

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015LK194
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<b>Name of Service:</b>	Wilmot's Childcare
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<b>Address of Service:</b>	Annacotty Business Park, Annacotty, Co. Limerick
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<b>Eircode:</b>	V94 TOC9
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<b>Name of Registered Provider:</b>	Rosemary Wilmot
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date of Inspection:</b>	25/11/2024
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<b>No of pre-school children:</b>	AM	89	PM	81
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Tusla, Estuary House, Henry St, Limerick
<b>Inspection undertaken by:</b>	E Browne 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).

Conditions if applicable

Not applicable

### Description of service

This private service operates a full day care service from 07:15 – 18:15 hours, Monday to Friday from a purpose-built facility in a business setting.

Children are accommodated in 7 different rooms according to their age group. Downstairs there are 5 rooms namely the Baby room, Crawler room, Toddler room, Playschool room and multipurpose room/sensory room. Upstairs there are 3 montessori rooms namely the Panda, Owl and Lions rooms.

The children have access to sanitary accommodation areas, 3 sleep rooms and outdoor play facilities. The service has space to accommodate a maximum number of 144 children at any one time. School aged children also attend the service and are accommodated upstairs in the building in two rooms which are not occupied by preschool children.

### Staffing

There are 29 staff employed in the service, and 27 of these staff were working in the service on the day of the inspection. This included the registered provider and the 2 deputy managers.

All staff working with the children have qualifications in early childhood care and education which range from level 5 to level 8 on the national qualification's framework .

### 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 announced 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.

A sampling process was used to assess compliance under regulation 19...As a result, the scope of the inspection included Baby room , Crawler ,Toddler and the Playschool rooms.

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 wishes to acknowledge the cooperation of the registered provider, 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) The registered provider responsible for operating the service was present on the day of the inspection. There were two named deputy persons available who were able to deputise if required.

(b) During the period of the inspection, the registered provider and the two deputies were 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 identified 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 29 adults were viewed on the day of the inspection.

(a) Two written and validated references were available for the 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 the staff members employed to work at the service. All vetting disclosures were dated within the last 3 years.

(d) Police vetting was available for the 3 staff members who had resided outside of Ireland for longer than 6 consecutive months.

(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.

### Part III – Management and Staff

#### Regulation 11 - Staffing levels

*(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

(2) On the day of the inspection there were 19 staff working across 7 playrooms with 89 children present in the morning and 81 children present in the afternoon. The minimum ratio of staff to children was maintained and an adequate number of staff were working directly with the children in each room.

- Baby Room - there were 6 (0-2) children and 2 staff present
- Crawlers room - there were 9 (1-1.5 years) children and 2 staff present
- Toddlers room - there were 11(1-3) children and 3 staff present
- Playschool room - there were 12 (2-3 years) children and 3 staff present
- Panda room - there were 16 (2-3 years) children and 3 staff present
- Owls room - there were 19 (3.5 – 5 years) children and 3 staff present
- Lions room - there were 16 (3-5 years) children and 3 staff present

Additional staff were available to cover for staff breaks, for the busy times in the playrooms such as nappy changing, feeding and settling in new children and office management.

### 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:

The service opens at 7:30 am and provides breakfast to children who arrive early. Parents supply mid-morning and mid-afternoon snacks, such as yogurt, fruit, sandwiches, and cheese and crackers, which are stored in fridges in each room. The service prepares and serves a hot dinner daily, with a monthly menu plan shared with parents via a newsletter. On inspection day, mashed potatoes with beef stew were served, and an alternative was offered for children with dietary needs. Children bring their own drinks and these were stored separately from their bags and were accessible throughout the day. Younger children in the Baby room use high chairs with staff assistance during meals, while older children sit at low tables, with staff offering help as needed. Meal times were a relaxed, social experience for the children.

