

Early Years Inspectorate Regulatory Report School Age Services

TUSLA Identifier:	TU2021LK048SA
Name of School Age Service:	Karibu Montessori
Name of Registered Provider:	Liza Eyres
Address of School Age Service:	Newtown Centre Annacotty Limerick
Eircode:	V94 DK02

Date of Inspection:	22 November 2023
Number of school age children present during inspection:	PM 38
Registration status:	Registered
Conditions (if applicable):	Not applicable

Address of the Early Years Inspectorate	Early Years Inspectorate, 180-189 Lakeshore Drive, Airside Business Park, Swords, Co. Dublin
Inspection undertaken by:	M. McDonnell
Title:	Early years inspector

Early Years Inspectorate Regulatory Report

School Age Services

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).

Description of Service:

Karibu Montessori operates a school age care and pre school service which is based in a residential area of Limerick. The school age service caters for children aged 4-10 years old. The service is open Monday to Friday and provides a breakfast club from 7.45 to 9.00am and afterschool care from 2.00 to 6.00pm. The service operates from a two-storey building. School age care is provided in three of the rooms on the first floor of the service. Sanitary facilities for the use of the school age children are available on the first floor and there is an office, outdoor play area, and a kitchen on the site.

Staffing:

The registered provider does not work in the service. The registered provider employs seven staff members who work with school age children. This includes a dedicated person in charge, a manager and a supervisor who work in a supernumerary capacity. There are four school age care staff who work directly with the school age children.

Additional Information:

The inspection was completed on the receipt of information received by the Inspectorate.

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:

- a) caters for children under the age of 15 years enrolled in a school providing primary or post-primary education,
- b) 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
- c) 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, person in charge, and staff who were present on the day of the inspection.

Summary of Findings:

On the day of inspection, the registered provider was found to be compliant in:

- Regulation 8(1)(a)(b)(c): Vetting disclosures;
- Regulation 9(1)(2)(4): Staffing levels;
- Regulation 11(a): Premises;
- Regulation 12: Insurance;
- Regulation 13(1)(a)(b)(c)(2)(a)(b): Complaints;
- Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

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

- Regulation 8(1)(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 addressed the non-compliances identified on inspection regarding Regulation 8(1)(d)(2). These actions will be reviewed on the next 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)(a)(b)(c)

The inspector reviewed the registered provider's file and the staff files of the seven staff members who worked directly with the school age children.

There were written references available for the registered provider. There were two written and validated references available for all seven staff members from a previous employer or source other than a previous employer. A Garda vetting disclosure was available for all seven staff and the registered provider.

Regulatory Requirement not met

(1)(d)

A review of documentation demonstrated that police vetting required for two members of staff was not available. A review of documentation demonstrated that police vetting was not required for the registered provider or five staff members.

(2)

The registered provider had not ensured that a review of police vetting had been carried out prior to all staff members commencing work with the school age children.

Corrective & Preventive Action Response submitted by the Registered Provider

(1)(d)

The registered provider submitted the outstanding police vetting. The registered provider stated as a preventive action that they will ensure all staff files are kept up to date at all times and have all relevant documentation available.

(2)

The registered provider stated that they will ensure management has all relevant vetting documentation before staff members begin work. As a preventive action, the registered provider stated that management will ensure proper procedures will take place to ensure all staff will be vetted before beginning work in the service.

Summary of Findings

The actions and evidence submitted by the registered provider in their corrective and preventive action plan have addressed the non-compliances 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)

There were 4 staff members working directly with the 38 children who attended the service on the day of the inspection. A review of staff attendance records and rostered working times indicated that there were sufficient staff rostered to work with the children throughout the afternoons of the 20 and 21 November 2023.

(4)

The inspectors observed appropriate supervision of the children during the inspection. There were three groups of children in different rooms and children were attended to in each room by staff. Staff responded promptly to requests for help with homework, providing activities, and changing activities to support the children's engagement.

Regulation 12: Insurance

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

Regulatory Requirement Met

The service was insured from 28 March 2023 to 27 March 2024 for a maximum of 120 children. On the day of inspection, there were 28 school age children and 73 pre-school children in attendance.

Regulation 13: Complaints

- (1) A registered provider of a school age service other than a childminding service shall ensure that the complaints policy of the service specifies—*
- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,*
 - (b) the manner in which such a complaint shall be dealt with, and*
 - (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.*
- (2) A registered provider of a school age service other than a childminding service shall ensure that—*
- (a) a record in writing is kept of a complaint made to the provider in respect of the school age service, and*
 - (b) the complaint is duly dealt with in accordance with the provider's complaints policy.*

Regulatory Requirement Met

(1)(a)(b)(c)

The inspector reviewed the service's complaints policy. The complaints policy detailed the procedure for making a complaint and how verbal and written complaints would be dealt with. The policy referenced how a complainant would be kept informed of the complaints procedure and the appeals process.

(2)(a)(b)

There was a record of complaints on file and a sample of these were reviewed by the inspector. The samples that were reviewed demonstrated that the complaints had been dealt with in line with the service's complaints policy.

Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013

It shall be the duty of every person providing an early years service to take all reasonable measures to safeguard the health, safety and welfare of children attending the service and to comply with regulations made by the Minister under this Part.

Regulatory Requirement Met

During the inspection, the inspector observed the health, safety and welfare of children being supported by the following:

- The inspector reviewed a record of training and induction plans. These records demonstrated the support in place for staff to develop their practice in working with the school age children. The samples reviewed were signed by staff members. The staff members spoke of how they had read through, and were familiar with, the policies that were available on the premises. A sample of staff discussed with the inspector how they had been provided with assistance from colleagues to develop an understanding of the needs of the children in their care.
- The inspector observed positive behaviour management in line with the service's behaviour management policy. For example, in one room, the children spoke of how they had decided to do a large art activity which was facilitated by the staff member. It was also observed in all rooms that staff were aware of changing or suggesting alternative activities to support positive behaviour. For example, when the children were observed becoming restless, the staff were observed helping them to play games, read, and do puzzles.
- The inspector observed the staff allocation in the rooms was reflective of the staff roster for the day of the inspection. On speaking with the staff members in each room, it was apparent they were knowledgeable of the children in their rooms. In each room staff discussed a routine and how this supported the children. Staff members were observed communicating effectively with the children in their care. A staff member also described how the routine had recently changed to better support the children.