project displayed on the wall and the life cycle of a plant was use as part of a measurement (pre-maths) game.
- There was a child's interest wall in each room with the child's name and particular interests displayed, this evidenced the staff's observations and interactions with the children. This supports children's well-being.

Physical and Material Environment:

- Montessori Room 1 was on the basement level it was a bright and airy room with access directly to the garden.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

- Montessori Room 2 uses two large reception rooms on the first floor.
- Both rooms were laid out with defined areas of interest including home areas, dress up, sand tray, nature tables, construction floor toys, and an area with soft couches and low chairs for reading. There were art areas in each room with large communal easels. There were also low level tables and chairs to accommodate table top activities.
- There was a variety of Montessori materials available, in both rooms, on low shelving for the children to access if they chose.
- All children accessed the garden during the inspection, the garden was divided into two clear areas - one space was equipped with trikes, slides, large plastic blocks, tunnels, couches, a mud kitchen and planting area. The second area was clear of equipment and staff describe this area was for free play or a planned activity - on the morning of the inspection the sand tray was moved from indoors outside for the children's use.

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 external doors were appropriately secured to prevent unauthorised entry or exit from the service.
- The window blind cords were secured in their holders.
- All storage facilities indoors for cleaning agents, detergents and sharp implements were inaccessible to children either on a high shelf or in locked cupboards.

Infection Control:

- The service was clean and well maintained. For example, the children's toilet required cleaning at 10.40am and the staff member attended to it efficiently, this is reflective of this services enhanced Cleanliness and Hygiene policy.
- Each room had its own fridge to store children's individual lunches until snack time.
- Handwashing was observed before and after eating and on returning from the garden, this is reflected in the updated policy documents (version 2.0).
- There were full soap dispensers and disposable paper towels for hand drying.
- Tissues were available to the children in each room.
- Foot pedal bins are available in each room.

Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

	- Through conversation, staff indicated awareness of the signs and symptoms of Covid-19 and described the deep clean after a suspected case in the service. - Arrival and collections times have been staggered to reduce a build-up of parents and children at the same time. Parents were observed to collect their children from each pod at 15 minute intervals, this was included in the services Covid-19 Parents policy. - Enhanced cleaning schedules were in place, reflective of measures implemented due to Covid-19. This included regular cleaning of play areas and equipment throughout the morning, written records reflecting this process and the removal of any equipment which could not be effectively cleaned during the session. Staff were observed cleaning throughout the morning including the outdoor equipment after use and they were observed completing the cleaning charts. - There was a designated isolation area in the staff room, if a child or adult felt unwell it was equipped with a supply of personal protective equipment. - The staff team confirmed they completed training regarding Covid 19 and this was validated in the staff training policy and procedure document submitted to the inspector. - The children are separated into two pods and use separate entrances. The garden is divided into two areas and each pod stay in one area each day. On the morning of the inspection the pods were observed using the separate areas of the garden. - Staff described how they change the sand in the sand tray weekly. - The staff launder the dress up clothes on a weekly basis. The completed laundry checklist was on display and staff confirmed that the dress up clothes are washed weekly.	
Non-Compliance Information:	Infection Control: - Cleaning of the wooden surrounds of the toilet units were uncovered with exposed wood. This surface does not allow for effective cleaning. - The wooden panelling behind the children’s toilet upstairs was not secure and was a finger pinch hazard.	
Corrective & Preventive Action submitted by the Registered Provider	Corrective Action Infection Control: - The top of the back of the toilet units have been covered with a plastic slip. The new surface allows effective cleaning. - The wooden panelling behind children’s toilet upstairs was secured by the maintenance staff and therefore no longer poses a pinch hazard	
 An Ghníomhaireacht um Leanaí agus an Teaghlach Child and Family Agency	Child Care Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016 REF: F09: Version 4: 16.10.2020 1.0	7 of 8

Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

	<u>Preventive Action</u> Infection Control: 1. Premises will be continuously monitored by Health and Safety Office. All defects will be reported to the manager who will report them to Head Office. 2. Premises will be continuously monitored by Health and Safety Office. All defects will be reported to the manager who will report them to Head Office. <u>Evidence Submitted</u> Infection Control: 1. Photographic evidence submitted. 2. Photographic evidence submitted.
Summary Comment:	The actions as stated by the registered provider in the corrective & preventative actions addresses the non-compliances identified and therefore the regulatory requirement has been met.