

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015FL143
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<b>Name of Service:</b>	Learn 2 Grow
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<b>Address of Service:</b>	5A Dun Emer Avenue, Lusk, Co. Dublin
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<b>Eircode:</b>	K45 HD82
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<b>Name of Registered Provider:</b>	Emma Broderick
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<b>Service type:</b>	Full Day, Sessional
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<b>Date of Inspection:</b>	10/11/2025
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<b>No of pre-school children:</b>	AM	43	PM	36
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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>	E Hosford and Á Dunne
<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

Learn 2 Grow is a privately owned early years service in Lusk north County Dublin. The service provides full day care to children aged from 1 to 6 years of age and operates from 7:30am to 6:00pm Monday to Friday and participates in the Early Childhood Care and Education (ECCE) scheme from 9.00am to 12.00pm daily for 38 weeks a year.

The premises is purposely built and consists of kitchen, office, a staff room and five care rooms the Wobbler Room and the Toddler Room located on the ground floor with the Butterfly Room, the Bumblebee Room and the Ladybird Room located on the first floor. A separate sleep room with 6 cots adjoins the Wobbler Room. The service has a fully enclosed outdoor play area located to the rear of the premises.

### Staffing

The registered provider employs 10 staff members which consists of a service manager, a deputy manager, and 7 childcare staff and a chef. The service manager coordinates the operation of the service daily and is available to assist in the care rooms when required. The registered provider does not work in the service.

### 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.

A sampling process was used to assess compliance under regulation 19,22,23,25,26 and 29. As a result, the scope of the inspection included the Wobbler Room, Toddler Room, Butterfly Room, and the Ladybird Room and did not include the Bumblebee Room. Regulation 9 and 11 were assessed across all rooms.

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 service manager, staff and children who were present on the day of the inspection.

## Part III – Management and Staff

### Regulation 9 – Management and recruitment

*(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

(2) The files of 11 staff members employed in the service were reviewed.

The registered provider had completed the following checks.

(a) Eleven validated written references were available from a past employer.

(b) Eleven validated written references were available from a source other than a past employer.

(c) Garda vetting disclosures had been obtained for 11 staff members employed in the service. The service adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years for all staff employed.

(d) Police vetting was available from 4 countries for four staff members who had resided outside the jurisdiction for a period of more than 6 consecutive months as an adult.

(4) Ten staff members who work directly with the early years children had documentary evidence of at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children, Disability and Equality.

### 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

(2) The following adult to child ratios were maintained in four care rooms within the service. For example.

- Toddler Room - there was 1 staff member caring for 5 children aged 2-3 years of age in the morning and afternoon.
- Butterfly Room there was 1 adult caring for 8 children aged 3-5 years in the morning and afternoon.
- Bumblebee Room there was 1 adult caring for 7 children aged 3-4 years in the morning and 6 children in the afternoon.
- Ladybird Room there were 2 adults caring for 13 children aged 4-5 in the morning and 1 adult caring for 7 children in the afternoon.

(8)(a) The registered provider ensured that 2 adults were present on the premises at all times, as evidenced in staff rosters and staff attendance records maintained in the service

### Non-Compliance Information

(2) The minimum adult to child ratio was not maintained in the Wobbler room as the times below outlines.

- From 11:25-11:56am there was 1 adult caring for 10 children aged 1-2 years, a minimum of 2 adults were required.
- From 11:56-12:06pm there was 1 adult caring for 8 children aged 1-2 years of age, 2 adults were required.
- From 12:08-12:11pm there was 1 adult caring for 7 children aged 1-2 years of age, 2 adults were required.
- From 12:17-12:56pm there was 1 adult caring for 8 children aged 1-2 years of age, 2 adults were required.

Insufficient adult to child ratio's poses a potential risk to the safety of children.

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

#### Corrective and Preventive Action

(2) In response to the non-compliance the registered provider has stated that the regulatory adult-to-child ratio must be maintained at all times regardless of sleep routines or room layout. Management have reviewed the lunch time roster to ensure that the ratio during sleep periods as it is for the rest of the day.

## Supporting documentation submitted

(2) Corrective action.

## Summary Comment

The inspector has reviewed and accepted the actions submitted by the registered provider. This will be reviewed at the 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

(1)(a)

### Basic Needs:

- Children were observed moving freely within the care rooms and taking a break from activities and relaxing in a rest area in the care room which was equipped with soft matting, cushions and child sized chairs.
- The children attending the sessional service were encouraged to bring a small healthy snack of fruit or vegetables. On discussion with staff, they confirmed that parents had recently been advised that the food from home for sessional children had changed to ensure that food eaten by all the children attending was in keeping with the service policy.
- Drinking water was available and accessible to the children in the individual care rooms.

### Physical and material environment:

- The care rooms were well resourced with a range and quantity of equipment, toys and materials to support the children's independent thinking and extend their learning and natural curiosity.
- All equipment and materials in the care room were appropriate to the age and development of the children. The furniture provided in the room was low level and age appropriate with toys and play materials accessible.
- An outdoor area was available to the rear of the service and was equipped with climbing frames, slides, see saws, ride in cars, seating, prams and buggies.

