

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015DY095
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<b>Name of Service:</b>	Hyde & Seek Childcare (Tolka Road)
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<b>Address of Service:</b>	29 ABC Tolka Road, Off Clonliffe Road, Dublin 3, Co. Dublin
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<b>Name of Registered Provider:</b>	Siobhan Davy
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Dates of Inspection:</b>	09/06/2025
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<b>No of pre-school children:</b>	AM	26	PM	25
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<b>Address of the Early Years Inspectorate:</b>	Early Years Inspectorate, Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15
<b>Inspection undertaken by:</b>	Á Dunne, M Mc Donnell
<b>Title:</b>	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).

<b>Conditions if applicable</b>	Not Applicable.
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### Description of service

Hyde and Seek Childcare (Tolka Road) is one of four services operated by the registered provider. The service operates from a purpose-built single storey premises. The childcare service provides a full time, part time and a sessional service to children aged from birth to 6 years of age from 8am to 6pm Monday to Friday.

There are four care rooms in the service - Baby room (1-2 years), Tiny Tots room (1-2 years), Toddler room (2-3 years) and the Montessori room (3-5 years) and a reception area, an administration office, a separate sleep room, a kitchen for the preparation of meals for the children and an outdoor area to the side of the building.

### Staffing

The registered provider employs 10 adults to include the person in charge, the deputy person in charge, a supervisor, five childcare staff, a chef and a cleaner.

During the inspection there were 5 staff working directly with 26 children aged from 1-5 years of age in the morning and 7 staff caring for 25 children aged between 1-5 years in the afternoon. The registered provider arrived to the service at 10.30am to facilitate the inspection.

### 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.

The inspection focused on an examination of compliance under the regulations 9, 11, 19, 23, 26 and 28.

A sampling process was used to assess compliance under Regulation 19 Health, welfare and development of child, Regulation 23 Safeguarding, Health, Safety and Welfare of child.

Regulation 11 Staffing levels was assessed across all rooms.

The scope of the inspection included the four rooms - the Baby room, the Tiny tots room, the Toddler room and the 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 inspectors wish 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.

(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 registered provider ensured there was a designated person in charge and a named person to deputise as required.
- (b) The designated person in charge was on the premises when the inspectors arrived unannounced to the service and remained in the service for the duration of the inspection.
- (c) There was a clear management structure in the service that identified the lines of authority and accountability in the service and the specific roles and responsibilities of each employee.

(2) It was confirmed by the registered provider that since the last inspection 21 August 2024, five new staff and one staff member from another service, operated by the registered provider, had started in the service. The files of six staff were reviewed.

- (a) Two written and validated references were available in relation to three adults from a past employer.  
One written and validated reference was available in relation to one adult from a past employer.
- (b) Two written and validated references were available in relation to two adults from a source other than past employer  
One written and validated reference was available in relation to one adult from a source other than a past employer.
- (c) Garda vetting disclosures were available for six adults. The service also demonstrated 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 of the State for a period of more than 6 consecutive months as an adult.
- (4) Documentation was available to show that the five adults who worked directly with children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications.

### 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) The registered provider ensured that there were an adequate number of adults working directly with the children attending the service.

On the morning of the inspection there were 5 adults working directly with 26 children aged between 1 to 5 years and in the afternoon of the inspection there were 7 adults working with 25 children aged from 1 to 5 years.

(2) The minimum ratio of adults to children was maintained during the inspection, as follows:

- In the Baby room, there were 5 children aged 1 year to 2 years being cared for by 1 adult in the morning and in the afternoon.
- In the Tiny tots' room, there were 5 children aged 1 year to 2 years being cared for by 1 adult in the morning and 6 children aged 1 years to 2 years being cared for by 2 adults in the afternoon.
- In the Toddler room there were 10 children aged 2 years to 3 years being cared for by 2 adults in the morning and in the afternoon.
- In the Montessori room, there were 6 children aged 3 years to 5 years being cared for by 1 adult in the morning and 4 children aged 3 years to 5 years being cared for by 1 adult in the afternoon.

The registered provider and the person in charge were present in a supportive role were required.

