

# TUSLA REGULATORY INSPECTION REPORT



**TUSLA Identifier:** TU2015CC089

**Name of Service:** Cheeky Cherubs Early Years Schools - Ballincollig

**Address of Service:** Highfield Park  
Carriganarra  
Ballincollig  
Cork

**Email Address:** info@cheekycherubs.ie

**Name of Registered Service Provider:** Ms. Michelle Akerlind & Ms. Sarah O'Leary

**Type of Service Registered:** Full Day Care

**Date(s) of Inspection:** 2 7 0 6 2 0 2 2

**No of Pre-School Children present during Inspection:** AM 64 PM 64

**Address of the Early Years Inspectorate:** Early Years Inspectorate  
Administration Building  
St Mary's Health Campus  
Gurrabraher  
Cork  
T23X440

**Inspection undertaken by:** Ms. C. Stokes  
**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).



<b>Conditions If Applicable</b>	Not Applicable
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<b>Description of Service</b>	Cheeky Cherubs EY School - Ballincollig was established as a private full day care service in 2008. It offers ECCE sessional in the mornings and afternoon from 9am-12 and 12.30 to 3.30pm and full day care from 8am to 6pm Monday to Friday for 51 weeks of the year. It is registered for age 0-6. The setting is a play-based, rights focused Early Years centre inspired by the Reggio approach.
<b>Premises</b>	The premises is a single storey, purpose-built setting in a residential area of Ballincollig with an infant room, wobbler room, Explorers room, Atelier room and Workshop room. In addition, the service has an outdoor sessional room not in operation on the day of inspection. There were 3 designated sleep rooms, children’s toilets, adults toilets and a kitchen.
<b>Staffing</b>	There were 15 adults present excluding the two registered providers, who are largely service based. The adults working directly with the children had major awards in Early Childhood Care and Education. In addition, there was a chef on the premises.
<b>Methodology</b>	<p>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.</p> <p>The findings on inspection are based on</p> <ul style="list-style-type: none"> <li>• Information obtained through examination of documentation</li> <li>• Direct observation</li> <li>• Discussion with relevant staff</li> </ul> <p>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.</p> <p>The inspection process has been amended to minimise the amount of time that inspectors spend in the service.</p> <p>The Inspectorate reserves the right to edit responses received for reasons including clarity, completeness, and compliance with administrative and legal processes.</p> <p>The contents of the report are compiled by the inspectorate body.</p>
<b>Acknowledgements</b>	The Inspector wishes to acknowledge the cooperation of the Registered Providers, 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

- (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) The service had a named person in charge and named deputy.
  - (b) The named person in charge or the named deputy were in the service during the operation of the service. On the day of the inspection, the registered providers, person in charge and deputy were present.
- (2)
- There were 16 adults new to working in the service since the previous inspection of August 2019. When these files were assessed, the following was found:
- (a) There were 30 validated references from previous employers on file.
  - (b) There were 2 validated references from sources other than a past employer.
  - (c) Vetting disclosures from the National Vetting Bureau of the Garda Síochána were available for the 16 staff whose file were assessed.
  - (d) Police vetting was required and available for 5 staff members who had lived outside the jurisdiction for six months or more while over the age of 18 years.
- (4) A copy of Child Care Qualification between Level 5 and Level 8 on the National Qualifications Framework was available on file in respect of each of the 16 staff members who were working in the service.

## 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 the inspection the registered provider ensured that there were an adequate number of adults working directly with the children.
- (2) The ratio of adults to children was adequate in all playrooms as follows

Room/ age range	Adults	Children
Infants room (1-2 years)	2	9
Wobblers (1-2 years x3) (toddlers 2-3 years x 11)	3	15
Atelier Room (children aged 3-6)	2	14
Explorers (2 ¾ to 5)	2	14
Workshop (2 ½-5 years)	2	12
Outdoor sessional	0	0
Total	11	64

- (8) There were 2 adults on the premises at all times, according to the staff roster.

## 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 snacks and meals provided by the service met the needs of the children on the day of inspection. Snack was served at 10.30am and comprised of chopped fruit (apple, banana, and orange). The children assisted in setting the table with cups, bowls and jugs of water in the rooms. Lunch was served at 12.30 and comprised of hake, mixed vegetable, and potatoes. Milk was available at lunch time.

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### Regulation 19 - Health, Welfare and Development of Child

- The service had a healthy eating policy and a three- week menu plan was on display at the front door noticeboard. In addition, there was a summer and winter menu which were developed with parental and child feedback according to staff and the registered provider.
- Staff sat with the children at lunchtime and soft music was playing in the background. The lunch was a social occasion with flowers on the table and a relaxed atmosphere with pleasant social interactions among children and adults. Self-service was promoted and the children were assisted where necessary.
- On the day of inspection, there were 23 children in nappies and the remainder of the children were independent self-toileting with assistance provided by the staff as required. Staff were observed to be sensitive to the frequency and process of nappy changing and communicated with the child while toileting.
- Children were encouraged and supported to develop independence regarding personal care, particularly with hand washing and face cleaning. For example, children took warm individual face cloths to clean their hands and face after lunch and were observed to place the used towel in a basket afterwards as they were single use cloths and were laundered after each use. This practice encouraged self-grooming and independence. Children in the infants room had their noses cleaned sensitively and regularly as needed.
- The children’s need for sleep and quiet time was facilitated in the three older rooms with stackable beds. For children under 2 years there were 3 designated sleep rooms.
- The children were mobile throughout the day with regular outdoor play both morning and afternoon. The registered providers indicated to the inspector that three hours outdoor play was facilitated and up to 6 hours of outdoor play was possible for children in attendance.
- Children’s behaviour was managed competently, adults were observed to be caring and warm towards the children, using a positive focus in behaviour management. The staff practiced a six- step conflict resolution process to support children solve the problems for themselves and staff supported younger children in this process. This problem-solving approach to conflict included stopping any hurtful action, acknowledging the feelings, gathering information, restating the problem, asking for a solution, and giving support as displayed in the infant room.

