

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015KE028				
<b>Name of Service:</b>	Tots Creche & Daycare Nursery Limited				
<b>Address of Service:</b>	34 Killybegs Manor, Prosperous, Co. Kildare				
<b>Eircode:</b>	W91 XK13				
<b>Name of Registered Provider:</b>	Audrey Murray, Annette Akerlind				
<b>Service type:</b>	Full Day, Part Time, Sessional				
<b>Date of Inspection:</b>	24/04/2023				
<b>No of pre-school children:</b>	<table border="1"> <tr> <td>AM</td> <td>49</td> <td>PM</td> <td>42</td> </tr> </table>	AM	49	PM	42
AM	49	PM	42		
<b>Address of the Early Years Inspectorate:</b>	<p>Early Years Inspectorate, Child &amp; Family Agency, Suite 7 Vista Primary Care Ballymore Eustace road Naas, Co. Kildare W91 X38W</p>				
<b>Inspection undertaken by:</b>	T. Duignan				
<b>Title:</b>	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

n/a

## Description of service

Tots Creche and Daycare Nursery Ltd. opened in 2003 as a privately run childcare service for pre-school children aged 0 to 6 years.

The service provides full day care, part-time and sessional education and care to pre-school children from 7.00am – 6.30pm, Monday to Friday. School aged care is provided also. The service is located in a purpose-built premises within a residential development on the outskirts of Prosperous. The service has four care rooms, two sleep rooms, sanitary facilities and a secured outdoor play area at the side and rear of the service. Set down and parking facilities are available.

## Staffing

There were thirteen adults present in the service including the person in charge on the day of the inspection. The area manager arrived after the inspection commenced at 10:15am. Two adults arrived from two other services arrived at 10:30 am and 10:40 am, the registered providers were not present.

The seven adults employed and working directly with the pre-school children in the service had completed a major award in Early Childhood Care Education as per the National Framework of Qualifications.

The manager and assistant manager provided support to the care rooms. A cook was employed to prepare food for the children and an adult provided housekeeping support during the morning and worked with school age children in the afternoon.

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

The inspection focused on an examination of compliance under

- Regulation 9 (1)(a)(b)(c), (2)(a)(b)(c)(d), (3), (4) - Management and recruitment.
- Regulation 11(1),(2) – Staffing Levels.
- Regulation 23 – Safeguarding health, safety and welfare of child.

However, on inspection, additional non-compliances which posed significant risk were identified under:

- Regulation 9(7) – Management and recruitment.
- Regulation 16(1)(a) – Record in relation to Pre-School Service.
- Regulation 29(e) - Premises
- Regulation 30(1) – Minimum Space requirements.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under

Regulation 9(2)(a)(b)(c)(d), (4, (7)) - Management and recruitment.

Regulation 16(1)(a) – Record in relation to Pre-School Service.

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.

### Additional Information

1. Conditions were applied to the registration of the service under Part III, (9) (3) & Part VI (23) Child Care Act 1991 Early Years Regulations 2016 on 10 August 2022 for a duration of 9 months. The conditions expired on 10 May 2023.
2. On 14<sup>th</sup> May 2023, letter of caution was issued to this service due to the breach of conditions found on inspection.
3. A written immediate action notice under Regulation 23 – Safeguarding Health, Safety and Welfare of the Child was issued to the registered provider by the Early Years Inspector on 25 April 2023.
4. A written response was received by the Early Years Inspector on 26 April 2023 from the area manager in relation to the immediate action notice, the response was assessed and accepted by the Early Years Inspector.
5. A regulatory Enforcement Meeting was held with this service on 26<sup>th</sup> May 2023. In attendance for the service was Audrey Murray, Registered Provider, Operations Manager and Service Manager.
6. A second written corrective and preventive action response was requested from the registered providers on 15 June 2023.
7. All responses received have been considered in the completion of this inspection report.

### Acknowledgments

The inspector wishes to acknowledge the cooperation of the registered providers, person in charge, area manager 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*

*(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.*

*(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:*

- (a) the policies, procedures and statements of the service specified in Schedule 5.*
- (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and*
- (c) these Regulations.*

#### Compliance Information

(1)

- (a) There was a designated person in charge and a named person to deputise as required.
- (b) The named person in charge remained on the premises for the duration of the inspection.

