

TUSLA REGULATORY INSPECTION REPORT



TUSLA Identifier: TU2015MO072

Name of Service: Little Treasures Creche

Address of Service: 45 Meadow Park, Westport Road, Castlebar, Co Mayo, F23 N224

Email Address: mylittletreasurescreche@gmail.com

Name of Registered Service Provider: Beverly Flynn

Type of Service Registered: Full Day Care

Date of Inspection: 0 4 0 4 2 0 2 2

No of Pre-School Children present during Inspection: AM 32 PM 26

Address of the Early Years Inspectorate: Early Year's Inspectorate, TUSLA, Child and Family Agency, 2nd Floor, St. Mary's HQ., Castlebar, Co. Mayo.

Inspection undertaken by: M. Farrell & S. Gallagher
Title: Early Years Inspectors

Areas which were the subject of this Inspection		
Governance	Health Welfare and Development of Child	Safety

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>Little Treasures Creche is one of two services privately owned and operated by the same registered provider in Castlebar, County Mayo. The service is located in a residential estate and provides full day care services to children aged between 0 and 6 years of age. The service is open from Monday to Friday between 8:00 to 18:00 and includes sessional services from 9:00-12:00 hours. The service is also registered to provide school age services.</p>
Premises	<p>The premises consists of a main building which is a detached house that has been converted for use as a pre-school service and two smaller buildings to the rear and side of the main building. The ground floor of the main building has one playroom with a separated kitchen area, a dedicated sleep room and sanitary facilities. There are two playrooms, sanitary facilities and an office on the first floor of the main building. There is one playroom in each of the two smaller buildings on the premises. One of these buildings caters for preschool children in the mornings and also for after school children in the afternoon. Two enclosed outdoor play areas are located at the rear of the premises.</p>
Staffing	<p>There was a total of twelve adults including the registered provider employed in the service with one of the adults employed as a cook. Seven of the adults worked directly with the preschool children during the inspection. Three adult students were undertaking educational placements in the service at the time of the inspection.</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 inspection process has been amended to minimise the amount of time that inspectors spend in the service. A sampling process was used to assess compliance under regulation 19 health welfare and development of child and regulation 23 Safeguarding health, safety and welfare of child. As a result, the scope of the inspection included the Wobbler, Toddler, Playgroup and Preschool 2 playrooms and did not include the Preschool 1 playroom.</p> <p>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.</p>

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Acknowledgements

The inspectors wish to acknowledge the cooperation of the registered provider, staff and children who were present on the day of the inspection.

GOVERNANCE

Part III - Management and Staff

Regulation 9 - Management and Recruitment

- (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:

The inspection focused on the management and recruitment of adults who had commenced working in the service since the most recent focused inspection on the 6th of August 2019

It was confirmed by the registered provider on the day of the inspection that ten adults had commenced in the service since this inspection. The following documents were available on file or not required for the adults:

- (2)
- (a) There was 16 written validated reference from a past employer in respect of 9 adults.
 - (b) There was 3 written validated reference from another source in respect of 2 adults.
 - (c) Vetting disclosures from the National Vetting Bureau of the Garda Síochána for the ten adults.
 - (d) International police vetting documentation was available for 3 adults who had lived outside of the State for periods greater than six months as adults.

(4) Evidence of the completion of a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework or an equivalent qualification was available for the six adults new to the service since the most recent inspection on the 6th of August 2019.

Non-Compliance Information:

- (2)
- (a) The second written validated reference on file in respect of one adult was not from a previous employer.

