

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015MN042
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Name of Service:	Naíonra Eois
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Address of Service:	Roslea Road, Clones, Co. Monaghan
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Eircode:	H23 RW28
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Name of Registered Provider:	Eimear Cadden
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	03/02/2026
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No of pre-school children:	AM	30	PM	6
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Address of the Early Years Inspectorate:	No.18 The Grange Plantation Walk Monaghan
Inspection undertaken by:	S. Skinnader
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

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Description of service

Naíonra Eois was established in 2012 and is a community run childcare service. The service provides full day care, sessional and part-time care to pre-school children from 2 - 6 years of age. The service operates from 08:30 - 17:30 Monday - Friday. The service is situated in the grounds of the local Gael Scoil in the town of Clones Co. Monaghan. There are 2 Preschool Rooms, sanitary accommodations and a kitchen. To the rear of the building there is an outdoor play area.

Staffing

There are 8 staff including the registered provider who work in the service directly with the children. One of the adults is employed through a community employment scheme.

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.

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

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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, 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.

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Compliance Information

(1)(a) & (b) The service had a designated person in charge and a system in place to designate a named deputy person to deputise as required. The person in charge was on the premises for the duration of the inspection.

There were 8 staff files presented for inspection.

(2)(a) & (b)

- There were 2 written and validated references from a past employer or an alternative source available for 7 members of staff.
- One staff member had 1 written and validated reference.

(c) Documentary evidence of a processed Garda vetting disclosure was available for all 8 staff members in the service and 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.

(d) Following a review of the staff files presented on the day of inspection, international police vetting was not required for any of the staff members as none had resided outside the jurisdiction for a period of greater than 6 months as an adult.

(4) Documentary evidence was available to demonstrate that 7 of the 8 members of staff, who worked directly with the pre-school children had a minimum Level 5 childcare qualification.

Non-Compliance Information

(2)(a) One staff member required a second written and validated reference.

(4) Documentary evidence was not available for 1 of the staff members who worked directly with the preschool children to demonstrate that they held a minimum Level 5 Childcare qualification or equivalency.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a) The registered provider stated that a second written and verified reference is now on file for the staff member who only had one reference. All staff members are required to provide two references prior to starting employment.

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(4) One staff member is still waiting for their qualification certificate to demonstrate they hold a level 5 qualification. The staff member has been in touch with the training provider and they estimate she should have her certificate by Easter.

Supporting documentation submitted

Copy of reference.

Summary Comment

The Inspectorate has reviewed the registered provider's response and has accepted the actions taken in relation to the non-compliance regarding staff references.

The non-compliance regarding the non-compliance for Regulation 9(4) staff qualification has not been addressed and remains outstanding.

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) During the inspection there were an adequate number of adults working directly with the children attending the pre-school service.

(2) When the inspector arrived unannounced to the service there were 2 rooms in operation i.e. Seomra Glas and Seomra Gorm.

The following adult: child ratios were observed:

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- Three staff in Seomra Glas with 11 children aged 2 years and 10 months to 3 years and 10 months. One staff member was employed as additional support in the room.
- Three staff in the Seomra Gorm with 19 children aged 3 - 5 years. One staff member was employed as additional support in the room.

All preschool children moved to the Seomra Glas at approximately 12.30pm for the remainder of the day and Seomra Gorm was used for the school aged children.

(8) On review of documentation the registered provider ensured that there are at least 2 adults on the premises at all times.

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;

Non-Compliance Information

(1)(h) There was a problem with the electronic application in use in the service on the day of inspection and therefore the staff were unable to sign in all of the children with their arrival times and to document their exit times in a contemporaneous manner. There was no alternative method of recording the children's attendance should there be an issue.

(i) The staff rota available on the day of inspection was not reflective of all staff present on the day of inspection. One staff member present was not recorded on the rota. In addition the rota was not dated.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(h) A roll book has been added to each room. In a case where the electronic system is down we can still mark children's attendance and their times in and out daily. The service will continue to have a roll book available each year.

(i) The service has transitioned from a generic annual rota of working hours to a monthly rota system. Each day is now dated. The service will continue staff scheduling monthly.

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Supporting documentation submitted

Copies of roll books and monthly staff rota.

Summary Comment

The Inspector has reviewed the registered provider's response and it is accepted. The non-compliances have been addressed.

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

There were 2 rooms in operation on the day of inspection namely the Seomra Glas and Seomra Gorm.

(1)(a) The following examples demonstrate how the registered provider ensured that children's learning, development and well-being was facilitated within the service:

Basic needs:

- In both care rooms the children were observed to move freely and had a change of environment to the outdoor area. The children were dressed appropriately to go outside.
- Nappies were changed in a timely manner and as required. The toilet trained children were encouraged to be independent with toileting and discreet supervision was also provided by staff as required. Gentle handwashing reminders were also given to the children in the various rooms after toileting, outdoor play and before meals.
- A child who had a fall outside was given appropriate care and attention by the staff.
- Morning and afternoon snacks were brought in by the children and the service provided an homecooked dinner of pasta, chicken, sauce, sweetcorn and cheese for those children staying on a full day care basis. Some snacks were available should a child forget their lunch.
- Drinks were accessible to the children in the care rooms.
- Notices were displayed in the rooms for staff to be aware of any children with allergies or additional medical needs.

