

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015CC341		
Name of Service:	Réaltaí Cúram Leanaí Teoranta		
Address of Service:	Fernwood, Glyntown, Glanmire, Co Cork		
Eircode:	T45 CK26		
Name of Registered Provider:	Glenn Muliett		
Service type:	Full Day		
Date of Inspection:	12/02/2025		
No of pre-school children:	AM	68	PM 59

Address of the Early Years Inspectorate:	Early Years Inspectorate Administration Building St Mary's Health Campus Gurrabraher Cork, T23 X440
Inspection undertaken by:	D Prendergast & B Fraher
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	N/A
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Description of service

Réaltaí Cúram Leanaí Teoranta is a full day care service, located in a residential area of Glanmire, in Co Cork. The setting is registered to provide care and education to early years children, aged 0 to 6 years. Children attending the Early Childhood Care and Education (ECCE) Scheme are accommodated across three daily sessional services, which operate between 8.45am and 11.45am, 9.00am and 12.00pm and from 9.15am to 12.15pm. The childcare facility is open 51 weeks of the year, with daily opening hours from 7.30am to 6.00pm, each Monday to Friday. The service is also registered to offer school age care.

Four care rooms are in operation within the single storey, detached premises, namely Naíonra 1, Naíonra 2, Naíonra 3 and the Toddler room. A fifth registered care room remains in use as a meeting room. Children's sanitary facilities are provided adjoining their care rooms and a designated sleep room is accessible beside the Toddler room. The service also includes an office, a kitchen, a staff room, a laundry room and staff sanitary facilities. A large, partitioned outdoor play area is available to the children at the front of the building and a second outdoor play space is located to the side.

Staffing

A total of 22 adults are employed at the service. Eighteen of these staff members work directly with the children. This includes two adults employed under the Access and Inclusion Model (AIM) support scheme. The registered provider, two kitchen staff and a maintenance worker/driver are not involved in the direct, day to day care of the early years children. Three students were also undertaking work placements at the setting.

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

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 registered provider, assistant 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*

(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

- (1)
- (a) The designated person in charge of operating the service was the registered provider. The requirement for a deputy person in charge was also met; the manager, assistant manager and five additional staff were nominated to deputise as required. Written information to this effect was observed on the staff roster.
- (b) The registered provider and the assistant manager were on duty at the setting when the inspectors arrived and at least one of these adults remained present to facilitate the duration of the inspection process. Review of the staff roster demonstrated that an identified person in charge or a deputy was available throughout the hours of operation.
- (2) It was established that four staff members and three students had commenced working at the childcare facility in the period since the previous inspection on 1 and 2 May 2024. The relevant recruitment records in relation to these seven adults were therefore reviewed.
- (a) Fourteen written and validated references were required in total. Of these, eight had been provided by past employers.
- (b) There were six written and validated references on file from sources other than previous employers.
- (c) Garda vetting disclosures had been obtained for all seven adults. It was also noted that Garda vetting for an additional four staff members, had been renewed before the expiry date. This was in compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.
- (d) Police vetting records were available on file for the four staff members who had lived outside the State for a period of six consecutive months or longer, as adults.
- (4) Three of the adults who worked directly with the children held a recognised award in Early Childhood Care and Education. The fourth adult held a Letter of Qualification recognition, from the Department of Children, Equality, Disability, Integration and youth (DCEDIY). Qualifications were not required for the students.

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) At the time of inspection, it was observed that there was an adequate number of staff working directly with children.
- (2) The required adult to ratios were observed in all care rooms. Sixty-eight children, aged 1 to 5 years were in attendance during the morning and 12 adults were working directly with these children. The assistant manager was also available to support the staff in the care rooms, during the morning. In the afternoon, there were 59 children, aged 1 to 5 years, under the care and supervision of 10 adults.
- (8)
- (a) According to the staff roster, the service was consistently operated with at least two adults present. A minimum of two adults were also on duty throughout the inspection process.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child’s registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

Compliance Information

(1) A total of 79 children were enrolled in the early years service. A sample of 10 children’s registration forms were reviewed and were found to indicate the requirements listed from (a) through to (i).

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

(j) details of any medication administered to a pre-school child attending the service with signed parental consent;

Compliance Information

(1)
(j) There were three children who, at the time of inspection, may have required specific medication. Written parental consent had been obtained for staff to administer the relevant medication to these children. A sample review of previous administration of medication records found that said records had been completed in full.

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, and

Compliance Information

(1)(a)

Supporting relationships around children:

- The adults were kind, patient and reassuring towards the children in their care. Routine activities such as nappy changing and rest times were managed sensitively. Mealtimes were conducted at an unhurried pace, with bibs provided for the younger children and suitable crockery and cutlery were readily available.
- Support and verbal reminders were offered to children as required. For example, when washing their hands and when taking off and hanging up their coats.
- The children's participation was promoted across the daily routine. During circle time in Naíonra 1, children were encouraged to join in conversations about recent learning and following the mid-morning snack in Naíonra 2, the children were observed to empty and stack their plates, to assist with tidying up.

- The inspectors were advised that the service had recently commenced engagement with the Better Start Quality Development programme. During conversation, the assistant manager outlined the ways in which staff have begun to extend the children’s learning and interests, across their home and childcare environments.
- Wall displays outside the care rooms featured the children’s artwork and were visible to the children’s parents and care givers at arrival and collection times. It was reported that the children were learning signs from the *Lámh* sign system and that the *sign of the week* was communicated with parents, which encouraged their involvement in the children’s learning experiences.
- The service predominantly used a digital application to provide parents with information and photographs in relation to current curriculum themes, upcoming plans and their children’s interests and abilities. Examples of same were presented for review. Details regarding daily care routines, such as sleep, meals and toileting were also recorded on the application. Other methods of communication with parents included daily informal discussion, phone calls and email.
- A key method of information sharing among staff was the use of communication diaries. These were used to record important daily messages, in relation to the care of the children. In addition, the registered provider informed the inspectors that staff meetings were held approximately every six weeks to two months.

