



Inspectie van het Onderwijs
*Ministerie van Onderwijs, Cultuur en
Wetenschap*

Inspection report Annual inspection (I and II)

Administration, Staff and Accommodation (I)
Safety, Health and Pedagogical Climate (II)

Daycare and out-of-school care: Absolute Childcare

Holder's name:	Public Entity Saba
Location address:	Promise Land Road 1, The Bottom, Saba
Registration number:	SAB001 and SAB004
By order of:	Inspectorate of Education
Inspection number:	326890
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Summary

The Inspectorate of Education carried out an inspection into the quality of the daycare and out-of-school care at Absolute Childcare on January 21, 2026. Below are the results of the inspection.

Conclusion

We conclude that the quality of the daycare and out-of-school care is largely in order.

Quality of the childcare

The overview below contains the results of the inspection.

1. Administration, staff and accommodation Does the childcare center comply with the legal requirements concerning administration, staff and accommodation?		
Quality aspect	Daycare	Out-of-school care
1. Operating permit	Sufficient	Sufficient
2. Qualification, training and experience	Insufficient	Sufficient
3. Certificate of good conduct	Sufficient	Sufficient
4. Working language	Sufficient	Sufficient
5. Number of professionals and group size	Insufficient	Insufficient
6. Familiar spaces and people (stability)	Sufficient	Insufficient
7. Accommodation, and areas	Sufficient	Sufficient
2. Safety, health and pedagogical climate Is it safe and healthy for the children?		
8. Health and safety policy	Insufficient	Insufficient
9. Healthy food	Sufficient	Sufficient
10. Obligation to inform, consult and report	Not assessed	Not assessed
11. Pedagogical and educational policy	Sufficient	Sufficient
12. Emotional safety	Sufficient	Sufficient
13. Personal skills	Sufficient	Sufficient
14. Social skills	Sufficient	Sufficient
15. Transfer of norms and values	Sufficient	Sufficient

The assessments in the overview mean the following:

- Sufficient: the childcare center complies with the legal requirements.
- Insufficient: the childcare center does not comply with the legal requirements. We make agreements with the holder (owner) when the childcare center must comply with all requirements (recovery period). We also explain what we expect from the holder (repair order).

Samenvatting Nederlands

De Inspectie van het Onderwijs heeft op 21 januari 2026 de kwaliteit van de dagopvang en buitenschoolse opvang op Absolute Childcare onderzocht. Hieronder staan de uitkomsten van het onderzoek.

Conclusie

De kwaliteit van de dagopvang en de buitenschoolse opvang voldoet grotendeels aan de wettelijke eisen.

Kwaliteit kinderopvang

In het onderstaand overzicht staan de uitkomsten van het onderzoek.

I. Administratie, personeel en huisvesting		
Voldoet het kindercentrum aan de eisen op het gebied van administratie, personeel en huisvesting?		
Kwaliteitsaspect	Dagopvang	Buitenschoolse opvang
1. Exploitatievergunning	Voldoende	Voldoende
2. Opleiding, scholing en ervaring	Onvoldoende	Voldoende
3. Verklaring omtrent het gedrag	Voldoende	Voldoende
4. Voertaal	Voldoende	Voldoende
5. Aantal beroepskrachten en groepsgrootte	Onvoldoende	Onvoldoende
6. Herkenbare ruimtes en personen (stabiliteit)	Voldoende	Onvoldoende
7. Huisvesting en ruimtes	Voldoende	Voldoende
II. Veiligheid, gezondheid en pedagogisch klimaat		
Is het veilig en gezond voor de kinderen?		
8. Veiligheids- en gezondheidsbeleid	Onvoldoende	Onvoldoende
9. Gezonde voeding	Voldoende	Voldoende
10. Meld-, overleg- en aangifteplicht	Niet beoordeeld	Niet beoordeeld
11. Pedagogisch en educatief beleid	Voldoende	Voldoende
12. Emotionele veiligheid	Voldoende	Voldoende
13. Persoonlijke vaardigheden	Voldoende	Voldoende
14. Sociale vaardigheden	Voldoende	Voldoende
15. Overdracht van waarden en normen	Voldoende	Voldoende

