

Early Years Inspectorate Regulatory Report

Pre School

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| TUSLA Identifier: | TU2015CE109 |
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| Name of Service: | Obair Community Creche |
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| Address of Service: | Obair Community Creche, Ennis Road, Newmarket-on-Fergus, Co. Clare |
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| Eircode: | V95 X0NY |
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| Name of Registered Provider: | Bernadette Glynn |
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| Service type: | Full Day, Part Time, Sessional |
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| Date of Inspection: | 05/09/2025 |
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| Date 2 of Inspection: | 18/09/2025 |
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| No of pre-school children: | AM | 49 | PM | 30 |
| Day 2 | AM | 49 | PM | 37 |

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| Address of the Early Years Inspectorate: | Early Years Inspectorate Tusla Child and Family Agency Primary Care Centre Station Road Ennis County Clare |
| Inspection undertaken by: | J Hayes & M Riordan |
| 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).

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| Conditions if applicable | Not applicable |
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Description of service

Obair Community Crèche is a full day care childcare service which first opened in 2003. It is operated by a community based limited company. It is registered to cater for 80 pre-school children from 0- 6 years of age.

A school service is also available in the creche.

The service operates from a community-based premises with pre-school children attending a Baby room, Toddler room, Pre-school room and ECCE room. An additional sensory room is available for children to use when they require time away from large group activities.

Staffing

A total of twenty-three adults are employed in the service. Seventeen adults including the manager and assistant manager work directly with the pre-school children attending the service. Four adults are employed to work with school age children, and two adults are employed for kitchen duties.

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 and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations:

Regulation 9 – Management and recruitment (1)(a)(b), (2)(a)(b)(c)(d) and (4)

Regulation 11 - Staffing levels (1) (2) (8)(a)

Regulation 19 - Health, welfare and development of child (1)(a)

Regulation 23 - Safeguarding health, safety and welfare of child

Regulation 25 - First aid (1)(2)(a)(b)

Regulation 26- Fire safety measures (1)(a)(b)(4)

Regulation 28- Insurance

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.

Additional Information

23 September 2025

An Immediate Action Notice was issued under Regulation 9(2)(c). A mandatory Garda vetting disclosure was not available for one adult who was present in the service contrary to the National Vetting Bureau (Children and Vulnerable Persons) Act 2012.

An adequate response was received on the 24 September 2025 outlining the interim measures taken by the registered provider to remedy the non-compliance.

24 October 2025

The outstanding Garda vetting disclosure was submitted.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the person in charge, 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,*

(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 service had a person in charge, and a person was available to deputise in their absence.

(b)

The person in charge and the deputy were available during the inspection.

Twenty three files were available in respect of all adults working in the service. The findings included the following:

(2)(a)

Thirty seven written and validated references from past employers in respect of the adults working in the service were available.

(b)

Nine written and validated references from a source other than a past employer in respect of adults working in the service were available.

(c)

Garda vetting disclosures had been obtained for twenty two adults. The records available indicated that the service had adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

(d)

International police vetting was available in respect of four adults working in the service who had lived in another State for a period longer than six months.

(4)

The adults working directly with the children held Early Childhood Care and Education qualifications ranging from Level 5 to Level 8 on the National Framework of Qualification or recognised equivalent qualifications.

Non-Compliance Information

(2)(c)

A mandatory Garda vetting disclosure was not available for one adult who was present in the service contrary to the National Vetting Bureau (Children and Vulnerable Persons) Act 2012. An immediate action notice was issued to the registered provider please refer to additional information section above for further detail.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The Garda vetting application has been successfully submitted and the service is currently pending the outcome.

The adult has been removed from working directly with any children in the interim.

Tighter on-boarding recruitment processes are in place to ensure garda vetting will be available before any employee commences employment.

Supporting documentation submitted

Evidence of Garda vetting was submitted.

Summary Comment

The actions taken meet the requirements of the regulation. The outstanding Garda vetting document was submitted and assessed.

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)
During the two days of inspection, an adequate number of adults worked directly with the children in attendance.
- (2)
On the 05 September 2025, the ratio of adults caring for children was maintained. fourteen adults cared for the forty-nine children attending in the morning and eleven adults cared for thirty- children in the afternoon.
- On the 18 September 2025, the ratio of adults caring for children was maintained. fifteen adults cared for the forty-nine children attending in the morning and eleven adults cared for thirty-seven children in the afternoon
- (8)(a)
The staff roster demonstrated that more than two adults were available in the childcare facility at all times

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(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)

Four care rooms were in operation during the inspection and the findings are as follows:

Basic Needs of Children:

A healthy eating policy was implemented at the service, ensuring the provision of nutritious foods and snacks to children daily. Breakfast was available for early arrivals. A nutritious hot meal was served for dinner with alternative choices provided if necessary to accommodate specific dietary needs. Fish fingers, peas, potatoes and gravy was served on the day of the inspection. For children who needed an earlier sleep, dinner was postponed until after their rest period. An afternoon snack featuring brown bread, grated cheese, ham slices and fruit portions was offered. Second helpings were offered at all meals. Drinks of water were offered with all meals and a jug of water was taken outside when children were playing outdoors. Staff sat with children while eating and mealtimes were observed to be sociable occasions.

Nappy changing facilities were located adjacent to the Baby room and the Toddler room. Waist-high changing units were accessible and maintained in good condition, with easy-to-clean change mats supplied. Steps were provided to ensure ease of access for older children. Nappy changing procedures were displayed on the wall of the facility, and staff were observed adhering to the guidelines as outlined in the policy. Open shelving units held children's toiletries, all clearly labelled and within easy reach of staff. Handwashing facilities were situated next to the changing unit, and foot pedal-operated lidded bins were available for safe nappy disposal. Low level sinks were also available to facilitate children washing their hands.

