

# Early Years Inspectorate Regulatory Report

## Pre School

**TUSLA Identifier:** TU2015DR054

**Name of Service:** Kid's Biz

**Address of Service:** Unit 1A Sandyford Hall Centre, Sandyford, Dublin 18, Co. Dublin

**Eircode:** D18 WV56

**Name of Registered Provider:** Tanya Schorman

**Service type:** Full Day, Part Time, Sessional

**Date of Inspection:** 28/10/2025

<b>No of pre-school children:</b>	AM	31	PM	22

**Address of the Early Years Inspectorate:** The Brunel Building,  
Heuston South Quarter,  
St. John's Road West,  
Dublin 8.

**Inspection undertaken by:** R. Duff

**Title:** Early Years Inspector

### 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** Not applicable

### Description of service

This small private childcare service was established in 1999 by the current registered provider. The service is registered to provide full day, part time and sessional care to children ranging in age from one to six years; school aged childcare is also provided. The service operates from 7.30am to 6pm Monday to Friday. The service is located in an adapted retail unit at ground level in a residential housing estate in south county Dublin. Three rooms are available for the care of children attending the service and a separate room with four cots is also available. A small enclosed outdoor area with an artificial grass covering is provided on the premises.

### Staffing

The service currently employs 13 staff members, including the registered provider. The registered provider works directly with the children. On the day of inspection 9 staff members were present.

### 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 areas of governance, health, welfare and development of child, information and records and safety. The inspection may also focus on other areas as required. The following regulations were reviewed:

Regulation 9 (1)(2)(3)(4) Management and recruitment.

Regulation 11(1)(2) Staffing levels.

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

Regulation 23 Safeguarding the health, safety, and welfare of child.

Regulation 25 First aid

Regulation 26 Fire Safety Measures

A sampling process was used to assess compliance under regulation 19 and 23. As a result, the scope of the inspection included the toddler room and the pre-Montessori room

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 inspector wishes to acknowledge the cooperation of the registered provider, 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, and
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(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.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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)(b) The service had a designated person in charge and a named person to deputise as required, both were on the premises throughout the inspection.

(2)  
The inspection included a review of the required documentation for 7 staff members employed in the service since the last inspection dated the 11 January 2023. Garda vetting disclosures were assessed for each of the 13 staff members employed in the service. The following documentation was available;

(a)(b) Of the 14 written and validated references that were required, 7 were available from a past employer and 7 were available from a reputable source.

(c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for 13 staff members employed to work in the service, this included 2 staff members employed to work with the school age children. Garda vetting disclosures from all staff members were assessed to determine compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Police vetting was available for five adults who had lived outside the State for a period exceeding six months as an adult.

(3) Documentation reviewed evidence that the procedures specified above under 9(2)(a)(b)(c)(d) had been carried out prior to all adults commencing employment in the service since the last inspection on 11 January 2023.

(4) Records were available evidencing that six staff member who were employed to work directly with the children since the last inspection on 11 January 2023 held at least the required award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a letter of eligibility to practice or a qualification deemed equivalent by the Department of Children, Disability and Equality (DCDE).

### Non-Compliance Information

(4) While documentation was available to evidence one staff members qualification, the accuracy of that document could not be verified. The registered provider could not provide assurance that the staff member holds a qualification deemed appropriate by the minister to work directly with children.

### Corrective & Preventive Action submitted by the Registered Provider

#### **Corrective and Preventive Action**

The registered provider has stated that the staff member has received correspondence from the college where they received their qualification. Official certification is available to confirm the staff members' qualification but must be collected in person. The staff member will collect the certificate during the Christmas holidays.

#### **Supporting documentation submitted**

Supporting documentation has been submitted and reviewed by the early years inspector.

### Summary Comment

The actions outlined by the registered provider have addressed the non-compliance. This regulation will be inspected on next inspection.

### 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.*

#### Compliance Information

(8)(a)

There were at least two adults on the premises at all times of the inspection.

#### Non-Compliance Information

(1)(2)

Although it is acknowledged that there was a sufficient number of staff available in the service throughout the inspection, the appropriate ratios were not maintained at all times.