De gegeven oordelen in het overzicht betekenen het volgende:

- Voldoende: het kindercentrum voldoet aan de wettelijke vereisten.
- Onvoldoende: het kindercentrum voldoet niet aan de wettelijke vereisten. We spreken met de houder (de eigenaar) af wanneer aan de eisen moet worden voldaan (hersteltermijn). Ook leggen we uit wat we van de houder verwachten (herstelopdracht).

1. Set-up of the inspection

The Inspectorate of Education carried out an inspection into the quality of the daycare and out-of-school care at Absolute Childcare on January 21, 2026. This inspection took place based on article 5.1 of the BES Childcare Act (Wko BES). It concerned an unannounced inspection.

1.1. Working method

During the inspection we inspected the quality aspects 1 through 15 that fall under the quality areas I and II of the assessment framework childcare Caribbean Netherlands (2026). See: [Caribisch Nederland | Onderwijssectoren | Inspectie van het onderwijs \(onderwijsinspectie.nl\)](#)

1.2. Inspection activities

In order to come to our conclusions, we have carried out observations of the pedagogical climate in the groups, analyzed documents, held discussions with pedagogical staff members, and the location manager. At the end of the inspection, we have discussed the results with the location manager of the childcare organization.

1.3. Documents consulted

In order to arrive at our findings, we have read the documents below:

- Pedagogical and educational policy plan - Dated December 2025 v 5.0
- Safety and health policy plan – Dated January 2026
- Child Transfer Policy – Dated January 2026
- Fire Evacuation Plans (Daycare and BSO) – Dated January 2026
- Complaint Handling Procedures - Dated January 2026
- Floor Plan - Dated 2025

1.4. Reading guide

Chapter 2 of this report starts with the context and the history. In chapter 3 the conclusion and the follow-up are stated. Chapter 4 and 5 contain a description of the findings that emerged from inspecting the two quality areas I and II. Appendix A. has an Overview of the improvement assignments. In appendix B the view/opinion of the holder is added.

2. Context and history

2.1. Context

Since the last inspection several changes to staffing and accommodations have occurred at Absolute Childcare.

The vacancy for the Manager of Absolute Childcare was filled in August. Two staff members resigned, a team leader and the administration manager. Job vacancies are currently posted to fill both these positions.

There are also changes to the accommodations since the last inspection. The Baby Room that was located on the ground floor of the old Governors House has been relocated to two new temporary prefabricated units that adjoin the other units of the daycare facility. With that move, the after-school care program was able to expand their space, and now uses the entire old Governors House.

Also noted was a change in the childcare management software used.

Number of children in the daycare

Maximum number of child places allowed according to the permit: 70

Number of children registered: 68

Number of children present on the day of the inspection: 50

Number of professionals present on the day of the inspection: 7 (from opening time until 10.30, 11 professionals after 10.30)

Number of children in the out-of-school care

Maximum number of child places allowed according to the permit: 40

Number of children registered: 35

Number of children present on the day of the inspection: 17

Number of professionals present on the day of the inspection: 2

2.2 Previous inspections (history)

The yearly inspection in 2025 took place on April 14 and 15 2025. This is the first inspection we are conducting using the assessment framework 2026.

3. Conclusion, recovery and follow-up

3.1 Conclusion

We conclude that the quality of the daycare and out-of-school care at Absolute Childcare is largely in order.

3.2 Recovery between draft and final report

In the period between draft and final report the holder has the opportunity to submit additional information and documents.

In the period between draft and final report the holder provided additional documents. We have gone through this information. Based on the information provided, we have adjusted the assessment of quality aspect 3 -Certificates of Good Conduct.

