

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY287
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Name of Service:	RTE Childcare (managed by Wee Care Day Nurseries)
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Address of Service:	RTE Campus, Montrose House, Donnybrook, Dublin 4, Co. Dublin
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Eircode:	D04 P9N2
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Name of Registered Provider:	Ian Buchanan
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Service type:	Full Day
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Date of Inspection:	27/02/2025
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No of pre-school children:	AM	45	PM	53
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Address of the Early Years Inspectorate:	1st floor Trinity Building, IDA Business Park, Southern Cross Road, Bray, Co. Wicklow.
Inspection undertaken by:	Sarah Quigley, Jackie Mayock, Helen Sutherland
Title:	Early Years Inspector(s)

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

RTÉ Childcare is a full day care service located on the grounds of the RTÉ campus in Donnybrook, Dublin 4. Education and care are provided on a full day care basis to children aged between six months and six years. The service is open from Monday to Friday between 07:30 and 18:00 hours. The service operates from a two storey, large period dwelling which has been purposely adapted for use as early years service. Six care rooms are currently in operation in the service and two designated sleep rooms are available. A large enclosed outdoor play area is available to the rear of the premises.

Staffing

Nineteen adults are currently employed to work in the service, including a centre manager and an area manager who works between two centres operated by the registered provider. On the day of inspection, seventeen adults were present including the centre manager and the area manager.

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/ information and records. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under Regulation 19 Health, Welfare and Development of child. As a result, the scope of the inspection included the Baby Room, the Twinkler Room, the Tweenies Room, and the Toddler room.

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 area manager, 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 assessment of documentation under Regulation 9 was limited to nine staff members who had commenced employment since Regulation 9 was last inspected on the 30th January 2024. The following records were available for the adults:

(a) (b)

The registered provider demonstrated that they had verified the references obtained from two sources for each of the nine adults.

(c) A Garda vetting disclosure from The National Vetting Bureau for the nine adults.

(d) International police vetting was available for six of the adults who had lived outside the state for a period exceeding six months as an adult.

(3) Documentation reviewed evidenced that the procedures specified under 9(2) had been carried out prior to the nine adults commencing employment in the service.

- (4) There was evidence that each of the nine staff members had attained at least a major award in Early Childhood Care and Education at Level 5 on the National Framework for Qualifications, or a qualification deemed to be equivalent.

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 directly with the pre-school children attending the service during the inspection.
- (2) The registered provider ensured that the minimum ratio of adults to children was maintained in the service on the day of inspection. There were fifty-three children present during the inspection being supervised by thirteen adults.

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;

Non-Compliance Information

Documentation reviewed during the inspection evidenced that a record of attendance was not maintained for each child in the service as follows:

Attendance records in the Baby Room were reviewed by the inspector at 10:40am. One child in attendance who staff reported arrived at the service at 9:45am had not been signed into the attendance book or the online application used by the service, which staff reported is taken with them in the event of an evacuation. This was at variance with the checking in and out policy in place in the service. Inaccurate records of attendance may hinder the safe evacuation of children in the event of an emergency.

The corrective and preventive actions submitted following the last inspection of the service on the 29th and 30th January 2024 did not prevent the re-occurrence of the non-compliance.

Corrective & Preventive Action submitted by the Registered Provider

The following response was provided by the service:

Corrective and Preventive Action

Management set up and completed one to one retraining to staff members in all rooms on Regulation 16, record in relation to preschool service and the importance of signing children in and out of register at all times. The service updated the induction policy for new children starting to include recording of children on register and tablet from the first day of visit.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has 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-

(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

Appropriate and suitable care practices were observed to be in place. Meals and snacks were offered to the children regularly throughout the day. Self-feeding was promoted in younger care rooms and staff assisted children where required. Bibs were provided to younger children to protect their clothing. Children's nappies were changed routinely and as needed, with staff using these opportunities for warm one-to-one interactions. Older children were supported to use the toilet independently. Staff addressed children by name and spoke to them in gentle, positive tones. Children were comforted promptly if they became upset.

A rest area was provided within the rooms where the children could rest or take a break from activities. Staff reported that babies were placed to sleep in line with the individual care needs. Older children were given the opportunity to sleep after lunch time where required. The children were made comfortable for sleep, with staff removing their shoes and outer clothing and providing soothers to those who used them. Staff provided comfort to children where required when going to sleep, offering reassurance by stroking their backs and speaking softly to them. Staff maintained records on an online interactive application to share with parents/guardians regarding individual children's care, including information about diet, sleep, and nappy changes.

The routine and play experiences in the service were observed to be child-led, and children were observed to be content in their play-based activities throughout the inspection. Some children were provided with the opportunity for outdoor play and were dressed appropriate to the weather.

Non-Compliance Information

1. Drinking water was not accessible to the children at all times in the care rooms on the day of inspection. Drinks of water were only observed to be offered to the children at mealtimes.

Corrective & Preventive Action submitted by the Registered Provider

The service submitted the following response:

Corrective and Preventive Action

Management had one to one meetings with all staff, and they are now continually and regularly offering water to all children outside mealtimes. The service have put child friendly signage on all water stations. Staff members are encouraging children to point at water signs if words are not available. A unit leader meeting was held, and

management emphasized the importance of giving water to the children outside of mealtime and regularly throughout the day. Minutes of meeting were given to all staff. Regular room checks by management to make sure signs are visible to children and fluids given throughout the day will occur.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met.

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 provider had taken the following steps to safeguard the children attending:

General Safety:

The entrance doors into the service 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 were stored securely out of reach of the children.