Please refer to the information outlined under safe sleep in Regulation 23 of this report.

#### Corrective & Preventive Action submitted by the Registered Provider

##### Corrective and Preventive Action

The registered provider has stated that a new routine has been developed to allow a member of staff to remain in the sleep room with the children who sleep on floor beds.

##### Supporting documentation submitted

No supporting documentation submitted.

### Summary Comment

The actions outlined by the registered provider have addressed the non-compliance. This regulation will be inspected on next inspection.

### 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

The inspector observed appropriate care practices in place in the service during the inspection. Staff members were attentive and responsive to the needs of the children throughout the day and were observed to respond to children in a calm and relaxed manner throughout the inspection. They addressed children by name, used gentle tones and interacted with them in a positive manner. The staff provided children with comfort when they became upset, holding them and talking to them in soft tones

Identity and belonging were promoted in the three care rooms with children's family photos, individual photos, birthday trains and Halloween artwork displayed on the walls and visible to children in the care rooms and corridors throughout the service. Individual daily reports were kept throughout the day to give to parents/guardians to provide for continuation of care. Engagement with families and parents is facilitated by the daily sharing of information on the child's day. This is shared through conversations at drop off and collection and supported by electronic means.

Children in the toddler room were placed to sleep according to their individual routines and when they showed signs of tiredness. Children who had soothers were offered these when they were being placed to sleep. The children attending the pre-Montessori room were provided with an opportunity to sleep and rest after dinner. Areas were provided within the three rooms where children could rest or take a break from activities. Children were given advance warnings to support transitions to new activity and for mealtimes. The service provides all food for children. Mealtimes were social occasions with children having the opportunity sit with each other and staff.

Child sized tables and chairs allowed the children to eat and engage in tabletop activities. Children in the toddler room used high and low chairs during mealtimes. There was evidence that equipment and materials provided were based on the children's individual needs and emergent interests, for example, children in the pre-Montessori room had access to Halloween sensory activity using lentils, painted pasta and fabric pumpkins to extend their interest in the current theme while children in the baby room enjoyed block play and books. Suitable toys and equipment were laid out on low level shelving and accessible to children.

### 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:

- When the inspector arrived at the service, access to the main door was monitored and controlled by staff to restrict unauthorized persons from gaining access to the premises and to prevent children from exiting the service unsupervised. In addition, the outdoor play area was enclosed, restricting unauthorized persons from gaining access to this area and to prevent children from exiting the service unsupervised.
- Anti-febrile medication and cleaning agents to include disinfectant sprays and liquids were stored on high shelves or in high cupboards.

##### Infection Control:

- Each child was provided with their own bed linen, which was laundered weekly and stored individually between use.
- The sanitary facilities were equipped with warm water, liquid soap, and pedal operated bins.
- Pedal operated bins were in place throughout the service for the disposal of waste.

##### Safe Sleep:

- Sleep logs were maintained detailing the room temperature, breathing pattern, colour and position of the child.

##### Administration of Medication:

- Medications were stored in their original packaging out of reach of children. Staff demonstrated a clear understanding of procedures to safeguard children when administering medicine. This included getting written consent from parents or guardians, having a second staff member present as a witness during administration, and maintaining detailed records shared with parents or guardians upon collection. Care plans were in place for children requiring regular or emergency medication.

##### Fire Safety:

- The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff adequately detailed the procedure to safely evacuate children from the service in the event of a fire and evacuation procedures were on display in the care room.

#### Non-Compliance Information

### General Safety:

1. In the toddler sleep room electrical cables from a number of devices were hanging down or trailing on the floor and in reach of children during the inspection posing a risk of injury to a child.
2. In the toddler sleep room, a disposable bag containing cushions was observed to be stored between two cots in use by children, the top of the bag open and assessable to children. This poses a potential risk of suffocation to a child who could reach the bag and cushions.
3. In the toddler sleep room, a stapler and scissors were stored on a table close to a cot in use by a child. This poses a potential risk to a child who could reach out and access them.

