

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2023KE007		
Name of Service:	Elsmore Creche		
Address of Service:	Elsmore, Naas, Co. Kildare		
Eircode:	W91 E8XP		
Name of Registered Providers:	Tracey Smullen and Claire Doyle		
Service type:	Full Day Care		
Date of Inspection:	24/11/2023		
No of pre-school children:	AM	66	PM 45
Address of the Early Years Inspectorate:	Tusla Child and Family Agency First Floor Trinity Building IDA Business Park Southern Cross Bray Co. Wicklow		
Inspection undertaken by:	H. Bourke and M. Redmond		
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

Description of service

This full day care service was first established in 2023. The premises is a purpose built, single storey building with eight pre-school rooms, two cot rooms, an office, staff room, laundry room and kitchen. There is a large sanitary facility in the building. There is a large outdoor area to the rear and side of the premises, which the children have access to on a daily basis. The service is located in the urban setting of Naas Co. Kildare. The service is privately owned and is registered to provide care and education for children aged between 0 to six years of age. The service is open from Monday to Friday between 07.30 hrs and 18.00 hrs (including a sessional Early Childhood and Education Scheme (ECCE) service from 09.30 hrs to 12.30 hrs for 38 weeks of the year). A school age service is also provided.

Staffing

There are twenty-three members of staff employed in the pre-school service and twenty were present on the day of inspection. Fifteens staff members were working directly with the children. The registered providers were not on the premises and do not work directly with the children. The additional staff members were the manager, the deputy manager, the HR manager and two chefs. The manager and deputy manager provide additional support when required during the day.

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 announced and focused on the area of governance/ health, welfare and development of child. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under
Regulation 9 – Management and recruitment

Regulation 11 - Staffing levels

Regulation 19 - Health, welfare and development of child.

As a result, the scope of the inspection included Room 4 and Room 5 only.

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 manager, 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

A total of twenty-three staff are employed in the pre-school service, these files were reviewed.

(1)(a)

The service had a manager and a named person who was able to deputise as required.

(b)

The manager was on the premises at the time of the arrival of the inspector and remained on the premises for the duration of the inspection.

(c)

There was a clear management structure within the service.

(2)(a)(b)

Written validated references were available in respect of twenty-three adults.

(c)

Completed Garda Vetting Disclosures were available for twenty-three adults employed.

(d)

International police vetting was available for twelve adults who had lived outside the jurisdiction for more than six consecutive months as an adult.

(4)

Twenty-one staff members held a major award in Early Childhood Care and Education at Level 5 or higher on the National Framework of Qualifications or a qualification deemed equivalent.

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)
Throughout the inspection there were an adequate number of adults working directly with the children attending the creche.

(2)
There were fifteen adults employed and present with 66 pre-school children on the day of inspection.

(8)(a)
There were more than two adults present on the premises throughout the inspection and the staff roster confirmed there were at least two adults present at all times.

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-

(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)(b)

The manager and deputy manager of the service ensured that appropriate and suitable care practices were in place. Children were given the opportunity for free play during the morning, and children's participation was encouraged in all activities throughout the day. The transition between one activity and the next was smooth and unhurried, aided by the language used by the adults to the children. Positive reinforcement of children's behaviour contributed to a pleasant environment for the children in the service. One to one attention was given to a child if it was required. All but one of the children in the care rooms that were inspected, were in nappies. There were regular nappy changing times during the day, with additional nappy changing needs addressed as required.

The mealtime was relaxed and observed to be a positive social experience for children, all children sat on low level chairs at a table, wore bibs and were encouraged to feed themselves, with assistance given as necessary. Children were addressed by their name and were given plenty of time to eat their food. All food was provided by the service, with a three-week menu displayed in all care rooms. Additional food was served at lunch time and children were offered more food should they want it. Children were supported to be independent with looking after their belonging and were encouraged to bring their bowls to the sink after lunch time was over and in the tidy up process. Special dietary needs were also accommodated for children in the service.

The sleep needs of the children in both Room 4 and Room 5 were child led but there was also a designated time for sleep after lunch. There were two sleep rooms in the service, with an adequate number of cots to accommodate the age profile of the children who require cots for safe sleep. All children were offered the opportunity to sleep during the day but were accommodated in their care room if they did not want to sleep. All shoes and heavy clothing were removed before children were put into their cots.

Childrens parents are spoken to on an individual basis at collection time. Parents are encouraged to make direct contact with the service, should they have any concerns or issues.