

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015CC048
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<b>Name of Service:</b>	Barnardos Brighter Futures Centre
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<b>Address of Service:</b>	Ardmore Avenue, Knocknaheeny, Cork, Co Cork
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<b>Eircode:</b>	T23 X564
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<b>Name of Registered Provider:</b>	Martin Hannigan
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<b>Service type:</b>	Part Time
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<b>Date of Inspection:</b>	02/04/2025
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<b>No of pre-school children:</b>	AM	26	PM	24
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Administration Building, St Mary's Health Campus, Gurrabraher, Cork T23 X440
<b>Inspection undertaken by:</b>	D Prendergast
<b>Title:</b>	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).

<b>Conditions if applicable</b>	N/A
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### Description of service

Barnardos Brighter Futures Centre is registered to offer part time care, to children aged 2 to 6 years. This includes children attending the Early Childhood Care and Education (ECCE) Scheme, which is accommodated over 41 weeks of the year. The service's registered hours of operation are from 9.00am to 1.30pm, however, the setting is currently open from 9.00am to 12.50pm daily.

Located in a residential area, on the north side of Cork city, the service is provided from a purpose built, two storey premises. It consists of three operational care rooms, namely Preschool 1, Preschool 2, which was previously in use as an additional/break out room, and the Early Years room. Children's sanitary facilities are available adjoining their respective care rooms. The setting also includes a sensory room, a gross motor room, a kitchen/dining room, a family room, an office, staff sanitary facilities and a staff room. The children have the use of an outdoor play area, which is directly accessible from each of the care rooms.

### Staffing

There are 12 adults attached to the early years setting, of whom 8 are involved in the day-to-day care of the children. In addition, the person in charge is available to provide cover in the care rooms as needed. The registered provider is not service based. The administrator and the cook do not 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 unannounced 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.

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 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) There was a designated person in charge of operating the early years service and a named deputy had also been appointed, to deputise in her absence. This information was outlined in writing.
- (b) The person in charge was available throughout the inspection process. In addition, the staff roster indicated that the person in charge or the deputy was on duty, while the service was in operation.
- (2) Recruitment records in respect of the 12 adults attached to the setting were assessed for compliance.
- (a) Twenty-two written and validated references were from previous employers, with suitable records of validation in place for 20 of these references.
- (b) A further two written and validated references were from sources other than previous employers.
- (c) Garda vetting disclosures had been obtained for all 12 adults. However, the service did not adhere to the re-vetting timeframes outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under regulation 23 of this report.
- (4) Recognised awards in Early Childhood Care and Education were held by the nine adults who worked directly with the children. Childcare qualifications were not required for the other three adults attached to the setting.

### Non-Compliance Information

- (2)(a)(b)
- Records of validation were unavailable in respect of the two references on file for one of the adults.
- (d)
- It was acknowledged that police vetting had been obtained for 2 adults, who had resided outside the State while over the age of 18. However, a translation into English, from a reputable source of translation, was unavailable for one of these documents.
  - The required police vetting was not available for a third staff member, who had lived in another jurisdiction as an adult.

- It was not possible to determine the requirement or otherwise for police vetting, or additional police vetting, in respect of six adults, as their curricula vitae were incomplete.

### Corrective & Preventive Action submitted by the Registered Provider

#### **Corrective and Preventive Action**

(2)(a)(b)

The written reply from the person in charge stated that the two references identified have been validated. The service's reference form has been updated, following identification of an error.

(d)

The translation of the overseas vetting was completed by a certified translator.

An application has been made in relation to police vetting. However, some delays were experienced before the police vetting was received.

Applications of employment (curricula vitae) were reviewed and updated by each member of staff identified.

As a preventive measure, the non-compliant issues have been raised with the HR department and a review is currently underway.

#### **Supporting documentation submitted**

(2)(a)(b)

Two reference validations in respect of the adult.

(d)

A copy of the translated police vetting.

A copy of the required police vetting.

Updated curricula vitae for the six adults.

#### **Summary Comment**

The corrective actions implemented have addressed the non-compliances identified under Regulation 9.

### 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) At all times during the period of inspection, it was observed that there was an adequate number of staff working directly with children.
- (2) The adult child ratios were correct and met the requirements of the regulation. During the morning, 7 adults were working with 26 children, who were aged 2 to 5 years. In the afternoon, there were 24 children in attendance, with 7 adults available.
- (8)
- (a) There were at least two adults present in the service, during the hours of operation. This was observed in practice at the time of inspection and was further demonstrated through review of the staff roster.

### Part IV – Information and Records

#### Regulation 16 – Record in relation to pre-school service

- (1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

#### Compliance Information

- (1)
- (k) A sample of 10 accident and incident records were reviewed and were found to meet the requirements.

