

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier: TU2015DY296

Name of Service: Glenone Montessori & Nursery

Address of Service: 48 Terenure Rd East, Rathgar Village, Rathgar, Dublin 6

Eircode: D06 XH27

Name of Registered Provider: Susie Aherne Gray

Service type: Full Day, Part Time, Sessional

Date of Inspection: 26/06/2025

No of pre-school children:	AM	38	PM	30

Address of the Early Years Inspectorate:	Early Years Inspectorate 2nd Floor, Unit 4/5 The Nexus Building Blanchardstown Corporate Park Ballycoolin Dublin 15 D15 CF9K
Inspection undertaken by:	L Jameson
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

Glenone Montessori and Nursery is located in Rathgar village, Dublin 6 and operates from the basement level of a residential dwelling. The service provides full day and sessional care to children aged 0 – 6 years from 08:00am – 06:00pm, Monday to Friday. The service comprises of five care rooms, namely the Poppy room, catering for children aged 1 – 2.5 years, the Daisy room, which is split into two groups and are referred to as Daisy Group 1 and Daisy Group 2, use two care rooms within the service to cater for children aged 2 – 4 years, the Sunflower room, catering for children aged 2 – 3 years and the Bluebell room, which caters for children aged 3 – 5 years and is in a separate building to the rear of the premises. There is also sanitary accommodation, a kitchen area and a large, fully enclosed outdoor play area in the service.

Staffing

The registered provider works in the service in an administrative and supernumerary capacity. The registered provider employs nine adults to work in the service, including the deputy person in charge, seven early years practitioners who work directly with the children and one ancillary staff member who works in the kitchen. On the day of the inspection, the deputy person in charge, six early years practitioners and the kitchen staff were present when the inspector arrived unannounced in the service. The registered provider arrived shortly after and remained in the service to support the inspection process.

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.

A sampling process was used to assess compliance under Regulation 15(1) Record of a Pre-School Child.

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, the deputy 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) The service had a designated person in charge and a named person to deputise as needed.
 - (b) The deputy person in charge was rostered to be present all times during the period when the pre-school service is being carried on and was present when the inspector arrived unannounced to the service.
 - (c) The service had a clear management structure and staff members were aware of their own role and responsibilities.

- (2) The full staff files of nine adults employed to work in the service were reviewed along with the Garda vetting for one adult which had expired since the last inspection.
- (a) Twelve written and verified references were available from past employers.
 - (b) Six written and verified references were available from a source other than a past employer.
 - (c) Garda vetting disclosures were available for ten adults who work in the service. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda Vetting every three years.
 - (d) Documentary evidence showed that eight adults had lived in a state other than Ireland for more than six consecutive months as an adult. International police vetting was available for eight adults.
- (3) Evidence was available to demonstrate that the procedures specified in paragraph (2) were carried out in relation to nine adults before employment commenced.
- (4) Evidence was available to show that the eight adults who worked directly with the children held 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.

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

- (1) The registered provider ensured that there was an adequate number of adults working with the children throughout the inspection. In the morning there were six adults caring for thirty-eight children and during the afternoon there were six adults caring for thirty children. In addition, the registered provider and the deputy person in charge were available to provide support in a supernumerary capacity where required.
- (2) The adult child ratios were correct when the inspector arrived unannounced to the service and throughout the inspection. Staff members were aware of the required ratios for the age range of children in the rooms.

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.*

(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-

- (c) an authorised person.*

Compliance Information

(1) A sampling process was used in relation to the children's records. All of ten sampled registration forms were appropriately completed with the required information as specified in sub-sections (a) to (i) in this regulation.

(3)

- (c) The children's records were available and open for review by the inspector as an authorised person.

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) The following observations were made on how each child's learning, development and well-being was facilitated within the daily life in the service:

Basic Needs:

- Staff members were observed to show affection, interact warmly and kindly, and use gentle and reassuring tones of voice to support the children in their care. On the day of inspection, a child, who was new to the service, was taking part in a settling in period in the Poppy room. Staff members were observed to support the child appropriately during this transition and confidently discussed the settling in period with the inspector, demonstrating familiarity with the process.
- Mealtimes were observed to be a sociable and pleasant event, with staff members sitting alongside the children, engaging in meaningful conversations and offering support and encouragement to the children. Additional portions and alternative food options were available to the children if required. Water was readily available to the children in the care rooms and the outdoor play area.
- The children who were toilet trained used the toilet independently with discreet supervision provided by staff members. Nappies were changed at scheduled times and more frequently when required.

