

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015WD036
--------------------------	-------------

<b>Name of Service:</b>	Kidz Inc.
-------------------------	-----------

<b>Address of Service:</b>	Briot Crescent, Templars Hall, Waterford City, Co. Waterford
----------------------------	--

<b>Eircode:</b>	X91VX96
-----------------	---------

<b>Name of Registered Provider:</b>	Eimear Keating
-------------------------------------	----------------

<b>Service type:</b>	Full Day
----------------------	----------

<b>Date of Inspection:</b>	08/01/2024
----------------------------	------------

<b>No of pre-school children:</b>	AM	24	PM	21
-----------------------------------	----	----	----	----

<b>Address of the Early Years Inspectorate:</b>	Community Care Centre, HSE Buildings, Cork Road, Waterford City.
<b>Inspection undertaken by:</b>	M. Ryan.
<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).

<b>Conditions if applicable</b>	Not applicable
---------------------------------	----------------

### Description of service

Kidz Inc. is a privately owned service that opened in 2005 in a residential area on the outskirts of Waterford City. The building is a single-story purpose-built childcare facility that accommodates four childcare rooms, a full catering kitchen, and separate sleeping room, sanitary accommodation with a nappy changing area, storage rooms and an office. The outdoor play area is safely secured adjacent to the service on the grounds of the premises. The service opens from 07:45hrs to 18:00hrs, Monday to Friday. The service caters for children aged 12 months to 6 years of age on a full-time care basis and offers a school age childcare service.

### Staffing

The registered provider is the owner and employs a manager and six childcare workers.

### 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/ safety/ premises and facilities.

Regulation 9 – Management and recruitment.

Regulation 11 - Staffing levels.

Regulation 20 – Facilities for rest and play.

Regulation 22 – Food and drink.

Regulation 25 - First aid.

Regulation 26 - Fire safety measures.

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 registered provider 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.

(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)

The registered provider was the designated person in charge and there was a named person able to deputise as required.

(b) At all times during the inspection the registered provider was on the premises.

(c) There was documentation available that indicated the management structure of the service had identified the lines of authority, accountability and the specific roles and responsibilities of each employee in the service.

(2)

On review of files three new staff members had joined the service since the last inspection 10 February 2021. The files of the other staff had been reviewed and found compliant on previous inspections.

- (a) The three staff files presented for inspection, had written references from past employers.
- (b) Not applicable as all references reviewed were from previous employers.
- (c) Garda vetting disclosures were available on file for the three new staff employed to work in the service, and Garda vetting of the other staff had been updated since the last inspection.
- (d) One staff member had lived outside the jurisdiction for more than six consecutive months, Police vetting had been completed from the necessary jurisdiction.
- (4)  
All staff working directly with the children held qualifications in Early Childhood Care and Education at levels 5, and 8 on the National Qualifications Framework.

### 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 staff rosters indicated that there was an adequate number of staff working directly with the children attending the service.
- (2)  
On the morning of day one of the inspection 8 January 2024 there were 24 pre-school children directly supervised by 5 staff, the registered provider was supernumerary and available to help out and was observed helping out in the baby room throughout the day.
- Baby room: 5 children aged 18 months to 2 years being cared for by 1 staff.
- Toddler room: 8 children aged 2 to 3 years of age being cared for by 2 staff.
- Twennies room: 11 children aged 3 to 3 and a half years being cared 2 staff.
- Montessori room: There were no children in this room as they had not yet returned from the Christmas holiday.

On the afternoon of the inspection there were 21 children being directly cared for by 5 staff. Registered provider was supernumerary and available to help out if required.

Baby room: 5 children aged 18 months to 2 years being cared for by 1 staff.

Toddler 1: 8 children aged 2 to 3 years of age being cared for by 2 staff.

Tweenies 2: 8 children aged 3 to 3 and a half years being cared 2 staff.

### 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-*

*(a) having regard to the number of pre-school children attending the service, their respective ages and the amount of time they spend on the premises, there are adequate and suitable facilities for each child to play indoors and, where required by these Regulations, outdoors, during the day, and*

*(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)

(a) On the day of the inspection three rooms were in use for childcare provision. The fourth room was not in use as the Montessori children on the scheme had not yet returned from Christmas holidays. All rooms were rectangular in shape. The windows faced the roadway and facilitated natural daylight, adequate ventilation and afforded the children opportunities to look out onto the nearby road and residential area. All three rooms had a variety of toys and equipment available on low level shelving to facilitate a child led learning environment. The shelving was arranged in the rooms maximising the free space for the children to move freely around the room.

