

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015CC433
--------------------------	-------------

Name of Service:	The Glen Community Creche Ltd
-------------------------	-------------------------------

Address of Service:	Glen Resource and Sports Centre, Glen Avenue, Cork, Co. Cork
----------------------------	--------------------------------------------------------------

Eircode:	T23 DH95
-----------------	----------

Name of Registered Provider:	Martina Murphy
-------------------------------------	----------------

Service type:	Full Day, Part Time
----------------------	---------------------

Date of Inspection:	19/08/2024
----------------------------	------------

No of pre-school children:	AM	16	PM	11
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	Early Years Inspectorate Administration Building St Mary's Health Campus Gurrabraher Cork
Inspection undertaken by:	D Prendergast
Title:	Early Years Inspector

Authority to Inspect

The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).

Conditions if applicable	N/A
---------------------------------	-----

Description of service

The Glen Community Creche Ltd was established in 2001 and operates as a play based, early years setting. The childcare facility is registered to provide part time and full day care, for children aged one to six years. Daily hours of operation are from 8.30am to 5.30pm and the service is open 49 weeks of the year.

Located in an urban area in north Cork city, the service is provided from a three storey, split level, community building. Within the purpose-built premises, there is one operational care room, with an adjoining sleep room, a kitchen and sanitary facilities. A designated outdoor play environment is directly accessible from the care room. Staff also have access to an office, a staff room and a sluice room.

Staffing

There is a total of 16 adults attached to the early years setting, 12 of whom are involved in the direct care of the children. The registered provider is not based at the service. In addition, an administrator and two kitchen staff do not work directly with the children.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well-being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation
- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance/ health, welfare and development of child/ safety/ premises and facilities. The inspection may also focus on other areas as required.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Acknowledgments

The inspector wishes to acknowledge the cooperation of the person in charge, office administrator, staff and children who were present on the day of the inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,*
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and*

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

- (a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,*
- (b) consideration of references from reputable sources in the case of a person who has no past employers,*
- (c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and*
- (d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.*

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

- (1)
- (a) The registered provider had appointed a person in charge of managing the childcare facility and a deputy was also assigned to the service.
- (b)) The person in charge was present at the childcare facility upon the inspector's unannounced arrival and facilitated the inspection process.
- (2) Recruitment records in respect of the 16 adults attached to the setting were assessed for compliance and the following was noted:
- (a) Of the 32 required written references, 17 were from past employers, with records of validation in place for 14 of these references.
- (b) A further 14 of the required references were from sources other than previous employers and 11 had been suitably validated.
- (c) Garda vetting disclosures had been obtained for all 16 staff. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.
- (d) Not applicable. Following a review of the staff files, there was no evidence that international police vetting was required.
- (4) Records of completed qualifications in Early Childhood Care and Education, as listed on the National Framework of Qualifications, were available on file in respect of 10 adults, including one of the CE participants. Qualifications were not required in respect of the registered provider, the office administrator, the remaining two CE participants who worked with the children, or the two cooks.

Non-Compliance Information

- (2)
- (a)(b)
- Records of validation were unavailable for six of the written references in respect of three of the adults. A second written and validated reference was not on file for a fourth staff member.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The written response from the person in charge stated that all references have been received and validated. As a preventive measure, all staff files will be checked regularly to ensure that they are in order and that references are validated.

Supporting documentation submitted

Six written and validated references in respect of three staff members and a second written and validated references for the fourth adult, were forwarded.

Summary Comment

Following the corrective action implemented, regulatory compliance is determined to have been met.

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) It was observed that there was an adequate number of adults responsible for the direct care and supervision of the children in attendance.
- (2) The correct adult to child ratio was maintained on the day of the inspection. The care room comprised two play pods, which were in operation as follows:
- Morning:

Pod name and age range of children	Number of children present	Number of adults present
Part Time Pod (1 – 2 ½ years)	7	2
Full Day Pod (1 - 4 years)	9	2 + 1 CE participant

Afternoon:

Pod name and age range of children	Number of children present	Number of adults present
Part Time Pod (2½ - 3 years)	2	1 + 1 CE participant
Full Day Pod (1 - 4 years)	9	2 + 1 CE participant

- (8)
- (a) According to the staff roster, the service was operated with at least two adults present at all times. A minimum of two adults were also on duty throughout the inspection process.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(a) each child's learning, development and well-being is facilitated within the daily life of the pre-school service through the provision of the appropriate activities, interaction, materials and equipment, having regard to the age and stage of development of the child, and

Compliance Information

(1)(a)

Basic needs:

- The facilitation of meals and snacks was appropriately timed, with no gaps longer than two hours in between; breakfast was observed shortly after 10.00am, followed by lunch at midday and an afternoon snack just before 2.00pm.
- The children were accommodated to eat and drink in a relaxed environment, with a focus on social interaction, as the adults sat with and chatted to the children. Second helpings were readily provided and the available crockery and cutlery were easily managed by the children. Bibs were also supplied, as needed.
- During discussion, the inspector was informed that staff were continuing the established practice of attending to nappy changing at frequent daily intervals and as the need arose.
- Children's need for rest and relaxation was met through the provision of cosy areas within the main care room, where they could take time to read books and relax.
- When one of the children required sleep, they were promptly brought to the adjacent sleep room by one of the adults and gently smoothed, before being placed into a cot.
- The layout of the care room supported the children's need for mobility during play and exploration. Time in the outdoor area was not observed, due to wet weather conditions.

