

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2019DR002
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Name of Service:	Nuture Childcare Limited Once Upon A Time
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Address of Service:	Lidl Neighbourhood Centre, Corbawn Lane, Shankill, Co. Dublin
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Eircode:	D18AW22
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Name of Registered Provider:	AnneMarie McCormack
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Service type:	Full Day
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Date(s) of Inspection:	27/05/2024
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No of pre-school children:	AM	61	PM	61
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Address of the Early Years Inspectorate:	The Early Years Inspectorate, Tusla, Child and Family Agency, Loughlinstown Health Centre, Loughlinstown drive, County Dublin.
Inspection undertaken by:	Olivia Quill and Fiona Carty
Title:	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).

Conditions if applicable	Not applicable
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Description of service

This private childcare facility is one of nine services operated by the registered provider in the Dublin region. The service is registered to provide a full day care for pre-school children aged 0-6 years and operates Monday to Friday between the hours of 07:30 -18:30. The service is located in a purpose-built premises on the grounds of a business park in Shankill south county Dublin. Care is delivered across four care rooms named -Junior Wobbler (All 1 year), Senior Wobbler (All 2years), Pre-Montessori (2-3years) and Montessori (3-5 years). A separate sleep room is provided. There is an outdoor play area provided on the premises.

Staffing

Seventeen staff are employed in the service including an adult employed for ancillary duties. On the 27 May 2024 thirteen staff were working directly with the children. The designated person in charge was not included in the adult: child ratio but was available to provide additional support to staff as required. An area Manager arrived after the inspection had commenced and worked directly with the children. The registered provider does not work in the service but attended the feedback meeting when the inspection was completed.

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 and safety. The inspection may also focus on other areas as required.

The inspection plan included a review of corrective and Preventive Actions submitted by the registered provider following the last inspection dated 13 June 2023. This inspection focused on an examination of compliance under the following regulations.

Regulation 9(1)(a), (b), (2)(a) -(d), (3) and (4) Management and recruitment

Regulation 11(1), (2) and (8)(a) Staffing levels

Regulation 19 (1)(a) and (b) Health welfare and development of child

Regulation 23 Safeguarding health, safety and welfare of child

Regulation 25 First Aid

Regulation 30 Minimum space requirements

A sampling process was used to assess compliance under regulation 19(1) (a) and (b). As a result, the scope of the inspection included the Junior Wobbler, Senior Wobbler and Pre-Montessori rooms and did not include the Montessori 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 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*

(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 service had a designated person in charge and a named person who was able to deputise as required.
 - (b) The designated person in charge was present at all times during the inspection.
- (2) The inspection focused on the recruitment records for all staff employed in the service. Eighteen staff files were inspected and met the Regulatory requirement as follows.

- (a) Of the thirty-six validated, written references that were required, thirty-two were available from a past employer.
- (b) A further three validated, written references were available from a source other than a past employer for staff members who did not have a previous employer.
- (c) Garda vetting disclosures from the National Vetting Bureau of the Garda Síochána were available for eighteen staff employed to work in the service. These were dated within the previous three years in adherence to the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.
- (d) Police vetting was required for fourteen staff who had resided outside the State for a period longer than six consecutive months as an adult. Police vetting was available for thirteen staff.
- (4) Records were available evidencing that seventeen staff working directly with children attending the service held 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. One staff member was employed for ancillary duties and did not work directly with the children.

Non-Compliance Information

- (2)
 - (a) A second reference for one adult had not been translated and therefore could not be interpreted.
 - (d) Police vetting was not available for a staff member who had resided outside the State for a period longer than six consecutive months as an adult.
- (3) All of the procedures specified in paragraph (2) were not completed prior to staff being allowed access to with children attending the pre-school service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (2)
 - (a) Reference translated. Staff will not be onsite until all relevant documentation is attained.
 - (d) Applied for police vetting. Staff will not be on the premises until all relevant documents have been obtained.

(3) Staff will not be on the premises until all relevant documents have been obtained.

Supporting documentation submitted

Written evidence.

Summary Comment

The inspector is satisfied that the Regulatory requirement will be met when police vetting is received.

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) An adequate number of adults were working directly with the children at all times during the inspection.

(2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. There were sixty one children attending the service being supervised by thirteen adults on the day of inspection.

(8)(a) There were two adults on the premises during the inspection and the staff roster indicated that there are 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:

(i) details of staff rosters on a daily basis;

Compliance Information

(1)

(i) The staff roster was available and accurately reflected the adults working in the service on the day of inspection.

