

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015TY149
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<b>Name of Service:</b>	Sugradh Creche
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<b>Address of Service:</b>	Greenhills, Carrick-on-Suir, Co Tipperary
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<b>Eircode:</b>	E32 HE48
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<b>Name of Registered Provider:</b>	Denise Frisby
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date of Inspection:</b>	29/01/2025
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<b>No of pre-school children:</b>	AM	77	PM	59
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<b>Address of the Early Years Inspectorate:</b>	Glenmorgan Building, Ferryhouse, Clonmel, Co Tipperary, E91RF38
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<b>Inspection undertaken by:</b>	Antoinette McNamara
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<b>Title:</b>	Early Years Inspector
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### 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>	N/A
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### Description of service

Sugradh Creche is a privately owned early years service which opened in 2007. The service operates a full day, part time and sessional care programmes for children aged between 0 to 6 years old. The service operates Monday to Thursday, 07:30-17:30, and Fridays 07:30-17:00. The premises is a purpose-built childcare facility in a housing estate on the outskirts of Carrick on Suir, Co Tipperary. This facility is a dormer style building with seven childcare rooms on the premises. On the ground floor there are five childcare rooms, a full catering kitchen, two sleep rooms, nappy changing, toilet facilities and an office. On the first floor there are two childcare rooms for children aged 3 to 6, a staff room, toilet facilities, sensory room, and laundry. There is outdoor play space at the front and side of the premises.

### Staffing

The service currently employs 25 staff members who work directly with children and a chef. The registered provider works directly in the service and is available for cover as required. Staff members held qualifications in Early Childhood Education and Care at Level 5, 6, 7 and 8 on the National Framework of Qualifications.

### 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.

Regulation 9 (1)(a)(b)(2)(a)(b)(c)(d)(4) Management and recruitment,  
Regulation 10 Polices  
Regulation 11(1)(2) Staffing levels,  
Regulation 19 (a)Health, welfare, and development of the child,  
Regulation 23 Safeguarding health, safety, and welfare of the child,  
Regulation 25 First aid,  
Regulation 26 Fire safety and  
Regulation 28 Insurance.

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, 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 registered provider is the person in charge and oversees the operation of the childcare facility. One deputy was identified.

(b) The deputy person in charge was present when the unannounced inspection commenced and facilitated the inspection process. The registered provider arrived during the time the inspector was present and assisted with the inspection process.

(2) Recruitment records in respect of 26 staff members were reviewed and the following information was obtained:

(2)(a) Two written and validated references were available for each staff member working at the service.

(b) Where past employer references were not available, there were references from sources such as previous schools and colleges.

(c) Garda vetting disclosures had been obtained for 26 staff members. In the case of two staff members, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice,

requiring services to renew Garda vetting every three years. Please refer to the information outlined under Regulation 23 of this report.

(d) Employment history records demonstrated that police vetting from other districts was required for four of the staff members and the relevant documentation was in place.

(4) The adults employed to work directly with children held a major award in Early Childhood Care and Education and copies of the corresponding certificates were available.

### 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 following policies were assessed for compliance and were deemed to meet the necessary requirements:

- Statement of purpose and function
- Administration of medication
- Infection control
- Safe sleep
- Outdoor play

### 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.*

#### Compliance Information

(1) There were adequate staffing levels to respond to the children's needs on the day of inspection.

(2) The adult child ratios during the day of inspection met the requirements of the regulations as follows:

AM:

There were 3 staff looking after 20 children in the ECCE senior room.

There were 2 staff looking after 9 children in the ECCE junior room.

There were 3 staff looking after 21 children in the Montessori room.

There were 2 staff looking after 9 children in toddler 1 room.

There were 2 staff looking after 9 children in toddler 2 room.

There was 1 staff looking after 5 children in wobbler 1 room.

There was 1 staff looking after 4 children in wobbler 2 room.

PM:

There were 3 staff looking after 12 children in the ECCE senior room.

There was 1 staff looking after 7 children in the ECCE junior room.

There were 2 staff looking after 15 children in the Montessori room.

There were 2 staff looking after 9 children in toddler 1 room.

There were 2 staff looking after 9 children in toddler 2 room.

There was 1 staff looking after 5 children in wobbler 1 room.

There was 1 staff looking after 2 children in wobbler 2 room.