Part V - Care of Child in Pre-school Service

Regulation 22 – Food and drink

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

Compliance Information

- The service provided food for the children who attended both part time and full day care. Meals and snacks were prepared in the adjoining kitchen by designated cooks and a weekly menu was visible in the kitchen area.
- During the first meal break, children were offered a choice of two breakfast cereals, with milk. The lunch meal consisted of fish fingers, mashed potatoes, beans and gravy. Later in the afternoon, a fruit snack was served. Drinking water was available during and outside of mealtimes.
- It was reported that some of the children had food intolerances. The details of some were observed to be displayed in the kitchen and the inspector was advised that meal ingredients were adjusted accordingly, to reduce the risk of a child ingesting an allergen.
- The person in charge confirmed that additional snacks were available, should a child become hungry outside of the routine mealtimes.

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:

- Access points to the care room were maintained secure when not in use, which reduced the risk of entry by unauthorised persons and minimised the risk of a child exiting, while unsupervised.
- Safe storage was ensured for cleaning agents; high-level shelving was in use.
- Water at the children's wash hand basins was thermostatically controlled, so as not to exceed 43°C. Temperature readings ranged from 30.9°C to 31.8°C.
- Visibility markings were evident on low-level glass panels.
- First aid boxes were stored in areas that were inaccessible to children.
- There were no cables or trailing flexes within the children's reach.

Infection Control:

- Hygienic handwashing and drying was supported through the availability of warm running water, liquid soap, disposable paper towels and pedal operated bins, at the children's wash hand basins.
- Single use aprons and disposable gloves were readily available and utilised for nappy changing procedures.
- Table surfaces were sanitised before mealtimes.
- Wall hook storage was provided to store the children's coats and bags and in the nappy changing area, the children's toiletries were stored in labelled cubby shelves, or in labelled containers.
- Windows in the care room were open throughout the morning, which ensured a supply of natural ventilation.

Administration of Medication:

- The administration of medication to a child was not observed during the course of the inspection.
- Further to this, the inspector was informed that none of the children were in receipt of medication.

Safe Sleep:

- While in use to accommodate a sleeping child, the air temperature of the sleep room was recorded at 21.8°C. This fell within the recommended range of 18°C to 22°C, for children aged over 12 months.

- Handwritten sleep logs were maintained and available for review. Said records reflected 10-minute interval checks in relation to the colour, breathing and position of sleeping children.

Fire Safety:

- Fire exits doors were maintained obstruction free.

Outing:

- Not applicable, as an outing was not conducted.

Non-Compliance Information

Infection Control:

1. Following an observed nappy changing procedure, the child's hands were not washed and the adult did not wash their hands after removing the disposable gloves. This increased the risk of cross infection.
2. Two of the four cot mattresses in the sleep room were not waterproof or fitted with waterproof mattress protectors, as required to reduce the risk of cross infection.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. In her written reply, the person in charge outlined that she will ensure that all staff are washing both their own hands and the children's hands, after nappy changing. All staff were provided with a copy of the Handwashing policy and this policy is displayed in the nappy changing room. It will be ensured that all staff are following said policy.
2. The response stated that cot mattress protectors have been purchased to place on the two mattresses. Going forward, the person in charge will ensure that all cots have mattress protectors and that a spare supply will be available, in case replacements are needed.

Supporting documentation submitted

Infection Control:

1. A copy of the service's Handwashing policy and a photograph to demonstrate that the Handwashing policy is displayed in the nappy changing room.
2. Photographic evidence.

Summary Comment

The corrective actions implemented by the person in charge have addressed the non-compliances identified under regulation 23.

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) The First Aid Response (FAR) certification presented for examination demonstrated that five of the adults had completed this training. Subsequent review of the staff roster indicated that at least one of these adults was available at the service during the hours of operation.
- (2)
- (a) Within the care room, there were two first aid boxes accessible to adults, while out of reach of the children.
 - (b) The first aid supplies were readily and consistently available at the setting, should any child require treatment.

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 firefighting 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) The monthly fire drills undertaken had been documented and were made available. It was noted that the most recent fire drill took place on 24 July 2024.
 - (b) A record which contained details regarding the number and type of firefighting equipment was on file. According to the servicing documentation, the firefighting equipment was last checked on 11 September 2023 and the wired smoke alarm was tested on 14 August 2024.
- (4) The fire evacuation procedures were displayed in the care room, along with a fire evacuation map.

Part VI - Safety

Regulation 28 - Insurance

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

Compliance Information

The service was insured to provide full day care, as per the available certificate, which was valid until 27 March 2025.