A sampling process was used to review the records. The records of four staff members were reviewed.

- (2)
- (a) Two written and verified past employer references were available in respect of four adults whose records were reviewed.
- (b) Not applicable, as all references were from an employer.
- (c) Garda Vetting disclosures were available for four recently employed staff members.
- (d) Not applicable, as no adult had lived overseas.
- (4) Three adults recently employed and working directly with children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or higher on the National Framework of Qualifications.

### Non-Compliance Information

(7) There was no documentary evidence available that a staff member who had commenced employment in the service and was observed working directly with children had been provided with induction training.

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

The person authorised on behalf of the registered providers stated in the written response submitted that:

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

(7) On the morning of the inspection an induction for three new staff from two of our services had been arranged the previous week and was due to be conducted that morning. The Area Manager was collecting one staff member from one service to bring to this service to carry out the induction with all three in our Prosperous service together. One staff member did not show up, so the Area Manager went to the Prosperous service to carry out the two staff's inductions. When Tusla arrived the Area Manager supported the care rooms while the Manager of the service assisted the inspectors with their inspection. Once the inspectors left the service that day the two staff had their formal induction with the Area Manager and then carried out their practical induction with the service Manager. On the 17<sup>th</sup> May the Service Manager carried out a staff meeting with all the staff from this service. In this meeting she carried out practical demonstrations with all staff in the service, making sure all staff followed all our company policies and procedures.

Make sure the staff member has received their formal induction, practical induction before the staff member starts. This will ensure that all staff understand our company policies and procedures before they start their employment.

#### **Supporting documentation submitted**

Staff induction sheet

Staff induction practical list

### Summary Comment

The written response and documentary evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 9. This area of practice will be assessed at the next inspection.

### 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) There were forty-nine children attending the service being supervised directly by eight adults.

#### Non-Compliance Information

(2) The minimum ratio of adults to children was not maintained during the inspection as specified in column (3) of Part 1 of Schedule 6 as evidenced by the following observation:

At 9:58am there were thirteen children aged 3 – 6 years being supervised by one adult in the covered outdoor area. The children were seated at tables engaged in an art activity.

*This was an area of non-compliance at the previous inspections on 27 February 2019, 12 April 2021 and 9 March 2022.*

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

The person authorised on behalf of the registered providers stated in the written response submitted that:

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

**A second written response was received on 23 June 2023.**

(2) Signage has been placed into all of our care rooms in the service. Staff are being reminded daily to double check their ratios throughout the day to make sure it is in their mind all of the time.

The manager has carried out extra ratio checks, and evaluations throughout the day to make sure staff are aware of the numbers in their care.

We will make sure staff are aware of the ratio of the age group in their care upon induction. We will make sure staff are aware of the health and safety risks involved if they are not adhering to ratio. Management in all services have been told to carry out ratio checks throughout the day every day.

#### **Supporting documentation submitted**

Document – minutes of staff meeting/ training night 17 May 2023.

Email and poster relating to minimum adult child ratios in each of the care rooms.

### Summary Comment

The written response and documentary evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 11. This will be assessed at the next inspection.

### 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:*

*(a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor.*

#### Non-Compliance Information

A sampling process was used to review the records. The records of four staff members were reviewed.

(1)(a) Photographic identification for one adult was not available. A curriculum vitae for one adult was not available.

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

The person authorised on behalf of the registered providers stated in the written response submitted that:

#### Corrective and Preventive Action

**A second written response was received on 23 June 2023.**

(1)(a) The staff member without photo identification is not on site and will not return to the service until she has produced her photo identification to the Area Manager and Registered Provider.

The curriculum vitae for one staff member is now on file.

We will ensure that all staff produce the proper identification for their staff file so it can be checked and verified before commencing employment.

#### Supporting documentation submitted

Letter stating that the staff member will not be rostered.

Staff roster dated 20 June 2023.

Evidence of curriculum vitae.

