

TUSLA REGULATORY INSPECTION REPORT

TUSLA Identifier:	TU2016LK002
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Name of Service:	Deltas Little Academy
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Address of Service:	Unit 1, Delta Retail Park, Limerick.
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Email Address:	deltaslittleacademy@yahoo.com
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Name of Registered Service Provider:	Jeremiah O Sullivan
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Type of Service Registered:	Full Day Care	☒
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Date(s) of Inspection:	1	8	0	6	2	0	2	1
	2	2	0	6	2	0	2	1

No of Pre-School Children Day 1:	AM	17	PM	16
No of Pre-School Children Day 2:		18		16

Address of the Early Years Inspectorate:	Early Years Inspectorate office, South East Wing, St. Joseph's Hospital, Mulgrave Street, Limerick.
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Inspection undertaken by:	M Riordan Early Years Inspector
Title:	P Magner, Inspection and Registration Manager

Areas which were the subject of this Inspection		
Governance	Health Welfare and Development of Child	Safety

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).

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Conditions If Applicable

Not applicable

Description of Service	Delta's Little Academy is a privately owned pre-school service located in commercial unit in a retail park on the outskirts of Limerick city. A full day care service is offered from 8.30am to 6pm, Monday to Friday for children aged 1 year to 6 years. A morning ECCE sessional programme is offered to pre-school children between the ages of 2 years and 8 months and 5 years of age. A service for school aged children is offered each afternoon.
Premises	The preschool operates in a two story building located in a retail park on the outskirts of Limerick city. On the ground floor there is one large playroom for children aged 2 years and 8 months to 5 years. The manager's office, a designated sleep room, sanitary accommodation and a nappy changing facility are also located downstairs. On the first floor there is a toddler room and an afterschool room. Nappy changing facilities and sanitary accommodation are also located on the first floor. A kitchen area where food preparation takes place is also available upstairs. The service has a designated outdoor play area and this is accessed from the downstairs preschool room. A sheltered area has recently been added to the outdoor space.
Staffing	The registered provider is the owner of the service. A designated manager is appointed to oversee the operations of the facility. There are 6 staff employed to work at the facility. All staff have achieved a major award in Early Childhood Care and Education at level 5 level 6 and Level 8.
Methodology	Tusla's Early Years Inspectorate (Inspectorate) is the independent statutory regulator of early year's 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. The findings on inspection are based on; • Information obtained through examination of documentation • Direct observation • Discussion with relevant staff This inspection was an unannounced and focused on areas of Governance, Health, Welfare and Development of Child and Safety. Inspections may also focus on other areas as required. The inspection process has been amended to minimise the amount of time that inspectors spend in the service. A sampling process was used to assess compliance under regulation 19 health welfare and development of child and regulation 23 Safeguarding health, safety and welfare of child. 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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Acknowledgements

The Inspectors wish to acknowledge the cooperation of the person in charge, staff and children who were present on both days of the inspection.

GOVERNANCE

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.
- (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.
- (6) Paragraph (4) shall not apply before 1 September 2021 to a person who—
- (a) has signed a declaration on or before 30 June 2016 to the effect that he or she intends to retire from employment in a pre-school service before 1 September 2021, and
 - (b) is in possession of a letter from the Minister confirming that paragraph (4) shall not apply to him or her before that date
- (6A is inserted by S.I. No.632 of 2016 CHILD CARE ACT 1991 (EARLY YEARS SERVICES) (AMENDMENT) REGULATIONS 2016 which states; Regulation 9 of the Child Care Act 1991 (Early Years Services) Regulations (S.I. No. 221 of 2016) is amended - in paragraph (4), by the substitution of "paragraphs (5), (6) and (6A)" for "paragraphs (5) and (6)", and (b) by the insertion of the following paragraph after paragraph (6): "
- (6A) Paragraph (4) shall not apply to an employee of a registered provider where - (a) the registered provider receives funding for the employment of the employee pursuant to a scheme funded by the Minister and known as the Access and Inclusion Model, and (b) the employment of the employee is for the purpose of providing support, pursuant to the scheme referred to in subparagraph (a), for a child attending the service to enable the child to participate in the programme known as the Early Childhood Care and Education (ECCE) funding Programme."