#### SUPPORTING RELATIONSHIPS AROUND CHILDREN:

- Adults working in the service stated that they operated in partnership with parents. At handover times, staff informed parents and guardians of their child’s food intake, sleep/rest, nappy changes (if not trained), activities, outdoor play etc. for all ages of children in attendance. Parents/guardians

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### Regulation 19 - Health, Welfare and Development of Child

receive a photograph and anecdote from their child in the service each day via the online application.

- Staff were observed to be caring and enthusiastic in ensuring that children were supported in their explorations.
- Learning stories that record the words of the children are utilised by the adults in planning how to expand the learning for each individual child.
- The emergent curriculum is based around the interests and observations of the individual child and is led by a designated pedagogue who maintains the pedagogical documentation and supports both the adults and the child in the room. Therefore, the planning is very personal to each child.
- Siblings are facilitated being together in the mixed age-group approach in the service.
- There is a key worker system in place for meals, outdoor time and setting up explorations of the children.
- There is a strong ethos of teamwork in the setting. There is a practice of regular team meetings, supervision, mentoring and annual training.

#### PHYSICAL AND MATERIAL ENVIRONMENT:

- On the day of inspection, the rooms were laid out with defined interest areas and materials which were easily accessible to the children to allow for child led play. The core focus areas in each room were library, home area, construction, music, and art.
- Depending on the children’s interests, the rooms also accommodated a small world, dress up, real and found materials, loose parts, and a soft area with cushions.
- All rooms except the workshop have tables with detachable legs which are assembled/dismantled as needs be so that the room layout is adaptable.
- The infants and wobbler rooms were well equipped, bright and child friendly.
- The three playrooms for older children, Workshop, Atelier and Explorers rooms provided a range of developmentally appropriate, challenging, diverse and creative experiences to children of all ages and had an emphasis on natural materials, real life materials and drew from the Reggio approach.
- There was an emphasis on outdoor play in the setting. There was a variety of materials in the outdoor areas and interest areas including tree house, ‘fire-hut’, geodome, bike store, art area, loose parts, mud kitchen, tyre swings, vegetable planting, balance boards boat and sand play.
- A separate area for outdoor play was available to the infants which included a swing, planting, tuft tray, balls, seesaw, and bench.
- The outdoor area provided a challenging, diverse, and creative environment for all the children to stimulate their imagination in a thoughtfully constructed play area. It was laid out in both grass and artificial grass for all

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

### Regulation 19 - Health, Welfare and Development of Child

year-round use and was presented in 5 distinct zones with a roster for its 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 main door to the premises was secured to prevent the unauthorised access of a person or the leaving of an unsupervised child.
- There were openable windows in the 5 preschool rooms which were opened safely to ventilate the rooms.
- The cleaning agents were stored on high shelves out of children's reach or in the locked storeroom.
- The outdoor play area was surrounded by fencing and a secured gate.
- Lighting was appropriate and safe on the day of inspection.

#### INFECTION CONTROL:

- The service had a supply hot water, liquid soap, and paper towels for hand washing and foot operated pedal bins.
- The tables in all rooms were observed to be cleaned down prior to meals.

#### ADMINISTRATION OF MEDICATION:

- No medication was observed to be administered on the day of inspection.
- One child had an auto injector pen and a staff member in that room was trained in its use according to the person in charge.

#### SAFE SLEEP:

- There were 15 cots to accommodate the sleep needs of the 12 children under 2 years present on the day of inspection. These cots were located in 3 designated sleep rooms. The 3 older playrooms had a supply of stackable beds/sleep mats to facilitate sleep for children over 2 years. In instances where there was a safety risk to children under 2 using a cot, parental consent forms for their child to sleep on a stackable bed were signed where a child may be at risk to climbing out, according to the person in charge and staff in the room.
- Staff observed children and recorded these sleep checks every 10 minutes.

#### FIRE SAFETY:

- No fire safety concerns were observed. The fire doors were unobstructed, and the emergency lighting of the fire exit signs was illuminated.

## Part VI - Safety

### Regulation 23 - Safeguarding Health, Safety and Welfare of child

- The date of the most recent fire drill was 16.06. 22.

## 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) A copy of an up-to-date certificate in First Aid Response (FAR) training was available in respect of the person in charge and three adults working on the premises.
- (2)(a) (b) There was a suitably equipped first aid box available on the premises out of children's reach, available 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 monthly fire drills record was available for inspection.
- (1)(b) A record of the number and type of firefighting equipment was available on file. Records were available to demonstrate that the fire equipment was serviced in June 2022 and that the wired smoke alarm was serviced in January 2022.
- (4) A notice of procedures to be followed in the event of a fire was displayed in the entrance hall at the fire point.