Part III - Management and Staff

Regulation 9 - Management and Recruitment

<p>Corrective & Preventive Action submitted by the Registered Provider</p>	<p>The registered provider advised in a written response that: (2) (a) <u>CORRECTIVE ACTION</u> A second written reference from a previous employer has been obtained and validated by the designated person in charge of the service on the 21st of April 2022 and was submitted to the EYI office on 21st of April 2022. <u>PREVENTIVE ACTION</u> All staff files have been checked to ensure that two validated references from previous employers are available for all adults working in the service. Staff files will be reviewed on an annual basis to ensure that the necessary documents as required are held on file. <u>EVIDENCE SUBMITTED</u> A copy of a written reference from a past employer was submitted to the Early Years Inspectorate by registered provider on the 21st of April 2022.</p>
<p>Summary Comment:</p>	<p>The actions taken and evidence submitted by the registered provider has been reviewed by the Early Years Inspectorate and found to have addressed the non-compliance found on inspection.</p>

Part III - Management and Staff

Regulation 11 -Staffing Levels

<p>(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.</p> <p>(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</p> <p>(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</p>	
<p>Compliance Information:</p>	<p>(1) On the morning of the unannounced inspection there seven were adults working directly with the thirty-two children in attendance in the service.</p> <p>(2) The following adult to child ratios were provided during the unannounced inspection in line with the required ratios taking into consideration the ages of the children and the length of time each child spent in the service as follows:</p> <p>Wobbler room: one adult cared for four children aged between one years and two years of age availing of full day care services.</p> <p>Toddler room: one adult cared for four children aged between two years and three years of age availing of full day care services.</p>

Part III - Management and Staff

Regulation 11 - Staffing Levels

Playgroup room: one adult cared for five children aged between two years and three years of age availing of full day care and part-time day care services.

Preschool 2 room: one adult cared for seven children aged between two and half years and six years of age for sessional services in accordance with the required adult to child ratio of at least one adult for every eleven children for that service type. An adult student was also present in the Preschool 2 room for the session but was not included in the ratio.

Preschool 1 room: three adults cared for twelve children aged between two and half years and six years of age for sessional services during the inspection in the morning with an adult student also present.

Nine of the children in this group availed of part-time/full day care services in the playroom and were joined at 12 midday by four children from the Preschool 2 playroom. At 12:45 hours there were thirteen children present with two adults. A student was also present in the room at 12:45 midday.

(8)(a)

There were at least two adults present at all times during the unannounced inspection. A sample of attendance records and staff rosters reviewed showed that at least two adults were present in the service at all times.

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:

- The service provided the main meals for the children and the meal of freshly prepared pasta bolognaise with carrots, onions and garlic bread on the day corresponded with the menu plan on display in the kitchen area. Breakfasts of cereal and toast were available, and the children brought their own food from home to the service for snack breaks and it was stored in the service refrigerators. Adults supervised the children at snack and mealtimes and encouraged and supported them to feed themselves with help given when needed. At morning snack time, the children in the Preschool 2 ate a variety of foods such as sandwiches, rolls, yoghurts and prepared fruits. A drink station was set up containing their individual drinks

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

and was available to them at all times. Highchairs were provided for the younger children in the Wobbler room to sit in at mealtimes.

- A nappy changing unit was provided on the ground floor of the main building and the adults changed the younger children nappies at regular intervals and depending on their individual needs with written logs maintained. The children who were toilet trained were supported by the adults to use the toilet by themselves when they needed to.
- Care was given to the children's appearance for example when the children in the Preschool 2 room were going to paint the adults helped them roll their sleeves up and reminded them that they should put on aprons to protect their clothing. Tissues were provided in the playrooms for the children to clean their noses with. At dinner time, an adult in the Wobbler room placed bibs on the children to protect their clothing. The adults supervised and helped the children to wash their hands at regular intervals including after toileting and artwork and before mealtimes.
- A separate sleep room was provided on the downstairs floor to accommodate the sleep needs of the younger children in the service. After dinner children from the Wobbler and Toddler were brought to the sleep room and slept in either standard cots or on stackable beds depending on the ages. The sleep room was darkened by closing a window blind and a restful atmosphere was created by the adults with soft background music playing. An adult stayed in sleep room to supervise and soothe the children if needed. Rest areas were provided for the older children in the playrooms inspected with wipeable soft seating where children could relax during the day if they wished.
- The children were observed to move freely around the playrooms between the interest areas. All of the children in the Wobbler room were able to walk unaided and some of them pushed a buggy with a doll in the room at different times. The weather on the day of the inspection was inclement with rain showers and the children were not observed to play outdoors during the limited time of the inspection.
- The adults were observed to use positive approaches to behaviour management with children's positive behaviour appropriately praised and encouraged. Children were allowed choice regarding if they wished to take part in an activity growing cress seeds in the Preschool 2 room or if they wished to engage in different play activities at a the time. The adults were observed to get down to the children's eye levels and take time speaking clearly when explaining things to them.

