



Inspection Tool for Early Years Services: F09 Inspections

Service Name:

Tusla number:

TÚSLA

An Ghníomhaireacht um
Leanaí agus an Teaghlach
Child and Family Agency

Contents

Pre-Inspection Review Notes.....	2
Pre-Inspection Documentation Request.....	4
Verification of Registration Details	6
Inspection details.....	8
Regulation 9- Management and Recruitment	9
Regulation 10- Policies procedures etc. of pre-school service.....	14
Regulation 11- Staffing Levels.....	15
Minimum ratio of adults to children:	16
Regulation- 19 (1) (a).....	21
Regulation 23- Safeguarding health, safety and welfare of child.....	24
Non-compliant regulations on previous inspection	31
Additional Significant Risk	32
Notes.....	35
Conclusion of inspection	37
Digital Image Recording Log	42
Version Control.....	43
Appendix	44
Regulation 9 (2)	44

Pre-Inspection Review Notes

Date of file review	
Date of last inspection	
Type of last inspection	
Any conditions attached following last inspection	
Change of circumstances since last inspection	
Notification of incidents received since last inspection	

Any unsolicited information received since last inspection

Review of last inspection report
(outstanding non-compliance, IAN's, any practices/ corrective actions to be reviewed on this inspection)

Record of contact with service prior to inspection:	
Contact made with: (name and role within service)	
Date scheduled for inspection	

Pre-Inspection Documentation Request

Documentation	Received Y/N	Comment
Recruitment records (for new staff only) Not required to be submitted prior to Inspection but to be available onsite		
C.V	Inspected on site	
Garda vetting	Inspected on site	
Police vetting (if required)	Inspected on site	
Two validated references	Inspected on site	
Staffing		
Staff roster for the full week (to include allocation of staff to rooms and cover for breaks)		
Policies and procedures and records		
Completed self-assessment checklist		
Infection control policy revised in line with HPSC guidance (including the following):		

<ul style="list-style-type: none"> • Cleaning schedules, • Protocol in relation to mouthed toys, • Infection control measures where cots are shared. 		
The Work Safely Protocol - Covid 19 National Protocol for Employers and Workers. (Government of Ireland)		
Risk management policy		
Incident plan		
Procedure for handwashing		
Procedure for drop off and collection		
Procedure for cleaning & infection control		
Training		
Evidence of staff training on the policies and procedures <u>as outlined above</u>		
Communication with parents		
Information pack or similar provided to parents (including the following): <ul style="list-style-type: none"> • Revised infection control policy • Procedures for dropping off and picking up children • Guidance on no attendance if symptomatic, or feeling unwell, if a close contact, or in the case of overseas travel in accordance with public health advice. 		

**Verification of Registration Details
(for completion by phone prior to inspection)**

	Details on register	If different, please state
Name of service		
Address of service		
Type of service		
Registered company name		
Name of registered provider		
Telephone number of registered provider		
Name of person in charge		
Email address for correspondence		
Telephone number of service		
Age profile		
Profit or non-profit		

Does the service provide school age care?		
Multiple services (two or more)		
Number of children the service can accommodate at one time		
Hours of operation		
Change of circumstances required? Yes/No		

Inspection details

Lead early years inspector	
Name of accompanying inspector (if applicable)	

Day and date	Time in:	Time out:

No of early years children present	Day 1	AM	PM
	Day 2	AM	PM

Person in charge on the day of inspection (is this the DPIC?)	
----------------------------------------------------------------------	--

Regulation 9- Management and Recruitment

Regulation 9 (2)

(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.*

Focus of inspection: new recruits since last inspection and any previous unresolved non compliance with Regulation 9 (2)

Room Name				Staff Name(s)		
Age Range	Type of Service	No of Children Present	No of Adults Present*	No of Adults Required	No of unpaid workers/contractors	Note
Age 0-1Yr	Sessional					
	PT/FDC					
	Childminding					
	Drop In					
Age 1 – 2.5Yrs	Sessional					
Age 2.5 – 6Yrs	Sessional					
	ECCE					
Age 1-2Yrs	PT/FDC					
	Childminding					
	Drop In					
Age 2-3Yrs	PT/FDC					
	Childminding					
	Drop In					