Compliance Information:

- (1)(a) The registered provider was the designated person in charge of operating the service and there was a named person available who was able to deputise as required,
- (b) During the period of the inspection, the designated person in charge was present on the premises. The staff roster indicated that the designated person in charge or her named deputy were available on the premises at all times.

Part III - Management and Staff

Regulation 9 - Management and Recruitment

	(2)(a) Two written and validated references from past employers were available for all staff working at the service. (b) Where past employer references were not available, there were references from reputable sources available. (c) Garda vetting disclosures received from the National Vetting Bureau of An Garda Síochána were available for all staff employed at the service. (d) Police vetting was available for 1 staff member who had lived outside the jurisdiction for a period longer than six consecutive months. (4) The adults working directly with children held an appropriate qualification in Early Childhood Care and Education at Level 5, 6 and 8 on the National Qualifications Framework. (6)(a) The qualification exemption for staff retiring by September 2021 was not required for any staff member. (b) Not applicable as the granting of an exemption to the requirement for a qualification under the Early Childhood Care and Education was not required. (6A) Not applicable as the qualification exemption for an adult employed under the Access and Inclusion Model was not required.
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Part III - Management and Staff

Regulation 10 - Policies, Procedures etc. of Pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information:	A risk management infection control policy was in place which identified any potential infection risks and the controls required to reduce or eliminate the risk. The policy had been reviewed in light of the COVID-19 pandemic. The policy on infection control had been updated to include infection control measures for COVID-19.
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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) On the Day 1 of the inspection there were 17 Pre-school children and 4 adults on the premises. On Day 2 of the inspection there were 18 Pre-school children and 4 adults present. The adult/child ratio on both days was correct.

(3) At all times during the Inspection days the designated person in charge ensured that the minimum ratio of adults to children was adhered to in all areas of the service.

(8)(c) Not applicable as there were at all times more than 1 adult on the premises in particular at opening time each morning and closing time each evening.

HEALTH WELFARE & DEVELOPMENT OF CHILD

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

Compliance Information:

BASIC NEEDS:

Breakfast is served to the children each morning at 8.30am. A snack break is offered at 10.30am. Children who attend for the morning Sessional service only bring a healthy snack to the service for break time. Children attending for the full day are served a healthy snack from the Kitchen. Dinners are served at 1.15pm. On Day 1 of the Inspection (18/06/21) the children were offered fish fingers, mashed potatoes and mixed vegetables at dinner time. Pre cooked meals are supplied by an external food company and are reheated and offered Monday to Thursday. A hot snack is offered each day at 3.30pm and fruit snack at 5.30pm. Drinks were easily accessible to the children throughout the day. There is no sharing of crockery or cutlery between the children.

Sanitary accommodation is located next to each room in the service. Nappy changing facilities were available both on the ground floor and on the first floor if required.

A separate sleep room is available for children under 2 years who require a sleep. Low level beds are accessible for the older children if required. Separate bed linen is

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

	available for each child. Children spend as much time as possible outdoors each day. Appropriate outdoor clothing and footwear is available to all children. A change of clothes is available for all children if needed. PHYSICAL AND MATERIAL ENVIRONMENT: The physical and the material environment of the downstairs Preschool room in the service was carefully developed with clearly developed interest areas spread out across the room. The environment was flexible and responsive to the emerging changing needs, preferences and interests of the children. The areas included a book corner with comfortable soft seating, an imaginative play area with kitchen, post office, shop stall, dolls and prams, a small world area, an art and crafts space and a construction area. Children's art work was displayed at an appropriate level on the walls. The play materials were organised to be visible and easily accessible by the children on open shelving at their height. Low level tables and chairs were available to facilitate table top activities. The upstairs Toddler room was designed to accommodate the needs of the younger children. Low level tables and chairs were used for table top activities and for meal times. Numerous toy boxes were located on the ground containing various play materials such as musical instruments, soft toys and plastic sound making equipment. Open low level shelving ensured that materials and equipment were visible and readily accessible to promote independent access by children. The facility had an outdoor play area located directly next to the Pre-school room. Bikes, trikes, hoola hoops and basketballs were taken outdoors each day at the service. A sheltered area was recently added to the outdoor area which facilitated children spending longer periods of time outside in all weathers.
Non-Compliance Information:	BASIC NEEDS: 1. On Day 2 of the inspection (22/06/21) the downstairs sanitary accommodation, the nappy changing area and the sleep room were inaccessible as new floor covering was being laid in this area of the service. 2. A strong smell of glue was also noted as a result of the fitting of new flooring in the service. The manager was advised that these works should take place when the service was closed and not during operational hours of the crèche. It is acknowledged that works were stopped and postponed until all children had left the service. 3. There were limited rest areas noted in the Toddler room. Children were using infant bouncers to rest in. There were limited soft furnishings in the room to facilitate a rest and relaxation space for the children. PHYSICAL AND MATERIAL ENVIRONMENT: 4. There was an over reliance on battery operated, plastic toys in the Toddler room with limited access to open ended, natural play materials.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, Welfare and Development of Child

