

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015LK106
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<b>Name of Service:</b>	Limerick Social Service Council Early Years Service
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<b>Address of Service:</b>	Limerick Social Service Centre, Henry Street, Limerick, Co. Limerick
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<b>Eircode:</b>	V94 2W14
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<b>Name of Registered Provider:</b>	Brian Ryan
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<b>Service type:</b>	Full Day, Sessional
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<b>Date of Inspection:</b>	11/04/2024
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<b>No of pre-school children:</b>	AM	45	PM	35
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<b>Address of the Early Years Inspectorate:</b>	Tusla, Early Years Inspectorate, Estuary House, Henry St, Limerick
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<b>Inspection undertaken by:</b>	E Browne
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<b>Title:</b>	Early Years Inspector
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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).

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

This full day care service is located in the city of Limerick and it provides full day, part time and sessional care to children aged from 6 months to 6 years of age. The service is open from Monday to Friday between 08 30 and 17 30 hours for 48 weeks of the year. The service operates from the social service building but parents, children and their own entrance area to the rear of the building. There are 4 playrooms in operation, 1 dedicated sleep room, sanitary facilities for the children and adults and a staff room. Outdoor play areas are located to the side and rear of the premises.

### Staffing

There were 16 staff present on the day of inspection including the person in charge working directly with the children.

There were 9 adults employed under the community employment scheme, some are working toward a childcare qualification under the supervision of the qualified childcare staff in the playroom , other are on various duties throughout the service.

The registered provider does not work in the early years' service.

### 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 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 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.*

### 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.

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

(2) The files of 11 staff members were viewed and the Garda vetting and police vetting for all adults present in the service. The files of all staff were viewed on the previous inspection dated the 19<sup>th</sup> of October 2023.

(a) Two written and validated references were available for 10 of the 11 staff members.

(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 present at the service.

(d) Police vetting for 9 staff and supporting documentation for one staff who could not get police vetting from the country that they lived in for longer than 6 months were all on file.

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

## Non-Compliance Information

(2)(a) There was one staff who did not have the required two written and verified references on file.

(d) Police vetting was not available for 2 adult who has lived outside the jurisdiction for a period longer than 6 months.

(3) All vetting procedures were not carried out for 3 staff members prior to these persons being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

This was identified as a non-compliance in the previous inspection dated 19<sup>th</sup> of October 2023.

## Corrective & Preventive Action submitted by the Registered Provider

### Corrective and Preventive Action:

The registered provider has stated in the response that:

(2)

(a) The required 2<sup>nd</sup> reference was obtained for the staff member, it was verified and in now on file.

(d) Police vetting in now on file for for 2 adults who has lived outside the jurisdiction for a period longer than 6 months.

(3)

All vetting procedures will be in place staff members prior to adults being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

### Supporting documentation submitted:

Photographic evidence was submitted.

## Summary Comment

The evidence submitted was assessed and deemed to meet the regulatory requirements of Regulation 9.

## 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)

The registered provider and the person in charge at all times ensured that the correct number of suitable and qualified staff were available in all areas of the service.

In the morning there were 45 preschool children and 15 qualified staff working across 4 playrooms and in the afternoon, there were 35 preschool children with 10 qualified staff working across 3 playrooms.

(2)

The following were the adult child ratio in the service at the time of the unannounced inspection.

Baby room there was 5 children and 2 childcare staff.

Toddler room there were 12 children and 4 childcare staff.

Pre-school Room 1 there were 18 children and 6 childcare staff.

Pre-school Room 2 there were 10 children and 3 childcare staff.

The adult/child ratio in all areas was correct and there were sufficient relief staff to assist at busy periods and to cover staff break times throughout the day.

Additional staff were present in the playroom employed to work in the community employment scheme.

### 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:**

Healthy eating was promoted throughout the service. Nutritious hot meals and snacks were prepared fresh each day and were served at regular intervals. Food trolleys delivered meals and snacks to each room at the service. Jugs of water and cups were accessible to all children in each of the rooms. Chicken curry was served at dinner time on the day of the inspection and children were all offered extra helpings of dinner if they were hungry. A second hot meal was offered to each child during the afternoon. Staff in each room had supplies of snacks if children required more food between mealtimes.

Sanitary accommodation was located next to each room in the service. Nappy changing facilities were provided next to the Baby and Toddler rooms. All toiletries for the children were safely stored and clearly labelled and were located within easy reach of the staff. Nappy changing policies were clearly displayed next to the changing units. Each room had a supply of tissues and wipes within easy reach of the staff while changing. Pedal operated, lidded bins were easily accessible for the safe disposal of waste.

Clearly labelled individual spaces and coat hooks for each child's belongings were available to support organised access and independence for the children.

The sleep room was located next to the Baby room. There was a sufficient number of standard cots accessible to facilitate children to rest when needed. Children were closely observed during all sleep periods and all sleep checks were documented in writing. The children over 2 years who required a sleep had access to low level beds with sheets and blankets provided.

Rest areas with soft seating, soft floor coverings, cushions and blankets were accessible in each of the rooms at the service. Staff throughout the service encouraged quiet periods during the day to facilitate each child's need for comfort, rest and relaxation.

The children had regular change of environment. They spend long periods of time outdoors and each age group had access to the play areas. Sheltered areas were provided outside for children to use on warm days or in wet weather. On the day of the inspection children were appropriately dressed for wet weather with each child

wearing waterproof suits and wellies. Warm fleeces were also available for the children when the weather was cooler.

### 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.*

#### Non-Compliance Information

##### General Safety:

1. Garda vetting was available for 1 staff member. However, this vetting disclosure was not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

##### Fire Safety:

2. The fire exit door from the Baby sleep room was obstructed with the children's bags on the floor and their outdoor clothing on the wall near the exit door.

This posed a risk to the safe evacuation of children and staff in the event of an fire emergency.

#### Action submitted by the Registered Provider

##### Corrective & Preventive Action:

The registered provider has stated in the response that:

##### General Safety:

1. The garda vetting the staff member was renewed immediately following the inspection.

##### Fire Safety:

2. All bags and clothing has been relocated to an appropriate area.

##### Supporting documentation submitted:

Photographic evidence was submitted.

#### Summary Comment

The evidence submitted was assessed and deemed to meet the regulatory requirements of Regulation 23-point 1 General Safety and point 2 Fire Safety.

## 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 premises appeared to be of sound and stable structure. No identification of any defects were observed or highlighted by the designated person in charge or any staff member.
- (b) The entrance to the service was secure and all visitor access was managed appropriately. The outdoor areas were safe and secured with high walls and fences preventing any unauthorised access or exit from the areas.
- (c) Protective covers were provided on light fittings where required. Lighting in the sleep areas were dimmed while children slept.
- (d) The premises throughout appeared clean and well maintained. Routine cleaning schedules were signed off by staff after cleaning duties were completed.
- (e) Adequate and suitable sanitary accommodation were available throughout the service for the children and staff. Since the last inspection the service ensured that there was running hot and cold water in the Toddlers bathroom facility. The recorded temperature for the hot water was 38 degrees Celsius.