### Summary Comment

The written response and documentary evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 16(1)(a).

### 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

##### General Safety:

The entrance door to the service was electronically controlled by staff members to prevent children from exiting the service unsupervised and to restrict unauthorised persons from gaining access to the pre-school rooms. Cleaning agents were stored safely out of the reach of children. The children were supervised by the staff members when using the multiactivity climbing frame in the outdoor area.

##### Infection Control:

There was an infection control policy in place. Liquid hand soap and paper towels were readily available for hygienic hand washing and drying. Foot pedal operated bins were available for hygienic disposal of paper towels. Nappy change facilities were available for any child who was not fully toilet trained. Written cleaning schedules were displayed and maintained for the room environments, which were observed to be maintained in a clean and hygienic condition.

##### Administration of Medication:

Medication was not given at the time of the inspection, written parental consent was available should medication be required to be administered to a child. The staff members were familiar with required safe practice when administering medication in the service.

##### Safe Sleep:

Seven cots were available for children aged 0-2 years requiring sleep.

It was observed that 10-minute sleep check observations were completed on all sleeping children and the staff documented the colour, position and breathing of sleeping children in their care. The environmental temperature in the two sleep rooms was maintained between 16<sup>o</sup>-20<sup>o</sup> Celsius.

The staff members were familiar with current best practice guidelines in relation to reducing the risk of sudden infant death syndrome.

Sixteen low level sleep beds were available for all children aged over 2 years requiring sleep.

### Fire Safety:

Monthly fire drills had been carried out and staff members were familiar with fire safety evacuation procedures from the service. Fire exits were not obstructed.

### Outing:

The service does not conduct outings.

## Non-Compliance Information

### General Safety:

1. The hot water temperature in the two wash hand basins in the sanitary accommodation used by the Wobbler room was greater than 43° Celsius.  
At 11:25 am, it was 61.5° Celsius in first sink on left hand side and 63° Celsius on second sink on left hand side. This was brought to the attention of the person in charge and corrective measures were put in place however the water temperature remained above 43° Celsius.  
*A written immediate action notice under Regulation 23 – Safeguarding Health, Safety and Welfare of the Child was issued to the registered provider by the Early Years Inspector on 25 April 2023.*
2. There was no documentary evidence available that indoor and outdoor environmental risk assessments were completed on a daily basis.  
*This was a non-compliance at the last inspections 9 March 2022 and 11 January 2023.*
3. The slow release catch on the door to sanitary area in the Wobbler room was broken and the door handle was loose. The door handle was accessible to the children. The broken slow-release catch predisposed the child to potential injury if the door closed quickly. It is acknowledged that the required repairs were completed during the inspection.  
*This was a non-compliance at the last inspections 11 January 2023*
4. The toilet seat in second toilet on the right-hand side of the Wobbler room was loose. This created a potential risk of injury to a child. It is acknowledged that the required repair was completed during the inspection.  
*This was a non-compliance at the last inspections 11 January 2023*

### Infection Control:

5. The wall mounted toilet roll holders were broken in the upstairs sanitary accommodation, subsequently the toilet rolls were placed on the shelf above the radiator which was inadequate for infection control purposes.

*This was a non-compliance at the last inspections 9 March 2022 and 11 January 2023.*

6. The foot pedal on the waste bin in the sanitary area used by Wobbler room was broken and it was observed that the lid was being lifted to dispose of waste and used paper towels.
7. The nappy change disposal bins in the nappy change area used by the Baby room and the sanitary area between the Toddler and Pre-School rooms was not foot pedal operated and therefore not recommended for the infection control purposes.
8. The foot pedal operated bin was accessible to the children in the Baby room. It was observed on two separate occasions that children lifted the lid and accessed the contents.
9. The following was observed in the sanitary area between the Toddler and Pre-School rooms and compromises infection control practices:
  - A toilet trainer seat was observed on the floor.
  - The toilet seat on the first toilet on the right hand side was stained and the protective covering on the toilet seat on the second toilet on the same side was torn exposing the inner compressed material. This limited effective cleaning for infection control purposes.
  - The two windows were closed which limited the circulation of air for infection control purposes.
  - The windowsills in each toilet cubicle were used to store potties, a plastic step and the cover of the broken toilet roll dispenser.

