

TUSLA REGULATORY INSPECTION REPORT



TUSLA Identifier: TU2015LK039

Name of Service: Castle Crèche

Address of Service: Coolbawn Meadows, Castleconnell Co Limerick

Email Address: castlecreche@gmail.com

Name of Registered Service Provider: Ms. Gillian Costello

Type of Service Registered: Full Day Care

Date of Inspection: 1 3 0 9 2 0 2 1

No of Pre-School Children present during Inspection: AM 35 PM 20

Address of the Early Years Inspectorate: Early Years Inspectorate Office, South East Wing,
Saint Joseph's Health Campus,
Mulgrave Street, Limerick.

Inspection undertaken by: E Browne
Title: Early Years Inspector

Areas which were the subject of this Inspection

Governance	Health Welfare and Development of Child	Safety
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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	<p>This private childcare service provides sessional, part-time and full day education and care to preschool children aged 6 months - 6 years of age.</p> <p>The service operates from 07.30hrs to 18.00hrs.</p> <p>A school aged service is also available if required by parents.</p>
Premises	<p>The service operates from a purpose-built building located in a residential area of Castleconnell, Co Limerick.</p> <p>There are 4 care rooms in operation; Baby/ Pre-toddler room (0-1.5 yrs.) Toddler room (1.5 - 2 .5years) Pre-school room (2.5 - 3 yrs.) and Montessori (3- 5 yrs.).</p> <p>There are two sleep rooms for children aged less than 2 years.</p> <p>The service has an outdoor play area located at the back of the premises.</p>
Staffing	<p>The service employs 10 adults including the registered provider and deputy manager who works in the service. These 10 adults hold a major award in Early Childhood Care & Education ranging from levels 5 to 8 on the National Qualifications Framework.</p> <p>Additional adults are employed to work in the kitchen and for cleaning duties in the premises.</p>
Methodology	<p>Tusla’s Early Years Inspectorate (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.</p> <p>The findings on inspection are based on;</p> <ul style="list-style-type: none"> • Information obtained through examination of documentation • Direct observation • Discussion with relevant staff <p>This inspection was unannounced and focused on areas of Governance, Health, Welfare and Development of Child and Safety. Inspections may also focus on other areas as required.</p> <p>The Inspectorate reserves the right to edit responses received for reasons including: clarity, completeness and compliance with administrative and legal processes.</p> <p>The contents of the report are compiled by the inspectorate body.</p>
Additional Information	<p>Not applicable</p>
Acknowledgements	<p>The Inspector wish to acknowledge the cooperation of the registered provider, person in charge, staff and children who were present on the day of the inspection.</p>

GOVERNANCE

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.
- (6) Paragraph (4) shall not apply before 1 September 2021 to a person who—
- (a) has signed a declaration on or before 30 June 2016 to the effect that he or she intends to retire from employment in a pre-school service before 1 September 2021, and
 - (b) is in possession of a letter from the Minister confirming that paragraph (4) shall not apply to him or her before that date
- (6A is inserted by S.I. No.632 of 2016 CHILD CARE ACT 1991 (EARLY YEARS SERVICES) (AMENDMENT) REGULATIONS 2016 which states; Regulation 9 of the Child Care Act 1991 (Early Years Services) Regulations (S.I. No. 221 of 2016) is amended - in paragraph (4), by the substitution of "paragraphs (5), (6) and (6A)" for "paragraphs (5) and (6)", and (b) by the insertion of the following paragraph after paragraph (6): "
- (6A) Paragraph (4) shall not apply to an employee of a registered provider where - (a) the registered provider receives funding for the employment of the employee pursuant to a scheme funded by the Minister and known as the Access and Inclusion Model, and (b) the employment of the employee is for the purpose of providing support, pursuant to the scheme referred to in subparagraph (a), for a child attending the service to enable the child to participate in the programme known as the Early Childhood Care and Education (ECCE) funding Programme."

Compliance Information:

- (1)(a) The registered provider has a designated person in charge, and a named person to deputise as required.
- (b) The named deputy person was in charge when the inspector arrived at the service. The registered provider and designated person in charge arrived shortly to the service when notified by the deputy person.
- (2)(a) Two written references from past employers were available for most of the adults.

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- (b) Written and verified references from sources other than past employers were available where required.
- (c) Garda Vetting disclosures were available for all the adults working in the service.
- (d) Police vetting was available for the adults who had lived in another state for a period of longer than 6 consecutive months.
- (4) The adults working directly with the children attending the service held awards in Early Childhood Care and Education that ranged from Levels 5 to 8 on the National Qualifications Framework.
- (6) (b) Letters from the Minister confirming that paragraph (4) did not apply to them before that date was not required.
- (6) Not applicable as the qualification exemption for an adult employed under the Access and Inclusion Model had not been sought.
- (6a) There was no adult employed under the Access and Inclusion Model working in the service.

