

Early Years Inspectorate Regulatory Report

School Age Services

TUSLA Identifier:	TU2019DS005SA
Name of School Age Service:	Four Plus in School Care Ltd
Name of Registered Provider:	Pauline Buggy
Address of School Age Service:	Holy Spirit Junior & Senior Schools, Limekiln Lane, Greenhills, Dublin 12
Eircode:	D12V880

Date of Inspection:	11 November 2024			
Number of school age children present during inspection:	AM	N/A	PM	59
Registration status:	Registered			
Conditions (if applicable):	Not applicable			

Address of the Early Years Inspectorate	Brunel Building, Heuston South Quarter, Saint John's Road West, Dublin 8. D08 X01F
Inspection undertaken by:	A. Bradshaw
Title:	Early years inspector

Authority to Inspect

Tusla's 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).

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Description of Service:

Four Plus In School Care Ltd is based in a primary school in Dublin 12. The service has the use of a dedicated school age care room and a classroom once the school day is over. The children have access to the school playground and a green area for outdoor play at the rear of the school.

The service is registered to accommodate up to 80 children aged between 4 and 12 years of age. On the day of the inspection, there were 59 children present.

The service is registered to operate from 7.30 to 9am and 1.30 to 6.30pm.

Staffing:

There are 15 staff employed in the service including relief staff. The registered provider works directly with the children. On the day of the inspection, there were 8 staff caring for 56 children.

Additional Information:

The inspector conducted a planned, focused inspection of the service.

Legislation

Tusla's Early Years Inspectorate is the independent statutory regulator of School Age Services in Ireland, and its role is to promote and monitor the safety and quality of school age care provision in accordance with the following legislation:

- The Child and Family Agency Act 2013, Part 12.
- Child Care Act 1991 (Early Years Services) (Registration of School Age Services) (Amendment) Regulations 2022.
- The Child Care Act 1991 (Early Years Services) Registration of School Age Services Regulations 2018 (S.I. 575 of 2018).

A school age service means any early years service, play group, day nursery, crèche, day-care or other similar service which:

- caters for children under the age of 15 years enrolled in a school providing primary or post-primary education,
- provides a range of activities that are developmental, educational and recreational in manner, which take place outside of school hours, the primary purpose of which is to care for children where their parents are unavailable, and
- the basis for access to which is made publicly known to the parents and guardians of the children referred to in point (a) above.

It is the responsibility of a registered provider to ensure the safety and well-being of school age children and the above legislation authorises Tusla to assess compliance with the Regulations.

Inspection Methodology:

The inspection is unannounced to assess compliance with the Child Care Act 1991 (Early Years Services) Registration of School Age Services Regulations 2018 (S.I. 575 of 2018), Child Care Act 1991 (Early Years Services) (Registration of School Age Services) (Amendment) Regulations 2022, and the Child Care Act 1991, Section 58 as amended by Part 12 of the Child and Family Agency Act, 2013.

The findings on inspection are gathered through a triangulation method, including:

- Information obtained through examination of documentation.
- Direct observation.
- Discussion with relevant staff.

This inspection aims to determine the extent to which service is appropriate for the care, safety, and wellbeing of children in accordance with the regulations cited above.

Inspection findings are documented in the School Age Services 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 corrected the non-compliance and how they will prevent them 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 CAPA 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.

Acknowledgements:

The inspector wishes to acknowledge the co-operation of the children, registered provider, and staff who were present on the day of inspection.

Summary of Findings:

On inspection, the registered provider was found to be compliant in relation to the following:

- Regulation 8(1)(c): Vetting disclosures;
- Regulation 9(1)(2)(4): Staffing levels;
- Regulation 12: Insurance.

On inspection, the registered provider was found to be non-compliant in:

- Regulation 8(1)(a)(b)(d)(2): Vetting disclosures.

Conclusion and follow up actions: The actions and evidence submitted by the registered provider, in their corrective and preventive action plan, have adequately addressed the non-compliance identified on inspection.

Regulation 8: Vetting disclosures

- (1) A registered provider of a school age service other than a childminding service 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.*
- (2) The procedures specified in paragraph 1 shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the school age service.*

Regulatory Requirement Met

- (1) The inspector reviewed 15 staff files.
- (c) Fifteen Garda vetting disclosures were available to be reviewed.
- It was demonstrated that the service adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

Regulatory Requirement not met

- (1) The inspector reviewed 15 staff files.
- (a)(b) There were no validated references available for 15 staff members.
- (d) While it is acknowledged there was police vetting available for three staff members, evidence reviewed demonstrated there was no police vetting available for one staff member who has resided outside of the state for six months or longer. There were no documents available to confirm if police vetting was required for seven staff members.
- (2)
- The registered provider had not ensured that vetting procedures had been completed prior to staff being employed and working directly with the children as validated references and police vetting was not in place.

Corrective & Preventive Action Response submitted by the Registered Provider

(1)

(a)(b) The registered provider submitted the outstanding validated references for the staff members.

(d) A copy of the required police vetting was submitted to the Inspectorate with documents confirming police vetting was not required for seven staff members.

(2)

The registered provider has stated that going forward, all staff members vetting disclosure documents will be in place before their employment commences. They submitted a copy of the service's updated recruitment checklist and the reviewed recruitment policy and procedures.

Summary of Findings

The actions and evidence submitted by the registered provider, in their corrective and preventive action plan, have adequately addressed the non-compliance identified on inspection.

Regulation 9: Staffing levels

(1) Subject to this Regulation, a registered provider of a school age service other than a childminding service shall ensure that there is at all times an adequate number of competent and suitable adults on the premises while the service is operating.

(2) Without prejudice to paragraph (1), a registered provider of a school age service other than a childminding service shall ensure that there is a minimum ratio of 1 adult to 12 children at all times while the service is operating.

(4) A registered provider of a school age service shall ensure that the school age children attending the service are appropriately supervised at all times.

Regulatory Requirement Met

(1)(2)(4)

During the inspection, the registered provider ensured that appropriate staffing levels were maintained. The 59 children attending the service were supervised directly by 8 adults.

Discussion with staff members and a review of the staff and children's attendance records from 30 September 2024 to 25 October 2024 demonstrated the minimum ratio of 1 adult to 12 children was maintained.

Regulation 12: Insurance

A registered provider shall ensure that the school age service is adequately insured.

Regulatory Requirement Met

The service was insured for afterschool only from 28 March 2024 to 27 March 2025 for a maximum of 80 school age children.