The holder also indicated that they are actively working on the other areas. The quality aspect for those areas remains unchanged and these areas will be assessed during the next inspection.

3.3. Agreements on follow-up inspection

An annual inspection will take place no later than the first quarter of 2027. We can also visit sooner to check whether the holder has solved the deficiencies identified (follow-up inspection).

See the table in Appendix A for an overview of the agreements (*improvement assignments*) and when the holder needs to meet the requirements (*recovery period*).

4. Administration, staff and accommodation (I)

In this chapter, we describe our most important findings about the quality of childcare in the childcare center (daycare and out-of-school care). For the quality area of Administration, staff and Accommodation, we give an assessment of the quality aspects inspected.

4.1. Operating permit

We assess quality aspect 1. Operating permit at the daycare as Sufficient and at the out-of-school care as Sufficient.

The holder of the childcare center has an operating permit.

The first page of the operating permit hangs in a visible place in the childcare center.

4.2. Qualification, training and experience

We assess quality aspect 2. Qualification, training, and experience at the daycare as Insufficient and at the out-of-school care as Sufficient.

The professionals at the daycare do not meet the requirements for qualification, training and experience. At the daycare the team-qualification does not meet the requirements.

Daycare

- 5 professionals have completed a pedagogical training at mbo/ cvq-level 3 or an mbo/cvq-level 3 training with a pedagogical component.
- 8 professionals have completed a pedagogical training at mbo/ cvq-level 2 or an mbo/cvq-level 2 training with a pedagogical component.
- 1 professional has completed a pedagogical training at mbo/ cvq-level 4 or higher.
- 1 individual works as an assistant under the supervision of a qualified professional.

We do note that three individuals are enrolled in an upcoming MBO 3 course.

Out-of-school care

- 2 professionals have completed a pedagogical training at mbo/ cvq-level 3 or an mbo/cvq-level 3 training with a pedagogical component.
- 1 individual works as an assistant under the supervision of a qualified professional.

This meets the training, qualification, and experience requirements.

Training requirements First Aid in case of accidents (First Aid)

There is always at least one adult present who is qualified to provide first aid to children. On the day of the inspection, there was 9 adults present who have a valid first aid for children certificate.

4.3. Certificate of good conduct (VOG)

During our yearly inspection we assessed quality aspect 3. Certificate of good conduct (VOG) at the daycare as Insufficient and at the out-of-school care as Insufficient.

In the period between draft and final report the holder provided all missing Certificates of Good Conduct (VOGs) for the Daycare and Out-of-school care. Therefore, we assess this quality aspect as Sufficient.

Daycare

The VOG's of the holder, the professionals, the volunteer(s), family members, activity leaders, and the trainee who work at the daycare have been assessed. The holder ensures that everyone who works or is structurally present at the daycare has a valid and up-to-date VOG.

Out-of school care

The VOG's of the holder, the professionals and external activity leaders, and the trainee who work at the daycare have been assessed. The holder ensures that everyone who works or is structurally present at the out-of-school care has a valid and up-to-date VOG.

4.4 Working language

We assess quality aspect 4. Working language at the daycare as Sufficient and at the out-of-school care as Sufficient.

With childcare in a childcare center (daycare and out-of- school care) on Saba and St. Eustatius the working language is Dutch or English. In this childcare center the working language is English.

4.5 Number of professionals and group size

We assess quality aspect 5. Number of professionals and group size at the daycare as Insufficient and at the out-of-school care as Sufficient.

Daycare

The number of professionals in relation to the number of children per age category in the daycare does not meet the requirements.

Number of professionals in daycare, professional-child ratio (BKR).