Age 3-6Yrs	PT/FDC					
	Childminding					
	Drop In					
Total						
*Adults working directly with the Children						
School Aged Children Present				YES		NO
No of School aged Children Present						
Total Number of Pre-School Children						
Total number of Adults Required						
Total number of Adults Present						

Regulation 9 (7)

*(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information and where necessary training, including in relation to the following:
(a) the policies, procedures and statements of the service specified in Schedule 5;*

Focus of inspection	Findings
<p>Have the staff been provided with appropriate information and training on the service policies and procedures, including those revised to respond to COVID-19 including:</p> <ul style="list-style-type: none"> • Policies of the service, including infection control policy, risk management policy, incident plan • Training on correct procedures for handwashing • Revised drop off and collection procedures <p>Revised procedures for cleaning and infection control</p>	This cell is currently empty

Regulation 10- Policies procedures etc. of pre-school service

10. 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.

Focus of inspection	Findings
<p>A risk management policy is in place which identifies any potential risks and the controls required to reduce or eliminate the risk. The policy has been reviewed in light of the COVID-19 pandemic.</p>	
<p>The policy on infection control has been updated to include infection control measures for COVID-19.</p>	

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.*
- (3) *Subject to paragraph (5), a registered provider of a sessional pre-school service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 2 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.*
- (6) *A registered provider of a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 3 of Schedule 6 opposite a particular reference number 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,*
 - (b) a childminder shall ensure that a second person familiar with the operation of the service and in a position to provide assistance to the childminder in operating the service is, at all times, within close distance of the service and available to attend the service to assist the childminder in the event of an emergency, and*
 - (c) a registered provider of a sessional pre-school service shall ensure that, where the person in charge operates the service single-handedly, a second person familiar with the operation of the service and in a position to provide assistance to the person in charge in operating the service is, at all times, within close distance of the service and available to attend the service to assist the person in charge in the event of an emergency*

Minimum ratio of adults to children:

Sessional		Full Day Care and Part Time Day Care	
Age 0-1Yr	1:3	Age 0-1Yr	1:3
Age 1-2.5Yrs	1:5	Age 1-2Yrs	1:5
Age 2.5-6Yrs	1:11	Age 2-3Yrs	1:6
		Age 3-6Yrs	1:8
Childminding		Drop In	
0-6	1:5	0-6	1:4
<i>No more than 2 < 15mths unless siblings</i>		<i>Max group 24</i>	

Time	Name of room	Number of pre-school children present	Age range of PSC present	Type of service availed of	Names of staff present	Staff rostered hours	Comments

Time	Name of room	Number of pre-school children present	Age range of PSC present	Type of service availed of	Names of staff present	Staff rostered hours	Comments

Time	Name of room	Number of pre-school children present	Age range of PSC present	Type of service availed of	Names of staff present	Staff rostered hours	Comments

Regulation- 19 (1) (a)

*19. (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*

Focus of inspection	Findings
<p>Outdoor play</p> <p>Are opportunities for outdoor play maximised throughout the day.</p> <p>Do all children attending the service play outdoors daily?</p>	
<p>Play materials</p> <p>Is there an adequate and varied provision of play materials and equipment suited to the ages and stages of development of the children?</p> <p>Are toys and materials that promote all areas of development including, gross motor, fine motor,</p>	

<p>cognitive and language development available to the children?</p>	
<p>Supporting relationships</p> <p>Staff operate in partnership with parents and are responsive and sensitive in the provision of information and support of parents in their key role in the learning and development of the child.</p> <p>Has the service developed new methods of communication with and feedback to parents in light of COVID-19 restrictions?</p> <p>Exchange of information on play, feeding, sleeping, settling, preferences, nappy changing and developmental milestones.</p> <p>Have parents been provided with updates to policies and procedures for the service?</p>	

<p>Adults demonstrate sensitivity, warmth and positive regard for children and their families, for example:</p> <ul style="list-style-type: none"> ➤ through the use of language, ➤ general attitudes to infants, children and their families, ➤ methods of communication with families, ➤ response to parents and children's requests. ➤ Use of age-appropriate tools and activities to help children to adapt to enhanced hand hygiene and other measures related to COVID-19 	
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Regulation 23- Safeguarding health, safety and welfare of child

23. 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.