Infection Control:

Waste was managed appropriately with the use of pedal-operated, lidded bins throughout the service. Pedal operated bins specifically for the disposal of nappies were in use in the nappy changing rooms. Staff stated appropriate exclusion periods for adults and children with infectious illnesses were implemented in the service as per the policy.

Administration of Medication:

There was written evidence of prior parental consent for the administration of both temperature reducing and prescribed medications, and there were procedures in place to safely administer and document such medication if required, including in the case of an emergency. Staff adequately detailed the procedures for administering medication when required during discussions with the inspectors. Individual care plans were in place for children

who required emergency medication. Staff detailed the procedures outlined for each individual child during discussions with the inspectors and stated they had been trained on how to correctly administer the required medication.

Safe Sleep:

Standard cots and low-level beds were available for sleep and were used in accordance with children's ages and developmental needs. The temperature of the rooms where children slept were maintained at the required temperature ranges.

Fire Safety:

The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff members adequately outlined the evacuation procedures in place in the event of a fire and stated that fire drills are practiced regularly on a monthly basis.

Outing:

Not applicable, the person in charge stated the children do not go on outings from the service.

Non-Compliance Information

General Safety:

1. The paint on areas of the walls and skirting boards in the Baby Room, The Tweenies Room and the Twinklers Room were heavily chipped and peeling away in parts. Debris from the chipped paint was on the floor in reach of the children in these care rooms, posing a risk of harm to a child should they ingest it.

Infection Control:

2. The handwashing practices observed were inconsistent and at variance with the infection control policy in place in the service. Children's hands were not consistently washed before meals and after nappy changing, posing a risk of cross contamination. The corrective and preventive actions submitted following the last inspection of the service on the 29th and 30th January 2025 did not prevent the re-occurrence of the non-compliance.
3. Although cleaning schedules were documented as being completed in the service, some areas of the care rooms required a deep clean as follows:
 - A build up of dirt and debris was visible on the nappy changing table and the crevices of the nappy changing mat in the Baby and the Tweenies changing rooms.
 - A build up of dirt and debris was present in the base of the ball pool in the Baby Room.
 - A build up of dust was present on a shelving unit at the sink in the Baby Room.

4. Some wooden children's toys were observed to be stored on a shelving unit in the Baby Room nappy area posing a risk of cross contamination.
5. During discussions with staff members, it was noted that on the busiest days in the Baby room some cots are shared. Staff members stated that a sheet is placed on both sides of the cot mattress, and the mattress is turned over when one baby is finished and the other requires sleep. A waterproof covering is only available on one side of the mattress. This is at variance with the infection control procedures the manager stated are in place for shared cots, and posed a risk of cross contamination.

Safe Sleep:

6. On the day of inspection, practices in place in relation to safe sleep for two children sleeping in the cot room used by the Twinklers and Tweenies were inadequate at variance with the service's policy on safe sleep. This posed a potential risk to the health and safety of children as follows:
 - There were no records of individual sleep checks having been completed on two of the sixteen children at 13:08pm, who had been asleep since 12:00pm.

Action submitted by the Registered

The service submitted the following response:

Corrective & Preventive Action

General Safety:

1. All effected walls and skirting boards were treated and painted. Monthly health and safety checklists were updated to include no chipping or peeling of paint work on walls and skirting boards.

Infection Control:

2. Management discussed the non-compliance with staff and reiterated that the handwashing policy and procedure we have in place is to be always followed. Management also spoke with all staff individually about the importance of regular washing of children's hands through the day especially around the following times: Before and after meals, after garden times, after toilet and nappy changes, when a child's hands are visibly dirty. Additional signage was put up in all care rooms detailing minimum times when children's hands must be washed at a minimum.
3. A deep clean was carried out on the nappy change table and the nappy changing mat in the Baby room and Tweenie room. The service updated the weekly cleaning checklist to include nappy changing table and changing mat. Once a week the changing area, to include the changing table, shelves and changing mat, will

be deep cleaned. All balls were removed from ball pools and thoroughly cleaned and disinfected. Base of ball pool was cleared of any dirt or debris. A weekly cleaning sheet for ball pool and balls only was introduced to ensure ball pools and balls are cleaned at least once a week. The shelving in the baby room was cleaned of all dust. The weekly cleaning sheet was updated to include shelving unit at sinks in all rooms

4. All wooden toys from the change room were disposed of immediately. All staff were reminded about the risks of contamination if they store toys in nappy changing room. Staff were told to never store equipment or any toys in the nappy changing rooms and to dispose of broken equipment immediately.
5. A new policy was introduced immediately for sharing of cots which will include: If a child is sharing a cot only one set of bed linen should be on a mattress at one time. Each child is to have their own personal bag to store their own bed linen. A new policy was introduced, all staff were trained on this policy.

Safe Sleep:

6. Staff were informed immediately how critical it is to record the ten-minute sleep checks once physical sleep check is completed. A new sleep sheet with all children's names from the room prepopulated is now used. This will be kept updated by management.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The corrective and preventive actions submitted as stated will address the non-compliances identified. These actions will be assessed on the next inspection of the service. The regulatory requirement has been met.

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)

An adult trained in First Aid Responder (FAR) training was available to the children on the day of inspection.

(2)

- (a) The first aid boxes were stored in a conspicuous location within the service.
- (b) First aid boxes were available in the service at all times on the day of inspection.

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) A written record was available detailing fire drills that had taken place in the service. The record showed that the last fire drill had taken place in January 2025.
- (b) There was a record to show that the firefighting equipment and the smoke alarm system had been serviced in February 2025.

(4) The procedures to be followed during a fire drill and in the event of a fire were displayed in a conspicuous location within the service.