

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015MN045				
<b>Name of Service:</b>	Newbliss Childcare Services				
<b>Address of Service:</b>	Guardhill, Newbliss, Co. Monaghan				
<b>Eircode:</b>	H18 V272				
<b>Name of Registered Provider:</b>	Adrian Quigley				
<b>Service type:</b>	Full Day, Part Time, Sessional				
<b>Date of Inspection:</b>	11/06/2024				
<b>No of pre-school children:</b>	<table border="1"> <tr> <td>AM</td> <td>67</td> <td>PM</td> <td>57</td> </tr> </table>	AM	67	PM	57
AM	67	PM	57		
<b>Address of the Early Years Inspectorate:</b>	No.18 The Grange Plantation Walk Monaghan				
<b>Inspection undertaken by:</b>	S. Skinnader and M. Flood				
<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

Newbliss Childcare Services is a community not-for-profit childcare service that provides Full Day-care, Part-time care and Sessional preschool services to children from 0 – 6 years old. The service operates from 8am – 6pm, Monday to Friday. It is located in a purpose-built building in the rural area of Newbliss Co. Monaghan. The service consists of 4 care rooms: Little Buds, (baby room) the Little Seedlings (toddler room), Little Acorns and Little Oaks Preschool Rooms. There are 2 rooms designated for sleep rooms, 1 adjoining the baby room and another adjoining the toddler room. The service has a kitchen where food is prepared daily.

There is adequate outdoor space, with 5 outdoor areas assigned to various age groups located to the side and rear of the building.

### Staffing

There are 32 staff employed in the service. Twenty-four staff including the manager and deputy manager employed in the service work directly with the children, 3 additional staff are employed 1 as the cook, 1 cleaner and 1 staff member employed in an administrative capacity. Two staff members are employed in a supernumerary / assisting staff capacity.

There are 3 adults employed on Community Employment schemes, one working with the school aged children, 1 as cleaner and 1 in assisting staff.

### 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.

The inspection focused on an examination of compliance under regulations 9, 11, 16, 19, 20, 25, and 26; however, on inspection an additional non-compliance which posed a risk was identified under Regulation 23 and 29. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance and as a result, the scope of the inspection included the Little Buds and Toddler Room.

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.

#### Compliance Information

(1)(a) & (b) The service had a designated person in charge and named deputy person to deputise as required. The person in charge was on the premises when the inspectors arrived at the premises and was present throughout the inspection.

(2) Following a discussion with the service manager and a review of the staff roster it was confirmed to the inspectors that there were 3 new staff members present in the service since the last inspection.

(a) and (b) The staff files in relation to the 3 new staff members were viewed on the day of inspection.

- Two written and validated references from a past employer or another source were available for the 3 new staff employed in the service.

(c) Documentary evidence of a processed Garda vetting disclosure was available for each of the 3 new staff members.

Garda Vetting disclosures were also reviewed for an additional 29 staff members of staff employed in the service and the registered provider adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

(d) Not applicable as from the documentation available international police vetting was not required at this time for the 3 new staff members.

(4) Documentary evidence was available to confirm that 1 out of 2 new members of staff who were observed working directly with the children on the day of inspection held at least the minimum required level 5 childcare qualification on the National Framework of Childcare Qualifications or a qualification deemed equivalent.

A qualification was not required for the 3<sup>rd</sup> staff member as they were working in a supernumerary capacity in the room.

### Non-Compliance Information

(4) One staff member who was observed working directly with the children did not have documentary evidence of having at least a minimum Level 5 qualification in childcare available for inspection.

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

#### Corrective and Preventive Action

(4) The relevant staff member obtained a letter verifying completion of Level 8 qualification in childcare. The registered provider will request a letter stating qualifications as soon as job is offered.

#### Supporting documentation submitted

Copy of letter from college.

Copy of the recruitment policy.

### Summary Comment

The registered provider's response was reviewed by the Inspectorate and accepted. The non-compliance has been addressed and will be for review at the next inspection.

### 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.*

*(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 inspection there were an adequate number of adults working directly with the preschool children attending the service.

(2) On the day of inspection there were 4 care rooms in operation namely; The Acorn Room (Preschool Room 1), Little Oaks (Preschool room 2), Little Seedlings (Toddler Room) and Little Buds (Baby Room).

The following adult to child ratios were observed when the Inspectors arrived unannounced to the service;

- **The Acorn Room**

There were 18 preschool children aged 3-5 years with 3 members of staff. A 4<sup>th</sup> staff member was on their break at this time.

- **The Little Oaks Room**

There were 14 preschool children aged 3-5 years with 2 members of staff. Two members of staff were on their break at this time.

- **Little Seedlings (Toddler Room)**

There were 20 preschool children aged 2-3 years with 5 members of staff.

- **Little Buds (Baby Room)**

There were 15 preschool children aged 7 months – 2 years with 5 members of staff.

The person in charge and deputy person in charge were present in the service and provided relief in the care rooms as required and also carried out administrative duties. Two additional adults were also on the premises and were engaged in catering and administrative duties.