### Safe Sleep:

10. One of the four mattresses in the sleep room on the main corridor did not have a fire safe label. The cover on another mattress was torn, exposing the inner foam. *This was a non-compliance at the last inspections 9 March 2022 and 11 January 2023.*
11. The recommended space of 50cm between cots was not achieved between the three cots in the sleep area within the Baby room to enable staff to complete their sleep observations and attend to children if needed. This was not consistent with the safe sleep policy for the service.  
*This was an area of non-compliance at the last inspections on 22<sup>nd</sup> April 2021, 9 March 2022 and 11 January 2023.*

The registered provider provided a corrective and preventive action response on 14 February 2023 to address the non-compliance identified 2, 3, 4, 5, 10, 11. The corrective and preventative actions submitted failed to prevent recurrence of this non-compliance.

### Action submitted by the Registered Provider

The person authorised on behalf of the registered providers stated in the written response submitted that:

#### **Corrective & Preventive Action**

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

1. The temperature on the heating system has been lowered to the correct temperature and is maintained at that temperature daily. The Manager checks the water temperature every morning and records the checks in the water temperature checklist every day since our inspection.
2. Risk assessments has been completely overhauled in the company with full training for all management and staff since this service inspection. We have a new system for all care rooms, communal areas, and indoor and outdoor environments. We have put in place :-
  - Daily Room Risk Assessment & Safety Checks are the room leader or person in charge in care rooms on the day-to-day responsibilities.
  - All staff in care rooms have had one-on-one training with regard to our new risk assessment system. Staff are checking their rooms risk assessments book every morning before the children enter the care rooms.
  - Weekly Risk Assessment & Safety Checks are the Manager, Area Manager and Maintenance man's responsibilities. The Manager, Area Manager and Maintenance man have taken charge of the weekly inspections of all areas listed in the risk assessment book.
  - Daily Kitchen Risk Assessment & Safety Checks are the kitchen staff or person in charge on that day responsibilities. The kitchen staff member and Manager are responsible for taken charge of the day-to-day checks for the kitchen. All staff and Management have been trained in how important risk assessments are in our working day.
3. The Slow release catch on the wobble nappy room door was changed on the day of inspection. The slow-release door catch on the doors are listed on all our risk assessment books and we check them daily.
4. The toilet seat has been replaced. Toilet seats are listed on our risk assessments and will be replaced when they need to be fixed or replaced.

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

5. The toilet rolls holders have been replaced in all bathrooms. Toilet roll holders is listed on our risk assessment checks.
6. The foot pedal bin in the wobbler room bathroom has been replaced. Pedal bins are listed on our risk assessment checks.

7. The Nappy change disposal bins have been replaced with foot operated nappy bins. Nappy change bins are listed on our risk assessment checks and are checked they are working daily. We have also bought surplus bins for storage so they can be changed straight away if they break.
8. The baby room bin is inside the press away from children's reach. Pedal bin should be out of reach of children at all times, and they will be kept inside the press in the care room.
9. Observations of sanitary area between the Toddler and Pre-school rooms:
  - The toilet trainer seats are all hung on hooks on the walls.
  - The toilet seat was replaced.
  - The windows are opened as part of our risk assessment checklists every morning.
  - The windowsills are not used as a shelf for potties and toilet inserts. Leaving items lying around is an infection control risk and is a hazard as it may cause an accident if it fell or tripped someone up. There are hooks placed onto the wall for the toilet inserts and the potties will be kept to the side of the toilet but not a trip hazard.

