

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015MH006
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<b>Name of Service:</b>	Tigers Childcare
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<b>Address of Service:</b>	Glen Abhainn, Enfield, Co. Meath
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<b>Eircode:</b>	A83 WF74
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<b>Name of Registered Provider:</b>	Therese Noonan
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<b>Service type:</b>	Full Day, Sessional
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<b>Date of Inspection:</b>	20/05/2025
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<b>No of pre-school children:</b>	AM	86	PM	55
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<b>Address of the Early Years Inspectorate:</b>	Meath Child & Parent Support Hub, Commons Road, Navan, Co. Meath
<b>Inspection undertaken by:</b>	AM Cunningham & D Murray
<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

The service provides full day care, part time and sessional care and education to pre-school children aged 0 to 6 years and school aged care to children up to 12 years. The service participates in the Early Childhood Care and Education (ECCE) scheme. The service is a purpose-built childcare facility consisting of two separate buildings located on the same site. Building 1 caters for children attending for full day care and Building 2 caters for children attending a sessional service staying on for full day care and provides a school aged service. Building 1 consists of five care rooms. Four care rooms were in operation, namely Junior Discoverers room, Senior Discoverers room and Explorers room 1 and Explorers room 2. Building 2 consists of six care rooms for pre-school children, namely Active Cubs 1, Active Cubs 2, Active Cubs 3, Active Cubs 4, Active Cubs 5 and Active Cubs 6. Three additional rooms are available the opposite end of the building used exclusively for school aged children. Additional facilities in the service include a kitchen, dining area, sanitary facilities (nappy changing areas), sleep rooms and outdoor play areas in each building with adequate parking available to the front of the pre-school. An enclosed outdoor area is located to the rear of both buildings.

### Staffing

There are twenty-two adults employed in the service including a manager, assistant manager, 16 childcare practitioners for preschool children, 3 staff who care for school aged children only and a kitchen assistant. A student on work placement who was not present on the day of inspection. Additionally, following commencement of the inspection the quality support manager arrived and stayed 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/ safety/ premises and facilities. The inspection may also focus on other areas as required.

A sampling process was used to assess compliance under regulation 9,10, 11,16(k), 19(a), 21, 22,23,25,26,28 and 32. As a result, the scope of the inspection included care rooms in Building 1 namely Junior Discoverers room, Senior Discoverers room, Explorers room 1 and Explorers room 2. Building 2's six care rooms Active Cubs 1, Active Cubs 2, Active Cubs 3, Active Cubs 4, Active Cubs 5 and Active Cubs 6 were not included in this inspection.

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.

### Additional Information

The inspection was carried out following receipt of a concern received to the Early Years Inspectorate on the 01/05/2025

### Acknowledgments

The inspectors wish to acknowledge the cooperation of the manager, assistant manager, quality support manager, 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

(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 designated person in charge and a named person to deputise as required

(b) A designated person in charge was on the premises when the inspectors arrived unannounced to carry out the inspection.

Following discussion with the manager and review of the staff roster it was confirmed that 7 new staff members were employed since the last inspection on the 5<sup>th</sup> November 2024. These staff files were reviewed and 1 student file.

(2) (a)&(b) Sixteen validated written references were available either from a past employer or from a reputable source.

(c) Garda vetting disclosures have been obtained for all staff and the students. 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 1 staff member and the student who had resided outside the jurisdiction for a period of more than 6 consecutive months as an adult.

(4) All childcare staff members had a major award in Early Childhood Care and Education at Level 5 and above on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent.

### Part III – Management and Staff

#### Regulation 10 - Policies, procedures etc. of pre-school service

*A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.*

#### Compliance Information

The registered provider ensured that the following written policies specified in Schedule 5 were developed to ensure the welfare and safety of the children attending the service.

- Accidents and incidents a notification of accident was received by the Inspectorate in October 2024 following a child requiring medical attention.
- Outdoor play
- Supervision
- Complaints

#### Non-Compliance Information

On review of the accidents/incidents policy, procedures were not followed as per policy at all times.

