



Name of Service:	Tír Na Nóg Afterschool Service
Address and contact details of service:	Carrowleigh, Rathgormack, Carrick-On-Suir, Co. Waterford E32 RD78
TUSLA Identifier:	TU2019WD003SA
Type of Service and age profile:	School age service for children aged 4 to 15 years old
Name of Registered Provider:	Barbara Byrne
Inspection Date:	4 October 2023
Previous Inspection Date(s):	None
Inspectors:	Inspection undertaken by: A. Bradshaw – Early years inspector C. Whelan – Inspection and Registration manager A. Spain - Registration Support Manager
Registration Status:	Registered
Date of Registration:	20 September 2022
Conditions Attached to Registration:	None attached.

Additional Information:	This inspection was triggered following the receipt of a feedback and concern received by the Inspectorate. An Immediate Action Notice was issued to the registered provider in relation to Garda vetting. A response was received from the registered provider which addressed the non-compliance.
Legislation:	Tusla's Early Years Inspectorate is the independent statutory regulator of School Age Care 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 58 (G). • The Child Care Act 1991 (Early Years Services) Registration of School Age Services Regulations 2018 (S.I. 575 of 2018). A School Age Care Service is one which caters for children under the age of 15 years enrolled in a school providing primary or post primary education. The service may provide 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. 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 was 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) 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 based on: • 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 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 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 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.
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Description of Service:

Tir Na Nóg Afterschool Service is one of two services operated by the registered provider. It is operated from a purpose-built one-storey building in a small rural village in Co. Waterford. It is a combined school age service and operates a breakfast club from 7.30 to 9.00am and an afternoon service from 1.45 to 6.30pm. During the school holidays the service operates from 7.30am to 6.30pm.

The school age children are cared for in a sessional pre-school room from 7.30 to 9.00am and from 1.45pm until 6.30pm. There is an onsite kitchen and sanitary facilities are available. The service is registered to care for a maximum of 54 school age children at any one time.

The service also has a large outdoor space to the rear of the premises which is divided into three separate play areas and a planting space.

On the day of inspection, there were nine children between the ages of 5 to 11 years of age being cared for.

Staffing:

The registered provider employs two adults to work directly with the school-age children. The registered provider does not work directly with the children however they are available to offer support if required. Shortly after the inspection commenced, the registered provider arrived at the service.

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:

The registered provider was found to be compliant in relation to:

- Regulation 8(1)(a)(b)(c)(d): Vetting disclosures;
- Regulation 9(1)(2)(4): Staffing levels;
- Regulation 11(a): Premises;
- Regulation 12: Insurance;
- Health, Safety and Welfare of children, Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

The registered provider was found to be non-compliant in relation to:

- Regulation 7(1): Notification of change in circumstances;
- Regulation 8(2): Vetting disclosures;
- Health, Safety and Welfare of children, Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

Conclusion and follow-up actions:

The registered provider submitted a corrective and preventive action plan. The plan and the evidence submitted have addressed the non-compliances identified on inspection. These actions will be reviewed on the next inspection.

Regulation 7: Notification of change in circumstances
Purpose As the registered provider, you must ensure that you notify the Agency in writing of any proposed changes in relation to the school age service identified in the register within specified timelines. Core Regulatory Requirements Does the service have systems in place to notify the Agency of any change of circumstances?
Regulatory requirement not met
(1) On the day of inspection, it was found that the registered provider had not notified the Agency in advance regarding the change to the named person in charge of the service. The registered provider was therefore operating outside of their registration status.
Corrective & Preventive Action Response submitted by the Registered Provider
Following the inspection, the registered provider submitted a change in circumstances form to Tusla in respect of a change to the named person in charge of the service. On 10 October 2023, this change was approved by Tusla, and photographic evidence of this was provided to the inspectors. In terms of preventive action, the registered provider stated that going forward, they will submit any change in circumstances applications to Tusla in advance of implementation.
Summary The inspectors have reviewed the actions and evidence submitted. The non-compliance identified under Regulation 7(1) has been adequately addressed.

Regulation 8: Vetting disclosure
Purpose As the registered provider, you must ensure that an effective management structure is in place, and appropriate people are recruited to ensure the quality and safety of the care provided to the children attending the service. Core Regulatory Requirements Does the service have clearly defined governance arrangements and structures?
Regulatory requirement met
(1)(a)(b)(c)(d) The inspector reviewed the personnel files of the registered provider and two adults who were working in the service on the day of the inspection. There was information in place for the three adults, including Garda vetting, validated references and proof that police vetting was not required.
Regulatory requirement not met
(2) There were no vetting disclosure documents available for another person who was caring for the children on the day of the inspection. An immediate action notice was issued in respect of no Garda vetting being available for that person.
Corrective & Preventive Action Response submitted by the Registered Provider
(2) A response to the Immediate Action Notice was received by the Inspectorate on 5 October 2023. The registered provider's response outlined that the supernumerary person will not attend the service until Garda vetting is obtained. The registered provider submitted the required vetting disclosure documents through the CAPA process. In respect of preventive action, the registered provider noted that they will consider and review all relevant vetting disclosure documents in advance of a person being appointed, assigned, or allowed access to children attending the service.
Summary The inspectors have reviewed the actions and evidence submitted. The non-compliance identified under Regulation 8(2) has been adequately addressed.