#### Baby room

All 5 children observed in the baby room were over 18 months and all 5 had commenced walking. The toys available were age appropriate. The room lay out was conducive to the needs of children beginning to walk with

ample space between furniture. A large portion of one corner of the room was given over to a cosy corner with large soft fall matting, surrounded by wall mounted mirrors, children were observed retreating to this corner regularly. The staff member was observed sitting with the children on the mat and getting their attention by engaging them with a large picture story book.

### Toddler room:

This room had three zones, an imaginative play zone resourced with a wooden kitchen, dolls, buggy and kitchen play materials, a tabletop zone for using age appropriate manipulate play materials such as shape sorters and jigsaws. The third zone was a well-used popular area of the room which was the cosy library corner defined by furniture with a large couch, large cushions and open shelving with books.

### The Tweenies room.

This room had similar designated areas of interest, a couch with children's books arranged on an adjacent book rack. The tabletop area had Montessori exercises and craft material arranged for easy access to the children. These materials consisted of practical life exercises, sensorial materials language exercises pencils /paints and children's scissors. The role play area consisted of kitchen/home play equipment with furniture and a box of dress up opportunities. Some children were observed getting assistance from the staff member to put on the costumes of their choice.

(b) Provisions were in place for children to rest and sleep while attending the service. There was one dedicated sleep room adjacent to the baby room. The room had four traditional cots, children over two had the use of stackable floor beds. There was a soft area with soft seating available in all the care rooms for children to rest or relax if they choose.

(3)  
(a) The outdoor play spaces were safe and secured by high concrete walls and timber fencing from the road and surrounding residential area. The outdoor space wrapped around three sides of the building and access to the outdoors was available from two sides of the premises. On the day of the inspection staff and children availed of regular opportunities to be outdoors and all children attending the service were able to be outdoors at any given time. The outdoor area had surfaces of grass, cement and three sheltered canopy areas at different levels with decking, pebbles and roofed with acrylic sheeting. In one of the shelters four children surrounded a large sand tray and were observed enjoying this play, staff commented how the shelters afforded the children the opportunity to remain outdoors for longer periods.

The indoor/outdoor room was enclosed from three sides to incorporate two garden walls, this shelter provided space for the storage of children’s wellingtons, waterproof pull-ups and boxes of outdoor toys. The shelter was observed to shield the children from the cold winds as well as an opportunity for children to withdraw and relax away from the play garden if they so choose. Other features available for children to enjoy were obstacle frames constructed with ropes, wooden poles and old car tyres, these offered challenging and climbing and experiencing.

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

#### Regulation 22 – Food and drink

*A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.*

#### Compliance Information

The service prepared and cooked food on the premises. There was a 3-week rotational menu, this consisted of a breakfast, two morning snacks, a main meal at 13:30hrs, and a light meal served in the afternoon at around 16:00hrs. The main meal on the day of inspection was beef stew. The breakfast comprised of a selection of cereals with milk or water drinks. The snacks provided were varied such as fresh fruit/ vegetables, yogurt, cheese with milk and water. The light meal on the day was toasted ham and cheese sandwiches.

The younger children’s dinners were observed to be served to an appropriate consistency. The five children in the baby room sat around a low table and were observed feeding themselves independently, while the staff member sat with them assisting and encouraging them to eat.

### 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)  
Three staff members employed to work in the service had current First Aid Responder (FAR) Training. The registered provider stated that at least two staff members trained in first aid were available at all times during the operational hours of the service.

(2)  
(a) There were two suitably equipped wall mounted first aid bags on the premises.  
(b) Both first aid bags were suitably accessible and available.

### 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 firefighting 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 in writing of fire drills indicated that the last fire drill took place on the premises on the 5 January 2024.  
(b) A record of the number, type and maintenance firefighting equipment and smoke alarms was maintained. It was recorded that fire equipment was last serviced on 29 November 2023 and smoke alarms were last serviced in January 2024.

(4)

The fire evacuation procedure with details of the measures to be taken in the event of a fire were displayed on each care room door.