

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE014		
Name of Service:	Tigers Childcare		
Address of Service:	The Ryebriidge, Kilcock, Co. Kildare.		
Eircode:	W23 XK51		
Name of Registered Provider:	Therese Noonan		
Service type:	Full Day, Sessional		
Date(s) of Inspection:	10/03/2025		
No of pre-school children:	AM	87	PM 78
Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla Child and Family Agency, Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co. Kildare, W91 X38W		
Inspection undertaken by:	E. Mulhern and R. Phillips		
Title:	Early Years Inspectors		
Conditions if applicable	Not Applicable		

Description of service

Tigers Childcare (Ryebridge) is one of several private early years services operated by the registered provider. It currently provides full day and sessional care to children aged 1 - 6 years from 7:30am - 18:30, Monday to Friday. It operates from a purpose-built premises in a housing development on the outskirts of Kilcock. Children are allocated to one of eight rooms according to their age and stage of development. Outdoor play areas are located at the sides, rear and front of the property.

Staffing

There are 36 staff members employed to work in the service including two managers, a cleaner, a chef, two maintenance staff and one staff member who works with school-aged children. Twenty-nine staff members are employed to work directly with the pre-school children. Twenty-two staff members worked directly with the children on the day of inspection with two managers available to assist as needed.

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 19(1)(b) - Health, welfare and development of child and regulation 27 – Supervision. As a result, the scope of the inspection included Junior Discoverers (age

range 1-2 years), Senior Discoverers (age range 1-2 years), Explorers 1 (age range 2-3 years) and Explorers 2 (age range 1-3 years).

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 person in charge, staff and children who were present on the day of the inspection and the registered provider and quality development manager who joined the feedback meeting remotely.

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 service had a person in charge and a named person to deputise.
 - (b) The person in charge and deputy were on the premises throughout the inspection. The staff roster provided for the person in charge or a person who could deputise to be present at all times of opening.
 - (c) There was a clear management structure in place. Staff roles and lines of authority were clearly outlined on the staff roster. Staff and managers demonstrated an awareness of their roles and the lines of authority and accountability within the service.

(2) The registered provider had ensured the staff were suitable and competent as outlined below. Seventeen staff members files were reviewed to include adults who had been employed since the previous inspection and adults who required Garda vetting disclosures renewal.

(a) & (b) Appropriate consideration had been given to references for all adults. References had been sourced from past employers or from another source where adults had only one or no previous employers. All references had a record of verification checks carried out.

(c) Garda vetting disclosures were available for all adults. Garda vetting disclosures had been renewed in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.

(d) International police vetting had been sourced for all adults who had had lived in another state for more than six months as an adult.

(4) All staff employed to work directly with children held at least a major award in Early Childhood Care and Education at Level 5 on the National Framework of Qualifications or a qualification deemed equivalent by the Minister.

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) An adequate number of adults were working with the children. There were 22 adults working directly with 87 children. Two service managers were available to assist as needed.

(2) The minimum adult to child ratio requirement for the age of children and type of service provided was always maintained.

(8)(a) There were at least two staff members on the premises throughout the inspection. The staff roster provided for a minimum of two staff to be on the premises at all times of opening.

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.*

Compliance Information

The registered provider ensured that a record was kept in relation to each child. A sample of 10 records were reviewed. The required information was available as outlined below.

- (a) The name and date of birth of each child.
- (b) The date when each child first attended the service.
- (c) A section was available for recording the date when the child ceases attending.
- (d) The name, address and telephone number of parents and information where parents can be contacted.
- (e) Names and contact details of other adults authorised to collect the child.
- (f) Medical information, allergies, dietary preferences, additional needs, and other information specific to the child.
- (g) The name and telephone number of the child's medical practitioner.
- (h) Immunisation details.
- (i) Signed parental consent for medical treatment in the event of an emergency.

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-
- (b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

(1)(b) The registered provider ensured that appropriate and suitable care practices were in place. A key person approach was used to support children in forming secure attachments. The adults demonstrated affection and warmth in their interactions with the children, speaking kindly to them, listening to them and responding to their cues. When children became upset, the adults promptly comforted them. Minor conflicts were managed calmly by staff, using age-appropriate techniques. Transitions between care routines and activities were appropriately managed with staff explaining to the children what was going to happen next.

Meals and snacks were provided at regular intervals. The adults sat with the children who were in small groups when eating. The adults engaged the children in conversation and promoted social skills. Drinks were always available within the rooms and were offered to children with food.

The adults supported the children to manage their personal care. Children’s nappies were changed at scheduled times and in between when required. Staff used these opportunities for warm one-to-one interactions. Older children were supported to use the toilet independently. The children were helped to wash their hands and clean their faces and noses as needed. Each child had a change of clothes available for use if needed.

Soft mats and cushions were available within the rooms where the children could rest or take a break from activities. The children attending the Junior Discoverers room slept in the adjoining sleep room according to their individual routines. All other children were provided with an opportunity to sleep after dinner. The children slept in cots or beds appropriate to their age and stage of development. The children were made comfortable for sleep with their shoes and outer clothing removed and soothers given to those who used them. Staff checked on the sleeping children at ten-minute intervals and remained in the rooms where children slept on low beds.

An app was used for two-way communication with parents/guardians to support the continuation of children’s care. This allowed staff to share information in real time about the child’s day including diet, activities, sleep and nappy changing. Staff reported they liaise with parents at drop-off and collection times and arrange meetings with parents outside of these times if needed.

Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

The registered provider ensured the children were appropriately supervised at all times. Inspectors observed staff providing close supervision of children within their rooms, in the outdoor area, when sleeping and when moving between the rooms and the outdoor area.