

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE059
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Name of Service:	Bright Eyes Childcare
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Address of Service:	Block 1, Oldgrange Wood, Monasterevin, Co. Kildare
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Eircode:	W34 WV88
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Name of Registered Provider:	Valerie Seery
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	28/01/2025
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No of pre-school children:	AM	62	PM	32
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Address of the Early Years Inspectorate:	Early Years Inspectorate TUSLA Child & Family Agency Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co. Kildare W91 X38W
Inspection undertaken by:	F. Maher, F. Carty
Title:	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).

Conditions if applicable	Not applicable.
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Description of service

Bright Eyes Childcare is a private service offering full day, part time and sessional care and education to children aged 0-6 years old. The service is registered to provide school age childcare. Opening hours are from 07:30am-18:30hrs, Monday-Friday. The service operates from a purpose-built premises in a private residential housing development in Monasterevin. Five pre-school rooms, a sensory room, a kitchen, office and a staff room are provided and play areas are located at the rear of the building.

Staffing

There were nineteen adults present in the service on the day of the inspection, this included the persons in charge and one office administrator. Sixteen adults, with qualifications in early childhood care and education, were working 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, 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 inspectors wish to acknowledge the cooperation of the persons 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*

(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)(b)

There was a designated person in charge and a named person to deputise as required, both remained on the premises for the duration of the inspection.

The records of all twenty-one staff members employed in the service were reviewed.

(2)(a)(b)

Two written and verified past employer references or references from a reputable source other than a past employer, were available in respect of nineteen adults employed.

(c) Garda vetting disclosures had been obtained for twenty-one staff. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under Regulation 23 of this report.

(d) Police vetting was available for two adults who had lived outside the State for a period of longer than 6 consecutive months.

(4)

Twenty employed staff members working directly with pre-school children attending the service held a major award in Early Childhood Care and Education at a minimum Level 5 on the National Framework of Qualifications or a qualification deemed equivalent by the Minister.

Non-Compliance Information

(2)(a)(b)

Three references in respect of two adults were not suitable as they were not from a past employer or a reputable source.

(3)

Fourteen references in respect of seven adults were not verified prior to the adult's commencing employment in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

Three reputable/past employer references were added to the file.

Recruitment and selection policy was reviewed and discussed by management, the procedure to check references before offering employment is included.

Preventive Action

Our induction checklist has been amended to expand on references required.

Supporting documentation submitted

Documents x 5

Summary Comment

The requirement for Regulation 9(2)(a), (3) 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)

There were 62 children attending the service being supervised directly by 16 adults.

(2)

The minimum ratio of adults to children was adhered to during the day.

(8)(a)

There were at least two adults on the premises at all times.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child's registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-

- (c) an authorised person.*

Compliance Information

(1)(a)-(i)

Ten child records were assessed and contained the relevant written details outlined in (a)-(i) of the regulation.

(3)(c)

All child records were available for 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:

- (i) details of staff rosters on a daily basis;
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

(1)(j)

A sample size of ten administration of medication forms were reviewed and contained the necessary information to authorise and administer medication to a child should it be required.

(k) A sample size of ten accident and incident forms were reviewed; the necessary information and details were recorded and complete.

Non-Compliance Information

(1)(i)

The staff roster for the week beginning 27 January 2025, when reviewed, did not have the following information recorded:

- Each staff member’s full name
- The room assigned for each staff member
- The relief staff member was not indicated as such
- It was not documented which staff members had First Aid Response (FAR) training

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Staff roster template was amended and changed to include the relevant information such as staff full names, allocated rooms, relief staff, FAR training.

Supporting documentation submitted

Document x 1

Summary Comment

The requirement for Regulation 16(1)(i) has been met.

Part V - Care of Child in Pre-school Service

Regulation 22 – Food and drink

A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.

Compliance Information

The service had a healthy eating policy in place and the service provided the meals and snacks to the children attending on a full day care basis. The main hot meal was provided by an outside catering company and was reheated on site, the hot meal served was chicken goujons, roast potatoes, peas and carrots with custard served for dessert. A four-week menu displayed the hot meals provided and was observed to be varied and nutritious and included a variety of roast meats, potatoes and vegetables, casseroles and various pasta/curry dishes with meat and vegetables added. Snacks and evening tea were provided by the service and included toasted sandwiches, wraps, beans on toast, pasta, muffins, pancakes, fresh fruit pieces, yoghurt and custard. Milk was offered and available in the morning and evening. Drinking water was freely available throughout the day in each pre-school room and the older children were encouraged to self-serve water from the drink stations in their rooms.

