

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015CC063
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Name of Service:	Boherbue Educare Centre CLG
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Address of Service:	The Village, Boherbue, Mallow, Co. Cork
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Eircode:	P51 FA34
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Name of Registered Provider:	Caitriona Hallisey
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	21/02/2025
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No of pre-school children:	AM	20	PM	15
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Address of the Early Years Inspectorate:	2 nd Floor, Estuary House, Henry Street, Limerick.
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Inspection undertaken by:	F Collins & N O Donoghue
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Title:	Early Years Inspectors
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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

Boherbue Educare Centre CLG is a full day care service located in the village of Boherbue, North Cork.

The service is a community run service and accommodates a pre-school and school aged service.

The pre-school is registered to cater for children aged 0-6 years. The service is open daily from Monday to Friday from 7.30 am to 6pm. The service offers full day care, part-time and sessional care, and facilitates the Early Childhood Care and Education programme for 38 weeks of the year.

Staffing

There were 26 adults identified as working in the service on the staff roster, nine of whom were present on the day of the inspection. This included the person in charge, deputy person in charge, the cook and a staff member caring for the school aged children were present.

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 inspectors wish 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*
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.*

(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.*

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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 service had a designated person in charge and a deputy person in charge on the premises on the day of inspection. In the event the person or deputy person in charge were not on the premises a named person able to deputise was available.
- (b) A person in charge or a named deputy person in charge were on the premises at all times during the operation of the service.
- (c) There was a clear structure in the service that identified the management structure. Each care room had a room leader and childcare staff.
- (2)
- Twenty-six adults work in the service, all 26 adult files were assessed for completeness.
- (a) Of the 52 references required 41 validated references were available from past employers.
- (b) Of the 52 references required 11 validated references were available from a source other than a past employer.
- (c) Garda vetting disclosures were on file for all 26 adults who work in the service. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew staff Garda vetting every three years. Please refer to the information outlined under Regulation 23 of this report.
- (d) Eight police vetting declarations were available and translated where required.
- (4) Twenty-two adults held relevant qualifications in Early Childhood Care and Education at level 5 or above or a qualification deemed as equivalent by the minister.
- The remaining staff that did not hold relevant qualifications and were not part of providing care to the pre-school children and were employed in chef, cleaning and school aged care roles.

Non-Compliance Information

(2) (d) It could not be determined if four of the staff required police vetting as their curriculum vitae was incomplete and did not indicate where the adults had lived since they were over the age of 18 years. Potentially not having staff appropriately vetted prior to them commencing in the service may allow inappropriate adults have access to children.

(3) The procedures to vet staff were not completed for two staff prior to them starting in the service. Not ensuring staff are suitable to work with children prior to them having access to children may allow for adults that may not be suitable, have access to children.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(d) The registered provider has had all four staff curriculum vitae updated and all gaps since the age of 18 years have been accounted for with none of the four staff requiring police vetting. The registered provider has introduced a personnel file cover page which will be completed for all staff files in the future. The registered provider states that this will ensure all vetting processes are completed prior to staff commencing in the service.

(3) The recruitment policy has been updated to include that Garda vetting will be in place prior to any staff member starting in the service.

Supporting documentation submitted

(2) (d) The checklist for the staff files has been received.

(3) The updated recruitment policy has been received.

Summary Comment

Following receipt of the corrective and preventive actions and the evidence submitted the requirements for this regulation have been met.

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 following policies were reviewed and contained all relevant information and guidance:

- Safe Sleep Policy
- Infection Control Policy

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) The registered provider ensured that there were adequate adults available to care for the children as observed on inspection.

(2) There were three care rooms in operation on the day of inspection.

The adult child ratios were correct as outlined below:

- The Caterpillar room had one qualified staff member caring for five children, all aged between 2-3 years. All children attending in this care room were attending on a full day care basis.
- The Baby room: This room had two qualified staff caring for six children attending on a full day care basis. There was one child under the age of 12 months and the remaining five children were aged between 1 and 2 years.

- The Busy Bees room: This room was staffed by two qualified staff. There were nine children in attendance aged between three and four years.

(8) The roster provided to the inspectors by the person in charge identified that a minimum of two staff were on the premises at all times during the operation of the service.

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:

- (h) details of attendance by each pre-school child on a daily basis;
- (i) details of staff rosters on a daily basis;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

- (1) (h) The attendance for each child was recorded with each child signed in on arrival and signed out on departure.
- (i) The staff roster was available to the inspectors which indicated the staff in attendance on a daily basis.
- (k) Twelve records of accidents and incidents were reviewed, of these two were completed with all relevant details completed to ensure a true reflection of the events were recorded.

