

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015LK089
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<b>Name of Service:</b>	Karibu Montessori
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<b>Address of Service:</b>	The Newtown Centre, Annacotty, Co. Limerick
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<b>Eircode:</b>	V94 DK02
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<b>Name of Registered Provider:</b>	Liza Eyres
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date(s) of Inspection:</b>	28/04/2023
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<b>No of pre-school children:</b>	AM	83	PM	59
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<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate Office, 2 <sup>nd</sup> Floor Estuary House, Henry Street, Limerick.
<b>Inspection undertaken by:</b>	M Riordan
<b>Title:</b>	Early Years Inspectors

### Authority to Inspect

The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).

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

Karibu Creche and Montessori and is a full day childcare service located in the Newtown Centre in Annacotty, close to Limerick city. It operates Monday to Friday from 7.45am to 6.00pm. It offers full day, part time and sessional services to children of all pre-school ages. A service for school aged children is offered each afternoon. The service operates from a two story, purpose build premises. At ground floor level there is a Baby room, a Wobbler room, a Toddler room and 2 sleep rooms. A kitchen, a manager's office and a staff room are also located on the ground floor. At first floor level there is a sleep room, and 5 Pre-school rooms. There are 2 large outdoor play areas located adjacent to the building, one to accommodate the younger pre-school children and the second for the older age groups and for the school aged children.

### Staffing

The registered provider has leased the business to another childcare provider and named them the designated person in charge. They in turn have appointed a manager and an assistant manager to manage and operate the facility on a day-to-day basis. All staff employed to work at the service have achieved a major award in Early Childhood Care and Education or the equivalent of same.

### 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.

The inspection focused on an examination of compliance under regulations 9, 11, 15, 19, 23, 25, 27, 29.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

## Acknowledgments

The inspectors wish to acknowledge the cooperation of the person in charge, 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.

(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) 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.

(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.

(2)(a) Two written and validated references were available for all staff members employed to work at the service.

(b) References were submitted by staff from either their past employers or from other reputable sources.

(c) Garda vetting disclosures received from the National Vetting Bureau of An Garda Síochána were available for all staff employed to work at the service.

(d) Police vetting was available for all staff members who had resided outside of Ireland for longer than 6 consecutive months.

(4) All adults working directly with children held an appropriate qualification in Early Childhood Care and Education or an equivalent such qualification.

(6)(a) Not applicable.

(b) Not applicable as the granting of an exemption to the requirement for a qualification under the Early Childhood Care and Education was not required.

(6A) Not applicable as the qualification exemption for an adult employed under the Access and Inclusion Model was not required.

## 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) On the day of the inspection there were 83 pre-school children and 14 adults on the premises. The adult child ratio was correct overall in the facility.

(2) There were 3 preschool children and 1 staff in the Baby Room

There were 11 preschool children and 3 staff in the Wobbler Room

There were 14 preschool children and 3 staff in the Toddler Room

There were 6 preschool children and 1 staff in ECCE Room 1

There were 13 preschool children and 2 staff in ECCE Room 2

There were 17 preschool children and 2 staff in ECCE Room 3

There were 19 preschool children and 2 staff in ECCE Room 4

Relief staff were available to replace staff while taking meal breaks. A designated person was available to reheat, prepare and serve food to each room of the service.

### 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.*

#### Compliance Information

(1) A sample of 24 children's registration forms were reviewed with the samples selected from all rooms of the service. There was a record in writing containing the following particulars for each of these children.

- (a) The name and date of birth of the child.
- (b) the date on which the child first attended the service.
- (c) Provision to record 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 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 where the family has registered with a general practice.

(i) Written parental consent for appropriate medical treatment of the child in the event of an emergency.

### Non-Compliance Information

The following information was not available on the preschool registration forms on 7 of the 24 samples examined.

(h) Record of immunisations received by the child.

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

In reply to the report the manager of the service stated the following

#### Corrective and Preventive Action

All registration forms have been updated to show an accurate and up to date record of completely immunisations received by the children.

#### Supporting documentation submitted

The corrective and prevention action plan outlined the above change.

### Summary Comment

The actions as stated by the service manager in relation to the non-compliances identified under Regulation 15 have been adequately addressed.

## 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

#### **BASIC NEEDS:**

A healthy eating policy was available in the service and healthy foods were provided each day at regular intervals to the children. Children had all meals and snacks in their designated rooms. Staff were observed feeding the younger children in the Baby room and helping the older children when needed at mealtimes in the Wobbler room. Children had access to their drinks throughout the day and staff were observed reminding the children to take regular drinks. A water dispenser was available outdoors and children were observed refilling their drinks while playing outside.

Sanitary accommodations were located next to each room in the service. Nappy changing facilities were provided next to the Baby, Wobbler and Toddler rooms. All toiletries for the children were stored within easy reach of staff. Older toilet trained children had easy access to the bathrooms which were located next to each preschool room. Each room had a supply of tissues and wipes available to the children. A change of clothes was available for all children if needed.

Two separate sleep rooms were provided for children under 2 years of age who required a sleep, with a sufficient number of standard cots accessible to the children in the Baby and Wobbler rooms. The toddlers over 2 years of age who required a sleep had access to low level beds in a third sleep room on the first floor. There was no sharing of cots, beds, blankets, sheets or pillows. Spare bed linen was available if required. Designated rest areas with soft couches, cushions, blankets and soft floor mats were assessable in all rooms of the service throughout the day for the older children to rest when tired.