### Infection Control:

4. During the nappy changing procedure, practices observed were not effective for infection prevention and control purposes, the same pair of gloves were worn by a member of staff throughout the whole process. This included redressing the child. The staff member did not wash their hands or the hands of the child following the removal of gloves and completion of the nappy changing procedure. The staff member applied hand sanitizer to their hands and rubbed the child's hands with the sanitiser. This is at variance with the nappy changing policy displayed in the service and poses a potential risk of cross infection to children and adults.
5. In the pre-Montessori room at dinner time, the children from the toddler room were not afforded the opportunity to wash their hands before eating, staff members were observed to rub hand sanitiser onto children's hands as they sat in the highchairs.
6. In the toddler room, three vinyl floor mats were torn in the corners, the foam was exposed which prevented adequate cleaning and posed an infection control risk.
7. In the pre-Montessori room, two vinyl armchairs used by the children were torn in the corners and at the front, the foam was exposed which prevented adequate cleaning and posed an infection control risk.
8. Adequate space of 50cm was not maintained between cots to limit the spread of infection. Two cots in the baby sleep room were positioned 10cms apart.

### Safe Sleep:

9. In the pre-Montessori room, children were left unattended on floor beds during sleep time, which poses a potential risk of harm if they got up from bed without adult supervision.

Action submitted by the Registered Provider

## Corrective & Preventive Action

### General Safety:

The registered provider has stated:

1. The electrical cables were immediately removed and are no longer trailing. A Safety notice was placed on the wall of the cot room reminding staff to secure cables to ensure they are not accessible to children.
2. The disposable bag has been removed from the sleep room. A Safety notice was placed on the wall of the cot room reminding staff that items cannot be stored in the sleep room between cots.
3. The scissors and stapler were removed immediately following the inspection. The desk was removed subsequently from the sleep room.

### Infection Control:

4. A new nappy changing policy has been drawn up stating that gloves are to be removed and replaced with a new pair before dressing the child. Service has now reverted back to hand washing instead of using hand sanitiser.
5. All children's hands will be washed at appropriate times instead of using hand sanitiser. This updated information has been shared with all staff. Staff have availed of training to support back care while washing children's hands.
6. The torn floor mats have been removed from the service. Staff will carry out regular risk assessments to monitor the room and equipment.
7. The two vinyl chairs in the pre-Montessori room have been removed. Staff will carry out regular risk assessments to monitor the room and equipment.
8. A storage unit in the sleep room was removed allowing 50cm between cots. No additional furniture will be placed in the sleep room in future.

### Safe Sleep:

9. The registered provider has stated that a new routine has been developed to allow a member of staff to remain in the sleep room with the children who sleep on floor beds.

## Supporting documentation submitted

### General Safety:

Supporting documentation has been submitted and reviewed by the early years inspector.

### Infection Control:

Supporting documentation has been submitted and reviewed by the early years inspector.

**Safe Sleep:**

No supporting documentation submitted to the early years inspector.

**Summary Comment**

The actions outlined by the registered provider have addressed the non-compliance. This regulation will be inspected at next inspection.

**Part VI - Safety**

**Regulation 25 - First aid**

*(1) A registered provider shall ensure that a person trained in first aid for children is, at all times, immediately available to the children attending the pre-school service.*

*(2) A registered provider shall ensure that a suitably equipped first aid box for children-*

*(a) is safely stored in an easily accessible and conspicuous position on the premises, and*

*(b) is available to the children attending the pre-school service at all times.*

**Compliance Information**

(1) The service provided evidence that an adult trained in First Aid Response was available at all times to the children attending the pre-school.

(2)(a) and (b) A suitably equipped first aid box was available and was safely stored in an easily accessible and conspicuous positions in the service.

**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) Documentation was available to demonstrate that fire drills were practiced monthly. The last fire drill took place on 06 October 2025.

(b) The number, type and maintenance record of the firefighting equipment was up to date. Fire extinguishers were last serviced on 19 March 2025. Smoke alarms were serviced on 19 March 2025. Documentation was available to show the next service was scheduled fire extinguishers.

(2)(c) Records were open to inspection by an authorised person. All records requested by the inspector were available for review.

(4) Procedures detailing the steps to take in the event of a fire were displayed on the door in the care room.