

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015WD070		
<b>Name of Service:</b>	Sallywags Lismore Community Childcare Centre Ltd.		
<b>Address of Service:</b>	Botha Mochuda, Lismore, Waterford.		
<b>Eircode:</b>	P51 TP97		
<b>Name of Registered Provider:</b>	Rachel Kelly		
<b>Service type:</b>	Full Day, Part Time and Sessional		
<b>Date of Inspection:</b>	27/05/2024		
<b>No of pre-school children:</b>	AM	29	PM 23
<b>Address of the Early Years Inspectorate:</b>	Tusla Child and Family Agency, Community Care Cork Road Waterford		
<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
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### Description of service

Sallywags Lismore Community Childcare Centre Ltd. is a community-based childcare service. The service is located on the outskirts of Lismore town, in west county Waterford. Sallywags Lismore Community Childcare Centre Ltd. is governed by a management committee and offers full day care for children aged from 6 months to 5 years, from 08:00 to 18:00 hours, Monday to Friday. The service participates in the Early Childhood Care and Education Scheme (ECCE) from 09:00 to 12:00 hours as well as the Community Childcare Subvention Scheme. The service has a breakfast club in the morning from 08:00 to 09:00 hours and school aged childcare from 14:00 to 18:00 hours in the afternoons.

### Staffing

Sallywags Lismore Community Childcare Centre Ltd. employs a manager, three childcare supervisors and seven childcare workers. The service has a full-time cook, a part time kitchen support staff person a maintenance person and an office administrator.

### 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/ The inspection may also focus on other areas as required.

Regulation 9 – Management and recruitment.

Regulation 11 - Staffing levels.

Regulation 19 - Health, welfare and development of child.

Regulation 22 – Food and drink.

Regulation 23 - Safeguarding health, safety and welfare of child

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 co-operation 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.

(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 manager was the designated person in charge. The service also had a person who was able to deputise as required.
  - (b) At all times during the inspection the manager was on the premises.
  - (c) Scallywags was governed by voluntary management committee of parents. There was documentation available that demonstrated the management structure for the service which identified the lines of authority and accountability in the service. In January 2023, the service engaged with a private human resource company to reflect and review the structures and governance of the service. From this review organised structured meetings

had commenced on a monthly and fortnightly basis for the voluntary management committee and for the staff. The last documented management committee meeting was recorded as having taken place on 28 May 2024.

(2)

There were no new employees since the last inspection on 16 June 2023. The staff files for the 15 employees working in the service were reviewed on the day.

(2)(a)(b)

There were validated references for all employees kept in each staff members file.

(c)

There were Garda vetting disclosures available for all 15 staff working in the service. However, 8 of the Garda vetting disclosures had been re-vetted in the last 3 years and 7 of the Garda vetting disclosures had not been re-vetted in the last 3 years in accordance with the Regulatory Notice EYI-RN12.3 issued by the Inspectorate as reported under Regulation 23.

(d)

Police vetting disclosures were not required as none of the employees had lived outside the jurisdiction for more than six consecutive months.

There was evidence that all staff employed to work directly with the children held at least a major award in Early Childhood Care and Education at level 5, 6 or 8 on the National Qualifications Framework. There was evidence of continuous professional development and qualification certificates on file

(4)

## 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)  
On the day of inspection, there were an adequate number of staff working directly with the children attending the service, which met the requirement for the Childcare Act 1991 (Early Years Services) Regulations 2016.
- (2)  
On the morning of the inspection there were 29 pre-school children directly supervised by 9 staff members. In the Butterfly room there were 11 children, aged 2 to 3 years, directly cared for by 2 staff members. In the Caterpillar room there were 7 children aged 1 to 2 years directly cared for by 2 staff members. In the Preschool room there were 11 children aged 3 to 5 years of age, directly cared for by 2 staff members.
- During the afternoon, there were 23 pre-school children directly supervised by 7 staff members. The numbers were as follows:
- In the Butterfly room there were 9 children, aged 2 to 3 years directly cared for by 3 staff members.  
In the Caterpillar room there were 7 children aged 1 to 2 years directly cared for by 3 staff members.  
In the Preschool room there were 7 children aged 3 to 5 years of age directly cared for by 1 staff member on a sessional basis.
- Throughout the day the manager was supernumerary and was available to help out as required.

## 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

- (a) Regulation 19 was assessed through direct observation, review of records and discussion with staff. The following was observed and explained in relation to the provision of the programme of care and activities for the children attending the service.

There were 3 rooms in operation on the day of inspection, the “Caterpillar room” caring for children aged from 12 to 24 months, the “Butterfly room” caring for children aged 2 to 3 years and the “Playschool room” caring for children aged 3 to 6 years.

The inspector was warmly greeted by the manager, staff and children. The atmosphere throughout the service was pleasant, cosy and homely which was further enhanced by the attention that was taken in the design of the physical layout in the building.

In all three rooms, the physical environment had been carefully planned and presented appropriate to the needs of the children in attendance. All rooms had ceiling to floor windows that accommodated double doors leading out to age-appropriate outdoor play spaces. Children were observed to have access to move seamless between the indoor and outdoor play environments. Each outdoor space off each room had shelter extending from the rooms which on the day was observed to provide shelter from the direct sunlight and ensured that the children could be outdoors as much as possible.