(8)(a) Following a review of the available documentation e.g., staff rotas and children’s attendance records the information demonstrated that the registered provider ensured that there were at least 2 adults on the premises at all times.

### Part IV – Information and Records

#### Regulation 16 – Record in relation to pre-school service

*(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:*

- (h) details of attendance by each pre-school child on a daily basis;*
- (i) details of staff rosters on a daily basis;*
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

#### Compliance Information

- (1)(h) An electronic and paper record was available of the arrival and departure times for the children attending the service. Each room recorded their own attendance records.
- (i) A staff roster was available and was reflective of the staff present on the day of the inspection.
- (j) There was a record in writing of medications administered to a preschool child including parental written consent to administer the medication, staff signatures and parental signatures to indicate they were informed of the administration of the medication.
- (k) An accident / incident form was completed for a child who had fallen over in the outdoor area.

### 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) The following examples demonstrate how the registered provider ensured that children's learning, development and well-being was facilitated within the service:

For the purpose of this inspection the report is in reference to the Little Buds and Little Seedlings Rooms and does not include the Little Oaks or Little Acorns Rooms.

#### Supporting Relationships

- A key worker system was in place throughout the service and the names of the children and their key worker were on display in the care rooms. Staff names and photographs were on display in the rooms. The staff when questioned were familiar with their allocated key children and this promoted the development and sustainment of relationships between the children, their parents, and the staff in the service.
- Soft tones, positive and respectful language were observed in interactions between the children in all the rooms. For example "Would you like some help?...would you like me to come over beside you ?" "good boy" "well done" and "good job".
- The staff were observed down on the floor with the children in The Little Seedlings Room and were observed to interact with the children in a warm and supportive manner. Similarly, in the Little Buds Room the staff interacted with the children at their level both during indoor and outdoor play. The staff were observed actively engaging with and supporting the children with their activities.
- Staff recognised signs of tiredness in the children and individual sleep needs were accommodated when necessary.
- In both rooms the staff sat at the tables during dinnertime to provide assistance and also encouraged social interactions and conversations at this time between the children and staff For example: it was one child's birthday and the staff were observed to discuss with the children how they were going to celebrate.....birthday and that they would all sing happy birthday and have cake after dinnertime." In the Little Buds Room staff sat beside children in highchairs and they were removed from the highchairs once

they had their dinners finished. Staff ensured that dinners were saved for those children sleeping at dinner time and were offered their dinner when they woke up.

- Transitions within the rooms at dinnertime, sleep times and to the outside areas were swift and well supported by the staff members.
- Staff used an electronic application (an 'App') to provide information to parents on their child's care and daily routine in the service on a daily basis. The staff also reported that communication with parents is conducted verbally at collection and drop off and there was a parents notice board with information in the hallway.

### Programme of Activities:

- A variety of the children's art activities were on display throughout the service which included; 'Our Lions...rawwww', bunny rabbit, "our spaghetti painting" and sticking and gluing pictures, "Our flower Garden", Father's Day paintings and paper plate umbrellas. These reflected the thematic curriculum plans that were on display in the rooms and there was evidence of emergent interests and the "voice of the child" on display in both rooms.
- The children were observed to engage in a variety of activities that promoted many areas of development including; sensory play, table-top activities, art activities, large group activities and outdoor play.

### Part V - Care of Child in Pre-school Service

#### Regulation 20 – Facilities for rest and play

*(1) Subject to this regulation, a registered provider shall ensure that-*

*(b) there are adequate and suitable facilities for a pre-school child to rest during the day, and in the case of an overnight pre-school service, during the day and the night.*

*(3) A registered provider of a full day care service, a part-time day care service or a childminding service, other than such a service to which paragraph (2) applies, shall ensure that-*

*(a) a suitable, safe and secure outdoor space to which the pre-school children attending the service have access on a daily basis is provided on the premises*

#### Compliance Information

(1)(b) There were soft comfortable areas in the rooms which consisted of mats, small sofas and cushions where a child could sit and relax or take a break from an activity. There were 12 standard cots available for the children

aged under 2 years. All cots were in good condition and all mattresses were clean, fitted correctly and had suitable safety labels.

There was a sleep room off the Little Seedlings Room which had a number of day beds set up for the allocated sleep time. Five daybeds were also set up in the main care room for the children who required sleep.

### Non-Compliance Information

(3)(a) The following non-compliances were identified in the outdoor areas and presented as a health a safety risk to the preschool children.

1. In the play area outside the Little Buds Room and in the area off the Little Seedlings Room there were a number of unprotected wooden support posts in the covered areas which were a potential impact hazard.
2. In the Sensory Garden, there was no safety surface under the “pizza” swing and a second swing set should a child fall off it. This is a safety risk.
3. A number of mini trampolines were observed in use in the large outdoor area to the side and in the outdoor area off the Little Seedlings Room. These are a health and safety risk and prohibited unless prescribed for therapeutic use.
4. The following pieces of equipment in the outdoor areas were broken and had sharp unprotected edges and corners exposed to the children e.g. the green metal shed, the green plastic playhouse, the plastic tunnel, the wooden mud kitchen and the wooden panel on the playhouse. In addition to this the outdoor risk assessment on display was last dated 13/2/23 and did not identify these injury hazards.
5. The adult rocking chair in the Little Buds Room was in a state of disrepair, the arms were cracked and pieces of wooden were missing. This was a potential injury hazard to the children in this room who were observed pulling themselves up onto the chair.