Two accidents where the Accident /Incident Policy was not implemented in practice as outlined by the following:

- observation of a minor bruise and small scratch with no definitive cause documented.
- No CCTV footage was examined as per policy.
- Childs parents were not contacted immediately by phone in connection with an Accident/Incident that warranted medical attention. The parents were informed of the incident via the electronic app.
- It was observed that when recurrent incidents/accidents occur for a child a risk assessment as per policy was not carried out. It is acknowledged by the inspectorate that since January 2025 this procedure is adhered too.

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

#### Corrective and Preventive Action

Colleagues were briefed on the Accident, Incidents and injuries Policy in our Room Leader meeting in June 2025. Colleagues were briefed on the importance of accurate accident report writing and the need to request management review CCTV footage when not certain how children are injured.

Colleagues were asked to re-read and sign off on the accident and incident policy to confirm they read and understood the procedures outlined and their responsibilities when an accident or incident occurs.

An Accident and Incident Tracker is in use since January 2025 to track all accidents and incidents, and attempt to identify common causes to inform preventative measures to be taken and ensure risk assessments are completed as required.

#### Supporting documentation submitted

- Rooms Leader Meeting Agenda and screenshot of points discussed relating to the Accidents, Incidents and Injuries Policy
- Copy of signed policy review sheet
- Copy of Accident and Incident Tracker sheet completed weekly by room leaders and given to management for review
- Screenshot of Accident and Incident Audit completed by managers weekly to collate data from each room.

### Summary Comment

The response from the registered provider has addressed the non-compliances in Regulation 10.

### 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) There was an adequate number of staff working with the children on the day of inspection.

(2) The following adult to child ratios were observed on the days of inspection:

#### Building 1

Junior Discoverers there was 2 staff members caring for 10 children ranging in age from 1 to 2 years attending the service on a full day care basis.

Senior Discoverers there were 1 staff member caring for 5 children ranging in age from 1 to 2 years attending the service on a full day care basis.

Explorers Room 1 there were 2 staff members caring for 10 children ranging in age from 2 to 3 years 9 children attending the service on a full day care basis and 1 child attending the sessional service.

Explorers Room 2 there was 1 staff member caring for 6 children ranging in age from 2 to 3 years 6 children attending the service on a full day care basis.

#### Building 2.

Pre School Room 1 there was 2 staff members caring for 9 children ranging in age from 3 to 4 years, 4 children attending the service on a full day care basis and 5 children attending the sessional service.

Pre School Room 2 there was 1 staff member caring for 8 children ranging in age from 3 to 4 years, 2 children attending the service on a full day care basis with 5 children attending the sessional service.

Pre School Room 3 there was 1 staff member caring for 11 children ranging in age from 3 to 4 years, 8 children attending the service on a full day care basis with 3 children attending the sessional service.

Pre School Room 4 there was 1 staff member caring for 10 children ranging in age from 3 to 5 years, 7 children attending the service on a full day care basis with 3 children attending the sessional service.

Pre School Room 5 there was 1 staff member caring for 7 children ranging in age from 4 to 5 years, 4 children attending the service on a full day care basis with 3 children attending the sessional service.

Pre School Room 6 there were 1 staff member caring for 10 children ranging in age from 4 to 5 years attending the sessional service.

(8) The registered provider ensured that there were always two adults on the premises when the service was in operation, as evidenced in the staff roster maintained in the service.

Additionally, the manager and assistant manager was available to the care rooms when required.

### 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:

(k) details of any accident, injury or incident involving a pre-school child attending the service..

#### Compliance Information

(k) details of accidents and incidents were recorded.

### 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:

- 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, 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.
- All children in each room 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:

- Communication with staff and parents is informally at drop off and collection times and an electronic device.
- Staff were observed to have respectful, warm and responsive interactions with the children through the use of soft tones and positive non-verbal communication strategies such as being at the children's level.
- 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 plastic bricks. They were responsive to the children and were observed to give them choices regarding their play activities.
- Staff members supported each other in the provision of care to the children.