Non-Compliance Information

- (1) (k) Of the twelve records reviewed 10 did not have the child's full details recorded to ensure the correct child could be identified on the records.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(k) The registered provider has stated that all staff have been reminded at a staff meeting on March 5th of the importance of proper record keeping and instructed them to ensure all forms are completed correctly, inclusive of registrations forms and medical records. The registered provider has committed to ensuring that all room leads will review all forms being filled out going forward to ensure all details are recorded correctly.

Supporting documentation submitted

(k) The commitment given by the registered provider on the corrective and preventive action form is accepted as evidence the forms will be completed correctly.

Summary Comment

The requirements for this regulation have been met following receipt of the corrective and preventive actions and the evidence submitted.

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

Basic Needs

- Meals the snacks on the day of inspection were served at appropriate times and children were provided with drinks throughout the day. Drinks bottles filled with water were brought in from home, these bottles were accessible to the children at all times. Assistance was given to the children that needed help when eating and children were observed to be encouraged to be self-sufficient where possible. Appropriate crockery and cutlery were available and used.
- A child who required bottle feeding was observed to be held and comforted when being fed and staff sat comfortably not rushing them to feed.
- Staff assisted the children when going to the toilet when required. Nappies were changed frequently and as required between scheduled times.
- Children were reminded to wash hands before meals and after outdoor play and staff helped them when needed as observed in the Caterpillar room.
- Sleep was facilitated at a scheduled time after dinner in the Caterpillar room, when the room was darkened for sleep. The children attending the Baby room could sleep when needed and had access to the sleep rooms adjacent to the care room.
- All children could move about freely and there was no restriction placed on their movement. No child was observed to be in a chair for longer than their meal/snack. Highchairs were not used in the service and the younger children had access to suitable low chairs for their meals.

Supporting Relationships

- Each staff member was assigned to a care room. For the mid-term break the staff had moved around to accommodate the leave of the staff but the children appeared to be comfortable with the staff caring for

them and were observed to seek their support when required. Staff were observed to spend time comforting the children as needed and were observed to bring a sibling from another room to comfort a child when needed.

- The children were observed to play alone and play in small groups. The groups supported each other and the play was child led with the adults assisting where needed but allowing each child to select their activities. When organised activities were taking place, the children were allowed to opt out and play alone or rest as observed in the Caterpillar and Busy Bees rooms.
- Parents were spoken to at drop off and collection and staff were observed to talk with parents who were dropping their child to a different room for mid-term break. Communication with the parents of the younger children was on a note sent home daily, these notes were recorded on duplicate books and each note indicated what the child had eaten , when they slept and when they had nappies changed. This note also communicated the requirements of the service such as the need for additional nappies.

Physical And Material Environment

- The busy Bees room had a tuff tray where children engaged with sensory play including natural materials such as wheat and rice cereals, this was further enhanced for farm play using tractors and trailers to gather the materials.
- The outdoor area had a broad amount of toys and equipment accessible to promote the fine and gross motor skills of each child. The outdoor area also encouraged vast amounts of opportunities to develop imaginary play, creativity and exploration with equipment such as a kitchen unit, tractor tyres, climbing frames.
- The Caterpillar room had open shelving units with access to puzzles, cars, tractors and magnets. The children were observed playing with the magnets and staff were engaging using words and colours to describe the shape.
- Role play areas were identified in the Busy Bees room including kitchen area, construction corner and creativity area. Each area was equipped with materials such as pots, pans, tools and colouring pencils. These distinctive areas allowed for children to freely choose the activity as required.
- The Busy Bees room had a rest area consisting of rubber matting, cushions and story books. After dinner time, children were observed going into this area to rest and read stories while other children were finishing their meal. This further enhanced children's language development and engaging with peers.
- Children's artwork was displayed on the walls throughout the service.

The Outdoor Environment

The outdoor environment consisted of five different areas.

The area of the babies was adjacent their room and was accessible via the room. The children could play with push toys, slides and sit on rockers.

In the remaining outdoor space, there were two soft matting areas with space for running and for ride on toys.

The fourth area was a grass area and there was access to hard surface area which was used by the children in the Busy Bees room.

The fifth area was an extensive grass area with space for ball play, tyres set into the ground for climbing and jumping and large slides and climbing frames.

Non-Compliance Information

1. There were no chairs available to the children in the Baby room outside of mealtime. The staff explained that the children stood at the tables when they were able to complete tabletop activities or the activity was placed on the ground. Not ensuring the children could access a chair and be comfortable in their activities did not promote independent play.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. The registered provider has committed to providing chairs when needed and to make more activities available on the floor where there are adequate comfortable seating areas. The staff are committed to focusing on floor level activities.

Supporting documentation submitted

1. The commitment of the registered provider to ensure the needs of the children in the baby room for chairs when needed is accepted as evidence that this requirement will be met.

