

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015CC210
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Name of Service:	Le Cheile Family Resource Centre (Mallow) Ltd
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Address of Service:	Mallow Community Campus, Fair Street, Mallow, Co. Cork
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Eircode:	P51 F344
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Name of Registered Provider:	Paddy Lane
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	27/01/2025
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No of pre-school children:	AM	59	PM	33
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Address of the Early Years Inspectorate:	Estuary House, Henry Street, Limerick.
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Inspection undertaken by:	F Collins
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Title:	Early Years Inspector
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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

Le Cheile Family Resource Centre Ltd. is an early years service operating as a full day care service provided on the Mallow Community Campus.

The service is registered to provide full day care, part time and sessional services to children aged between 0-6 years. The service is open from 8:00 am to 5:00 pm daily and facilitates the Early Childhood Care and Education (ECCE) programme for 38 weeks of the year.

The service operates from the ground floor of the Mallow Community Campus building. The premises is purpose built and consists of five childcare rooms each having access to the large enclosed outdoor area.

Each room has children's toilets and/or where required nappy changing facilities. The care rooms catering for the younger children have sleep rooms adjacent. There were staff toilets, an office and a kitchen and storage facilities away from the childcare areas.

Staffing

There were 23 staff employed by the service and one adult working in the service on a community employment scheme working in the service on the day of inspection.

Sixteen of the staff were working with the children on the day of inspection. The person in charge, deputy person in charge and the chef were also 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 inspector wishes to acknowledge the cooperation of the registered provider, person in charge, staff and children who were present on the day of the inspection.

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 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) The person in charge or a named deputy person in charge were on the premises at all times during the operation of the service as assessed on the staff roster.

(c) There was a clear structure in the service that identified the management structure. Each care room had a room leader, childcare workers and where required had staff employed under the Access and Inclusion Model scheme. The service was accommodating an adult on a community employment scheme.

(2)

Twenty-four adults work/manage the service, of these four had commenced employment since the last inspection these four staff files were assessed.

(a) Of the eight references required seven of the eight validated references were available from past employers.

(b) Of the eight references required one validated reference was available from a source other than a past employer.

(c) Garda vetting disclosures were on file for all four staff adults who work in the service. An additional staff file was assessed to ensure they had been re-vetted since the last inspection and this had been completed.

Therefore, the service had adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew staff Garda vetting every three years.

(d) Not applicable as no staff member whose file was assessed had lived in another country for greater than six months.

(4) Two of the adults whose files were assessed held relevant a qualification in Early Childhood Care and Education at level 5 or above on the national qualifications framework. The remaining two staff were employed on a supernumerary basis or were on a community employment placement.

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:

The Policy on Safe Sleep.

The Complaint Policy.

These policies were comprehensive and up to date.

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 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 number of children attending the service. There was a total of 16 qualified adults working directly with 59 children in the morning and 12 adults working directly with 33 children in the afternoon.

(2) All five care rooms were in operation on the day of inspection.

The adult child ratios were as outlined below:

- The Bubbles room had four qualified staff caring for twelve children, all children were aged between two and three years. Nine of these children were attending on a full day care basis with one attending on a sessional basis and two on a part-time basis.
- The Bumble Bees room: This room had four qualified staff in the room in the morning, one of whom was employed under the access and inclusion model scheme (AIM). There were 18 children in attendance aged between three and five years in the morning and 12 children in the afternoon.
- The Butterflies room: This room was staffed by three qualified staff. There were 14 children in attendance aged between three and four years.
- The Caterpillar (baby) room: There was one qualified adult and one adult working on a supernumerary basis caring for no more than five children on the morning of the inspection as three children attended the service for a period of time to settle in the service. The children were all aged one year. Three children remained in the room for the afternoon cared for by one qualified adult and an adult working on a supernumerary basis. Breaks were accommodated by a further qualified staff member.
- The Buttercups room: There was three qualified adults and one adult working on a community employment scheme working in this room caring for nine children in the morning and three qualified adults caring for eight children in the afternoon.
- An additional adult worked in the service to provide break cover.

Some children from the Bubbles and Bumble Bees room moved to the Butterflies room between 12 and 3pm to allow them to play and eat. The children that remained in the Bubbles and Bumble Bees rooms slept or played in small groups.

(8) The roster provided to the inspector 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;
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

- (1)
- (h) The attendance of each child was recorded on arrival and at departure. There were two systems of recording attendance in place, a paper-based system and the service also used a care application system. All children were recorded on the paper-based system and this was the system used in the event of an emergency should the service need to be evacuated.
- (i) The staff roster was available to the inspector on arrival and had been updated to reflect the numbers of staff present on the day of inspection.
- (j) Seven medication administration forms were reviewed across two care rooms, all forms were completed with parents/guardians requesting the medication and signing after administration, staff signed when administering and also a second staff signature as checker was recorded.
- (k) The accident and incident records in the Bubbles room were reviewed and eight of the ten records reviewed were completed correctly and included all necessary information of details of the child, details of the incident, parent/guardian and staff signatures.

Non-Compliance Information

- (1)
- (k) Two of the ten records reviewed were not completed correctly with parent/guardian signatures not recorded following the accident/incident.
- Not informing parents/guardians of accidents may hinder the child's continued care at home when the parents have not been informed.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (1) (k) Both accident and incident records have been completed correctly and staff have been reminded at a staff meeting to ensure all forms are completed correctly on the day of the incident. Room leaders will ensure that all forms are completed correctly and parent/guardians are informed.

Supporting documentation submitted

- (1) (k) The minutes of the staff meeting and the two accident and incident forms full completed have been received as evidence.