### Physical and Material Environment:

- There was a variety of play equipment and materials to support children's learning and development in each of the playrooms. The play equipment in each room was developmentally appropriate for the age range of children attending. Resources were grouped to create several different interest areas in the playrooms and additional items were available in a separate storage area. The interest areas contained play resources that supported children's sensory and imaginary play and facilitated choice, independence and spontaneous play. These included construction areas, home corner/kitchen, baby care items, art areas and sensory play materials. A number of open shelving units contained items to support children's cognitive and fine motor development such as plastic blocks, jigsaws, peg bards and shape sorters

## Part V - Care of Child in Pre-school Service

### Regulation 22 – Food and drink

*A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.*

### Compliance Information

The service had a 4-week menu plan for the children attending the full day care service with a variety of dishes ranging from meat, fish and poultry sourced from an external catering company and cooked on the premises. All children attending the sessional service brought their own lunch. On the day of inspection morning snack was served at 09:30am which consisted of mixed fruit and yogurt. The main meal of the day was served at 11:30am and consisted of sweet and sour chicken and rice. Extra plain pasta and stir in sauce was available. Evening tea was served at 15:00pm which consisted of ham, cheese and tomato sandwiches. Additional snacks were available for the children staying until 6pm if required. Water was the drinks of choice with individual cups and water jugs placed in the care rooms.

### 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:

Appropriate measures had been taken to safeguard the children as outlined below: External gates and doors were secured to prevent children from exiting the service unsupervised and to prevent unauthorised persons from gaining access to the pre-school. Heavy equipment was secured to prevent tipping and injury. Cleaning products and hazardous materials were stored securely out of reach of the children. Toys and play equipment observed in use by children on the day of inspection were safe and in working order.

##### Infection Control:

Appropriate measures were taken to reduce the risk of infection spreading as outlined below: Children were supervised washing their hands after outdoor play, after using the toilet and before eating. Staff washed their own and children's hands after nappy changing. There was evidence the policy on nappy changing was being implemented, staff changed their gloves at appropriate intervals and disinfected the changing mat after each child. Soothers were stored in individual containers; sterilizing equipment was available for use as needed. Waste was managed appropriately with the use of pedal operated lidded bins. Individual bed linen was provided. Cleaning schedules were in place.

##### Safe Sleep:

Staff had a clear understanding of the safe sleep policy which safeguards the children when sleeping. Cots and low-lying beds were available for the children to sleep appropriate to their age and stage of development. Sleep checks were conducted and recorded on the children at 10-minute intervals. The room temperature when the children under 12 months were sleeping was maintained between 16-20 degrees Celsius.

##### Fire Safety:

Staff were aware of the procedure to be followed in the event of a fire. Regular fire drills were conducted in 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) The service provided evidence that a person had up to date First Aid Responders course and was available at all times to the children attending the pre-school service.
- (2)(a) and (b) A suitably equipped first aid box was available and safely stored in the premises.

### 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 the 11/03/2025.
- (b) A record was maintained of the mains powered smoke alarms and firefighting equipment. The mains powered smoke alarm was last serviced on the 12/03/2025. The fire fighting equipment was last serviced in November 2024.
- (4) A notice of the procedures to be followed in the event of a fire was conspicuously displayed in the premises.

### 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

Throughout the course of the inspection children were observed to be adequately supervised in the outdoor area and care rooms.

### Part VI - Safety

#### Regulation 28 - Insurance

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

#### Compliance Information

The registered provider ensured that the service was adequately insured for 150 children at any one time attending for full day care. The policy showed that the service was insured from 28/03/2025 to the 27/03/2026.

### Part VIII - Notifications and Complaints

#### Regulation 32 – Complaints

*(1) A registered provider shall ensure that the complaints policy of the service specifies-*

- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,*
- (b) the manner in which such a complaint shall be dealt with, and*
- (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.*

#### Compliance Information

(1)(a)(b)&(c) A Complaints Policy and a Complaints Log were available for the service.