Summary Comment

Following receipt of the corrective and preventive action form and the commitment of the registered provider the requirement for this regulation has been met.

Part V - Care of Child in Pre-school Service

Regulation 20 – Facilities for rest and play

(1) Subject to this regulation, a registered provider shall ensure that-

- (a) having regard to the number of pre-school children attending the service, their respective ages and the amount of time they spend on the premises, there are adequate and suitable facilities for each child 19 to play indoors and, where required by these Regulations, outdoors, during the day, and
- (b) there are adequate and suitable facilities for a pre-school child to rest during the day, and in the case of an overnight pre-school service, during the day and the night.

Compliance Information

(1)(a)

- The three rooms in use on day of inspection were clean, organised and free of clutter to facilitate the children on that day. Each room had access to a large outdoor play area.
- The outdoor area was accessible by each room, the children had access to bikes, trikes, playhouse, outdoor kitchen, slides, climbing frames and tractor tyres. The outdoor area also had a large green area.
- The outdoor area accessible by the children attending the baby room was sheltered with a plastic covering, astro grass and secured with a fence ensuring it could be used year-round.
- All rooms inspected on day of inspection had an adequate amount of toys for the numbers of children attending on the day of inspection.
- The Caterpillar Room and Busy Bees Room had child height chairs and low tables suitable for the age range of children attending each room.
- Additional toys and equipment were stored in secured presses or rooms.
- The caterpillar room had an open shelving unit where children could access toys such as tractors, dolls, magnets, puzzles and toy cars. There was also a wooden kitchen unit, a construction table and unity for toy cars.
- The Busy Bees room was broken into distinctive areas such as kitchen area, creativity area, farm area and rest area.
- Additional resources were available in the Busy Bees room for children who need support with sensory needs these included squish shapes, black out tent and natural materials.

(1) (b)

- Each room had a rest area that allowed children to rest and opt out of activities if they wished.
- Each rest area consisted of rubber matting, cushions and blankets were available on shelving units within the room.
- The two dedicated sleep rooms were adjacent to the baby room. Sleep room 1 consisted of six cots with six waterproof mattresses. Sleep room 2 included four cots with three waterproof mattresses and one cloth mattress with a waterproof mattress protector. Each cot had been allocated to a child and individual sheets and blankets were available for each child.
- The cot barrier height was suitable and the spaces between the bars were adequate.
- Cots were kept at 50cm apart from each other.
- Staff explained stackable beds were used in the caterpillar room and were available should a child require rest.

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

- Parents/guardians provided the morning snack for children attending the service.
- There was an on-site chef who prepared the hot meal at dinner time and the evening meal. On day of inspection, it was observed the hot meal consisted of chips, fish fingers and beans. In the baby room, the children were observed to be having chips, beans and fish fingers, mashed up if required or where the children were able the children fed themselves. The evening meal consisted of pasta, chicken, spinach, peppers and cucumber.
- Drinks were available at all times and water was the main choice of drink.
- Additional food was stored on site if children requested more snacks. Additional snacks provided on day of inspection to children expressing hunger consisted of crackers with butter and jam.
- The children's mid-morning snacks consisted of yoghurts, strawberries, blueberries, oranges and crackers, which were observed in the Caterpillar room.

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:

- All emergency exit doors were clear from any obstruction.
- An electromagnetic lock and keypad were in place at the entrance lobby which reduced the risk of unauthorised entry. The side gates to the services side doors were also secured by electromagnetic locks.
- A release button to exit through main door was out of reach for children which reduced the risk of children leaving the premises unaccompanied.
- Blind cords were secure and out of reach of children.
- All internal doors to the outdoor area were secured with a thumb turn lock and the outdoor area was secured with fencing and padlocks.
- All electrical cables observed were safely out of reach of children.
- Cleaning equipment was stored out of reach of children.
- Nappy changing units were sturdy and stable.
- The outdoor area was secured by iron fencing and locked at entry/exit points. Each section between the rooms was enclosed with a fence allowing entry with adult supervision.

Infection Control:

- The care rooms were naturally ventilated through open windows.
- All perishable foods were stored in the refrigerator in each room.
- Staff in the Baby room were observed wearing gloves and plastic aprons during nappy changing. The staff member replaced their gloves and plastic apron for each child and was observed to wash their and the child's hands after nappy changing.
- Water temperatures were recorded in each sanitary area and ranged from 24.1°C to 38.2°C allowing for children to safely wash their hands.
- In the Busy Bees room, children were observed washing their hands after coming in from the outdoor area.
- In the sleep room, cots were kept 50cm apart which prevents cross contamination.

Administration of Medication:

- No administration of medication was observed on the day of inspection.