The service featured 2 sleep rooms; one positioned directly next to the Baby room and the other accessible for Toddlers. Each child under 2 years of age had access to a cot when needed. Both rooms were equipped with blackout blinds to minimise lighting during sleep times. Room temperatures were monitored to ensure safe and ambient room temperatures at all times. For children over two years old, requiring a nap, low-level beds were provided. Staff closely monitored all children during sleep, with all checks recorded electronically for parents to see.

Physical and Material Environment

The Baby room was large, bright, and spacious with soft mats for floor play. Low couches provide rest areas, while adult seating allowed staff to sit comfortably with children. A central climbing frame included steps, crawl spaces, and a low slide. Low level open shelving units held age-appropriate toys. A fridge stored perishable drinks. Push toys and a ball pool aided early walking and climbing skills, while stationary toys helped with standing.

The Toddler room offered ample floor space for activities. The home corner featured a kitchen unit with utensils, dolls, and prams for imaginative play. Construction materials, open-ended play items, and puzzles were easily accessible.

Rooms accommodating children over three years of age were designed to meet their individual needs. Tuff trays with sensory materials and open-ended play items like building blocks and art supplies were available. Children's artwork and educational posters were displayed at children's eye level. Room layout and designs were rearranged depending on each child's evolving interests and their stage of development.

A large sensory, quiet room was recently added to the service. This area enabled small group activities and facilitated one on one time for staff and children if required. Soft lighting and relaxing background music created a calm peaceful atmosphere. Staff throughout the premises reported marked improvements in all children who have availed of time in this room. They observed children were emotionally more regulated and it has also assisted children who are quiet and withdrawn at times to engage more and develop better communication skills.

Outdoor play areas were directly accessible from the Baby room for the younger children and at the rear of the premises for all other age groups. The playground at the rear of the premises was enclosed with high walls and timber fencing. Synthetic grass and rubber matting covered all outdoor surfaces, thereby reducing the risk of injury while children play outdoors. Lots of ride down toys, low level slides, swings and hammock baskets helped promote gross motor development. A large picnic bench allowed children to dine outdoors in favorable weather.

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:

- A key coded and bell operated system was in place at the entrance door to monitor the safe entry and exit of the children to and from the childcare facility.

- The outdoor play areas were secured with fencing and gates to protect the children within.
- The children's arrival and departure times were recorded in written records and on the electronic childcare application system.
- A visitors record book was available to record unauthorised adults.
- Medication and cleaning agents were stored in secured areas out of reach of the children.

Infection Control:

- The childcare facility was maintained in a clean and hygienic condition. Cleaning schedules were in place throughout the premises.
- The sanitary facilities were equipped with warm running water, liquid soap, hand paper towels and lidded, lined pedal operated bins. Photographic illustrations of hand hygiene techniques were displayed over the wash hand basins to prompt children to wash their hands.
- The children washed their hands at appropriate intervals after activities, after using the toilet and on return from outdoor play and before mealtime.
- The children's personal belongings were stored individually in containers.
- Children's soothers were stored in individually labelled containers between use.
- All cot mattresses were fitted with waterproof washable covers

Administration of Medication:

- Medication was not administered during the inspection.
- The person in charge and adults working in the service demonstrated an understanding of the administration of medication policy.
- Documentation was available for the adults to use should medication be administered in the service.

Safe Sleep:

- The adults demonstrated an awareness of the service's safe sleep policy.
- Children were placed to sleep in their individual standard cots and low-level beds in the sleep room and care rooms.
- A thermometer was available in the sleep room and care room where children were placed to sleep for the adults to measure and monitor the room temperatures. The room temperatures were maintained between the required temperature of 16 to 20 °Celsius and 18 to 22°Celsius.
- The adults recorded the sleeping children's observations every ten minutes during sleep periods on a written record and also recorded the sleep room temperatures

Fire Safety:

- Staff maintained records of up-to-date fire safety training.
- The fire exit doors and passageways were clear from obstruction.
- The fire exit routes, and fire assembly points were readily identified with clear and illuminated signage.

Outing:

- The person in charge stated that outings to the local library and park were undertaken this year with the children. A risk assessment and an outings policy and checklist are completed for every outing. The person in charge demonstrated an awareness of the service's outings policy and procedure.

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)
Three adults had a record of up to date First Aid Responder (FAR) training and the staff roster indicated that an adult with First Aid Responder (FAR) training was available in the service at all times.

(2)(a)
Suitably equipped first aid boxes were stored in accessible and conspicuous areas in the service and available for use in each care room. A first aid box is also available for use on outings.

(b)
The first aid boxes were available in the service for use by the adults in the event of an emergency

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.
- (2) The record referred to in paragraph (1) shall be open to inspection by-
- (a) a parent or guardian of a pre-school child attending or proposing to attend the pre-school service,
 - (b) an employee, and
 - (c) an authorised person.
- (3) A registered provider shall ensure that a record referred to in paragraph (2) is retained for a period of 5 years after its creation
- (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 demonstrate that monthly fire drills were carried out by the service. The last fire drill took place on the 08 September 2025.

(b)

Up-to-date records of the number, type and maintenance service were available for the firefighting equipment and the smoke alarm system. The most recent service of the firefighting equipment took place on 20 February 2025, and the smoke alarm system took place on 27 February 2025.

(4)

Fire action notices were displayed demonstrating the procedures to be followed in the event of a fire.

Part VI - Safety

Regulation 28 - Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

Up to date insurance cover was available for 140 children. The insurance policy for the full day care service is valid until the 27 March 2026