### Supporting relationships:

- Staff maintained daily records of each child's meals, sleeps, activities undertaken and nappy changes, these were shared with parents at collection.
- The children were encouraged to share and take turns and assist their friends if needed during the day

### Non-Compliance Information

(1)(a)

#### Basic Needs:

1. The practice of offering children more food at mealtimes was not observed in the Toddler and Butterfly rooms.

For example.

- The children in the Toddler room were not offered more food at lunch time.
- At 12:20pm three children in the Butterfly room communicated to staff they were still hungry. The staff member informed the children that any extra food had been served, and they would have to wait until 3.00pm for afternoon tea. On the intervention of the inspector more food was provided to the children to meet their nutritional needs at 12.25pm.

2. The children in the Wobbler room did not receive meals at regular intervals throughout the day to ensure their nutritional needs were met. For example. Breakfast was served from 7:30-8:30am and consisted of cereal and milk, a morning snack at 9:30am of sliced fruits, a lunch time meal of vegetable pasta at 11am followed by an afternoon tea of toasted sandwiches of cheese and ham at 3pm. Children require to be offered food every three hours to ensure that their nutritional needs are met while attending the service.

3. Children in the Wobbler room did not have their care needs for comfort and attention met in a timely manner between 11:25-1:12pm. For example:

- Five children that were placed in their cots at 11:20am had no available adult to settle them to sleep. As a result, two children didn't sleep until 12.31pm and one child that had intermittent episodes of crying and upset was removed from their cot awake at 12.28pm.
- One child placed in a cot at 11.20am, was unsettled due to a soiled nappy and was not changed until 12.00pm.
- From 12:08 to 1:12pm the staff member left 3 children unsupervised intermittently to carry out sleep checks in the cot room. This resulted in a child that was new to the service becoming upset and crying when the staff member left the room.

## Corrective & Preventive Action submitted by the Registered Provider

### Corrective and Preventive Action

1. In response to the non-compliances the registered provider has stated that they have reviewed and updated their food-portioning procedures.

The cook has been instructed to prepare additional quantities of each meal daily, ensuring that extra servings are always available.

The cook will serve the initial portion of dinner to each child and the educator will serve any additional portions to children who require more. The service will maintain a supply of extra fruits and alternative snacks each day, this remains standard practice and is now being reinforced with staff to ensure that children must be actively offered more food if they appear hungry or request additional portions.

2. The service has re-aligned this 4-hour gap so snacks and meals occur no more than three hours apart, in line with best practice. We have now added a snack (fruit, rice-cake, crackers) to accompany the 1pm milk.

3. Ratios have been reviewed and improved to ensure a second staff member is always available for settling children if needed and supervise the children who are awake when sleep checks are being carried out.

### Supporting documentation submitted

1, 2 and 3. Corrective actions.

## Summary Comment

The inspector has reviewed and accepted the actions submitted by the registered provider. This will be reviewed at the next inspection.

## 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 service entrance door leading into the premises was appropriately secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the early years' service.
- Blind cords, garden equipment and flexes were stored safely out of the reach of children.

##### Infection Control:

- Liquid soap and paper hand towels were provided in the sanitary accommodation in the service. The children in the care rooms were facilitated to wash their hands after outdoor play, using the toilet and before meals. Bins were provided for the disposal of wastepaper in the sanitary facilities and care rooms.
- The premises, play equipment and materials were in a clean and hygienic condition.
- Individual storage bags were available for the storage of sheets used by the children during sleep time.
- Mattresses in use were in good condition, and all had washable wipeable covers allowing for easy cleaning. Cots and low beds at sleep time were observed to be positioned with a minimum of 50 cm apart at sleep time.
- Nappy changing was completed as per service policy and procedure. Soothers were labelled and stored in personalised containers when not in use.

##### Safe Sleep:

- The temperature of the cot room and Toddler room while children slept was recorded by staff and maintained between the recommended temperature of 18-22° C.
- Shoes and outer clothing such as shoes, tops and trousers were removed from children while they slept.

##### Fire Safety:

- Documentation available demonstrated that monthly fire drills were completed in the Junior service. Illuminated fire exits were unobstructed during the inspection and fire procedures were clearly displayed in the care rooms inspected.

### Non-Compliance Information

#### General Safety:

1. The staff room on the first floor of the building was accessible to the children in the Butterfly, Bumblebee and Ladybird rooms. The children accessed the sanitary facilities located near the staff room independently and the door to the staff room was propped open. The children could potentially access a cleaning liquid stored in an unlocked cupboard, a staff members bag and a kettle as the door was observed open. It is acknowledged that the service manager took appropriate action to remove the hazards following a discussion with the inspector.
2. Four highchairs in use in the Wobbler room were not fitted with suitable restraints to prevent a child from climbing out of the seats and injuring themselves.
3. The surface temperature of a radiator in the Ladybird room exceeded the recommended temperature of 50 ° C and increased the potential risk of scalding a child. The temperature was recorded as 55 ° C at 10:56am. It is acknowledged that the service manager took appropriate action to reduce the temperature of the radiator following a discussion with the inspector.

