

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015CC090			
<b>Name of Service:</b>	Cheeky Cherubs Early Years Schools - Bishopstown			
<b>Address of Service:</b>	19 Uam Var Avenue, Bishopstown, Cork City, Co. Cork			
<b>Eircode:</b>	T12 T802			
<b>Name of Registered Provider:</b>	Michelle Akerlind, Sarah O'Leary			
<b>Service type:</b>	Full Day, Part Time, Sessional			
<b>Date(s) of Inspection:</b>	22/11/2023			
<b>No of pre-school children:</b>	AM	38	PM	31
<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Admin Building, St Marys Health Campus, Cork, T23x440			
<b>Inspection undertaken by:</b>	C Stokes			
<b>Title:</b>	Early Years Inspector			
<b>Authority to Inspect</b>				
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			

### Description of service

This full day care service was established in 2005 to cater for children aged 2-5 years of age from 8am to 6pm. The pedagogical style of the service is to follow the interests of the children drawing on the Reggio approach. The focus is on the promotion of self-help skills where in the mixed aged groups older children and siblings can assist younger children. The children are viewed as competent learners and active participants in the learning environment where play is at the heart of the setting and documentation and reflection makes learning visible according to the mission statement of this service. The service comprised of two rooms, the Workshop, and the Atelier, with mixed age groups from 2 to 5 years for full day care children. The outdoor studio hosted the morning and afternoon ECCE sessional sessions. In addition, there was a boot room, a cozy reading room, covered outdoor area and several open outdoor areas.

### Staffing

There are two registered providers and a third adult who work between two Cheeky Cherub settings as part of the management team. All adults working directly with children had a major award in Early Childhood care and education.

### 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 registered providers, management, 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.*

*(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 has a designated person in charge and a named person who can deputise i.e. the two registered providers.

(b) At all times during the period when the pre-school service is being carried on, the designated person in charge or the deputy person in charge are on the premises.

(c) There is a clear management structure as the setting was jointly run by these two registered providers and a third adult forms part of the management team.

(2) The staff recruitment files were examined as part of this inspection.

(a) When the recruitment files of all 13 adults was reviewed two written and appropriately validated references were available in respect of 14 past employers

(b) Two written and appropriately validated references were available in respect of 12 sources other than past employers.

(c) A completed record of Garda vetting disclosure from the National Vetting Bureau was available for the 13 adults.

(d) Police vetting was required and available for 3 adults who had lived outside the jurisdiction for a period exceeding 6 months.

(4) A certificate of a major award in Early Childhood care and education at a minimum of QQI level 6, on the National Qualification framework was on file for 11 adults. The two students did not have qualifications.

### 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

(1) The registered providers ensured that an adequate number of adults were working directly with the children.

(2) The adult-child ratio was met as follows:

Room	Age range	children	adults
Workshop	Aged 2-3 years.	5	2
	Aged 3-5 years	8	
Atelier	Aged 2-3 years.	1	2 plus 1 student
	Aged 3-5 years	14	
Studio (Sessional)	Aged 2 years & 8 months +	10 in am.	2 adults plus 1 student
		3 in pm	

In addition, the 3 members of the management team were available to cover staff breaks.

### 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:

- Adults were observed to sit with the children and chat to make the snack time a social occasion.
- Children were encouraged and supported to develop independence regarding setting the table prior to meals, children's self-service of drinks and food was facilitated, children were observed to clear their plates/bowls, scrape them into the bin and place into the sink to be washed as part of the daily routine for participation, independence, and life skills.
- The children were largely trained using the toilet and were supported appropriately by the adults to use the toilet. A small number of children were in pull-up nappies. Nappy changing took place at 9am, 12 and 3pm and as necessary.
- There was a cosy corner in the home area to provide for the children's need for rest and relaxation during the day with rugs and cushions in the Studio room for children attending the sessional service. The Workshop and Atelier rooms also had soft furnishings and children also had access to the cosy room with library which was a separate room available for rest and relaxation. Sleep mats facilitated sleep after lunch for a total of 9 children between the two rooms who had a sleep routine.
- Children's need for mobility was met with both the indoor and outdoor play area being used frequently on the day of inspection. The setting placed great emphasis on outdoor play and learning to meet the needs of children in their setting.
- The adults were observed to support the children to interact positively with each other, for example, with turn taking.
- There was a calm and positive approach to managing behaviour. The adults modelled speaking in low tones and supportive interactions.

## SUPPORTING RELATIONSHIPS AROUND CHILDREN:

- The registered provider advised the inspector that the service operated in partnership with parents, with a parental communication online application in use and an open-door approach.
- The online application records meals and snacks, sleep, nappy changes, activities, and shares photographs with parents. Parents received emails from the service and there was a parents evening for induction to help parents support their children to settle in the service, according to the registered providers.
- The setting had many forms of documentation of the children's care and learning for parents. The adults described that regular observations on the children are maintained in learning journals and these learning stories are shared with parents monthly. Parents can also view activities and photographs in the display book.
- The adults were observed to show positive regard for the children on the day of inspection, with encouragement and praise for specific tasks in a warm and caring manner for example during mealtimes, sleep time and outdoor play where nurturing and enthusiastic interactions were observed.
- The setting is integrated into the local community, particularly parent talks, visits from the Community officer, Fire Brigade, and involvement in Art Exhibitions etc.
- The service maintains bi-monthly meetings for the staff team and engaged in recent training with Disability wise and Diversity Training.

## 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 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) There were adequate and suitable play facilities indoors.