Regulation 9: Staffing levels

Purpose

Your service must ensure that an adequate number of staff are available at all times during the provision of services to meet the needs of the children attending. At all times, the number of staff within the service will be appropriate to the needs of children, the type of service and the care provided.

Core Regulatory Requirement

Is there an adequate number of adults working directly with the children at all times?

Regulatory requirement met

(1)(2)(4)

There were appropriate staffing levels on the day of inspection. Three people were caring for nine children who attended the service on the day of the inspection.

The inspectors observed appropriate supervision of the children during the inspection. Children were supported to play in the garden or remain in the care room. Staff were available to the children at these times to provide direct supervision.

Regulation 11: Premises

Purpose

As the registered provider, you must ensure that you provide an outdoor area on the premises and that children can access this on a daily basis. If an outdoor area is not provided you must ensure that children can access an outdoor space on a daily basis.

Core Regulatory Requirement

Is an outdoor area provided to the children on a daily basis?

Regulatory requirement met

(a)

The registered provider had ensured that an outdoor area was available to the children on a daily basis. There was a large play area which was divided into three specific plots which were enclosed by fencing. There was a large space with a permanent canopy to allow for all-weather play. The garden was equipped with a play house, climbing frame, slide, ride-on toys, construction toys and picnic benches. In addition, there was an all-weather pitch with goal posts. The inspector observed children playing in this area on the day of inspection.

Regulation 12: Insurance
Purpose As a registered provider, you must ensure that the school age service is adequately insured. Core Regulatory Requirement Has the service obtained adequate insurance for the type of care and number of children attending the service?
Regulatory requirement met
The registered provider had ensured that the service was adequately insured. The service was insured from 28 March 2023 to 27 March 2024 for a maximum of 36 children.

Health, Safety and Welfare of children
Child Care Act 1991, Section 58 as amended by Part 12 of the Child and Family Agency Act, 2013
Purpose The protection and welfare of the children in your service is paramount, and the children's safety and wellbeing is the priority. As a registered provider, you must be committed to safeguarding the health, safety and welfare of children in your care, and to providing a safe environment where they can play, learn and develop. Core Regulatory Requirements Does the service provide appropriate care and attention in a safe environment and meet the safeguarding and welfare requirements of children?
Regulatory requirement met
During the inspection the inspectors observed the health, safety and welfare of children being supported by the following: • The children were observed to happily engage in homework activities at their table area, but flexibility was given. This was managed appropriately with children observed to move around the room as they wished. • The children were supported with homework, and this was also observed to be a calm and organised time. Children were supported with individual reading tasks and staff were also heard asking children if they needed help.

- The inspector observed the children being familiar with the daily routine; children were observed to complete their homework, independently store their bags away and go to the garden to play. This was in line with the daily routine specified by the staff members.
- Staff signed children in and out of the service promptly on their arrival or exit of the building.
- Staff were observed to have a positive and friendly relationship with the children. There were two adults in the garden with nine children and they engaged consistently with the children, helping them to problem-solve with construction toys. Children were supported with decision making and the adults were observed to offer various suggestions until the children appeared happy with their choices.
- Meal time was observed to be a relaxed affair. Nine children sat at tables eating the food they brought from home. This included a variety of fruit, yogurts, sandwiches, and jelly. The staff described how the children can be provided with extra food if required, for example, toast, yogurts and noodles. On the day of the inspection, a child asked for cereal and milk, and they were provided with this.

Regulatory requirement not met

1. A review of the staff sign-in and out book showed that staff had not signed in or out of the service on 28 September, 29 September, 2 October, 3 October, and 4 October 2023. This can create a risk to the safety of the staff where an evacuation of the building is required and there is no accurate record of persons in the building. It is acknowledged that previous sign in and out records were completed on 4 September 2023.
2. The person in charge confirmed there was no up-to-date written staff work roster available. The roster that was displayed did not reflect the staff members who were in attendance on the day of the inspection. The absence of an up-to-date written staff work roster creates a risk of staff being unaware of when they are required to work. This could lead to a staff member/staff members accidentally not attending work and the minimum adult: child ratios not being met.

Corrective & Preventive Action Response submitted by the Registered Provider

CAPA for non-compliances (No. 1 and No.2):

The registered provider stated that the staff sign in and out record is up to date and will be completed daily by all staff. They stated that they or the person in charge will ensure this takes place. The registered provider submitted a photograph showing the sign in and out record had been completed in respect of 13-17 November 2023.

In relation to the staff roster, the registered provider noted that it has been updated, that it will be reviewed daily, and that it will be kept up to date. They submitted a photograph of a staff roster for November and December 2023.

Summary

The inspectors have reviewed the actions and evidence submitted. The non-compliances identified under the Health, Safety and Welfare of Children, Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013, have been adequately addressed.