Corrective & Preventive Action submitted by the Registered Provider	The registered provider outlined the following in her written reply to the inspection report. <u>CORRECTIVE ACTION</u> BASIC NEEDS: 1.,2. All maintenance work required at the facility will be completed at weekends when the premises is unoccupied. 3. New soft furnishings have been added to the Toddler room to ensure a rest, relaxation space is available at all times for this age group. PHYSICAL AND MATERIAL ENVIRONMENT: 4. More open-ended play materials have been added to all rooms with a better balance of wooden and natural products included. <u>PREVENTIVE ACTION</u> BASIC NEEDS: Ongoing maintenance work will be planned during holiday periods. Continuous assessment of the rest environments will be carried out by the service manager on a more regular basis. PHYSICAL AND MATERIAL ENVIRONMENT: Continuous assessment of the physical/play environment will be carried out by the service manager on a more regular basis. <u>EVIDENCE SUBMITTED</u> BASIC NEEDS: PHYSICAL AND MATERIAL ENVIRONMENT: Photographic evidence of changes were forwarded to the office of the Early Years Inspectorate.
Summary Comment	The registered provider has made the required changes and the actions taken have adequately addressed the non-compliances identified under Regulation 19, Health, Welfare and Development of Child.

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:

On arrival to the service, the door to the Pre-school was secured. There was a hand sanitising station inside the main entrance. Contact details of all visitors to the service were recorded.

Cleaning agents were easily available and were stored in inaccessible cupboards and safe areas, well out of reach of children. High contact surfaces were cleaned thoroughly at regular intervals throughout the day.

INFECTION CONTROL:

The Registered Provider was aware of the need to self isolate if feeling unwell and was aware of the required actions to be taken if a child became symptomatic while in the service. An isolation space was identified and a supply of personnel protective equipment was available if required. Accurate attendance records were maintained each day of the children, with arrival and departure times documented.

Personal waste including used tissues and all cleaning waste were appropriately disposed of, in foot pedal operated, lidded bins in each area of the service. Hand washing occurred at regular intervals throughout the day. A supply of warm water, liquid soap, paper towels were available in all areas of the service.

A written cleaning record was available where high contact areas were regularly cleaned. Play equipment in the indoor and outdoor areas were cleaned on a regular basis and a record of cleaning was maintained.

All toys, play materials and equipment available to the children were cleaned at the end of each day.

The Pre-school room and sanitary areas were adequately ventilated by natural ventilation and the windows remained open at all times.

SAFE SLEEP:

A safe sleep policy was in place at the service. Staff were observed checking sleeping children every 10 minutes and documenting all checks in writing. Staff clearly understood the responsibility to ensure the safety of all children when sleeping.

FIRE SAFETY:

Fire drills were carried out on a monthly basis. All fire fighting equipment was serviced on an annual basis with the most recent service having been completed in April 2021.

Non-Compliance Information:

GENERAL SAFETY:

1. A safety risk management policy was not in place at the service to identify any potential safety risks and to clearly outline the controls required to reduce or eliminate the risk.
2. At the entrance gate to the facility large refuse bins from the adjacent

Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

	commercial units were stored. Many of these bins were overflowing and waste was noted scattered close to the main entrance. 3. In the outdoor play area sheets of timber panels were attached to the steel fence surrounding the playground. These panels were held together with plastics ties. Many of the ties were loose and broken. 4. The wall mounted hand sanitiser unit in the front entrance hall fell to the floor when the inspector used the sanitiser on arrival to the service. 5. Nappy changing supplies for the Toddlers were stored on a shelving unit in an adjacent adult toilet. These supplies were not close to the changing unit to ensure ease of access to supplies for staff when changing a child. ADMINISTRATION OF MEDICATION: 6. A bottle of anti-pyrexia medication was noted on a shelf on top of a storage unit. All medication should be clearly labelled and safely stored in a locked press
Corrective & Preventive Action submitted by the Registered Provider	The registered provider outlined the following in her written reply to the inspection report. <u>CORRECTIVE ACTION</u> GENERAL SAFETY: 1.A risk assessment will be carried out on a regular basis to ensure that all aspects of the service are reviewed and assessed to ensure the safety of all children attending. Daily checks of all areas internally and externally will take place. 2. All bins close to the pedestrian walkway to the main door are relocated to a safe area, away from the entrance to the premises. 3. The timber fencing surrounding the outdoor play area has been secured. 4. All hand sanitising units have been properly and securely wall mounted. 5. All toiletries and nappy changing equipment are now stored within easy reach of the nappy changing unit. ADMINISTRATION OF MEDICATION: All medicines are clearly labelled and stored safely out of reach of all children. <u>PREVENTIVE ACTION</u> GENERAL SAFETY: Regular risk assessments will be carried out at the service. All checks will be documented in writing. ADMINISTRATION OF MEDICATION: The storage of all medication and hazardous materials will be checked as part of the risk assessments in the facility. <u>EVIDENCE SUBMITTED</u> GENERAL SAFETY: ADMINISTRATION OF MEDICATION: Photographic evidence of the changes were submitted.

Part VI - Safety

Regulation 23 - Safeguarding Health, Safety and Welfare of child

Summary Comment:	The registered provider has made the required changes and the actions taken have adequately addressed the non-compliances identified under Regulation 23, Safeguarding the Health, Safety and Welfare of Child.
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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.
- (2) A registered provider shall ensure that a suitably equipped first aid box for children—
- (a) is safely stored in an easily accessible and conspicuous position on the premises, and
 - (b) is available to the children attending the pre-school service at all times.

Compliance Information:	(1) The Registered Provider had up to date first aid training. (2)(a) There was a first aid box located in the service. (b) The first aid box was readily available and accessible if required.
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Part VI - Safety

Regulation 26 - Fire Safety Measures

- (1) A registered provider shall ensure that a record in writing is kept of—
- (a) any fire drill that takes place in the premises, and
 - (b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises

Compliance Information:	(1)(a) Records were available to show that fire drills were carried out on a monthly basis. (b) A record of the number, type and maintenance of fire fighting equipment and smoke alarms were available on the premises. (4) The fire evacuation procedures were clearly displayed in the service.
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TUSLA REGULATORY INSPECTION REPORT

Additional Significant Risk(s) to Children Additional Significant Risk Identified

Regulation 29 Premises

A registered provider shall ensure that the premises of the service are—

- (c) kept adequately lit, heated and ventilated,
- (d) cleaned, maintained and repaired, as required, and

Non-Compliance Information:

- (c) 1. On Day 1 of the inspection reheating of foods were observed in the kitchen area on the first floor. There was no ventilation available in this area of the service. A referral was forwarded to the office of the Environmental Health Officer.
2. The wall vents for mechanical ventilation systems in the sanitary accommodation, the nappy changing areas and in the sleep rooms were partially blocked with dust. It is acknowledged that these vents were removed and cleaned and the issue was addressed on Day 2 of the Inspection.
- (d) 3. An adult bench in the outdoor play area was broken and needed to be repaired and repainted. This was rectified on Day 2 of the inspection.
4. Many walls of the service had evidence of paint chipping and the area needed to be repainted throughout. It is acknowledged that work on repainting the service took place between Day 1 and Day 2 of the inspection.

Corrective & Preventive Action submitted by the Registered Provider

The registered provider outlined the following in her written reply to the inspection report.

CORRECTIVE ACTION

1. The service plan to use the onsite kitchen facility for the purpose of reheating foods only. A mechanical ventilation system was installed in the kitchen area.
2. All mechanical vents have been removed and cleaned.
3. The adult seating outdoors has been repaired and repainted.
4. All areas of the service have been repainted.

PREVENTIVE ACTION

Ongoing cleaning and repainting of the facility internally and externally will take place on a regular basis.

EVIDENCE SUBMITTED

Photographic evidence of the changes were submitted.

Summary Comment

The registered provider has made the required changes and the actions taken have adequately addressed the non-compliances identified under Regulation 29, Premises.