### 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:

The service had a healthy eating policy. The children who were not full day care brought a packed lunch to eat at snack time. Perishable foods were stored in a fridge in the service. Staff sat with the children during snack time to supervise them, encourage conversation and to provide assistance if needed.

Water bottles were available to the children on low level shelves throughout the day.

The children in the ECCE and Montessori rooms were observed to have opportunities to play outside on the day of inspection.

Nappy changing was attended to at frequent intervals and as required. For the older children, the location of the sanitary facilities enabled them to access and use these facilities in an independent manner.

Sleep rooms were sufficiently dark and quiet to promote a restful sleep. Cots were available for children under 2 years of age. Low-level floor beds were available to meet the sleep needs of children over 2 years of age.

### Physical and material environment:

In each of the rooms, a variety of defined areas of interest were provided for the children to play with. This included kitchen, library, and other age-appropriate toys. Low-level shelving provided children with access to a wide selection of activities.

The outdoor play area to the front of the service was secure. Staff were observed in the outdoor area at all times when children were present. The outdoor area consisted of a wide range of activities such as ride on toys, vision boards, and a mud kitchen. There was also a covered area and a bug hotel. There was an accessible shed in the outdoor area which held more resources. Children used the outdoor space as often as they could weather permitting.

The children's artwork was displayed on the walls in the classrooms and on the corridors.

### Supporting relationships:

The children benefitted from favourable adult to child ratios which enabled each child to receive as much individual attention and support as they needed.

Staff members were observed to treat the children with respect. Staff sat with the children and engaged in conversation and listened attentively to the children as they spoke.

The environment was inclusive and representative of the children attending the service.

## 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

The inspector observed that the following measures to safeguard the health, safety and welfare of the children attending the service had been taken by the management and the staff.

### General safety:

The premises was adequately secured to prevent children leaving unsupervised and unauthorised persons gaining access. The entrance gate was closed, and a staff member was present in the outdoor area at all times when children were present.

The kitchen area was inaccessible to children and situated away from the classrooms.

Stairways were well lit, had a stair gate at the top and at the bottom. Two handrails at different heights were also present on the stair way.

### **Infection control:**

There was warm running water, liquid soap, and paper hand towels available for hand drying throughout the service. Designated staff toilets were also provided.

The service was cleaned and well maintained. The inspector observed cleaning practices during the inspection. Cots and low-level beds were spaced the required 50cm apart, there was a system in place to launder bed linen as required. Children who slept in cots had an assigned cot.

### **Safe sleep:**

The inspector observed that children were placed down to sleep according to individual requirements. Each child who required sleep had a dedicated cot to use.

Staff were familiar with best practices in safe sleep and carried out physical checks on individual sleeping children, every 10 minutes.

### **Non-Compliance Information**

#### **General safety:**

1. Garda vetting disclosures for two staff members were not dated (revetted) within the previous three years in adherence to the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

### **Action submitted by the Registered Provider**

#### **Corrective & Preventive Action**

#### **General safety:**

New Garda vetting disclosures were applied for in respect of the two staff members whose vetting had not been dated in the previous three years.

#### **Supporting documentation submitted**

#### **General safety:**

Copies of new Garda vetting for the expired vetting records was sent to the Early Years inspectorate.

### **Summary Comment**

All evidence submitted meets the requirements of the Child Care Act 1991 (Early Years Services) Regulations 2016.

### 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*

#### Compliance Information

(1) There were staff trained in first aid responder (FAR) available to the children attending the service. There were also several staff trained in paediatric first aid working in the service.

(2)(a) There was a suitably equipped first aid box stored in an easily accessible position and was available for use.

### 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) There was a record of fire drills that had taken place in the service. The last fire drill was recorded as having taken place on the 18<sup>th</sup> of December 2024 and staff advised that monthly fire drills were completed.

(b) There was a record available demonstrating that the smoke alarm system and the firefighting equipment was last serviced on the 12<sup>th</sup> of December 2024

(4) There was a notice of the procedures to be followed in the event of a fire displayed in a conspicuous position on the premises.

### Part VI - Safety

#### Regulation 28 - Insurance

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

#### Compliance Information

An in-date insurance certificate was in place to demonstrate that the service was insured to provide full day care for 101 children that the service is registered to accommodate.