Area for inspection	Findings
<p>In line with public health guidelines:</p> <p>Are there systems in place for staff to confirm to the person in charge that they feel well and do not have any symptoms of COVID-19 and are not attending in contravention of public health guidance e.g. close contacts, overseas travel where applicable, awaiting test results etc.?</p> <p>Do staff understand the requirement to self-isolate/ restrict movement where appropriate?</p>	
<p>Are there measures in place to restrict the movement of staff between services?</p>	
<p>Are staff allocated to one room/ play pod in the service in so far as possible?</p> <p>Has the provider minimised movement of staff between rooms/ play pods?</p>	

<p>Do staff know what to do if a child or adult becomes symptomatic or unwell while in the service?</p> <p>Has a facility been identified to accommodate a staff member or child who is showing symptoms of COVID-19? (A separate well-ventilated room or, if this is unavailable, an area which is 2m away from other people).</p>	
<p>Is a supply of PPE available and used when required by staff in the service?</p>	
<p>Toys/Materials/Equipment:</p> <p>Can all toys available to the children be adequately cleaned?</p> <p>Does the service have adequate protocols in place to ensure mouthing toys are not transferred between children, removed immediately after use and sterilised appropriately?</p> <p>Are all toys/materials/equipment available to the children regularly cleaned?</p>	

<p>Are any materials that cannot be cleaned replaced daily? (e.g. playdough)</p>	
<p>Where sleep equipment is shared, strict infection control practices are undertaken;</p> <ul style="list-style-type: none"> ☞ Cleaning and disinfection of the cot frame, ☞ Cleaning of the mattress, ☞ Changing of the bed linen, ☞ Labelling the sleep equipment with the names of children using it <p>Is a cleaning record maintained for the above?</p>	
<p>Ventilation:</p> <p>Are all care rooms, communal rooms and sanitary areas kept adequately ventilated?</p>	
<p>Waste management:</p> <p>Is all personal waste including used tissues and all cleaning waste being appropriately disposed of?</p> <p>Are foot pedal operated bins available for waste disposal in all rooms in the service?</p>	
<p>Hand Hygiene:</p> <p>Does the service have adequate hand washing facilities?</p> <p>Is there an adequate supply of warm water, liquid soap? paper towels, hand sanitiser and bins for disposal of paper towels available throughout the service?</p> <p>Is handwashing occurring regularly and at required times to include:</p> <ul style="list-style-type: none"> ☞ Immediately upon arrival to the service, 	

<ul style="list-style-type: none"> ☞ On entering/leaving any care room/communal room, ☞ Immediately after outdoor play, ☞ Before and after nappy changing, ☞ After using the bathroom, ☞ Prior to eating meals, ☞ After cleaning children's noses/faces and after sneezing/coughing, ☞ At regular intervals throughout the day. <p>Is hand sanitiser (as per the specifications from HSE guidance) available throughout the service?</p>	
<p>Are adults and children following the correct measures for coughing and sneezing, in line with public health guidelines?</p> <p>Is there an adequate supply of disposable tissues in each room?</p>	
<p>Are children's soothers and bottles clearly identifiable, not shared and stored in a manner that prevents cross-contamination and sterilised appropriately?</p>	