SUPPORTING RELATIONSHIPS AROUND CHILDREN:

- The adults were observed to demonstrate sensitivity and warmth for the children as shown in their positive use of language and soft voice tones. The adults were observed to use the children's names, make eye contact and

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provide appropriate levels of encouragement and praise to the children. The adults advised the children when transitions were approaching for example when it was approaching dinner time in the Wobbler room, starting story time in the Toddler room and time to look at how the cress seeds that the children had begun to grow in the Preschool 2 room were progressing.

- The daily routine was displayed on the walls of the playrooms and followed on the day giving a sense of predictability to the children and easing transitions from one activity to another.
- Photographic displays of the children and their families were displayed on the walls in the children’s playrooms helping to strengthen links between home and the service.
- The adults advised the inspectors that electronic messaging systems were used to communicate with parents in addition to verbal handovers of information between adults and the children’s parents at arrival and collection times.
- The adults were responsive to the children’s needs and choices for example children in the Preschool 2 room and the Playgroup room were encouraged to take part in group activities together but children who did not wish to partake were facilitated to select play activities of their choosing.

PHYSICAL AND MATERIAL ENVIRONMENT:

- There were five playrooms in operation in the service on the day named the Wobbler, Toddler, Playgroup, Preschool 1 and Preschool 2 rooms. The inspectors used a sampling process to assess compliance and the Wobbler, Toddler, Playgroup, Preschool 2 rooms were the focus of the inspection on this occasion.
- The younger children in the service were catered for in the Wobbler room that had areas of soft matting facilitating tumble play. A low-level mirror was attached to the wall for children to look at themselves and there was a small tepee with little toys on the ground inside for children to explore. A variety of age-appropriate toys were available to the small children including insert and stacking activities, transport toys including cars and a train set, a small low level wooden kitchen with utensils, activity centres, musical instruments and dolls and pushchair. Bottles of bubbles mixtures for blowing bubbles were stored on a shelf and art supplies were available to the children under supervision with samples of the children’s artwork displayed on a wall in the Wobbler room. The Wobbler room was separated from the kitchen area by a worktop counter divider and gate.
- The Preschool 2 room was situated in a stand alone building at the rear of the premises and was arranged in defined interest areas with a home corner, construction toys, transport area and doll area. A selection of age-appropriate books was positioned next to the soft seating next to the rest

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area and a child was observed to select a book to look at and sit down on the seating at one stage during the inspection. Play items to encourage imaginative play were provided in the Preschool 2 room including toy medical equipment, a small toy post office box for posting letters and a shop till. The town plan transport matting on the floor in one area of the playroom was used by a child when playing with cars while other children engaged in tabletop activities such as jigsaws of varying complexities. Following snack time, the children engaged in painting and were supported by the adults to pour the paint colours that they selected into paint pots.

- A range of toys and play equipment were provided in the Toddler room and Playgroup room to promote fine motor, cognitive and language development. The play equipment was arranged in clearly defined interest areas such as small world including farm animals, dinosaurs and a dolls house, a transport area with cars and trucks and construction areas with blocks and tools and home corners with kitchens, utensils. Selections of tabletop activities available included jigsaws, peg boards, threading activities. Arts and craft supplies and musical instruments were accessible to the children to play with. A rest area with a wipeable sofa was located in the library areas in each room. Children's artwork on display in the playrooms included hand printed daffodils and love hearts with footprints.
- The play equipment and toys were displayed in low-level open storage systems and shelving facilitating the children to choose their preferred play activity. Age-appropriate seating with tables waist high for the children was provided in the playrooms. Highchairs with five-point harnesses were provided for the younger children attending the service in the dining room.
- The enclosed outdoor area was divided into two distinct play areas with ground covers of artificial grass by wooden fencing. A space separating the two play areas had ground covering of concrete with a wooden picnic table and seating positioned in this space. The adults advised the inspector that the larger outdoor area nearest the main building was used by the children from the Preschool 1 and Preschool 2 rooms and had numerous types of different play equipment such as a covered water table, mud kitchen, recycled tyres, ride on scooters and a soccer net. A brightly coloured hopscotch game was marked in a section of the artificial grass. The second outdoor space was smaller and used by the younger children in the main building and contained rocker toys, low slides, kitchen and covered sandbox with plastic toys. Seating suitable for adults was also positioned in one section of this space.

