

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015LK029		
<b>Name of Service:</b>	Busy Kids Creche		
<b>Address of Service:</b>	Ballycummin Village, Raheen, Co. Limerick		
<b>Eircode:</b>	V94PX06		
<b>Name of Registered Provider:</b>	James Moore		
<b>Service type:</b>	Full Day		
<b>Date(s) of Inspection:</b>	16/02/2024		
<b>No of pre-school children:</b>	AM	58	PM 54
<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate Office, Estuary House, Henry Street, Limerick		
<b>Inspection undertaken by:</b>	M Riordan		
<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).

<b>Conditions if applicable</b>	Not applicable
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### Description of service

Busy Kids is a private full day, childcare service located in an urban area on the outskirts of Limerick city. It offers a service for children of all ages from 0 to 6 years. A facility for school age children is offered each afternoon.

The premises has 6 preschool rooms. Also located on the ground floor is a manager's office, a kitchen and dining room, sanitary accommodation, and nappy changing areas. There is a sleep room located next to the Baby/Wobbler room.

There is a large, well-resourced outdoor play area located at the rear of the service. A sheltered area outside is also available to ensure children can get outside in all weather conditions.

### Staffing

The registered provider has appointed a co-ordinator, a manager, and a deputy manager to oversee all day-to-day activity in the service. All staff have achieved a major award in Early Childhood Care and Education, or a qualification deemed to be equivalent and comparable to the award.

### 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/ premises and facilities. The inspections 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 inspector wishes to acknowledge the cooperation of the 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.*

*(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) A designated person in charge of operating the service was present on the day of the inspection. There was a named person available who was able to deputise if required. An area co-ordinator was also available on the day of the inspection.

(b) During the period of the inspection, the designated person in charge was present and the staff roster indicated that this person or their deputy were always available on the premises.

(c) There is a clear management structure in the service that identifies the lines of authority and accountability and the specific roles and responsibilities of each member of the management team.

(2)(a) Two written and validated references were available for all new staff members employed to work at the facility since the service was previously inspected in October 2023.

(b) References were submitted by staff from either their past employers or from other reputable sources such as colleges and schools.

- (c) Garda vetting disclosures received from the National Vetting Bureau of An Garda Síochána were available for all new staff employed to work at the service since October 2023.
- (d) Police vetting was not required for the new staff employed since the service was previously inspected.
- (3) All vetting procedures were carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.
- (4) All adults working directly with children held an appropriate qualification in Early Childhood Care and Education or an equivalent such qualification.
- (7) All staff had induction training and were supervised on
- (a) the policies, procedures and statements of the service.
  - (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and
  - (c) Childcare Act 1991 (Early Years Services Regulations 2016)

### 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.*

#### Compliance Information

(1) On the day of the inspection there were 58 pre-school children and 11 adults on the premises working directly with the children. The adult child ratio was correct overall in the facility.

There were 11 preschool children and 2 staff in the Wobbler Room

There were 12 preschool children and 2 staff in the Toddler Room

There were 0 preschool children and 1 staff in the Preschool Room 1 (12 School aged children in attendance)

There were 16 preschool children and 2 staff in Preschool Room 2

There were 11 preschool children and 2 staff in Preschool Room 3

There were 8 preschool children and 1 staff in the Preschool Room 4

Relief staff were available to replace staff while taking meal breaks. A designated person was available to prepare, cook and serve food to all children attended the service.

### 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-

(a) each child's learning, development and well-being is facilitated within the daily life of the pre-school service through the provision of the appropriate activities, interaction, materials and equipment, having regard to the age and stage of development of the child, and

#### Compliance Information

##### (1)(a) BASIC NEEDS:

Healthy eating was promoted within the service. Nutritious hot meals and snacks were prepared fresh each day and were served at regular intervals to the children in their individual rooms. On the day of the inspection chicken curry with rice was served for dinner. Second helpings were available if required. Appropriate cutlery and crockery were used appropriate to the age and stage of development of each child.

Sanitary accommodation was located close to each room in the service. Nappy changing facilities were provided near the Baby/Wobbler and Toddler rooms. Easily accessible, waist high, changing units were available. Steps for older children to access the units were provided. All toiletries for the children were safely stored and clearly labelled and were located within easy reach of the staff when changing the children's nappies. Nappy changing policies were clearly displayed on the wall close to the change mats.

Sanitary accommodation for the older children was located next to each of the pre-school rooms. Children using the facilities could be supervised at all times by sight or by sound for short intervals while using the toilets. Children from the first floor while playing outdoors, could use the downstairs bathrooms close to the outdoor play area if required.

There was a separate sleep room available with a sufficient number of standard cots accessible at all times to the children in the Baby/Wobbler room. Two children over 2 years were observed sleeping in the Wobbler room on low level beds. Staff stayed with these children while they were asleep. Low level sleep beds were used for sleep for children over 2 years. Children were closely observed during all sleep periods and all sleep checks were electronically recorded. All sleep room temperatures were controlled with air conditioning units in all rooms ensuring safe and ambient room temperatures.

Relaxation areas were provided in all rooms of the creche with comfortable seating, soft floor mats, blankets and cushions accessible. These rest areas provided cosy spaces for children to relax and take time out and away from active play areas when tired.