The caterpillar room had a sizable space designated and organised to ensure that there was ample space conducive to children learning to walk and move around with comfort. There was a large rubber soft foam mat, with a large, mounted mirror with attached grab poles that encouraged children to pull and stand on their own. Two children were observed enjoying pulling to stand at these rails while encouraged and praised by the staff for their achievement. This room had numerous baby toys such as sound making, popup and activity cubes.

In the caterpillar and butterfly room staff were observed to take their cues from children regarding their need for sleep, toileting /nappy changing affection and comforting. Children were observed sleeping at different times during the day and staff were observed checking them regularly, one child came from the pre-school room in the early afternoon to continue with the sleep pattern that he had while in the butterfly room.

Butterfly room had a large messy play area with sand boxes and a large water play trough. The tables were arranged in the center of the room and staff were observed sitting with the children at the tables and on the large floor mat encouraging children’s engagement by chatting and conversing about their chosen play item.

In the preschool room practices promoting independence were observed such as on arrival the children were greeted by the staff and were given the opportunity to “clock in” using low level laminated velcroed photographs of themselves. This was carried out by giving the children the opportunity to move the photograph of themselves on to the board. Children were observed to enjoy this activity. The staff informed the inspector that this activity assisted in marking the transitions of coming into and leaving the service.

The manager informed the inspector that the play curriculum was based on the importance of introducing children to experiences that would help develop ways to understand their world and how to live in it. The staff showed the inspector some of the gardening-based activities the children were involved with, such as growing strawberries/potatoes, wildflower garden/edible flowers and spurting pineapples and carrots all of which had been planted by the children.

There were four designated outdoor play spaces located around the building with porch roofs to provide shade and shelter. The direct access from the rooms ensured that all children attending the service were able to be outdoors at any given time. The surfaces on the outdoor areas were cement, grass and soft matting. The large fenced off grassed area known as ‘the field’ had a wooden tepee, tree house, a stationary boat and bus structure with seating. This area was extensively used for ball games and picnics.

### 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

All food and meals were prepared and cooked from an onsite kitchen on the premises that had been inspected by the Health Service Executive (HSE) Environmental Health Services in April 2023. The service employed a full-time and a part time kitchen support staff person. There was a 3-week rotational menu plan, and all special dietary and cultural food requirements were catered for as far as possible. The service had a healthy eating policy, which was also available to parents.

The service supplied breakfast for all children attending at 08.00hrs offering a selection of cereals and toast with milk or water drinks. The main meal was observed to be fish, beans, and mashed potatoes. These meals were served to the babies at an appropriate consistency for their needs. Drinking water was available and accessible to

children throughout the day. Most of the children drank water from their individual water bottles, which they were available to freely access in the rooms. All foods with the exception of the snack for the morning ECCE group were supplied by the service. The snacks observed in the afternoon consisted of yogurts, fresh fruit and ham and cheese and crackers.

Appropriate cutlery and plates were provided for the child's age and stage of development. One child was on milk formula that was supplied and prepared by parents and refrigerated in the kitchen area until required.

### 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

The outdoor play areas were safely secured from the neighbouring housing estate and industrial area with high wire fencing and high concrete walls. There were no hazards found in any of the outdoor play areas. The service was appropriately secured with a keypad security intercom system. Each care room was able to activate this system for entry into the service, thereby restricting unauthorised persons accessing the service.

Toxic substances and cleaning agents were stored in a locked cleaning store inaccessible to children. All electrical sockets were fitted with safety covers, and in the case of the sleep rooms, were located at a high level. Radiators were thermostatically controlled or guarded to ensure the surface temperature was safe for children. Warm water at the taps available to the children was thermostatically controlled to ensure against scalding accidents. All doors throughout the premises were fitted with finger guards to prevent against finger trapping injuries. All sharp corners on the cement walls in the outdoor areas were protected.

#### Non-Compliance Information

##### General Safety:

Garda vetting was available for all 15 staff working in the service. Eight Garda vetting disclosures had been re-vetted in the last 3 years. The remaining seven of the Garda vetting disclosures had not been re-vetted in the last 3 years in accordance with the Early Years Inspectorate Regulatory Notice EYI-RN12.3 issued by the Tusla inspectorate on the renewal of garda vetting.

## Action submitted by the Registered Provider

### Corrective & Preventive Action

The manager stated in the response on the 27 June 2024 that they “have now undertaken a follow up on all Garda vetting and it is now almost complete for all staff members in our service. We will ensure that a review is undertaken of each staff members personal file at predetermined dates throughout the year. We have made a note in our admin system that GV needs to be updated every three years.”

### Supporting documentation submitted

The manager submitted the seven Garda vetting disclosures for the staff that had not been re-vetted in the last 3 years on the 9 July 2024.

### Summary Comment

All evidence submitted on 9 July 2024 was appropriate, therefore the requirements for the Early Years Inspectorate Regulatory Notice EYI-RN12.3 have been met.

## 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)  
Seven staff employed to work in the service were currently First Aid Responder trained. The registered provider ensured that at all times there were two of these trained staff available on the premises.

(2)

(a) There were first aid boxes in all the pre-school rooms.

(b) These first aid boxes were suitably equipped, well stocked and available at all times.

### 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 recording system was provided to ensure a monthly record was maintained of fire drills as conducted and it was noted that the last fire drill took place on the premises on the 26 April 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 in May 2024 and smoke alarms were last serviced on 5 March 2024.
- (4) The fire evacuation procedure was displayed on the notice board in the main hall which contained details of the procedure to be followed in the event of a fire.