Part III - Management and Staff

Regulation 10 - Policies, Procedures etc. of Pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information:

- A risk management policy was in place which identified any potential risks and the controls required to reduce or eliminate the risk. The policy had been reviewed in light of the COVID-19 pandemic.
- The policy on infection control had been updated to include infection control measures for COVID-19.

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) During the period of inspection there were an adequate number of adults working directly with the children attending the pre-school service.
- (2) On the day of the inspection when the inspector arrived at the service the following play groups were in operation:
- **Baby/Pre toddler:** There was 1 adult working with 1 preschool child aged under 1 year of age.
 - **Toddlers:** There were 3 adults working directly with the 8 pre-children aged from 1.5 to 2years.
 - **Preschool children:** There were 2 adults working directly with the 14 pre-children aged between 2.5 years to 3 years.
 - **Montessori Children:** There were 2 adults working directly with the 12 pre-children aged between 3 years to 4 years
- The registered provider and person in charge were also present in the service for the inspection.
- (8) Documentary evidence indicated that at least 2 adults were on the premises at all times when the service was operating.

HEALTH WELFARE & DEVELOPMENT OF CHILD

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

Compliance Information:

BASIC NEEDS:

- Healthy eating was promoted within the service. Adequate and suitable, nutritious, and varied food and drink was observed / available for each pre-school child attending the pre-school service. The food was provided by the

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

service and was prepared each day for the children attending full day care and part time care provision. Drinking water was available in each room

- The privacy and dignity of each child was respected. Toilet training was based on the child's level of development and their readiness to start, rather than their age.
- The children were encouraged and supported to manage their own personal care appropriate to their own level of independence. Regular hand washing was observed by the children and adults in the setting. There were child friendly visual aids to support the children with effective hand washing in the service.
- Designated rest areas were in place in each room, cots and beds were available for the younger children as required.
- Children had opportunities to move about freely and explore their environment, both indoors and outdoors.

PHYSICAL AND MATERIAL ENVIRONMENT:

The environment within the crèche facility was comfortable and inviting.

- The children had access to a wide range of toys and equipment including small world, cars, tractors, and trucks and building blocks. Books, jigsaws and puzzles, treasures baskets, manipulative toys and imaginative play equipment were available to support extended play and learning.
- There were different interest areas provided in each room where equipment and materials of similar use were arranged or grouped together.
- Open ended object such as sand, play dough and water were easily accessible and freely available to the older children in the Preschool and Montessori playrooms.
- Arts and crafts materials, paints, colouring pencils, and paper were all available in each room.
- These open-ended activities tended to be more adults led with the younger age groups of children.
- Sand and water trays were mainly available in the outdoor settings.
- The outdoor areas were divided into 2 sections. Both sections have an all-weather grass surface and overhead shelters to maximise outdoor play for all the children.
- The older children were outdoors and enjoying the benefits of outdoor play, exercise, and fresh air.

Non-Compliance Information:

PHYSICAL AND MATERIAL ENVIRONMENT:

1. There was no messy play available to the younger children.
2. The younger children from the pre-toddler and toddler rooms were not outdoors as the ground surface was wet due to a leak in the overhead shelter.

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	<p>3. Family photos were not displayed at eye level to the children to help them identify their family and friends.</p>
<p>Corrective & Preventive Action submitted by the Registered Provider</p>	<p><u>CORRECTIVE ACTION</u></p> <ol style="list-style-type: none"> 1. The service has placed paper, crayons, play dough and a timber sensory box unit at the eye level of the children to use whenever they wish. 2. The leak has been sealed and fixed and the children can now go outside at all times as ground surface is dry. 3. Family photos have been moved down to the eye level of the child. <p><u>PREVENTIVE ACTION</u></p> <p>The service will continue to monitor that these changes are being implemented. The service will continue to monitor all outdoor areas for wear and tear.</p> <p><u>EVIDENCE SUBMITTED</u></p> <p>The service has included photos of the sensory unit and the additional play equipment, including the family wall. Photos attached of repaired drain and outdoor ground area.</p>
<p>Summary Comment</p>	<p>The evidence submitted was assessed and deemed to meet the regulatory requirement of Regulation 19 -Physical and Material Environment. This will be reviewed at the next inspection of the service.</p>

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.