Supporting relationships around children:

- The children were supported to follow their own interests, explore their environment and given freedom of choice, while being offered support during activities and transitions. Decision making was encouraged by staff members who were observed to actively supervise and guide the children throughout the day.
- Staff members were observed to promote independence while offering support to the children when required, for example, children in the Sunflower room were observed to chop their own fruit and pour their own drinks during lunch time.
- The children appeared to be happy and confident in their environment, evidenced by a sense of familiarity and good relationships between staff members and the children attending the service. Staff members

engaged in positive interactions with each other and the children. On the day of inspection, the children in the Bluebell room had an end of year party, celebrating their achievements with dancing and face painting.

Physical and material environment:

- Low level tables and chairs were available for use by the children which allowed them to engage in tabletop activities and meals comfortably.
- Toys and materials were in good working order and accessible on low level shelving which allowed children to access them independently. The care rooms were designed to support the age and developmental stages of the children and included defined areas of interest, such as home corners and cosy areas.
- Materials including jigsaws and puzzles, a selection of books, cars, animals, dolls, sensory activities and kitchens with supporting props were available to the children, facilitating a range of play and learning experiences and promoting imaginative play.
- Children's artwork, photographs, family walls and birthday charts were displayed throughout the care rooms and service, supporting the children's sense of identity and links between home and the service.
- The outdoor areas provided opportunities for a variety of play experiences including sensory play, gross motor and imaginative play. Children in Daisy Group 1 were observed to take part in an outdoor group activity promoting concentration and gross motor skills while the children in Daisy Group 2 took part in a water play activity in the garden.

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 entrance door leading into the service was appropriately secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the premises.
- The kitchen area was inaccessible to the children throughout the inspection.
- Cleaning agents were stored safely out of reach of children.
- Flexes and cords were stored safely out of reach of children.

Infection Control:

- The care rooms and sanitary areas were equipped with warm water, liquid soap and hand paper towels. Staff members were observed to support children with handwashing at regular intervals throughout the day, before eating and after toileting.
- Staff members were observed to wear aprons and gloves during nappy changes.
- Foot operated pedal bins were available in the care rooms and sanitary areas to ensure the hygienic disposal of contaminated materials.
- Windows were observed to be open to allow circulation of fresh air and reduce malodour in the care rooms and sanitary accommodation.
- The service was observed to be clean and maintained, supported by up-to-date cleaning records.

Administration of Medication:

- Emergency and anti-febrile medication was observed to be in date, stored in the correct packaging and out of the children's reach. No children were observed having medication administered on the day of inspection.

Safe Sleep:

- Staff members were observed to physically check and record the colour, breathing and position of sleeping children every 10 minutes.
- Cots and sleep mats were observed to be in good condition and positioned 50cm apart, allowing staff members to move easily around the room while carrying out sleep checks.
- Appropriate bed linen was in use for sleeping children.

Fire Safety:

- Fire exits were clear and unobstructed on the day of inspection, and the evacuation procedure was conspicuously displayed on the premises.

Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.

(3) A registered provider shall ensure that-

(a) no person other than-

(i) pre-school child attending the service,

(ii) a person dropping or collecting such a child,

(iii) an employee, or

(iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and

(b) a daily record in writing is kept of the entry on the premises of any such person.

Compliance Information

(1) Staff members were observed to greet children on arrival and their attendance and departure were promptly recorded.

(3)

(a) The service entrance was adequately monitored by staff. The deputy person in charge greeted the inspector at the door to allow access.

(b) A visitor book was available and provided to the inspector to sign on arrival to and departure from the service.

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) A person who held in-date First Aid Response (FAR) training was at all times immediately available to the children attending the service. This was evidenced in the FAR training records maintained for five staff members and their scheduled attendance in the service's staff roster. In addition, two staff members were trained in Paediatric First Aid.

- (2)
- (a) The first aid box available in the service was suitably equipped and stored in a conspicuous location on the premises.
 - (b) First aid boxes were available for the children in attendance in the event of an emergency.