Summary Comment

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

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 and snacks on the day of inspection were served at appropriate times and children were able to access their drinks throughout the day. A staff member sat with the children during meal and snack times as observed in the Butterflies and Bubbles rooms. Appropriate crockery and cutlery were used. Snacks and meals were provided by the service and on the day of inspection the snack consisted of berries, chopped apples, orange segments, ham, cheese and crackers with drinks of water. Dinner was fish fingers and mash with beans and mixed veg offered. Adequate food was available should a child indicate they wanted more food.
- The temperatures of the care rooms were suitable for the care and comfort of the children with the care room temperatures recorded included 19.9°C in the Bubbles room at 10.25am and at 20.5°C in the Bumble Bees room at 11.10am. The remaining rooms were recorded between 19.2 and 19.4°C.
- Staff supported the children with toileting. Nappies were changed as required and on routine. It was observed that children were spoken to and interacted with during nappy changing.
- Children were reminded to wash hands and helped when needed, especially with the younger age group.
- Sleep was facilitated throughout the day in the Caterpillar room with each child's sleep needs met when they indicated the need for same. Sleep was scheduled after dinner in the remaining care rooms as required.
- All children could move about freely and there was no restriction placed on their movement.
- The needs of the children were met and the children who required same had inclusion plans completed to guide the staff as required.

SUPPORTING RELATIONSHIPS

- Each staff member was assigned to a care room and the children knew their carers, and were observed to seek their support when required.
- The children in the Bumble Bees and Butterflies rooms were observed to play alone and play in small groups. Staff were spaced throughout the care rooms ensuring each child received adequate support.

- The staff were observed to speak with parents at collection time. The staff communicated with parents on the care application system where the parents had chosen this system of communication.
- Staff appeared to work well together and supported each other throughout the day.
- When a child was observed not to want to engage in finger painting, they were supported with this decision and had one to one support to build blocks.

PHYSICAL AND MATERIAL ENVIRONMENT

- Each of the care rooms had a variety of toys and resources suitable for the ages of the children attending the room. The resources were specific to encourage the development of each child, i.e. jigsaws and blocks and bricks for fine motor development, moulding clay for sensory play, home corners for imaginary play and storytelling for cognitive and speech development.
- Arts and crafts equipment to allow for creative play was available in each room and evidence of artwork being completed was observed and the children in the Bumble Bees room were observed to paint with their fingers.
- Dress up clothes were accessible in some of the care rooms to support imaginary play.
- There were floor mats in each of the rooms that allowed the children to use this surface for play and using push toys etc. some of the mats had images of faces with emotions to allow each child to become aware of their emotions.
- All shelving was accessible to the children and they were able to choose their activities as required in each of the care rooms.
- There were suitable adult chairs available to the adults to be comfortable while caring for the children. Adult sized couches were available in four of the five care rooms and the children sat and lay on these in comfort.

OUTDOOR ENVIRONMENT

- Play in the outdoor environment was not assessed on the day of inspection as only one group went outside for a short period due to the inclement weather.

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 highchairs in use in the caterpillar room were in good condition and had appropriate safety harnesses. They were used for the children when they were eating.
- The toys were suitable and those assessed had no evidence of pinch or crush points that may cause injury to a child.
- The doors to the front of the building were secured with electromagnetic locks and this ensured no child could leave the service unattended. The outdoor area was secured with high fencing.
- No unauthorised adult could gain access to the premises via the front door and when the children were outside, the children were supervised by the staff as parents/guardians of the children in attendance could gain access when they knew the code.
- The kitchen was inaccessible to the children.
- The adult toilets were not accessible to the children.
- Storage was inaccessible and out of reach of the children throughout the building.
- No hot drinks were observed to be consumed by the staff near the children as the staff left the care room to take their breaks.
- There were no loose electric cords observed and no televisions in the care rooms.

Infection Control:

- The service was cleaned daily and weekly and a person whose sole responsibility for cleaning the premises was employed in the service.
- The children were observed to wash their hands after nappy changing, after going to the toilet and before meal and snack time, and after messy play. The children were assisted with hand washing by the staff and reminded where necessary.
- There was hot water, liquid hand soap and paper towels available at all children and adult toilets, at all nappy changing stations and at the sinks in the care rooms.

- The hot water was recorded at 32.8 and 35°C in the Bubbles room in the toilet and nappy changing room respectively. At 22.2°C in the children’s toilet of the Bumble Bees room and was also suitable throughout the service.
- The nappy changing areas were clean and well maintained. Each of the changing mats observed were intact and no tears on the covers was observed. A supply of disposable aprons and vinal gloves were available at all nappy changing areas. Nappies were disposed of in pedal operated bins and no odour was evident in the nappy changing rooms. Children had named individual shelves for the storage of their nappies and toiletries.
- The changing mats were cleaned after each use.
- There were pedal operated bins available throughout the service.
- All coats and bags were stored off the ground on allocated hooks minimising contact and cross infection.
- Staff were observed to clean the tables after mealtimes with a suitable disinfectant.
- Notices were observed throughout the service to remind staff to wear gloves when cleaning children’s noses.

Administration of Medication:

- No medication was observed to be administered on the day of inspection however the policy to be followed and the previous records available indicated an appropriate procedure was followed when administering medication.

Safe Sleep:

- The children who slept in the sleep room adjacent to the Caterpillar and Buttercups rooms were physically checked every 10 minutes with these checks recorded. All children under the age of 2 years were all put to sleep in cots.
- The sleep facilities were safe with cots away from radiators and blinds and standard cots in use with safety mattresses.
- Currently each cot was used for one child with no cot sharing.

Fire Safety:

- The firefighting equipment was safely tethered to the walls.
- The fire exits were not blocked on the day of inspection.