Situation at the childcare center on the inspection day: horizontal master group

Age children	Amount of professionals	Amount of children registered	Amount of children on day of inspection	Complies with BKR
0 to 1	1	6	6	No
0 to 1	(1 unqualified)	7	3	No
1 to 2	2	13	9	No
2-3	3	19	13	No
3 to 4	1	23	19	No

Based on the attendance lists and the observation, we conclude that the BKR has not been met. The holder still has vacancies to fill. During the observation the amount of professionals was as listed in the table above. However, we learned that additional staff come in at 10.30 each day. And staff that came in early leave again at 3.00 pm.

We note that in both baby groups there were not enough professionals for the amount of babies. We also note that if all children are present that in the other three groups the amount of children exceeds the maximum number of children allowed. The holder does not meet the legal requirements.

Out-of-school care

The number of professionals in relation to the number of children per age category in the out-of-school care does not meet the requirements. The correct ratio can be seen in the tables of the professional-child ratio (BKR).

The holder keeps track of how many professionals take care of the number of children in the out-of-school care in attendance lists.

Number of professionals Out-of-school care, professional-child ratio (BKR).

Situation at the childcare center on the inspection day:

Age children	Amount of professionals	Amount of children registered	Amount of children on day of inspection	Complies with BKR
4 up to the age at which primary education ends	3 (2 qualified, 1 assistant)	35	17	No

Based on the attendance lists and the observation, we conclude that the BKR has not been met. If all children are present the number of children in the group exceeds the allowed maximum number of children. The holder does not meet the legal requirements.

Deviating from staffing requirements (deploying fewer professionals)

The holder does not meet the conditions for deviating in the amount of staff in the daycare. Due to a shortage of staff the holder has drawn up a roster in which many professionals start 3 hours after opening time and other professionals leave 3 hours before closing time. According to regulations a daycare center that has 10 or more opening hours is allowed 3 hours a day in which there is less staff available. Absolute Childcare has 6 hours. The holder does not meet the legal requirements.

4.6 Familiar spaces and people (stability)

We assess quality aspect 6. Familiar spaces and people (stability) at the daycare as Sufficient and at the out-of-school care as Insufficient.

The owner of the childcare center ensures a stable environment for the children by working with master groups in the daycare.

In the out-of-school care base groups are not used. Given the number of children currently enrolled, base groups should be used instead of mentor groups in order to ensure a stable environment for the children.

Daycare

Master groups

The daycare has 5 master groups. The children are assigned to one of these master groups.

Group name	Maximum number of children	Age
Baby Room – Care Bears	6	3 months – 12 months
Baby Room – Snuggle Squad	7	3 months – 12 months
Toddlers	13	1 to 2 years
Explorers	19	2-3 years
Pre-School	23	3 to 4 years

Long-term familiar professionals

At the daycare there are long-term familiar professionals for the children in the group. This creates stability for the children.

Mentor

All children in the daycare have a mentor. The mentor is a professional in the master group. The holder informs parents about the child's master group, and which professional is present in the master group on which day.

Out-of-school care

Base groups

Children are not assigned to base groups per se. Instead, they are assigned a mentor, in one vertically integrated group, therefore there is no separate designated base group area for the children.

In previous years due to the relatively small number of children enrolled at the BSO, this structure had been considered 'in order' (sufficient).

With this inspection we observed that the enrollment has increased, and the organization based only on the mentor is not as effective as the base group structure that provides a fixed space at the start and the socialization of being part of a consistent group.

Therefore, this is now insufficient and the Absolute Childcare out of school program should transition to base groups.

The holder does not meet the legal requirements.

Long-term familiar professionals

At the out-of-school care there are long-term familiar professionals for the children in the group. This creates stability for the children.

Mentor

All children in the out-of-school care have a mentor. The holder informs parents about the child's mentor.

4.7. Accommodation and space

We assess quality aspect 7. Accommodation and space at the daycare as Sufficient and at the out-of-school care as Sufficient.

Daycare

Inside play area daycare

The building in which the daycare is located has sufficient space (square meters) inside for the number of children.

