

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE031
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Name of Service:	Tots Creche & Daycare Nursery Limited
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Address of Service:	4 The Great Southern, Newbridge, Co. Kildare
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Eircode:	W12 AT27
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Name of Registered Provider:	Annette Byrne, Audrey Murray
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	07/04/2026
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No of pre-school children:	AM	24	PM	24
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Address of the Early Years Inspectorate:	Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co Kildare
Inspection undertaken by:	F Carty
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).

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Description of service

Tots Crèche, Daycare and Nursery Ltd. is registered to provide full day, part-time and sessional care to children aged 0 to 6 years. The service is one of fifteen services operated by the registered providers. The service operates from five care rooms in a purposely adapted crèche facility. On the day of inspection there were four care rooms open to preschool children and one to school aged children. A separate sleep room and sanitary accommodation is provided together with an outdoor area which is located at the rear of the building. The service opens from 7.00am to 6.30pm Monday to Friday.

There is a kitchen on the premises where all meals and snacks are prepared.

Staffing

The registered provider employs ten staff members to work in the service including the service manager and a cook. Eleven staff members were present on the day of the inspection, a staff member from another service operated by the registered providers and operations manager arrived subsequent to the inspectors arrival and remained on the premises for the remainder of 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 and safety. The inspection may also focus on other areas as required.

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The inspection focused on an examination of compliance under the following regulations:

Regulation 9 – Management and recruitment

Regulation 11 – Staffing Levels

Regulation 16 – Information and records

Regulation 19 – Health, welfare and development of the child

Regulation 23 – Safety

Regulation 25 – First Aid

A sampling process was used to assess compliance under regulation 19 (1)(b) and 23. As a result, the scope of the inspection included the Wobbler, ECCE 2 and Preschool 3 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 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

(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

The manager stated that two adults and one student had been employed since the last inspection dated 20th May 2025. The files of these adults were reviewed as part of this inspection as follows:

(2)(a)(b)

Four references from a past employer and two references from a source other than a past employer were available in respect of the three adults.

(c) Garda vetting disclosures were available for all adults. Renewed Garda vetting was also reviewed for all adults who were still employed in the service. The service demonstrated compliance with the regulatory notice to renew Garda vetting every three years for all staff employed.

(d) International police vetting was available for two adults who required it.

(3)

The procedures specified in paragraph (2) were carried out prior to the adults commencing work in the service.

(4)

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The two adults who required a qualification had a letter from the Minister deeming their qualification to be equivalent to the requirements set out in this regulation.

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 seven adults working directly with 24 children in the service. The service manager was 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.

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Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

- (h) details of attendance by each pre-school child on a daily basis;*
- (i) details of staff rosters on a daily basis;*
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;*
- (k) details of any accident, injury or incident involving a pre-school child attending the service.*

Compliance Information

- (1)
- (h) Children's attendance was recorded on an in house software application and recorded the times when the children arrived and left in real time.
 - (i) A staff roster was available and reflected the staff working in the service.
 - (j) A sample size of ten administration of medication forms were reviewed and contained the necessary information to authorise and administer medication to a child should it be required.
 - (k) A sample size of ten accident and incident forms were reviewed; the necessary information and details were recorded and completed.

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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) Children were observed to be relaxed and appeared happy and settled in their surroundings throughout the inspection. Staff provided support and encouragement, fostering children's independence and self-help skills, helping them during play and to take off their clothing when coming in from the garden and going to sleep. The service provided all meals and snacks to the children and a hot meal of pasta with chorizo was provided at lunch time. Drinking water was available at all times.

Nappies were changed regularly and when soiled. Self-feeding was encouraged and staff sat with children during mealtimes, providing support for any children requiring assistance. Staff were observed to promote healthy hygiene practices for children. For example, children were encouraged to wash their hands after outdoor play, before and after meals, after nappy changing and using the toilet.

Warm positive relationships were evident between staff and children. The inspectors observed that the service takes a child centred approach to children's care and education, allowing children time and space to learn at their own pace. Staff spoke to children in calm gentle tones, using eye contact and dropping to their level in a respectful manner. Children's language development was supported through one to one and group discussions, songs and storytelling which were observed during the inspection.

Staff explained the service provides daily updates to parents on the activities children are participating in through an online software application. Informal communication was observed at drop off.

Children who required sleep were placed to sleep in individual cots or beds when they displayed signs of tiredness. The lighting was dimmed in rooms where children slept and staff were observed to provide comfort and reassurance during sleep time.

The outdoor environments supported children's physical development and provided opportunity for safe risk and challenge. All children were observed to access the outdoor area on the day of inspection and were dressed appropriately to the weather.

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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 to the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised.
- The toys and play equipment observed in use by the children on the day of inspection appeared in good working order.
- Cleaning agents and medicines were stored safely out of reach of children.
- All storage facilities were inaccessible to children.

Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate hand washing.
- Individual bed linen was provided for children and was stored separately when not in use. Staff stated that bed linen is laundered weekly or as required.
- All cot mattresses in use had waterproof covers.
- Handwashing was observed before meals, after using the toilet and following nappy changes and after outdoor play.
- Mouthed toys were removed from circulation.

Administration of Medication:

- There was a documented care plan available for one child attending the service who required emergency medication. Staff working in the room with the child were aware of the treatment plan and demonstrated knowledge of the procedures to follow if the medication was required.
- Staff demonstrated, through discussion, that they were familiar with the procedures and practices in place for the administration of medication in line with the services policy on medication administration.

Safe Sleep:

- Children were physically monitored while sleeping and sleep checks were documented every ten minutes. Discussion with staff demonstrated that staff were familiar with safe sleep guidelines.
- An adult remained in the room at all times where children were sleeping on low beds.
- The sleep room temperatures were maintained within the required temperature ranges.

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Fire Safety:

- All fire exits were clear of obstruction.
- Regular fire drills took place in the service, staff stated that they occur monthly.

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)
There were three staff members trained in first aid response (FAR) training and available to the children attending the pre-school service during the hours of operation.

(2)
(a)(b) First aid boxes were stored at high level throughout the service. First aid boxes were easily accessible to staff caring for children in attendance in the service.