

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DR066
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<b>Name of Service:</b>	WeeCare Day Nursery
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<b>Address of Service:</b>	Monkstown Ave, Monkstown, Co. Dublin
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<b>Eircode:</b>	A94 H728
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<b>Name of Registered Provider:</b>	Ian Buchanan
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date(s) of Inspection:</b>	16/06/2025
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<b>No of pre-school children:</b>	AM	119	PM	113
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co Kildare
<b>Inspection undertaken by:</b>	F Carty and E Mulhern
<b>Title:</b>	Early Years Inspectors

### 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>	Click or tap here to enter text.
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### Description of service

WeeCare Day Nursery is one of eight services privately operated by the registered provider in South Dublin and Northern Ireland. The early years service is registered to provide a full day care, part time and sessional service for pre-school children. The age range of children catered for in the service is from 0-6 years. The service operates between the hours of 7.30am and 6pm Monday to Friday.

The early years service is based in a Georgian style house that has been purposely adapted as a childcare facility. Twelve preschool rooms are available, and children are placed in the most appropriate care room based on their age. Two designated sleep rooms were provided for younger babies and children.

An outdoor play area is available to the front, side, and rear of the premises. The play areas are divided up to cater for the different age groups. All outdoor play areas had an artificial grass surface and were fully fenced and equipped with a variety of suitable play equipment.

### Staffing

The service currently employs twenty eight staff including a manager, deputy and administrative staff member. The service employs two chefs to prepare meals and snacks for the children. There were twenty-three staff working directly with the children. The manager and deputy manager worked directly with the children only when relieving staff for breaks and when additional support was required in specific care rooms. The registered provider does not work in the service.

### 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 and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under the following regulations:

Regulation 9 – Management and recruitment

Regulation 11 – Staffing Levels

Regulation 19 – Health, welfare and development of the child

Regulation 23 – Safety

A sampling process was used to assess compliance under regulation 19. As a result, the inspection included the following care rooms, baby room, fledglings 2, fledglings 3 and preschool 2,

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 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

*(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

(2)

The inspection focused on the recruitment records for thirteen staff employed since the last inspection on 15<sup>th</sup> May 2024. Documentation was reviewed in respect of these adults and met regulatory requirements as follows;

(a)(b)

There were eighteen verified references available from a past employer or a source other than a past employer.

(c)

Garda vetting disclosures were available for all adults. The service also demonstrated compliance with the Regulatory notice to renew Garda vetting every three years.

(d)

There were ten adults who had lived outside the State for a period exceeding 6 months. International Police vetting was available for all adults.

(4)

Records were available evidencing that the eight staff members who were employed to work directly with the preschool children held the required qualification or equivalent.

### Non-Compliance Information

(2)

(a)(b)

There was no second suitable reference for two adults who had commenced work in the service since the last inspection.

(3)

The procedures specified in paragraph (2) of regulation 9 were not completed prior to six adults commencing work in the service as detailed under (2)(d) and (2)(a)(b).

- Two staff members references were not suitable.
- There was no evidence that seven references for five adults had been verified prior to them commencing work in the service.

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

#### **Corrective and Preventive Action**

(2)(a)(b)

We have received an additional reference for 2 staff members, and they have been verified. They were checked by telephone and signed and dated by two managers. We no longer accept character references from a friend during the employment process. All references must be from most recent employer or suitable reputable source. We have updated our 'new employee induction process' form with this information.

(3)

Due to an admin error the dates were not put onto the reference check form at the time the references were verified. We have now put these dates onto the reference check forms. Going forward, all references checks will be dated and signed by two managers. An updated telephone check form is attached.

#### **Supporting documentation submitted**

Additional references and telephone check forms attached.

### Summary Comment

The corrective and preventive actions together with the supporting documentation submitted by the registered provider were reviewed by the inspector and are deemed to meet the requirements of Regulation 9.

### 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) An adequate number of adults were working directly with the children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. On the day of inspection there were one hundred and nineteen children attending the service being supervised by twenty three adults in the morning and one hundred and thirteen children being supervised by twenty two adults in the afternoon.

(8)(a) The staff roster demonstrated two adults are on the premises at all times during the hours of operation.