Children had a regular change of environment and all children were observed spending long periods of time outdoors on the day of the inspection.

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

The Baby room had safe and comfortable spaces for the children not yet walking to creep and crawl with lots of soft floor mats to facilitate floor-based activities. Highchairs were available for mealtimes. The Wobbler and Toddler rooms had low level tables and chairs to facilitate tabletop activities and dining at mealtimes. Open low-level shelving provided storage for toys and equipment. Interest areas were provided where equipment and materials of similar use were arranged and grouped together, e.g., home corner with dolls, prams, kitchens and utensils nearby. Colours, paper, chalk and blackboards were accessible to encourage mark making activities. Adult seating was available to facilitate staff sitting with children during the day. Large soft couches were available to provide rest areas which were always accessible.

In the Pre school room upstairs new low-level tables and chairs were added to the rooms. Dress up clothes and mirrors are provided. Interest areas are developed to encourage children to experience various types of play and learning.

Children had opportunities to be outside as much as possible with the outdoor areas busy at all times on the day of the inspection. Babies not yet walking were taken outdoors in buggies. Low level space dividers were available outside to subdivide the different play areas for different age groupings. Mud kitchens and child size picnic benches were provided in the Toddler play area. Large slides, playhouses, sensory wall, balance blocks and a large sand pit were located in the centre of the play area for the older children.

### Non-Compliance Information

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

1. Much of the play materials in the downstairs Wobbler and Toddler rooms were battery operated plastic toys. More natural toys were needed to promote more open-ended play experiences.
2. The outdoor play space designated for the babies required cleaning and needed age-appropriate play areas to facilitate the children not yet walking. No sheltered areas are available outside to provide protection for children in warm or in wet weather.

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

In reply to the report the manager of the service stated the following:

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

1. More open-ended natural play equipment would be sourced for the Wobbler and the Toddler Rooms.
2. The outdoor area for the younger children has been cleaned and rearranged to ensure a safe space for this younger age group to use each day outdoors.

#### **Supporting documentation submitted**

Photographic evidence of the changes to the Wobbler, Toddler room and the outdoor areas were submitted with the corrective action plan.

### Summary Comment

The actions as stated by the service manager in relation to the non-compliances identified under Regulation 19 have been adequately addressed.

## 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:

- On arrival to the premises, the entrance door to the service was closed. Staff at the front desk authorised access for all people who arrived at the service.
- All outdoor play areas were surrounded by a high walls and gates. Children could not gain unsupervised exit from the outdoor play areas. Unauthorised access to these areas was prohibited.
- Regular risk assessments were carried out to make sure that all areas internally and externally were checked for hazards that could pose a danger to children's safety while at the service. This included checking to ensure the safe storage of all cleaning equipment and toxic substances used at the service.

#### Non-Compliance Information

##### INFECTION CONTROL:

1. In the Baby room children's plastic toys were observed soaking in water in the wash hand basin in the nappy changing facility. To minimise the risk of cross infection, no play materials or equipment should be stored or cleaned in sanitary areas of the service.

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

In reply to the report the manager of the service stated the following:

##### Corrective and Preventive Action

1. No play materials will be stored or washed in the children's sanitary accommodations or nappy changing areas. All play materials will be washed in the sinks available in the playrooms.

##### Supporting documentation submitted

Details of the above change of practice were outlined in the corrective action plan.

#### Summary Comment

The actions as stated by the service manager in relation to the non-compliances identified under Regulation 23 have been adequately addressed.

## 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) There were always staff on duty who had up to date first aid training. Staff had recently completed FAR training.

(2)(a) There was a first aid box located close to each room of the service.

(b) The first aid box was readily available and accessible if required.

## 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

The internal layout of all rooms in the service allowed for easy visual supervision of children without intrusion into their quiet space and time. In the outdoor playgrounds staff were on duty to ensure that all children were closely supervised while playing in all areas outside. Children were at all times supervised by sight, except at times when for short intervals they were within earshot, e.g., when independently using the bathroom facilities.

### 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 service visually appeared to be of sound and stable structure with no evidence of defects observed.
- (b) Appropriate security systems were in place to protect the premises from any unauthorised entry and unsupervised exit of children from the service. Parents and visitors enter and leave the building through the front door which is managed by a bell entry system controlled from the front desk.
- (c) All areas of the service were adequately lit with both natural and glare free artificial lighting providing enough natural and artificial lighting. The room temperatures were observed to be within a range of 18-22 degrees Celsius. Sleep room temperatures were recorded at 19 degrees Celsius. There were openable windows in all rooms of the service.
- (e) Adequate and suitable sanitary facilities were provided next to each room at the service. A disability access bathroom was also available.

#### Non-Compliance Information

- (d) 1. Many of the upstairs rooms had areas where the wall paint and skirting board paint was chipped and marked.

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

In reply to the report the manager of the service stated the following:

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

Painting of the premises has begun with a plan to complete the works outstanding in this area over the summer months when the service is quieter.

##### **Supporting documentation submitted**

Photographic evidence of the above changes to the service were forwarded with the corrective action plan.

#### Summary Comment

The actions as stated by the service manager in relation to the non-compliances identified under Regulation 29 have been adequately addressed. This area of the service will be reviewed at the next inspection.