<p>Compliance Information:</p>	<p>GENERAL SAFETY:</p> <ul style="list-style-type: none"> • On arrival to the service, the entrance door leading into the pre-school facility was secured. • Safe storage was available for the cleaning agents and equipment. <p>INFECTION CONTROL:</p> <ul style="list-style-type: none"> • A system was in place for staff to confirm to the person in charge that they were well and did not have any COVID-19 related sicknesses at the start of each shift. • The adults were aware of what to do if a child or adult becomes symptomatic while in the service. • A supply of cleaning agents and equipment was available in each room of the service. • Hand sanitisers had been set up outside each playroom. • Play rooms, communal areas and sanitary areas were adequately ventilated by both natural and mechanical forms of ventilation.
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Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

	<ul style="list-style-type: none"> The registered provider and person in charge ensured that complete and accurate daily records of attendance were kept for all children, adults, and visitors to the service. <p>SAFE SLEEP:</p> <ul style="list-style-type: none"> The adults were familiar with the safe sleep policy of the service and recorded the regular physical checks of sleeping children. Cots were not shared and there were 2 sleep rooms with sufficient cots available to children less than 2 years who required a sleep. Children over 2 years of age needing a sleep had access to allow level bed. Each child was provided with an individual linen (sheets and blankets) for their cot or sleep bed.
<p>Non-Compliance Information:</p>	<p>INFECTION CONTROL:</p> <ol style="list-style-type: none"> The changing mat in the nappy changing area off the Baby/Pre-toddler room was torn. This was immediately replaced when it was brought to the attention of the person in charge. The risk of cross infection was increased as the nappy bin was not sealed for the safe disposal of soiled nappies. The risk of cross infection was increased as open bins where the lids were broken, and hand operated bins were in use in many of the playrooms and sanitary facilities. Trays with the paper hand towels were located on the floor of the sanitary area increasing the risk of cross infection. These facilities were used by the preschool children from the Preschool and Montessori playrooms.
<p>Corrective & Preventive Action submitted by the Registered Provider:</p>	<p><u>CORRECTIVE ACTION</u></p> <p>INFECTION CONTROL:</p> <ol style="list-style-type: none"> The nappy changing mat in the baby/pre-toddler room has been replaced. The bins in the changing rooms have been replaced with sanogenic bins. The bins in playrooms and sanitary facilities were replaced with pedal operated bins. Kitchen towel holders have been attached to the walls in the sanitary areas being used by the preschool and Montessori playroom for the paper hand towels. <p><u>PREVENTIVE ACTION</u></p> <p>The service will continue to monitor all nappy changing areas and ensure that any equipment showing wear and tear is replaced immediately.</p> <p>The service will ensure that the bins in situ comply with the required infection control measures.</p> <p>The service will continue to ensure that the paper hand towels do not go back into trays on the floor.</p>

Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

	<p><u>EVIDENCE SUBMITTED</u></p> <p>Photographs were submitted of the sangenic bins for the nappy changing unit , the pedal bins for the playrooms including the sanitary facilities and the paper towel holders.</p>
Summary Comment:	<p>The evidence submitted by the registered provider meets the requirement of Regulation 23 -Infection control.</p> <p>This will be reviewed at the next inspection of the service.</p>

Part VI - Safety

Regulation 25 - First Aid

<p><i>(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.</i></p> <p><i>(2) A registered provider shall ensure that a suitably equipped first aid box for children—</i></p> <p style="padding-left: 40px;"><i>(a) is safely stored in an easily accessible and conspicuous position on the premises, and</i></p> <p style="padding-left: 40px;"><i>(b) is available to the children attending the pre-school service at all times.</i></p>	
Compliance Information:	<p>(1) The registered provider and a number of adults have current certification in first aid for children.</p> <p>(2)(a) A first aid box was stored in the services staff room.</p> <p>(b)The first aid box was available at all times if required by a child.</p>

Part VI - Safety

Regulation 26 - Fire Safety Measures

<p><i>(1) A registered provider shall ensure that a record in writing is kept of—</i></p> <p style="padding-left: 40px;"><i>(a) any fire drill that takes place in the premises, and</i></p> <p style="padding-left: 40px;"><i>(b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises</i></p> <p><i>(4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises</i></p>	
Compliance Information:	<p>(1)(a) The fire drills were practiced on a monthly basis. The last recorded fire drill took place on the 25/08/2021.</p> <p>(b)The firefighting equipment was serviced on an annual basis, most recently in August 2021, and a record was maintained of the number, type, and maintenance of the firefighting equipment. The fire and smoke alarm system were tested and serviced in November 2021.</p>