### 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-*

*(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.*

#### Compliance Information

(1)(b)

The service provided a range of meals and snacks served to children attending on a part time and full-time basis at regular intervals throughout the day. These were prepared on site. Snacks were provided by parents of children attending the service on a sessional basis. Bibs were put on younger children prior to dinner. Children in each of the rooms observed were seated in an age-appropriate manner at low level tables and chairs to enjoy their meals. Children were encouraged and supported to feed themselves and staff were observed offering help to younger children if required. Water was provided in individual drinking cups or bottles depending on the child's age and stage of development at all times to children. There were extra portions of food available for the children who wanted more and alternative options available for children with specific dietary requirements.

Older children all accessed the toilet independently during the inspection and staff supported younger children where required. Children requiring nappy changes were changed regularly and when required. Wet clothes were changed promptly.

Staff demonstrated kindness and warmth during interactions observed by the inspector and were engaged with the children throughout the inspection. Comfort was offered to children promptly when required with staff offering cuddles and affection to the children. The children appeared happy and content at their play throughout the inspection and were provided with freedom of choice in the materials they wished to use.

The children in the older rooms all accessed the outdoor area during the inspection.

Individual sleep needs of younger children were met, they were put to sleep when required. Older children slept at designated sleep times. The sleep rooms and care rooms used for sleep were calm, darkened and calming music was put on. Staff sat with children and reassured children as they drifted off to sleep.

### 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

The inspectors found by observation of practice, review of documentation, discussion with staff and inspection of the premises that the registered providers had taken the following steps to safeguard children attending.

##### **General Safety:**

The entrance door to the service and all other entrance and exits were adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised. Cleaning products and hazardous materials were stored safely out of reach of children. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. There were no hazards identified in the indoor or outdoor play environments.

##### **Infection Control:**

Liquid soap, warm water and paper towels were available to facilitate hand washing. The children were supported to wash their hands at regular intervals including after nappy changing, toileting, outdoor play and before meals in fledglings 1 and 2 and the baby room. A system was in place for effective sterilisation of soothers. Individual bed linen was provided for children and was stored separately when not in use. Staff stated that bed linen is laundered weekly or as required. All cot mattresses in use had waterproof covers.

##### **Administration of Medication:**

The service had an administration of medication policy in place. There were documented care plans available for children attending the service who required emergency medication. Staff demonstrated, through discussion, that they were familiar with the procedures and practices in place for the administration of medication in line with the services policy on medication administration. A sample of fifteen administration of medication forms were reviewed and documented all required information.

##### **Safe Sleep:**

Appropriate sleep equipment was used for children who required sleep for example children aged under 2 years old were provided with a cot while older children slept on sleep mats. Sleeping children were physically monitored at 10-minute intervals throughout the service and written records of these checks were maintained.

### Fire Safety:

All fire exits were clear of obstruction. Regular monthly fire drills took place with staff detailing the procedure to the inspectors.

### Non-Compliance Information

#### Infection Control:

Inspectors observed a number of practices which posed a risk of transmission of infection within the service:

1. Some nappy changing practices observed during the inspection in the service were inadequate for infection control purposes and at variance with the service's nappy changing procedure as follows:
  - Children's hands were not consistently washed following nappy changes.
  - Staff brought two children to the sanitary area together to change nappies. Whilst the staff member was changing one child's nappy the other child was placed on the floor and observed handling mops, the bins and the toilet.
  - The staff member re-dressed the child with soiled gloves which is at variance with the service policy.
2. The pedal operated bins in the Preschool 2 sanitary area were broken. Staff and children were observed to handle the bins throughout the inspection.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

#### Infection Control:

1. The staff member that failed to follow our correct policy and procedure has been re-trained in nappy training and is now following all proper procedures with confidence including handwashing and infection control. We will retrain all staff on a regular basis on our nappy changing policy, handwashing policy and overall infection control to ensure that all policies and procedures are being followed.
2. The lids of the bins in the sanitary area were not closing properly at time of inspection due to the lid not been clipped on correctly. Our quality care supervisor will inspect the bins regularly to ensure that they are all in full working order at all times. We spoke to all staff about ensuring that the bin lids stay clipped on throughout the day and we have also added extra signage to all bins to help remind staff.

# Early Years Inspectorate Regulatory Report

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### Supporting documentation submitted

#### Infection Control:

Photo of signage and bin.

### Summary Comment

The corrective and preventive actions together with the supporting documentation submitted by the registered provider were reviewed by the inspector and are deemed to meet the requirements of Regulation 23.