(8) The registered provider ensured that there were at least two adults on the premises 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

##### Basic Needs:

- The service provided meals and snacks at regular intervals and a hot meal to the children. On the day of inspection breakfast was between 8.00am and 9.00am, morning snack was at 10.00am and the inspectors observed a hot meal, of tomato chicken and couscous with an alternative provided of tuna pasta, served at 11.30am. Melas were cooked in the service by the chef. At 2.30pm an afternoon snack of jam sandwiches was served.
- Water was available in each care room for the children to drink.
- Nappy changing and toileting were respectful and positive experiences for the children, and staff were observed to encourage the children to be independent in managing their personal care such as handwashing.
- The transitions between activities such as nappy changes, visits to sanitary facility for toileting and handwashing, sleep time, mealtimes, free play and outdoor play were observed to be calm and relaxed with staff available to care for the individual needs of the children.
- Children were observed to enjoy outdoor play during the inspection.
- Children's need for sleep and rest were met through the provision of comfortable rest areas available. Cots and low beds with individual bedding were available to the children who required sleep. At sleep time, the rooms were darkened and soft music played to provide for a restful environment.

##### Supporting relationships:

- Staff were observed to have respectful, warm and responsive interactions with the children that demonstrated positive behaviour management, through the use of soft gentle tones and positive verbal communication strategies such as being at the children's level when they spoke to children.
- Staff were observed to be engaged with and sit with the children during play time and having positive interactions during play activities of modelling dough and wooden puzzles, sensory play with coloured rice and role play.

- Staff members supported each other in the provision of care to the children.
- Communication with parents is through the electronic application with details of each child's sleep, food intake and other information required, through a messaging on the electronic application and through monthly newsletters issued. On the day of inspection, a poster was on display on the front door of the service, informing parents of the upcoming graduation ceremony for children.

### Physical and Material Environment

- Low level shelving and child sized furniture supported children's independence.
- The materials and equipment provided to the children in the rooms were suitable to the age and stage of development of the children present. Children had the freedom to choose from materials and equipment available to them.
- Cosy areas were present in all rooms offering a quiet comfortable area for children to rest and relax during the day.
- The outdoor play environment to the side of the premises was fully enclosed, the surface of which was soft artificial surface. The outdoor toys were suitable and available and included a climbing frame with slide, small slide, ride on toys and a scooter.

## 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:

- On the unannounced arrival at the service by the inspectors, the main entrance door to the service with an intercom release system which was monitored and controlled by staff, was appropriately secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the premises throughout the inspection.
- The kitchen area was inaccessible to the children throughout the inspection.
- Cleaning products were stored out of reach of children and safety locks were observed in use on the fridges and cupboards within the care rooms.
- Blind cords for blinds on windows were secure and safe.
- Visibility stickers were present on doors to outdoor play area.
- Mattresses had safety labels and washable wipeable surfaces or covers.

### Infection Control:

- The service was maintained in a clean and hygienic condition throughout, with the premises and equipment observed to be visually clean.
- Windows were observed open throughout the premises to allow for ventilation and fresh air to circulate.
- Handwashing facilities for hand hygiene included thermostatically controlled water, soap and paper towels and pedal operated lidded bins for disposal of paper waste.
- Handwashing was observed after nappy changing, after bathroom visits, after outdoor play and before mealtimes.
- Nappy changing facilities were available for the children and nappy changing was completed for the children, at set times or when required in accordance with the service policy.
- Soothers were stored in individual labelled boxes.
- Bottles of Babies formula were labelled and stored in the fridge in the baby room.
- While children slept their cots or on floor mats, they were positioned with the required 50cm between them to reduce the potential risk of cross infection.

### Safe Sleep:

- The sleep needs for children under 2 years of age, were facilitated with access to cots for sleep.
- The sleep needs of children over two years of age were met through the provision of low floor mats.
- Shoes and outer clothing were removed from children while they slept.
- All cots were labelled with numbers which matched a plan displayed indicating which child used each cot.
- From review of the information recorded by staff on the electronic application, staff completed ten-minute sleep checks for children in the service which included each child's colour, breathing, position and room temperature, while children slept.

### Fire Safety:

- Monthly fire drills were carried out in the service.
- The designated emergency exit doors were clear and unobstructed

### 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.
- (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 was available of the fire drills completed in the service. The last recorded fire drill took place on 5 June 2025.
- (b) A record was available of the number, type and maintenance of the firefighting equipment demonstrating it was last serviced 18 March 2025 and for the number, type and maintenance of the smoke alarms in the premises, which were last serviced on the 6 June 2025.
- (4) Notices of the procedures to be followed in the event of fire were displayed in a conspicuous position in the service.

### Part VI – Safety

#### Regulation 28 – Insurance

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

#### Compliance Information

The service had adequate insurance for a maximum of 37 children attending the service on a full day care basis with an expiry date of 05 January 2026