

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015KE013
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<b>Name of Service:</b>	Tigers Childcare
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<b>Address of Service:</b>	No 1 Brayton Park, Kilcock, Co. Kildare
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<b>Eircode:</b>	W23 NX57
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<b>Name of Registered Provider:</b>	Therese Noonan
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<b>Service type:</b>	Full Day, Sessional
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<b>Date(s) of Inspection:</b>	13/01/2025
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<b>No of pre-school children:</b>	AM	44	PM	26
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Tusla Child and Family Agency, Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co. Kildare, W91 X38W
<b>Inspection undertaken by:</b>	E. Mulhern and R. Phillips
<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>	N/A
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### Description of service

Tigers Childcare currently provides full day care and a sessional service for children aged 1-6 years. The service operates from a two-storey purpose-built premises located in a housing estate on the outskirts of Kilcock. Children are allocated to one of four rooms according to their age and stage of development. A designated sleep room is available on the ground floor and an outdoor play area is located at the rear and side of the property. The service opens between 7:30am - 6:30pm Monday to Friday with the sessional service operating between 9:30am - 12:30pm.

### Staffing

There are 18 staff employed to work in the service including the manager, deputy manager, cleaning assistant and kitchen assistant. Fourteen staff members are employed to work directly with the children. Both managers provide break cover and assistance as needed. Fifteen staff members were present during the inspection.

### 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 and health, welfare and development of child. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under regulation 19(1)(b) – Health, welfare and development of child. As a result, the scope of the inspection included the Junior Discoverers, Senior Discoverers and Active Cubs rooms.

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, deputy 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.

(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

(1)

- (a) The service had a person in charge and a named person to deputise.
- (b) The person in charge was always on the premises during the inspection. The staff roster provided for the person in charge or a person who could deputise to be present at all times of opening.
- (c) The service had a clear, documented management structure with staff roles outlined. Staff members demonstrated an awareness of their roles and responsibilities and the lines of authority within the service.

- (2)
- (a) & (b) Appropriate consideration had been given to references for all staff members. References had been sourced from their past employers or from another source where they had only one or no previous employers. All references had a record of verification checks carried out.
- (c) Garda vetting disclosures were available for all staff members. Garda vetting disclosures had been renewed in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.
- (d) International police vetting had been sourced for all staff members who had lived in another state for more than six months as an adult.
- (3) Garda vetting disclosure dates confirmed that these had been received prior to staff commencing employment. Verification of reference dates confirmed that these had been conducted prior to staff commencing employment.
- (4) All staff employed to work directly with children held at least a major award in Early Childhood Care and Education at Level 5 on the National Framework of Qualifications or a qualification deemed equivalent by the Minister.

## 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 with the children. There were 13 adults working directly with 44 children with both managers available to assist as needed.

(2) The minimum adult to child ratio requirement for the age of children and type of service provided was always maintained.

(8)(a) There were at least two staff members on the premises throughout the inspection. The staff roster provided for a minimum of two staff to be on the premises at all times of opening.

### 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) Appropriate and suitable care practices were in place within the service. A key person approach was used to support children in forming secure attachments. The adults demonstrated warmth and affection in their interactions with the children, listening to them, speaking kindly to them and responding to their cues. Children were comforted when they became upset. Minor conflicts were managed promptly and calmly by staff, using age-appropriate techniques.

Snacks and meals were offered to the children at regular intervals throughout the day. The children sat in small groups with adults when eating. The adults engaged the children in conversation and promoted social skills. The Active Cubs room provided rolling snack times, promoting children's independence by allowing them to choose when to eat and to serve themselves. Drinks were always available within the rooms and were offered with meals and snacks.

Staff supported the children to manage their personal care. The children were dressed in coats and hats when playing outdoors appropriate to the weather. The adults in the Senior and Junior Discoverers rooms helped the children to wash their hands at appropriate times and to clean their faces and noses as needed. Bibs were provided to protect the children's clothes from becoming soiled or wet when eating. Each child had a change of clothes available for use if necessary.

Children's nappies were changed at scheduled times and in between when required. Staff used these opportunities for warm one-to-one interactions. Transitions between activities and care routines were well managed with staff explaining to the children what was going to happen next. Children in the Active Cubs room used the toilet and washed their hands independently with staff available to help as needed.

An area was provided with matting and cushions within the rooms where the children could rest or take a break from activities. Children attending the Junior Discoverers room were placed to sleep according to their individual

routines. Children attending the Senior Discoverers room were provided with an opportunity to sleep after dinner. The children slept in cots or beds appropriate to their age and stage of development. A bed was laid out for a child within the Active Cubs room whom staff reported sometimes sleeps.

Staff told the inspectors that the children are facilitated to sleep outside of routine times if they show signs of tiredness. The children were made comfortable for sleep with their outer clothing and shoes removed and soothers given to those who used them. Staff checked on the sleeping children at ten-minute intervals and remained in the rooms where children slept on low beds.

An app was used for two-way communication with parents/guardians to support the continuation of children's care. This allowed staff to share information in real time about the child's day including diet, sleep and nappy changing. Staff also discussed the children's care with parents/guardians at drop off and collection times.