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

#### Corrective and Preventive Action

(3)(a)

1. Protective padding is now in place covering the posts.

Hard surfaces such as the wooden posts will be included in the risk assessment sheets and the importance of checking all surfaces and equipment has been addressed with staff.

2. The staff have been asked not to use the sensory garden until the registered provider resolves the issues with the safety surface.

The registered provider will ensure that all outdoor equipment is used with the recommended safety precautions in place.

3. All the mini trampolines have been removed from the Toddler Room.

The registered provider has explained to staff the importance of following age-appropriate guidelines for the toys the children play with, and they were also informed of the health and safety risks. They have been asked to include this information on their risk assessment sheets in the room.

4. Broken pieces of equipment in the outdoor area have been fixed. The green metal shed has been removed and the importance of filling out the risk assessment has been pointed out to the staff. Any equipment broken will be recorded and fixed as quickly as possible.
5. The registered provider has replaced the rocking chair in the Little Buds room.

The staff have been spoken to about the importance of not having broken furniture in the room and identifying this on the risk assessment.

### **Supporting documentation submitted**

Photographic evidence.

### **Summary Comment**

The registered provider's response and supporting documentation has been reviewed and the non-compliances have been addressed. These will be for review at the next inspection.

### 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

##### Safe Sleep:

1. A non-cellular blanket was observed in use for 1 child under the age of 1 years in the sleep room off the Little Buds Room. This is a safe sleep risk. In addition, 1 sleeping child aged 1 year was observed to have their blanket up over their head. It is acknowledged that this was promptly removed when brought to the staff members attention.
2. Room temperatures were being inaccurately recorded in the Little Seedlings Room when it was converted into a sleep room. When carrying out sleep checks, the staff member was observed to record the room temperature of the adjoining sleep room on the sleep log rather than the temperature of the converted care/sleep room. This was recorded consistently at 18.8 °C even though there was no thermometer in the room to accurately record the room temperature.

#### Action submitted by the Registered Provider

##### Corrective & Preventive Action

##### Safe Sleep:

1. New cellular blankets have been purchased and it has been explained to the staff that these cellular blankets have to be used by children under the age of one years of age.  
The sleep policy has been updated regarding blankets for use on babies under one years.
2. The staff were given the sleep policy to read and sign. They were made aware of where the thermometer is in the sleep room and also the toddler room to record accurate room temperatures.  
The registered provider will keep the staff updated with the safe sleep policy and compliance checks so that the staff keep inputting the regulations into their work with the children.

##### Supporting documentation submitted

Copy of sleep policy

#### Summary Comment

The registered provider's response is accepted, and the non-compliances addressed. These will be for review at the next inspection.

## 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 ensured that there was a person trained as a First Aid Responder (FAR) at all times in the service.

(2)(a) and (b) There was a first aid box for the children in the service available at all times.

### Non-Compliance Information

(2) The first aid box in the Little Buds Room was inadequately stocked as it did not contain eye pads, small dressings or antiseptic wipes. An opened tube of cream to be administered after a bite or sting was also stored in the first aid box and this was a contamination risk to the dressings and bandages in the box.

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

#### Corrective and Preventive Action

(2) The first aid box was restocked. The registered provider has asked staff for a list of what is needed for the first aid box and also given them guidelines.

A staff member has been nominated to take charge of the first aid boxes in order to ensure they are adequately stocked.

#### Supporting documentation submitted

Photographic evidence.

### Summary Comment

The response and supporting information were reviewed and the non-compliance is addressed.

### Part VI - Safety

#### Regulation 26 - Fire safety measures

- (1) A registered provider shall ensure that a record in writing is kept of-
- (a) any fire drill that takes place in the premises, and
  - (b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises.
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

#### Compliance Information

- (1)(a) A record was maintained of all fire drills which had been completed in the service. The last recorded on 28/05/24.
- (b) A record was kept of the number, type and maintenance of the fire-fighting equipment and smoke alarms in the premises dated the 26/07/23 and 29/03/2024 respectively.
- (4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises

### Part VII - Premises and Space Requirements

#### Regulation 29 - Premises

- A registered provider shall ensure that the premises of the service are-
- (d) cleaned, maintained and repaired, as required,

#### Non-Compliance Information

- (d) In the Little Buds Room, the corners of the blue floor mat at the climbing frame were torn and in a state of disrepair.

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

##### Corrective and Preventive Action

- (d) A new mat has been obtained for the climbing frame.
- The registered provider will talk to staff about the importance of carrying out the risk assessment in the room and that anything torn or ripped needs to be identified and reported.

##### Supporting documentation submitted

Photographic evidence.

# Early Years Inspectorate Regulatory Report Pre School

## Summary Comment

The registered provider's response has been reviewed and the non-compliances are addressed.