#### Infection Control:

4. Thermostatically controlled warm water was not available in the sanitary facilities or care rooms used by the children in the service. The temperature of the water was cold to touch and therefore did not create effective hand hygiene.
5. Practices observed in the service to reduce the effective control of cross infection were not in line with best practice guidelines. For example.
  - Flooring and soft matting in the Ladybird room were observed to be torn and damaged with reduced the effective cleaning of the areas and increased the potential risk of cross infection.
  - Paper towel used to dry staff and children's hands was not stored in a dispenser.
  - Staff in the Wobbler room carried out nappy changing by bringing 5 children at a time to the sanitary facility. While children waited for their turn they sat on the floor.

#### Safe Sleep:

6. Practices observed in the service were not in line with the service policy on safe sleep and best practice guidelines. For example.

- Two children under two years of age were not facilitated to sleep in cots as per the service safe sleep policy. The children were accommodated on low stackable beds. A documented sleep assessment completed by parents and staff was not available to demonstrate that parents were aware of the associated risk with this practice. This is at variance with best practice sleep guidelines issued to the sector in September 2023
- Staff members in the Wobbler room did not document 10-minute sleep checks on all children that slept in the cot room to include each child's colour, breathing and position from 11:20-12.00pm and 12:43-1:03pm. Staff then-recorded checks retrospectively and for periods of time that no staff member had observed the children sleeping.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

##### General Safety:

1. In response to the non-compliances the registered provider has stated that all cleaning products and staff belongings have been relocated to a storage area out of reach of children. Staff have been reminded of the importance of ensuring the door remains secured at all times, and this measure has been added to our daily safety checklist.
2. All highchairs were immediately removed from use pending assessment. Replacement 5-point harnesses were purchased and fitted to the highchairs.
3. Following the inspector's visit, the radiator temperature was adjusted and brought within safe limits.

##### Infection Control:

4. To address the non-compliance a qualified plumber has since fixed the problem to ensure a consistent supply of warm water suitable for effective hand hygiene.
5. In response the service has stated the following.
  - The mat in the ladybird room has been replaced, the tear in the lino has been repaired and paper towels have now been placed in a sealed, wall-mounted dispenser to ensure they are stored hygienically and accessed appropriately by children and staff.
  - Staff have been instructed to take children for nappy changing one at a time. The creche 'floater' will come to the room when a nappy change is required to ensure ratios are maintained at all times. Policy

revised and staff have been issued with the policy, and we have talked through the nappy changing procedure with them going forward.

**Safe Sleep:**

6. To address the non-compliances and ensure full alignment with Safe Sleep best-practice guidelines the following has been completed.

Service sleep policy and procedures have been updated. Parent communication procedures have been strengthened to ensure ongoing consent and awareness of sleep practices for their child by using the sleep assessment form from Tusla.

Staff have been reminded on the importance of documenting real-time sleep checks every 10 minutes, to ensure accurately recording position, breathing, and observations.

A monitoring system has been introduced to ensure that sleep checks are completed in real time and reviewed by the room leader daily. We are committed to providing safe, developmentally appropriate sleep environments for all children and ensuring full compliance with Tusla's Safe Sleep guidance.

**Supporting documentation submitted**

**General Safety:**

1. Photographic evidence.
2. Photographic evidence.
3. Corrective action.

**Infection Control:**

4. Corrective action
5. Photographic evidence

**Safe Sleep:**

6. Service sleep policy and staff training sign off sheet. Sleep Assessment forms attached. policy and procedure has been updated and all staff trained sign-off sheet attached to this response. Invoice for the purchase of two low contour beds.

**Summary Comment**

The inspector has reviewed and accepted the actions submitted by the registered provider. These will be reviewed at the 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 registered provider ensured that five staff members were trained in First Aid Responder (FAR) certification with an expiry date of the 14 March 2026. On review of the staff roster a staff member with FAR was available to the children during the operation of the service.

(2)

(a) and (b) First aid boxes were displayed in an accessible and conspicuous position 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 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)

The last recorded fire drill that took place in the service was on the 3 October 2025. Records demonstrate that monthly fire drills are carried out by staff in the service.

(b)

The number, type and maintenance of the firefighting equipment and smoke alarms was present in the service. The fire extinguishers were serviced on the 12 November 2024 and the smoke alarms on the 26 July 2025.

(4)  
A notice of the fire procedures to be followed in the event of an emergency were clearly displayed in the service

## Part VII - Premises and Space Requirements

### Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-*  
*(d) cleaned, maintained and repaired, as required, and*

### Compliance Information

(d) The non compliances observed on the last inspection have been addressed by the service.