<p>Distancing:</p> <p>Is there evidence that the service has implemented measures to maintain distancing, in line with public health guidelines, at arrival and collection times to avoid congregations?</p> <p>Has the use of communal rooms/areas by staff and children been restricted where possible to avoid mixing of groups?</p> <p>Has the service restricted visiting by external persons while the centre is open?</p>	
<p>Has the service restricted the number of staff who enter rooms while children are present? (ancillary staff etc.)</p> <p>Are cots, beds and sleep mats arranged so that there is a 2-metre physical distance between groups of cots/ beds for children from different pods?</p>	
<p>Attendance records:</p> <p>Has the registered provider ensured that complete and accurate daily records of attendance are kept for all children, adults and visitors to the service?</p> <p>Is there an accurate record available of the children and adults grouped together within the service to support contact tracing if required?</p>	

<p>Laundry:</p> <p>In line with public health guidelines bed linen is not shared between children and is washed regularly at the highest temperature suited to the fabric.</p> <p>Linens are stored appropriately while awaiting washing in order to prevent contamination.</p> <p>Clean linen is stored in a separate area</p> <p>Children and staff have a change of clothes available to limit the risk of transmission of infection if in contact with bodily fluids</p>	
------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--

Regulation 23- General Safety

Area for inspection	Findings
<p>Safe storage is available for cleaning agents and equipment.</p>	
<p>Is hand sanitiser is kept out of reach of young children and children are supervised while using it.</p>	

Regulation 23- Safe sleep

Focus of inspection	Findings
<p>Are children physically monitored while they sleep?</p> <p>Are staff aware of the requirements for safe sleep?</p> <p>Are the required records of sleep monitoring maintained?</p>	

Regulation 23 additional findings:

Non-compliant regulations on previous inspection

Regulation	Findings on this inspection

Additional Significant Risk

Regulation	Findings

--	--

Regulation	Findings

Notes

Notes cont.:

Conclusion of inspection

Immediate risks communicated to staff

Finding	Response of staff	Has the risk been managed adequately during the inspection?

Feedback record

Feedback provided by	
Feedback provided to	
Date and mechanism (on inspection/ phone/ video conference etc)	

Regulation	Feedback provided
9 (2)	
9 (7)	

10	
11	
19	

23	
Regulations included arising from previous non-compliance	

Additional Significant Risk	
-----------------------------------	--

Inspector Signature:
Date:

Version Control

Version Number	Purpose/Change	Date
1.0	Draft version – post-consultation	26/06/2020
2.0	Minor revisions	16/07/2020
3.0	Minor revisions and formatting changes	29/07/2020
4.0	Minor revisions	21/10/2020

Appendix

Regulation 9 (2)

Regulation 9 (2) - Management and Recruitment				
Adult Name				
Role				
	Available ✓/ X	Validated ✓/ X	Past employer/ Rep source	Meets requirement Y/N
Reference No 1				
Reference No 2				
Garda vetting Disclosure	Y/ N			
International Police Vetting	Required ✓/ X	Available ✓/ X	Notes	

Regulation 9 (2) - Management and Recruitment				
Adult Name				
Role				
	Available ✓/ X	Validated ✓/ X	Past employer/ Rep source	Meets requirement Y/N
Reference No 1				
Reference No 2				

Garda vetting Disclosure	Y/ N		
International Police Vetting	Required ✓/ X	Available ✓/ X	Notes
		X	

Regulation 9 (2) - Management and Recruitment				
Adult Name				
Role				
	Available ✓/ X	Validated ✓/ X	Past employer/ Rep source	Meets requirement Y/N
Reference No 1				
Reference No 2				
Garda vetting Disclosure	Y/ N			
International Police Vetting	Required ✓/ X	Available ✓/ X	Notes	
		X		

Regulation 9 (2) - Management and Recruitment				
Adult Name				
Role				
	Available ✓/ X	Validated ✓/ X	Past employer/ Rep source	Meets requirement Y/N
Reference No 1				
Reference No 2				
Garda vetting Disclosure	Y/ N			
International Police Vetting	Required ✓/ X	Available ✓/ X	Notes	