Name master group/ common play area	Maximum number of children	Play/work area (m ²)
Baby Room – Care Bears	6	36 m ²
Baby Room – Snuggle Squad	7	36 m ²
Toddlers	13	72 m ²
Explorers	19	72 m ²
Pre-School	23	72 m ²

We note that the number of m² of indoor play space in the master group rooms at the daycare is sufficient for the number of children and meets the legal requirements (at least 3 m² per child).

Ventilation

There is Sufficient ventilation inside.

Sleeping area for babies

There is a separate sleeping area for the babies with enough beds.

Outdoor area daycare

- Total number of children in the childcare center (daycare): 68
- Total number of m² of outdoor area: 748.8 m²

We note that the total number of m² of outdoor area meets the legal requirements.

The outdoor play area has plenty of shade and is adjacent to the childcare center.

The daycare is accessible and appropriately equipped.

Out-of-school care

Inside play area out-of-school care

The building in which the out-of-school care is located has sufficient space (square meters) inside for the number of children.

Name base group/ common play area	Maximum number of children	Play/work area (m ²)
Covered Porch Upper Floor		26.66 m ²
Art Area		14.71 m ²
Block/Construction Area – upper floor		9.75 m ²
Technology/Multi-purpose Area – upper floor		17.82 m ²
Home Area – upper floor		14.68 m ²
Dance – lower floor		33.28 m ²
Multi-purpose room – lower floor		24.97 m ²
Total	35	141.87 m ²

- Total number of children in the out-of-school care: 35
- Total number of m² of indoor area out-of-school care: 141.87

We note that the number of m² of indoor play space in the base group rooms at the out-of-school care is sufficient for the number of children and meets the legal requirements (at least 2,5 m² per child).

Ventilation

There is Sufficient ventilation inside.

Outdoor area out-of-school care

- Total number of children in the childcare center (out-of-school care): 35
- Total number of m² of outdoor area: Large adjacent park is used, measurements unavailable

We note that the total number of m² of outdoor area meets the legal requirements (at least 3 m² per child). The outdoor play area has plenty of shade. The outdoor play area is adjacent to the childcare center. The out-of-school care is accessible and appropriately equipped.

5 Safety, Health and Pedagogical Climate (II)

We assess quality aspect 8. Safety and health policy at the daycare as Insufficient and at the out-of-school care as Insufficient.

Safety and health policy

The holder does not ensure a safe and healthy environment.

The following needs to be improved:

- Smoke detectors are not installed in the two baby rooms.
- The protocol for placing babies on their back while sleeping is not known to all professionals

The holder has drawn up a safety and health policy, but this does not meet the legal requirements. In the safety and health policy the following parts are not in order:

- there is no concrete description of how the holder, together with the professionals, ensures that the safety and health policy is a continuous process of policy formation, implementation, evaluation and updating;
- there is no concrete description of how the holder ensures that the current safety and health policy and its evaluations are transparent to professionals, professionals in training, trainees, volunteers and parents.

The holder evaluates the safety and health policy and adjusts it where necessary.

Four-eyes principle Daycare

The owner of the daycare ensures that an employee can always be seen and heard by another adult. We call this the four-eyes principle.

Back-up

The holder ensures that there is a back-up to help if only one professional is present at the center.

5.2. Healthy food

We assess quality aspect 9. Healthy food at the daycare as Sufficient and at the out-of-school care as Sufficient.

The owner of the childcare center provides healthy food at the daycare and the out-of-school care. The holder is in line with the guidelines on healthy nutrition of the public entity.

5.3 Obligation to inform, consult and report

In 2026, we will not assess this quality aspect. We are expected to assess the obligation to inform, consult and report from 1 January 2027.

5.4. Pedagogical and educational policy and pedagogical practice

We assess quality aspect 11. Pedagogical and educational policy at the daycare and at the out-of-school care as Sufficient.

The holder ensures that employees act in accordance with this pedagogical and educational policy plan. The holder shares the pedagogical and educational policy plan with parents. The holder evaluates the pedagogical and educational policy plan periodically and adjusts this where necessary.