- There were 3 care rooms, the workshop, the atelier, and the studio (an outdoor studio space).
- The indoor environment was child friendly, bright, and spacious and laid out in special interest areas with materials accessible to the children.
- There was an emphasis on natural materials, real wood, conkers, pinecones, acorns, and loose parts (other natural materials) in the setting.
- Interest areas included a creative area with arts and crafts, sand and water play, home-made play dough; a library room with soft seating called a cozy room; home corner; construction area, light tables, tools, and materials.
- Child sized tables and chairs were available.
- The outdoor area had interest areas and equipment including bikes, ride on toys, mud kitchen, sand, and water play. There were three hammocks, a tyre swing and tree for climbing, obstacle course, ramp, and tyres for sitting or rolling.
- A boot room/prep room was available for the children's outdoor clothing with storage hooks at children's height to encourage independence.
- The indoor and outdoor environments provided a range of stimulating, creative, challenging, and enriching experiences for all children and were particularly well considered in facilitating developmentally appropriate experiences for children with additional needs. For example, there was an outdoor sensory swing. There were pictures for matching names to symbols so children can identify their own belongings/chairs. There were opportunities with the sand and light table, for sensory play. For fine motor development there was, for example, a dish full of conkers and acorns for scooping and using tongs. A sensory tent was also available among many other opportunities.

(1)(b)

- There were adequate and suitable facilities for a child to rest, there were 9 children observed to rest in the Atelier room on sleep mats on the day of inspection, 7 were from the workshop room who joined in for sleep. The remainder of the children played outdoors during this time. .

## 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

- A Healthy eating policy was in place and the snacks /lunch observed were suitable, adequate, and varied.
- Water was readily available to the children with snacks and between snack/lunchtime.
- Parents provided all snacks for those children attending the sessional service. The service provided lunch and snacks both morning and afternoon to children attending part time and full day care.
- There was a three-week menu plan available on the notice board. The snacks and meals observed were wholesome with an emphasis on home cooking and home baking.
- The menu plans change seasonally with input from children and parents.
- On the day of inspection, a fruit platter was observed as the morning snack. Chicken Korma and Rice was served as the hot meal. The afternoon snack was banana bread and honey on the day of inspection. The registered providers advised that rice cakes were available to children as snacks between meals as required.
- Second helpings were observed to be available to children at snack and mealtimes, where the setting had a policy of encouraging children to self-serve. Staff were vigilant in observing and encouraging children to ensure they had enough to eat.
- Milk and water were available at mealtimes as drinks for children, who were encouraged to pour for themselves.

### 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:

- Internal and external doors were secured on the day of inspection.
- Emergency exit doors were unobstructed.
- Storage facilities were inaccessible to children.
- No cables were within reach of children on the day of inspection.
- The outdoor area was suitably enclosed and secured without any observed hazards

##### Infection Control:

- Adults cleaned down the tables prior to and after snack and mealtimes.
- Children were observed to wash their hands before eating.
- There was a supply of thermostatically controlled hot water, liquid soap, and paper towels available in the children's sanitary area.
- Nappies were disposed of in a lidded, pedal bin as appropriate.

##### Administration of Medication:

- The administration of medication was observed at the time of inspection, where one child required an inhaler at the same time each day and appropriate procedures were followed.

##### Safe Sleep:

- Children were observed to sleep on stackable beds after lunchtime in the Atelier room, where some children from the workshop room joined in for sleep. Staff stayed in the room and monitored children appropriately during this time. Those children who do not need sleep were observed to play outdoors.

##### Fire Safety:

- No fire safety issues were observed on the day of inspection, fire doors were unobstructed.

##### Outing:

- No outings were conducted on the day of inspection. However, outings to the local park were conducted in accordance with the service's outings policy according to the registered provider.

### Part VI - Safety

#### Regulation 28 - Insurance

*A registered provider shall ensure that the pre-school service is adequately insured.*

#### Compliance Information

There was adequate insurance for 40 children attending full day care valid until March 2024.

### Part VII - Premises and Space Requirements

#### Regulation 29 - Premises

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

- (a) of sound and stable structure,*
- (b) safe and secure,*
- (c) kept adequately lit, heated and ventilated*
- (d) cleaned, maintained and repaired, as required, and*
- (e) equipped with adequate and suitable sanitary facilities.*

#### Compliance Information

- (a) From visual inspection the premises appeared of sound and stable structure, well-finished and weather tight.
- (b) From visual inspection the premises appeared safe and secure. An appropriate security system with a secured entrance door to manage unauthorised entry and unsupervised exit of children from the service was in place.
- (c) The service was adequately heated, lit, and ventilated. The room was a comfortable temperature, windows were opened for ventilation and natural lighting was supplemented with artificial lighting.
- (d) The premises was suitably cleaned and maintained in a good state of repair.
- (e) An adequate ratio of toilets was in place for children as a 1 to 11 ratio was in place, as follows:

Location	Toilets	Nappy changing
'Workshop'	1 toilet, 1 sink	1 unit, 1 sink
'Atelier'	1 toilet, 1 sink	1 unit
'Studio'	1 toilet, 1 sink	

### Non-Compliance Information

(e)  
On the day of inspection there was an insufficient number of toilets and sinks available for adults. There was 1 designated toilet and sink for adults. The ratio was 1 to 8 and there were 11 adults on the premises, including 2 students and 3 members of the management team. Two adult toilets and sinks are required once there are over 8 adults on the premises.

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

#### Corrective and Preventive Action

The registered providers responded to state that on the day of the visit there were an unusual number of adults on the premises, with all three members of the management team plus two students which would not be typical. The service will continue to monitor the number of adults in the building at any one time.

#### Supporting documentation submitted

The assurances of the Registered Provider have been accepted as evidence.

### Summary Comment

The response provided was reviewed and accepted as addressing the non-compliance with the sanitary facilities.