Nappy changing facilities was located next to the Baby, Crawler, and Toddler rooms, with steps provided for toddlers. Children's toiletries were easily accessible, and the nappy changing policy was displayed above each unit. Hygienic hand washing was supported with hot water, paper towels, and liquid soap, while foot pedal bins ensure safe disposal of soiled nappies. Low-level toilets are available for older children, allowing them to use the bathroom independently, with staff within hearing distance if needed. All children have access to spare clothes.

A separate sleep room was provided for children in the Baby, Crawler, and Toddler rooms, with standard cots for each child. The Safe Sleep Policy was displayed in each sleep room. A staff member stays in the sleep room at all times while children are sleeping. Waterproof mattress covers were used, and room temperatures were checked before children sleep. The Safe Sleep Policy was followed with 10-minute checks documented for all sleeping children. Older children who need rest use low-level beds with comfortable mattresses for comfort. Low level stackable sleep mats were used for the older children in the Playschool room. Children have daily access to well-equipped outdoor play spaces, where they can engage in activities with their key workers. Throughout the day, children move to these outdoor areas and to the sensory room in intervals, allowing for small group activities.

This setup provides opportunities for both active play and quiet relaxation time, ensuring a balanced and enriching experience for the children.

### **Physical and Material Environment :**

Each care room in the service is thoughtfully organised with distinct interest areas to support children's learning and development. These areas include lots of clear floor spaces for the younger children in the Baby room and Crawler room. Sensorial play materials and sound making toys were stored in accessible baskets on low-level shelving, allowing children to easily reach and interact with resources. Push and pull along toys help children develop their sense of balance and develop their early walking skills. In the Toddler and the Playschool room fine motor development tools like peg boards and threading, cognitive development resources such as puzzles and construction materials were all provided for the children. Language development activities like storytelling and social conversation were included in the activities planned for each day. Children use age-appropriate wooden tables and chairs during snack time and activities.

The walls throughout the service were brightly decorated with themed artwork and educational posters displayed at children's eye level. Lots of family photographs exhibited help create a sense of belonging for all children. Low level lighting created a calm relaxed environment in all areas. Lots of comfortable adult seating facilitate staff and children sitting comfortably together when needed.

The outdoor play area at the rear and the side of the premises was well-resourced and maintained, featuring a variety of play materials. The areas throughout were covered with synthetic covering to minimize injury risks. Children can engage in imaginative play with mud kitchens, pots, and pans, while ride-on toys, bikes, trikes, balance bikes, tractors, and scooters were available for active play. Low-level slides and climbing walls and frames support the development of gross motor skills. All surrounding walls and fences were decorated with engaging wall art. Separate outdoor areas were provided for the younger children some of whom were not yet walking. Outdoor seating allows children to work and dine outside during favourable weather. The large, sheltered area outside ensures children get outside regardless of weather conditions.

### Part VI - Safety

#### Regulation 24 - Checking in and out and record of attendance

*(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.*

*(3) A registered provider shall ensure that-*

*(a) no person other than-*

*(i) pre-school child attending the service,*

*(ii) a person dropping or collecting such a child,*

*(iii) an employee, or*

*(iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and*

*(b) a daily record in writing is kept of the entry on the premises of any such person.*

#### Compliance Information

(1) Attendance records were maintained for each child who attended the service with details of their time of arrival and their time of departure.

(3)(a) A visitors' book was maintained which detailed the daily record of persons who visited the service other than the following :

(i) Pre-school child attending the service.

(ii) A person dropping or collecting such a child.

(iii) An employee.

(iv) An unpaid worker.

(b) A daily record was kept of all adults who entered the service.

### 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) The registered provider had ensured that staff held current certification in First Aid Response (FAR) for children with 23 staff having completed FAR training.
- (2)(a) There were suitably equipped first aid boxes safely stored and easily accessible in the service.
- (b) The first aid boxes were available to the children attending the pre-school service.

### Part VI - Safety

#### Regulation 28 - Insurance

*A registered provider shall ensure that the pre-school service is adequately insured.*

### Compliance Information

Adequate insurance was available to cover the number of children who attended and had an expiry date of 31/08/2025.