

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DY351		
<b>Name of Service:</b>	Inchicore Community Crèche and Afterschool		
<b>Address of Service:</b>	The Oblate House, Tyrconnell Road, Inchicore, Dublin 8.		
<b>Eircode:</b>	D08 R8NY		
<b>Name of Registered Provider:</b>	Cinthia Conboy		
<b>Service type:</b>	Full Day, Part Time		
<b>Date(s) of Inspection:</b>	16/09/2024		
<b>No of pre-school children:</b>	AM	56	PM 41
<b>Address of the Early Years Inspectorate:</b>	The Early Years Inspectorate, Tusla, Child and Family Agency, Loughlinstown Health Centre, Loughlinstown drive, County Dublin		
<b>Inspection undertaken by:</b>	Olivia Quill and Emer Mulhern		
<b>Title:</b>	Early Years Inspectors		
<b>Authority to Inspect</b>			
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>	Not applicable		

### Description of service

Inchicore Community Crèche and Afterschool is a community based service registered to provide full day care, part-time and sessional care. The service offers the Early Childhood Care and Education (ECCE) scheme for children ranging in age from two years to six years. Opening hours are 8am to 5pm Monday to Friday. The ECCE scheme is provided daily from 9am to 12pm. The early years service is based on the grounds of the Church of Mary Immaculate Inchicore. The service operates within the Oblate Father's Community Centre. Care of the children is provided across five care rooms. Four care rooms are located on the ground floor and the fifth care room is on the first floor. Two designated outdoor play areas are provided for the children on the premises and they have use of the hall.

### Staffing

In total sixteen adults are employed in the service including the registered provider, deputy manager and two cooks. On the day of inspection eleven adults worked directly with the children. The registered provider and deputy manager were not allocated to a room but supported staff as required and worked 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 and health, welfare and development of child. The inspection plan was to assess compliance under the following regulations:

Regulation 9(1)(a), (b), (c), (2)(a) -(d) and (4) Management and recruitment

Regulation 11(1), (2), (8)(a) Staffing levels

Regulation 19(1)(b) Health, safety and welfare of pre-school child.

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 inspectors wish 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 registered provider was the designated person in charge and there was a named person to deputise as required.
  - (b) At all times during the inspection the designated person in charge was on the premises.
  - (c) There was a clear management structure in the service that identified the lines of authority and accountability in the service and the specific roles and responsibilities of each employee.

(2) The inspection included a review of four files for new staff who had commenced working in the service since the last inspection on the 28 February 2023. Garda vetting disclosures were reviewed for all staff employed in the service.

Documentation reviewed in respect of these adults and met regulatory requirements as follows:

- (a) There were written validated references available from previous employers for adults employed in the service.
  - (b) References from other sources were available for adults who did not have a previous employer.
  - (c) Garda vetting disclosures from the National Vetting Bureau of the Garda Síochána were available for all adults employed to work in the service. These were dated within the previous three years in adherence to the Early Years Inspectorate Regulatory Notice.
  - (d) Police vetting was available for three adults who had resided outside the State for a period longer than six consecutive months as an adult.
- (4) Records were available evidencing that adults who were employed to work directly with the children held the required qualification.

### Non-Compliance Information

(2)(d) Police vetting was not available for one adult who had lived outside the state for a period of longer than six months as an adult.

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

#### Corrective and Preventive Action

(2)(d) The member of Staff in question has since got a new police vetting. The manager is now aware of the vetting requirement for Spain and will seek it in future.

#### Supporting documentation submitted

Copy of police vetting.

### Summary Comment

Supporting evidence was submitted in keeping with the actions submitted. The Regulatory requirement has 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) 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. There were fifty-six children attending the service being supervised by eleven adults on the day of inspection.

(8)(a) There were two adults on the premises at all times.

## 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 registered provider ensured that appropriate and suitable care practices were in place. Children were provided with food and snacks at regular intervals. Mealtime was relaxed and observed to be a positive social experience for children as adults engaged with them helping when required. Drinking water was offered with meals and snacks and readily available throughout the day.

Children who wore nappies had them changed regularly throughout the day and at other times when required and adults were observed to engage attentively with children during the procedure. Older children were supported to use the toilet independently and were encouraged to wash their hands afterwards.

Children's hands were washed after outdoor play and before eating.

Transitions within the service were managed appropriately. The transition from playtime to dinner time in the Butterfly room was managed with the use of stories. The atmosphere in the care rooms was observed to be calm. Staff demonstrated warmth and affection in their interactions with the children throughout the inspection by the use of soft and gentle tones. Children who were upset were comforted with hugs.

All children were provided with an opportunity to sleep. Low level beds were provided and during this time the blinds were closed and the room was made conducive for sleeping. Staff remained with the children providing reassurance and comforting children as they settled to sleep. All children had regular access to outdoor play.