5.5. Emotional safety

We assess quality aspect 12. Emotional Safety at the daycare as Sufficient and at the out-of-school care as Sufficient.

The owner of the childcare center offers a supportive pedagogical climate that contributes to the emotional safety of children. The professionals deal with the children in a sensitive and responsive way. They set clear boundaries and provide a fixed structure.

5.6. Personal competencies

We assess quality aspect 13. Personal skills at the daycare as Sufficient and at the out-of-school care as Sufficient.

The owner of the childcare center offers a supportive pedagogical climate that contributes to the development of children's personal skills. The professionals challenge the children in their development in the various areas of development. They encourage the autonomy and independence of the children. In this way, children learn to function more and more independently in a changing environment.

5.7. Social competencies

We assess quality aspect 14. Social competencies at the daycare as Sufficient and at the out-of-school care as Sufficient.

The owner of the childcare center offers a supportive pedagogical climate that contributes to the development of children's social skills. The professionals teach the children knowledge and social skills in a playful way. In this way, the children learn to build and maintain relationships with others more and more independently. The professionals guide children in their interactions.

5.8. Transfer of norms and values

We assess quality aspect 15. Transfer of norms and values at the daycare as Sufficient and at the out-of-school care as Sufficient.

The owner of the childcare center provides a pedagogical climate in which children learn to deal with values and norms that are important in society. The professionals encourage children to become acquainted with these values and norms in society in an open way. In this way, the children learn to treat others with respect and to be an active part of society.

Appendix A. Overview improvement assignments

The abbreviations used are:

BES: Bonaire, St. Eustatius and Saba

Wko BES: Childcare Act BES

Bko BES: Childcare Decree BES

Rko BES: Childcare Regulations BES

EV: Island Ordinance

EB: Island Decree

Table A.1: Overview improvement assignments

What is the shortcoming?	Legal requirements	Recovery period
Quality aspect 2: Qualification, training and experience		
Daycare The owner of the childcare centre ensures that the professionals meet the requirements for education, training and experience.	Wko BES art. 2.4 lid 1 under b, lid 1 under d, lid 2 under e, lid 4 under b and lid 5 under b.	6 months
Daycare - Team <i>qualification at the location</i> - at least half of the professionals at the location meet the requirements of training as a pedagogical professional or a training course with a pedagogical component at level 3 or have a document of proof that the professional acts at this level - a maximum of half are trainees, professionals-in-training (both training for level 3), or have a training with a pedagogical component at MBO/CVQ 2 level.	Wko BES art. 2.4 lid 4 under b and c, Bko BES art. 2.15 lid 1 and Bko BES artikel 5.1	6 months
When deploying a trainee or professional-in-training within the team qualification, there must always be a professional at level 3 (the 1st category above) in the group.	Wko BES art. 2.4 lid 4 under b and c and Bko BES art. 2.15 lid 3	6 months
Quality aspect 5: Number of professionals and group size		
The number of professionals is adjusted to the number of children present in the master, base or combination group. The ratio between professionals and the number of children is in accordance with the appendices of the BES Childcare Decree.	Wko BES, art. 2.4 lid 2 under a and under b, lid 4 under d and under e, Bko BES art. 2.12 lid 3, art. 2.13 lid 1 and 2	6 months
- Deviating staffing (<i>Deploying fewer professionals</i>): - With 10 hours of day care (or out-of-school care on days off), a maximum of 3 hours per day fewer professionals can be deployed.	Wko BES, art. 2.4 lid 2 under f and lid 4 under d and e, Bko BES art. 2.13 lid 3 t/m 8 and art. 2.15	6 months