Staff throughout the service encouraged quiet periods during the day to facilitate each child's need for comfort, rest and relaxation. Main room lights were switched off for periods each day and soft fairy lights helped create a relaxed atmosphere in the service.

The children had regular change of environment. They spend long periods of time outdoors. Younger children had exclusive access to their own space for safe outdoor play time. A sheltered space outside facilitated the younger children to get outdoors in all weather conditions.

### **PHYSICAL AND MATERIAL ENVIRONMENT:**

The service operated from a purposely designed building. Throughout each room of the service the physical layout was designed to be stimulating, challenging and interesting for children.

Each room in the service was planned to meet the developmental needs of the age group in the room. The rooms accommodating the younger children had lots of soft floor coverings to facilitate floor play and activities. Low level wash hand basins facilitated regular handwashing for the children. Low level tables and chairs were used for tabletop activities and for dining at mealtimes. Accessible open shelving was used to store and display all equipment. Family pictures were displayed at children's eye level. Small world spaces, construction areas, home corners, imaginative play areas and messy play areas were noted in all rooms. Lots of natural materials were used with the emphasis on recycling materials where possible. Furniture upstairs included timber logs for seating, cardboard cut out numbers to highlight learning in numeracy and tables made from wooden drum large cable reels.

Each group had daily access to outdoor play spaces and sheltered areas outside permitting children to have uninhibited access to this area of the service throughout the day. The outdoor areas provided space and opportunities for children to run, jump, climb steps, balance, play ball games and use ride on toys. Mud kitchens provided space for imaginative play. Lots of areas for gardening digging and planting were being prepared for Spring bedding.

## 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:

All internal doors were appropriately secured to prevent children accessing unsafe areas.

All external areas were appropriately secured to prevent children from exiting unsupervised.

All emergency exits and fire doors were unobstructed.

All blind cords were secured on tension hooks and made safe in all rooms.

Suitable handrails were provided on staircases and children were supervised at all times when using the stairs.

All highchairs were in good condition and fitted with safety harnesses.

All toys, furniture and play equipment were in good condition and free from sharp edges or corners.

No flexes or cables were located within reach of children.

##### Administration of Medication:

All medicines were stored in safe areas well out of reach of children at the service. Parents gave written consent for the administration of all medicines.

All medication administered was checked by 2 staff members and all details were clearly documented.

##### Safe Sleep:

There was evidence of the policy on safe sleep being implemented. Staff knew the requirements of the policy and had a clear understanding of their roles and responsibilities in relation to the policy on monitoring all children who slept at the service.

### Part VII - Premises and Space Requirements

#### Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-*

- (a) of sound and stable structure,*
- (b) safe and secure,*
- (c) kept adequately lit, heated and ventilated*
- (d) cleaned, maintained and repaired, as required, and*
- (e) equipped with adequate and suitable sanitary facilities*

#### Compliance Information

- (a) The building appeared to be of sound and stable structure both internally and externally.
- (b) The building appeared safe and secured. A buzzer system on the entrance door ensured all who entered the building were checked in by an authorised person in the manager's office. Outdoors the play areas were surrounded by secure high walls and gates where no unauthorised access to or exit from the area was permitted. All visitor access was managed appropriately with a visitor book available at the front door to record details of all who entered the building.
- (c) Air conditioning units in all rooms ensured the rooms were adequately heated and ventilated. All areas were well lit by natural light and by artificial light when needed. There was no evidence of mould, mildew, stale smells, stuffiness or condensation.
- (d) Since the service was last inspected all areas outside had been deep cleaned. The areas outside were all well maintained and routine cleaning schedules were in place for all internal and external areas.
- (e) There were an adequate number of toilets, wash hand basins and nappy changing areas available in the service. All waste was managed appropriately with lots of foot pedal operated, lidded bins in all areas. Handwashing and drying facilities were suitable and adequate.

#### Non-Compliance Information

- (d) Indoors the floor covering in many areas throughout the premises was marked and stained. Gaps were noted between the floor covering and the skirting boards downstairs, making it difficult to adequately clean these areas.

## Corrective & Preventive Action submitted by the Registered Provider

### Corrective and Preventive Action

#### Immediate Cleaning:

The service undertook immediate cleaning of the marked and stained areas using appropriate cleaning agents. They ensured a thorough cleaning process to remove any visible marks or stains.

#### Repair of Gaps:

They have arranged for flooring companies to come to assess the damage to the flooring and replace or repair the floors where they are visibly damaged.

### Supporting documentation submitted

#### Improved Maintenance Schedule:

The service revised the maintenance schedule to include regular checks on floor coverings and skirting boards, to help identify and address issues before they become significant problems.

#### Employee Training:

The service will conduct training sessions for all staff members on the importance of maintaining cleanliness in these areas. They will emphasise reporting procedures for any observed issues to ensure timely action.

#### Material Selection:

When replacing or repairing the floors, the service will consider materials that are easier to clean and maintain in a high traffic environment.

## Summary Comment

The Inspector has reviewed the actions and the evidence submitted. The non-compliance under Regulation 29 has been adequately addressed.