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:

- The main entrance door was adequately secured against the risk of unauthorised access and the unsupervised exit of a child.
- In the outdoor play spaces, secure enclosures were created through a combination of walls, fencing and secured gates.
- Cords from window blinds were secured with suitable tension devices.
- Restrictive opening devices were fitted to low-lying cupboards. This reduced the risk of a child gaining access to potentially hazardous items.

- Electrical cables and flexes were inaccessible to children.
- High-level storage was provided for cleaning agents and first aid boxes, which ensured they were out of the children's reach.

Infection Control:

- The handwashing facilities in place supported effective handwashing. Each sanitary facility was equipped with a supply of warm running water, liquid soap and paper towels. Foot pedal operated bins were available for disposing of used paper towels. Foot pedal operated nappy bins were also in use.
- The children were observed to wash their hands after having their nappies changed and after using the toilet facilities. Adults were noted to wash their hands after carrying out nappy changing.
- The following observed practices reduced the risk of cross infection during nappy changing procedures:
 - Adults wore disposable aprons and gloves, which were removed and disposed of after each use.
 - Changing mats were sanitised in between use.
 - Both adults and children washed their hands, once each nappy change was complete.
- All of the cot mattresses in use were waterproof, which supported effective cleaning.
- Children's bags and coats were appropriately stored; wall hooks, hangers and cubby shelf storage were utilised for this purpose.
- Within the nappy changing areas, the children's toiletries were stored in labelled containers.
- Windows were open, which allowed fresh air to circulate in the care rooms.

Administration of Medication:

- On the day of inspection, the administration of medication was not observed in practice.
- Individually prescribed medication was found to be safely stored, in-date and appropriately labelled.

Safe Sleep:

- A review of the sleep records, which were maintained electronically, indicated that staff members carried out and documented frequent physical checks of sleeping children. The records demonstrated that the children's breathing, colour and position were assessed at 10 minute intervals.
- While in use to accommodate sleeping children, the air temperatures of the Toddler sleep room and the main Toddler care room were recorded within the required range of 18°C to 22°C, for children aged over 12 months. The recorded temperatures were 18°C and 20.1°C.

Fire Safety:

- Fire exit signage was illuminated.

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.

Compliance Information

(1) Up to date records of First Aid Response (FAR) certification were in place for eight of the adults. A ninth staff member was in the process of undertaking FAR training at the time of inspection. Following the inspection, written confirmation was forwarded confirming that said adult had completed the FAR course.

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 firefighting 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) A written record which demonstrated the completion of regular monthly fire drills was available. The last recorded fire drill was undertaken on the 6 February 2025.
- (b) The certification of servicing for the firefighting equipment indicated that it was carried out on the 1 May 2024. The certification of testing for the smoke alarms was dated 6 February 2025.

(4) The fire evacuation procedure was displayed on the wall, beside the main entrance door.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(e) equipped with adequate and suitable sanitary facilities.

Compliance Information

(e) In total, the service had 8 children's toilets and 10 adjacent wash hand basins. This included one outdoor toilet facility, which consisted of one toilet and one wash hand basin. Three nappy changing stations were also available; two adjoining the Toddler room and one adjoining Naíonra 1. In both of these nappy changing areas, an additional sink was provided for adults to wash their hands. Staff members had access to three toilets and three wash hand basins. One of these toilet facilities was allocated solely for use by kitchen staff.

Part VII - Premises and Space Requirements

Regulation 30 - Minimum space requirements

(2) A registered provider of a full day care service or a part-time day care service shall ensure that the minimum amount of clear floor space specified in column (3) of Schedule 7 opposite a particular reference number specified in column (1) of that Schedule in respect of the age range of children specified in column (2) thereof at that reference number is available for each child in that age range attending the service.

(4) Where a registered provider contemporaneously provides-

(a) a sessional pre-school service, and

(b) a full day care service or a part-time day care service, or both,

the minimum clear floor space applicable for the duration of the sessional preschool service in respect of the children attending that service shall be the floor space specified in paragraph (3).

Compliance Information

(2)(4)

In the following care rooms, the required clear floor space was available to cater for the age range and number of children, who attended on the morning of the inspection:

Room name	Number of children present	Age range of children	Type of care	Available floor space
Naíonra 2	21	3 - 4 years	ECCE sessional service	55.76m ²
Naíonra 3	20	4 - 5 years	ECCE sessional service	40.67m ²

Toddler	11	6 aged 1 - 2 years 5 aged 2 - 3 years	Part time or full day care	45.13m ²
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Non-Compliance Information

(2) At 1.24pm in Naíonra 1, there was inadequate clear floor space available to accommodate the 26 children present as outlined in the table below. However, it is acknowledged that during the morning, there was sufficient clear floor space available to accommodate the 16 children aged 2 to 4 years in attendance within this care room.

Room name	Number of children present	Age range of children	Type of care	Available floor space
Naíonra 1	26	8 aged 2 - 3 years 18 aged 3 - 4 years	Part time or full day care	46.9m ²

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The written reply stated that the children from Naíonra 2 will either remain in their own room for dinner until the numbers have dropped sufficiently, or they will be split more evenly between Naíonra 1 and Naíonra 3, to suit the available floor space. As a preventive measure, all relevant staff and management have been informed in relation to this and floor space will be taken into account before moving children between rooms.

Supporting documentation submitted

The statement from the registered provider is accepted as evidence.

Summary Comment

Based on the statement from the registered provider, regulatory compliance is determined to have been met.