### Safe Sleep:

10. Two mattresses have been replaced with fire retardant labels attached. Mattresses and mattress protectors are on our risk assessment checklist and are checked as per our risk assessment checks.
11. The boxes on either side of the walls used to cover up pipes and electrical conduits of the main nursery were sticking out too far from the wall, preventing the cots being spaced out enough. This has been fixed by reducing the depth of these boxes now allowing a 50cm space between each cot. When booking in children always take the age range of the child into consideration, making sure no more cots are required. This leaves adequate space for safe sleep

### Supporting documentation submitted

#### General Safety:

1. Twelve photographs with evidence of water temperature records.
2. Four documents – care room risk assessment forms and kitchen risk assessment forms
3. Two photographs repair to slow release catch to door in Wobbler room.
4. Two photographs of new toilet seats fitted.

#### Infection Control:

Points 5, 6, 7, 8, 9 – seven photographs of completed corrective actions.

Quotation to supply and fit additional storage units in the service.

#### Safe Sleep:

10, 11 – nine photographs of two mattresses and space between all cots in the service

### Summary Comment

The written response, documentary and photographic evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 23.

## Part VII - Premises and Space Requirements

### Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-*  
*(e) equipped with adequate and suitable sanitary facilities.*

### Non-Compliance Information

(e)

There were insufficient sanitary facilities available in the service for the numbers of children in the two upstairs care rooms on the day of the inspection.

There were two toilets, two wash hand basins and one nappy change unit in the sanitary area used by the Toddler room and the Preschool room. There was a total of thirty-five children aged 2 – 6 years present in the two rooms. Based on the numbers of children attending, three toilets, three wash hand basins and one nappy change unit and a wash hand basin was required.

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

The person authorised on behalf of the registered providers stated in the written response submitted that:

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

(e) Four children upstairs have been potty trained since moving upstairs which resulted in a shortage in toilets for use by a child. The staff toilet upstairs is in use as the third toilet when required. There are also two wash hand basins in the staff toilet. We will take the age range of the children into account when taking on children for the upstairs rooms.

#### **Supporting documentation submitted**

No documentation submitted

### Summary Comment

The written response submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 29(e).

## Part VII - Premises and Space Requirements

### Regulation 30 - Minimum space requirements

(1) Subject to paragraphs (2) to (6), a registered provider shall ensure that adequate clear floor space is available in the premises for the work, play and movement of children attending the pre-school service.

#### Non-Compliance Information

(1) Measurements of the care rooms and the number of children present on inspection indicated that there was insufficient space per child available in the Toddler room – Table 1 and Pre-School room (upstairs) – Tables 2 and 3.

**Table 1: 10.01am**

Toddler room (Upstairs) Age of Child	Space Required	Total Space Required
2 - 3 years	11 Full Day Care @ (2.35 m2) 1 Part time Care @ (2.35m2)	28.2 m2
Total Space Required		28.2 m2
Total Space Available		26.24 m2

**Table 2: 11.42 am.**

Preschool room (Upstairs) Age of Child	Space Required	Total Space Required
3-6 years	23 children ECCE @ (1.818 m2)	41.81 m2
Total Space Required		41.81 m2
Total Space Available		31 m2

**Table 3: 13:10 hours.**

Preschool room (Upstairs) Age of Child	Space Required	Total Space Required
3-6 years	17 Full Day Care @ (2.3 m2)	39.1 m2
Total Space Required		39.1 m2
Total Space Available		31 m2

*This was a non-compliance at the inspection completed on 9 March 2022.*

The registered provider provided a corrective and preventive action response to address the non-compliance identified. The corrective and preventative actions submitted failed to prevent recurrence of this non-compliance.

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

The person authorised on behalf of the registered providers stated in the written response submitted that:

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

**A second written response was received on 23 June 2023.**

(1) The registered Provider has rang a number of children’s parents and submitted notice too them for their child to gain childcare in another childcare facility. For some parents they have opted to take their children out and for some children we have managed to secure them a space in an alternative service within the Tots services. All future bookings will go through one department and that department can see projections going forward. Managers in each service have their ratios for their buildings also these are followed when taking in future bookings. This makes sure ratios are adhered to when booking in any children.

#### **Supporting documentation submitted**

Planning retention application drawing for the ground floor.

Three emails / documents relating to the plan to reduce the numbers, communication with parents.

### Summary Comment

The written response and photographic evidence submitted has been assessed by the Early Years Inspectorate. Regulatory compliance is met for regulation 30.