

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS176			
Name of Service:	Ronanstown Women's Community Development Project Creche			
Address of Service:	Neilstown Village Court, Neilstown Road, Clondalkin, Dublin 22, Co. Dublin			
Eircode:	D22 XY06			
Name of Registered Provider:	Rita Sweeney			
Service type:	Part Time			
Date(s) of Inspection:	14/02/2024			
No of pre-school children:	AM	11	PM	11
Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla Child and Family Agency, 7th Floor, Brunel Building, Heuston South Quarter, Dublin 8.			
Inspection undertaken by:	E. Mulhern			
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	Not applicable			

Description of service

Ronanstown Women's Community Development Project Creche is a not-for-profit service offering part-time care and education to children from two to six years of age. It opens from 9am to 2pm. The service operates out of two rooms in a purpose-built facility which is shared with another early years service. There is an outdoor area which is accessed directly from both rooms and is area is shared between the two services.

Staffing

There are four staff employed by the registered provider and two staff employed through the Community Employment scheme.

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 areas of governance/ health, welfare and development of child and safety. 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, 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.

(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)

(c) It was evident that the registered provider had considered the Garda vetting disclosures for two adults who were employed through the Community Employment scheme.

(d) Not applicable as none of the adults had lived in another state as an adult.

(4) The four staff members employed by the registered provider to work directly with children held awards in Early childhood Care and Education between Levels 5 and 6 on the National Framework of Qualifications.

Non-Compliance Information

(2)(a) & (b) It was not evident that the registered provider had considered references in relation to the six adults as follows:

- Adult 1: There was no record available to evidence that either of the references available had been verified.

- Adult 2: The second reference provided was not from a previous employer or a reputable source. The reference was documented from “a friend”.
- Adult 3: A second past employer reference was not available. The reference provided did not state in what capacity the staff member was known to the referee.
- Adult 4: There were no records to demonstrate references had been verified by the current employer. The record for one reference did not state when or by whom the verification was carried out. The record for the second reference was documented from the previous employer.
- Adults 5 & 6: There was no record available to demonstrate references had been verified by the current employer. The verification records available were documented from the previous employer.

(2)(c) It was evident through review of documentation and discussion with the person in charge, that the Garda vetting for four adults had been sourced by their previous employer and not by their current employer, contrary to the National Vetting Bureau (Children and Vulnerable Persons) Act 2012.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2) (a) & (b) One reference cannot be sourced at present but will be done as soon as the adult returns to work. All other references have been sourced and verified. Recruitment policy has been reviewed. The Human Resource department has been may aware of errors made and has put a new plan and policy in place to ensure these errors do not happen again.

(2) (c) Garda vetting disclosures have been received. Recruitment policy has been reviewed. The Human Resource department has been may aware of errors made and has put a new plan and policy in place to ensure these errors do not happen again.

Supporting documentation submitted

Documents were submitted in keeping with the actions stated.

Summary Comment

The actions submitted have been deemed to adequately address the non-compliance.

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) An adequate number of adults were working with the children. There were 4 adults working with 11 children.

(2) At all times the minimum required ratio of adults to children was maintained.

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

The inspector observed appropriate and suitable care practices within the service. The staff supported the children to manage their personal care. Children's nappies were changed routinely and in between when required. Staff used these opportunities for warm one-to-one interactions. Older children were supported to use the toilet independently. Staff supported the children with handwashing at appropriate times and helped them to clean their faces after eating. They ensured the children were dressed appropriate to the cold weather with hats and coats when going outside. Their independence was supported through low level hooks with their photo for their belongings.

Meals and snacks were provided at regular times. Drinks of water were available within the rooms and were offered when children were eating. An area was provided with matting and cushions within the rooms where the children could rest or take a break from activities. Staff were responsive to the children's needs and demonstrated warmth and affection in their interactions throughout the inspection with the use of soft and gentle tones.

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 person trained in first aid for children was always available to the children.

(2)(a) & (b) A suitably equipped first aid box was stored in a conspicuous position.

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) Records were available of fire-drills carried out in the service. The last fire drill recorded was dated 15 January 2024.
 - (b) Records were available outlining the number, type and maintenance of the firefighting equipment and smoke alarms.
- (4) Notices of the procedures to be followed in the event of a fire were clearly displayed.