• A maximum of half an hour per day fewer professionals may be used for out-of-school care. • If only one professional is present in the childcare centre, an adult is available who can be reached by telephone and can be present within fifteen minutes in the event of an emergency (back-up). • If only one professional is deployed at the childcare centre, at least one other adult is present for support. • The holder meets the conditions that determine when professionals in training and trainees can be counted in the BKR.		
Quality aspect 6: Familiar spaces and people (stability)		
Out-of-school The childcare takes place in base groups. A child is cared for in 1 base group.	Wko BES art 2.4 lid 1 under b, lid 2 under b and d and lid 4 under d and e, Bko BES art. 2.12 lid 1 and 2	6 months
Out-of-school A child uses a maximum of 2 different base group rooms in the childcare per week.	Wko BES art 2.4 lid 1 under b, lid 2 under b and d and lid 4 under d and e, Bko BES art. 2.12 lid 7	6 months
Out-of-school The maximum size is tailored to the age of the children in the master/base group and meets the requirements of the BES Childcare Decree.	Wko BES art 2.4 lid 1 under b, lid 2 under b and d and lid 4 under d and e,, Bko BES art. 2.12 lid 3 and 4	6 months
Out-of-school Each base group has their own separate group room.	Wko BES art 2.4 lid 1 under b, lid 2 under b and d and lid 4 under d and e, Bko BES art. 2.26 lid 5	6 months
Quality aspect 8: Health and safety policy		
The holder of the children's center ensures a safe and healthy environment for children.	Wko BES art. 2.3 lid 1 under a, lid 2 and lid 3 and art. 2.4 lid 1 under d and lid 4 under a, Bko BES art. 2.4 and 2.5 and Rko BES art. 4 lid 2 under h.	6 months
The holder has a safety and health policy (H&S) that meets the requirements of the BES Childcare Decree. The holder ensures that the H&S policy is complied with.	Wko BES art. 2.3 lid 1 under a, lid 2 and lid 3 and art. 2.4 lid 1 under d	6 months

	and lid 4 under a, Bko BES art. 2.4	
The policy meets the requirements as prescribed in the BES Childcare Decree.	Wko BES art. 2.3 lid 2, art. 2.4 lid 1 under d and lid 4 under f and Bko BES art. 2.24	6 months

Appendix B. View of the holder

After receiving the final report, the holder submitted the following view/opinion on the results of the investigation.

Response to Inspection Report – Annual Inspection (I & II)

Administration, Staff and Accommodation (I)

Safety, Health and Pedagogical Climate (II)

We thank the inspectorate for the detailed assessment and constructive feedback. We remain committed and have taken immediate steps to further strengthen the quality and safety of our childcare services.

Our Team

We continue to invest in our staff. Currently, eight team members are enrolled in MBO Level 3 training, supporting their professional development and ensuring high-quality care for the children.

Staffing Improvements

We acknowledge the assessment that staffing levels and group size are insufficient at the time of inspection. We have recently hired seven new pedagogical employees to our team, to remedy the staff shortage. Full compliance with required staff-to-child ratios will be achieved once all new staff members are fully onboard and scheduled. This will strengthen our staffing levels and supports balanced group sizes, improving consistency and stability across all groups.

Safety Measures

The safety and well-being of children remain our highest priority. The revised safety and health policy will be finalized by the end of May. However, current practices already reflect the core requirements of the policy, and daily operations continue in accordance with established safety procedures. The revisions focus on strengthening structure, documentation, and transparency to fully align with legal requirements.

- Additional safety equipment, including smoke detectors for all baby rooms, has already been arranged and will be installed shortly. In the meantime, daily safety checks are carried out.
- Safe sleep practices are actively maintained.

Policy and Communication

We are strengthening our safety and health policy to ensure it remains clear, up to date, and actively used in daily practice.

- Key updates from our safety policy have already been shared with staff and parents through our newsletter
- Ongoing discussions take place during team meetings and onboarding of new staff
- The updated policy will continue to be accessible and regularly reviewed

We remain committed to providing a safe, healthy, and high-quality pedagogical environment. We will continue to monitor progress closely and ensure that all improvements are fully implemented and sustained.