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

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

(1)(a), (b) Appropriate and suitable care practices were observed. In the Junior Wobbler room staff were observed to be attentive to the personal care of the children. The children's nappies were changed routinely and if needed in between. Staff sat with the children when eating. They provided them with help when needed whilst

supporting their independence. Bibs were provided when eating to protect their clothes from becoming soiled or wet. Children's noses, hands and faces were cleaned when they became soiled. Staff used opportunities when assisting with personal care for warm individual engagement with the children. Older children were supported to be independent including using the toilet and tidying up after themselves. Care plans were available for some children as required and staff were familiar with them. Drinking water was provided with meals and freely available throughout the day.

All care room were in the service were laid out with child-sized tables and chairs. Developmentally appropriate equipment and materials were accessible to the children from open low-level shelving in these rooms. Suitable cosy areas furnished with soft matting and cushions were available to allow children take a break from activities as required.

Staff demonstrated warmth and affection in their interactions with the children. They addressed them by name, used gentle tones and interacted with them in a positive manner. Staff confirmed they speak with parents daily, as they bring and collect their children. Additionally, during the day a computer application is used by staff to share information with parents including diet, sleep, nappy changes and photos of activities completed.

A fully enclosed outdoor play area was available to the rear of the premises with an artificial grass surface. Children from each room were observed to spent time in the outdoor area at a designated time.

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 entrance door to the service was adequately secured a bell and keypad system was in place to allow only authorised access and to ensure the safety of the children within.
- All flexes and cables were in good condition and secured safely.
- Storage facilities, the kitchen, cleaning products and medication were inaccessible to children.

Infection Control:

- The environment was clean and the schedule of cleaning completed was available.
- Liquid soap, warm water and paper towels were available to facilitate hand washing. Children were supported to wash their hands after using the toilet, outdoor play and prior to eating.
- Individual bed linen was provided for the children. Staff stated that bed linen was laundered weekly.
- A system was in place for the effective sterilisation of mouthed toys.
- A system was in place for effective sterilisation of soothers.

Administration of Medication:

- The staff maintained a written record of medication given. A sample of medication records were reviewed. The forms were completed correctly and signed by two staff and the parents as per the medication policy.

Safe Sleep:

- Children were physically monitored while sleeping and sleep checks were documented every ten minutes.
- Through discussion with staff they demonstrated they were familiar with safe sleep guidelines.
- The temperature of the sleep room was maintained at the correct temperature for sleep.

Fire Safety:

- The fire exits were clearly marked and unobstructed.
- A record was maintained when children transitioned from the Senior Wobbler room to the PreMontessori room at sleep time.

Non-Compliance Information

Infection Control:

1. The nappy changing procedure was observed, some nappy changing practices were inconsistent and were not in line with the nappy changing policy. Staff did not remove soiled gloves prior to redressing children. This non-compliance was noted on the last inspection on the 13 June 2023.

Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

1. Staff have been trained on the correct nappy changing procedure. Ongoing training to ensure correct steps are carried out. Regular spot checks will be completed.

Supporting documentation submitted

Infection Control:

Written evidence.

Summary Comment

The corrective actions as stated by the registered provider has addressed the non-compliance. The Regulatory requirement has 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.

Compliance Information

The inspection focused on actions to address previous non-compliance as detailed.

(1) The registered provider ensured a person trained in first aid for children was at all times available to the children attending the pre-school service. First aid responder certificates were available for three staff. Two certificates were valid until 2 July 2025 and for the third was valid until the 2 March 2026.

Part VII - Premises and Space Requirements

Regulation 30 - Minimum space requirements

(1) Subject to paragraphs (2) to (6), a registered provider shall ensure that adequate clear floor space is available in the premises for the work, play and movement of children attending the pre-school service.

(2) A registered provider of a full day care service or a part-time day care service shall ensure that the minimum amount of clear floor space specified in column (3) of Schedule 7 opposite a particular reference number specified in column (1) of that Schedule in respect of the age range of children specified in column (2) thereof at that reference number is available for each child in that age range attending the service.

Compliance Information

The inspection focused on actions to address previous non-compliance as detailed.

(1), (2) The registered provider ensured there was adequate floor space available in the Senior Wobbler room.

There was a maximum of fifteen children aged 2 years attending and the space available was 42m².