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:

- The main entrance door was secured on the inspectors' arrival to the service and remained secured during the inspection.
- The inspectors were requested by the registered provider to provide details of their attendance in the service in a sign in book on arrival. Accurate written records of the attendance of children and adults in the service were found to be kept on the day.
- The blind cord on the window used to darken the sleep room was secured with a safety device. The blinds in the upstairs playrooms had no cords attached.
- Cleaning products were stored at high levels out of the reach of children.
- The kitchen area was inaccessible to the children.
- The toys and play equipment in use in the playrooms inspected were in working order and age and developmentally appropriate for the children using them on the day.
- The hot water in the wash hand basins was recorded under the required 43°C to prevent a risk of scalding and to facilitate effective handwashing.

INFECTION CONTROL:

- The service was observed to be clean during the inspection with the adults cleaning down frequently touched surfaces on a regular basis. Records of cleaning/disinfecting processes were kept by the adults. The nappy changing benches were cleaned/disinfected between uses by the adults and aprons and gloves were provided for nappy changing purposes.
- Warm water, liquid soap and paper towels were provided for handwashing in the service with age-appropriate signage in place at sinks used by children to prompt and remind them about effective handwashing. Hand sanitiser was provided in dispensers and the adults were observed to use hand sanitiser at frequent intervals for example on entering playrooms.
- Windows were opened at times by the adults to ventilate the rooms.
- Foot operated pedal bins were provided in the service and observed to be used appropriately by the children and adults when disposing of items such as paper towel following handwashing. A sealed airtight container was provided in the downstairs and upstairs nappy changing units for the disposal of nappies.
- Boxes of disposable tissues were available for use in the playrooms by the children to clean their noses with.
- The children's snacks were stored in refrigerators in the service on arrival.

SAFE SLEEP:

- During the inspection four children aged under two years were placed to sleep in standard cots with safety mattresses in place. The air temperature of the sleep

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Regulation 23 - Safeguarding Health, Safety and Welfare of child

	<p>room was recorded by the inspector as 17.5 °C before the children were placed to sleep in the room. Observations of the children’s colour, position and breathing patterns were recorded in writing at ten-minute intervals by the adult present in the sleep room to supervise the children. Clean cellular blankets and sheets were used as bedding. Information regarding safe sleep including correct positioning of children was displayed on the wall of the sleep room.</p> <p>FIRE SAFETY:</p> <ul style="list-style-type: none"> • The emergency exits were observed to be free from obstruction in the service during the inspection.
<p>Non-Compliance Information:</p>	<p>INFECTION CONTROL:</p> <ul style="list-style-type: none"> • Soothers belonging to the children in the Wobbler room were observed to be stored in a large open box and were not stored individually posing a potential infection control risk.
<p>Corrective & Preventive Action submitted by the Registered Provider</p>	<p>The registered provider advised in a written response that:</p> <p><u>CORRECTIVE ACTION</u> INFECTION CONTROL: Soothers are now stored in individual containers.</p> <p><u>PREVENTIVE ACTION</u> INFECTION CONTROL: A designated staff member in the Wobbler room has been assigned responsibility to ensure that an individual storage container for soothers will be made available for each child.</p> <p><u>EVIDENCE SUBMITTED</u> INFECTION CONTROL: Photographic evidence of the individual containers was submitted to the Early Years Inspectorate on the 17th of May 2022.</p>
<p>Summary Comment:</p>	<p>The actions taken and evidence submitted by the registered provider has been reviewed by the Early Years Inspectorate and found to have addressed the non-compliance found on inspection.</p>