Safe Sleep:

- The sleep room temperature was maintained within recommended temperature range and was recorded at 20.1°C when a child of under 12 months was sleeping in a cot adjacent to the baby room.
- The staff were observed to check the child who slept in the standard cots in the sleep room in use on the day of the inspection. The staff checked the child every 10 minutes and recorded the child's colour, position and breathing.
- Children were observed sleeping on stackable beds in the Caterpillar room. Staff supervised sleep within the room.

Fire Safety:

- The fire exit doors were not obstructed and were accessible.
- Fire equipment was accessible to staff if required.
- Fire procedure clearly available in each room by fire door exit.

Non-Compliance Information

General Safety:

1. Garda vetting was available for all 26 staff but for 3 staff members, these vetting disclosures were not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

Infection Control:

2. It was observed on inspection that children's chairs were being stored in the sanitary facilities of the Caterpillar room. This poses a risk of cross contamination and infection should the chairs be used without being cleaned.
3. A non-foot operated bin was in use in caterpillars' room instead of a lidded, foot operated bin. A bin that is not pedal operated poses a risk of spreading infection due to the multiple times the lid would be touched poses a risk of cross infection. An adult chair in the Baby room had torn material exposed and therefore was not easily cleaned. This poses a risk of cross infection and cross contamination.
4. Padded mats in the rest areas in each room were torn at the corners and had sponging exposed, these were not easily cleaned and poses a risk of cross infection.

Safe Sleep:

5. A child who was 23 months of age was being put to sleep on a mattress on the floor, no floor bed was available to the child and no sleep plan was available. The plan as per the staff feedback was to assist on

transitioning the child from a cot to a stackable bed which would be used in the Caterpillar room. This practice does not meet the guidelines as set out in Safe sleep for children under 24 months where sleep plans must be completed for all children under two years not sleeping in cots and where children under two years who do not sleep in cots must have access to a floor bed and not a stackable bed which are unsuitable for children under two years of age.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Garda vetting's were reapplied for, for all three staff members, with all three received and on file. The registered provider has introduced an excel sheet to identify the needs for renewal of Garda Vetting and ensure that all Garda Vetting is completed within the specified 3-year time frame. This log will be monitored monthly to ensure all vetting's are up to date

Infection Control:

2. The chairs stored in the toilet of the Caterpillar room have been removed and been disposed of as they had been donated and were not required.
3. The bin in Caterpillars has been replaced with a pedal bin and the checklists for each room have been updated to ensure all equipment is identified for replacement or repair as necessary.
4. New padded mats have been ordered for all rooms and old worn ones will be disposed of. The mats have been added to the checklist for each care room.

Safe Sleep:

5. The child that was sleeping on a mattress is now back sleeping in a cot until they turn 2 years of age. The service will implement their policy that all children will remain in a cot until they are 2 years old.

Supporting documentation submitted

General Safety:

1. A copy of the excel sheet indicating when each staff members Garda vetting needs to be renewed has been received.

Infection Control:

2. The assurance received is accepted that the chairs have been disposed of.
3. The assurance received is accepted that the equipment will be checked by the staff daily and reported as required.
4. A copy of the receipt for the purchase of new mats for the rooms has been received.

Safe Sleep:

- The assurance received that the service would implement their safe sleep policy is accepted as proof that this non-compliance is addressed.

Summary Comment

The requirements for this regulation have been met.

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.

Compliance Information

(1) The registered provider insured that staff trained in first aid for children were at all times immediately available to the children. Eleven staff held up to date training in First Aid Responder first aid.

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

Non-Compliance Information

(d) The floor covering in all care rooms was not maintained in a good state of repair. The floor covering on the floors in all care rooms were splitting, had tears at the corners and were lifting away from the walls where the covering was used as a skirting board. There were gaps observed between different floor covering between the rooms and the toilets. This was identified on the last two inspections where the registered provider had on the response following the inspection of 22.02.2023 had provided a quote to replace the floor covering subject to grant approval and following the inspection of the 03.04.2024 the registered provider committed to a full building analysis being completed by the end of the summer 2024 and necessary works were to have commenced as soon as possible thereafter. The person in charge stated that no plans were currently in place to replace any floor covering due to potential service development in the future.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(d) The flooring cannot be replaced until further work is completed to address issues identified on the underfloor heating where the floors may need to be lifted. Therefore, the registered provider has stated that the work cannot be completed until after all other works on the heating system have been completed. Following the completion of works the Board of Management is committed to replacing the floor of the entire building.

Supporting documentation submitted

(d) Quotations to repair the heating system have been obtained and submitted to the insurance company for approval.

Summary Comment

(d) The requirements for this regulation have not been met due to the additional works that needs to be completed and remains outstanding at time of completion of the report.