### 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)

##### Basic needs:

- Breakfast, a mid-morning snack and an afternoon snack were observed to be provided for the children, during their attendance. These mealtimes were noted to be relaxed and unhurried, as staff members sat with the children and encouraged conversation.
- Drinking water was offered to the children during outdoor play and was also available within the care rooms.
- The children were supported with personal care and hygiene, such as handwashing and cleaning their noses.
- Staff members advised that children who required nappy changing were attended to at designated intervals and as the need arose. This care routine was observed to be managed sensitively, as one of the adults chatted warmly to a child, who was having their nappy changed.
- Toilet trained children were encouraged and supported to utilise the adjoining sanitary facilities independently, with appropriate supervision ensured, as was deemed necessary.
- Cosy areas were readily accessible in each of the care rooms, to meet the children's need for rest and relaxation.
- Minor conflicts that arose between children were promptly addressed by the adults in a calm, supportive manner and upset children were provided with reassurance.
- Within the indoor environments, the children had ample space to explore the various materials on offer and to engage in their chosen activities. In addition, outdoor play was facilitated for all of the children on the day of inspection.

### Part V - Care of Child in Pre-school Service

#### Regulation 22 – Food and drink

*A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.*

#### Compliance Information

- The service provided the food and drinks for the children’s meal breaks. Cereal with milk and yogurt was served to the children for breakfast, followed by a snack of crackers, breadsticks and fruit. At lunch time, the children were offered buttered toast, with cheese and a variety of chopped fruit. Water or milk were available during each mealtime. The person in charge advised that a hot meal was usually available during the part time service and this was reflected on the menu plan displayed in the main entrance area.
- During discussion with the person in charge, the inspector was advised that children would be facilitated to have an additional snack, if they expressed hunger outside of routine mealtimes.
- The inspector was informed that none of the children who attended had specific dietary requirements or food allergies.

### 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 door was appropriately secured to restrict unauthorised persons from gaining access to the service. A buzzer entry system was in place.
- Fob keys were required for some of the internal doors, for example in order to access the kitchen and at the entrance to Preschool 1.
- High-level fencing was in place to securely enclose the outdoor play environment.
- Safe storage was ensured for cleaning agents.
- All visible firefighting equipment was safely wall mounted.

##### Infection control:

- The practice of handwashing was observed after the children used the toilet facilities, after nappy changing and before eating. Most of the wash hand basins were supplied with warm running water, along with liquid soap and paper towel dispensers. Electric hand dryers were also available.
- During an observed nappy changing procedure, the following steps reduced the risk of cross infection:
  - a single use apron and gloves were worn by the adult
  - both the adult and the child washed their hands after the nappy changing procedure
  - the changing area was sanitised.
- Open windows in the care rooms ensured a supply of natural ventilation.

### Fire safety:

- No fire safety concerns were noted. Fire exit doors were found to be free from obstruction.

### Non-Compliance Information

#### General safety:

1. The Garda vetting disclosures available for 10 of the adults were not dated within the previous three years, in adherence to the Early Years Inspectorate Regulatory Notice, 'EYI-RN12.3 Renewal of Garda Vetting'.

#### Infection control:

2. During the morning snack in the Early Years room, children were observed to eat foods such as crackers and bread sticks directly from the table, as crockery was not provided. This increased the risk of cross infection.
3. In the sanitary facility adjoining Preschool 1, one of the taps at the water trough was not provided with a supply of warm water, as required. A temperature reading of 13.9°C was recorded. Cold water temperatures may impede effective handwashing.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

#### General safety:

1. Applications for re-vetting have been completed for the nine staff who had not been re-vetted in the last three years. On the day of inspection, the incorrect Garda vetting disclosure was provided to the inspector in respect of the tenth adult, as their in-date Garda vetting had been mislaid. As a preventive measure, an internal review was completed and a team have been appointed to oversee the re-vetting process.

#### Infection control:

2. The manager met with staff to discuss the use of crockery during snack time. It was noted that the table had been sanitised prior to children sitting at the table. Due to the cook being absent on the day, children had a limited snack of breadsticks and crackers, which staff handed to children. A rolling snack has now been introduced into the early years room and an adult will supervise the snack tray and encourage children to use crockery when appropriate. Age appropriate crockery and drinking utensils are readily available to children throughout the session.
3. An additional hot tap has been added, in line with the regulations. A review of all sanitary area will be carried out in preparation for each academic year.

### **Supporting documentation submitted**

#### **General safety:**

1. Garda vetting disclosures in respect of the nine adults who were re-vetted and the previously mislaid Garda vetting in respect of the tenth adult. A copy of the service's Garda vetting policy was also forwarded.

#### **Infection control:**

2. Photographic evidence in relation to the use of crockery.
3. A photograph of the additional tap and a photograph of the warm water temperature reading.

### **Summary Comment**

The response from the person in charge was assessed and deemed to meet regulatory compliance with Regulation 23.

## Part VII - Premises and Space Requirements

### Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-*

- (d) cleaned, maintained and repaired, as required, and*
- (e) equipped with adequate and suitable sanitary facilities.*

### Compliance Information

- (d) The care rooms and sanitary facilities appeared clean. The person in charge confirmed that any required repair work was reported to her and advised that an external maintenance company was contacted to carry out any necessary repairs.
- (e) In total, the service had five children's toilets and five adjacent wash hand basins. This included one water trough, with two taps, which was located adjoining Preschool 1. There was a nappy changing room beside the Early Years room, which was equipped with one changing unit and one wash hand basin. A second nappy changing unit was accessible in the sanitary facility adjoining Preschool 1. Five separate staff toilet facilities were available, each of which consisted of one toilet and one wash hand basin.