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Supporting Relationships

- Soft tones, positive and respectful language were observed in interactions between the staff and children in both the rooms.
- Staff reported most communication with parents was via the electronic application “the app” and informally at drop-off and collection times.
- A key worker system was in operation in the service. The key worker was responsible for recording on “the app” daily activities, toileting and food intake of their child.
- Staff were aware of supports that were in place for children with additional needs.
- Children had the opportunity to be the ‘Ceannaire na Seachtaine’ which would help promote independence.
- A bell was used in the rooms to help the children with transitions between activities.

Physical and Material Environment:

- Both care rooms were made up of areas which were well resourced for the numbers attending. There were defined interest areas such as Máiliacht Dochtúra, Gleasadh Suas, Cuinne Baile, Leabharlann, Sugradh Gainimh agus Sugradh Domhain Beag. Children in both rooms had access to additional toys and equipment on shelving should they choose to play with it, for example, jigsaws, dolls, fine motor development equipment, animals, blackboards and art supplies.
- The children from the Naíonra also had access from a very well-resourced Seomra Suimneach in the school building which all children accessed on a Friday evening. Children who required a break from activities could also access this area if required.

Curriculum of Activities:

- A Clár Ama and Fortnightly themes were displayed in the rooms.
- Artwork which corresponded with the room themes such as ‘Bia Sláintiúil’ agus ‘Ar an bhFeirm’ were on display.

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Part V - Care of Child in Pre-school Service

Regulation 20 – Facilities for rest and play

- (1) Subject to this regulation, a registered provider shall ensure that-
- (b) there are adequate and suitable facilities for a pre-school child to rest during the day, and in the case of an overnight pre-school service, during the day and the night.
- (3) A registered provider of a full day care service, a part-time day care service or a childminding service, other than such a service to which paragraph (2) applies, shall ensure that-
- (a) a suitable, safe and secure outdoor space to which the pre-school children attending the service have access on a daily basis is provided on the premises,

Compliance Information

(3)(a) There was a newly developed outdoor area to the rear of the premises which was fully fenced and gated with a safety surface. There were ride on toys and tractors, a climbing frame with slide and some seating along the building wall. The person in charge reported additional equipment had been purchased for the area and would be arriving shortly.

Non-Compliance Information

(1)(b) The soft cosy areas in the rooms were inadequate. Both consisted of two small wooden armchairs and one fold-out mat which does not provide a cosy and welcoming area for a child to go and rest in or take a break from activities should they wish to do so.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(1)(b) The registered provider stated that they have acted by designing a cosy corner for Seomra glas. The service has tried to make it a nice enclosed space that is welcoming to the children. Furniture for the Seomra Gorm cosy area has also been delivered. The service acknowledges the importance of providing soft furnishings to support opportunities for rest and play. The service will continue to ensure that a designated space with appropriate soft furnishings is available within the room to promote children's comfort, relaxation, and engagement in play.

Supporting documentation submitted

Photographic evidence

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Summary Comment

The registered provider's response was reviewed and assurances given were accepted. This will be for review at the next inspection.

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.

Non-Compliance Information

The dinner provided on the day consisted of pasta, chicken and sauce with sweetcorn and cheese available on the side. Two hundred and fifty grams of chicken was used to feed 21 children when 630gms was required to achieve the recommended portion sizes of 30gms per child.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

We have less than half the children (who stay for full daycare) who take the chicken & sauce with their pasta therefore each meal we provide should have around 300grams of chicken. The other children eat plain pasta & cheese. To ensure the children are guaranteed their required portion size of protein we now buy 2 of the 250gram chicken packs = 500-gram chicken.

We endeavour to ensure children are getting the correct portion size of nutrients with their meals.

Supporting documentation submitted

Summary Comment

The Inspector has reviewed the registered provider's response and it is accepted. The non-compliance has been addressed and will be for review on the next inspection.

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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.

Non-Compliance Information

Infection Control:

Staff did not wear a disposable apron while carrying out nappy changing. This is an infection control and cross contamination risk. This is also at variance to the service nappy changing policy which states to wear a plastic apron.

Corrective & Preventive Action submitted by the Registered Provider

Corrective & Preventive Action

Infection Control:

The registered provider stated that as per the services policy staff should wear aprons during nappy changing. All staff have been reminded of the policy and aprons are worn during these times. Aprons are available in both rooms so they are easily accessible to staff for nappy changing

Supporting documentation submitted

Summary Comment

The registered provider's response has been reviewed and accepted. The non-compliance has been addressed.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-
(c) kept adequately lit, heated and ventilated

Non-Compliance Information

- (c)
- The room temperature in the Seomra Glas was not maintained at 18-22 °C as per best practice guidelines, for example at 14:10 the room temperature in the room was recorded at 16.3° C.
In addition, one of the ceiling tiles had fallen down earlier in the morning and this left a gap in the ceiling which would also not be conducive to maintaining room temperatures. It is acknowledged that a staff member closed the windows.

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Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The fluctuation in temperature was caused by ventilation from the windows. Once windows had been closed the temperature gradually increased back to 19degrees. Staff will be mindful of watching the temperature gauge in the room when windows are open.

Supporting documentation submitted

Photographic evidence

Summary Comment

The registered provider's response was reviewed and accepted. The non-compliance was addressed.