Parents provided the morning snack for their child attending the sessional service and the children had the option to eat the morning snack at a time of their choosing.

The staff members ensured all food provided for snack was nutritious and suitable. During conversations with staff members, they advised they were very observant of any food provided that had the potential risk of choking and immediately removed or cut the food into smaller pieces. The service had adopted a 'nut free zone' to protect any child attending with a serious nut allergy.

The staff members advised they encouraged healthy eating practices with the children and incorporated discussions about food and food choices daily. During the year, staff bring in various foods for children to experience different flavours and textures.

Artwork, depicting the children's engagement with an activity associated with healthy eating, was displayed in the Garden room and children had used pieces of fresh pepper dipped in paint to create a collage.

The staff assigned to food preparation were trained in food safety and the kitchen was registered with the relevant health authority.

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 main entrance door to the service was secure and controlled by staff to prevent children from exiting the service unsupervised and to restrict unauthorised persons from gaining access to the pre-school service.

Daily indoor room and outdoor risk assessments were completed and maintained to ensure a safe play and work environment for the children and staff.

Staff members in each room advised the inspector they would remove any beaded necklace if observed that a child may be wearing them.

The service met the necessary safety requirements in respect of the toys and equipment and safe storage of cleaning agents.

Infection Control:

Thermostatically controlled hot water, liquid hand soap and paper hand towel, hygienically dispensed from wall mounted units, were readily available for hygienic hand washing and drying and handwashing routines were well established and observed.

Foot pedal operated bins were provided for the disposal of used tissues, paper towel and waste. Plastic aprons, disposable gloves and nappy sacks were available for hygienic nappy change practices. Specific sealed foot pedal bins were in place for the hygienic disposal of soiled nappies.

Written cleaning schedules were 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. During conversations with the staff members, they advised they were aware of the procedures to be followed to administer medicine safely to a child if required while attending the service. Medical care plans were in place for any child requiring emergency medication when attending the service.

Safe Sleep:

The staff members, caring for sleeping children, in conversation with the inspector, advised that ten-minute sleep checks were recorded for each child.

Fire Safety:

All fire exits on the premises were easily recognisable and unobstructed and staff were familiar with the evacuation routes to exit the building in the event of an emergency occurring.

Outing:

Outings do not take place from the service as advised by the person in charge.

Non-Compliance Information

General Safety:

1. Garda vetting was available for twenty-one staff members. However, eight vetting disclosures were not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.
2. Two wooden slats were observed broken with exposed jagged edges on two of the sides of the wooden teepee structure in the outdoor play area; this posed a potential splinter/scrape injury to a child as the areas were at a level accessible to a child playing in the structure.

Infection Control:

3. The nappy changing practices for five nappy changes completed, posed a risk of cross infection as evidenced by the following observations:
 - The single use disposable gloves and the single use disposable apron were not removed at the point that the soiled nappy and used cleaning material were bagged up prior to being disposed of.
 - The soiled gloves and the apron remained in place when dressing the child and washing the child's hands.

Action submitted by the Registered Provider

General Safety and Infection Control

Corrective Action

1. Garda vetting has been refreshed for 8 employees.
2. Play item fixed.
3. At a staff meeting we went through the nappy changing procedure together. We then carried out an exercise where staff teamed up and carried out the nappy changing procedure whilst their team member checked the procedure was followed correctly.

Preventive Action

1. Staff file checklist updated to ensure garda vetting is updated for every 3 years.
2. Staff reminded at staff meeting that any broken toys/items must be disposed of or reported to management as per policy and that to ensure daily checklists are filled out accordingly.

3. Policy was correct. A visual of the procedure steps was added to the nappy room.

Supporting documentation submitted

General Safety:

Documents x 9 Photograph x 1

Infection Control:

Photograph x 1

Summary Comment

Following review of the stated actions and documentary and photographic evidence submitted to the inspectorate, the requirement for Regulation 23 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)
Persons were trained First Aid Response (FAR) and were immediately available to the children attending the service.

(2)(a)
The first aid equipment was safely stored, in a conspicuous position in each pre-school room and the corridor of the service.

(b) A suitably equipped first aid box for children was available at all times to the adults caring for the children attending the service

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 of fire drills in the service, the last recorded fire drill took place 12 December 2024.

(b)

A record was kept of the number, type and maintenance of the firefighting equipment and fire detection system in the premises and were last serviced on the 9 February 2024 and 7 August 2024 respectively.

(4)

Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the service

Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

Children were observed being supervised at all times throughout the inspection by the staff caring for them; this included during snack/mealtimes, during periods of sleep and in the sanitary areas.