

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015TY149
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Name of Service:	Sugradh Creche
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Address of Service:	Greenhills, Carrick-on-Suir, Co Tipperary
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Eircode:	E32 HE48
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Name of Registered Provider:	Denise Frisby
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	11/02/2026
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No of pre-school children:	AM	72	PM	59
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Address of the Early Years Inspectorate:	Glenmorgan Building, Ferryhouse, Clonmel, Co Tipperary E91RF38
Inspection undertaken by:	Antoinette McNamara & Lisa McGeeney
Title:	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).

Conditions if applicable	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 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 to 17:30 and Fridays 07:30 to 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 2 to 6, a staff room, toilet facilities, sensory room, and laundry. There is outdoor play space at the front and side of the premises. The service also provides school age care.

Staffing

The service currently employs 23 staff members and the registered provider. This includes two students. 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 and above 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.

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Regulation 9 (1)(a)(b)(2)(a)(b)(c)(d)(4) Management and recruitment,
Regulation 11(1)(2)(8)(a) Staffing levels,
Regulation 16 (1) (h, i, j, k) (3) Record in relation to pre-school service,
Regulation 19 (1)(a) Health, welfare, and development of the child,
Regulation 22 Food and drink,
Regulation 23 Safeguarding health, safety, and welfare of the child,
Regulation 25 (1)(2)(a)(b) First aid

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

An Immediate Action Notice (IAN) was issued to the person in charge on inspection, in relation to the absence of Garda Vetting, for two adults. A response to the IAN was subsequently received on the 12th of February 2026 and adequately addressed the risk. Further information is available under Regulation 9 in this report.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, staff and children who were present on the day of the inspection.

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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 was the person in charge and oversees the operation of the childcare facility daily. A second named person in charge can deputise, as required.

(b) A person in charge was present on the day of inspection. From review of the roster a person in charge was present daily.

(2) Following a review of previous inspection information, information available on inspection and discussion with the person in charge it was determined that six new staff members had been employed since the previous inspection. All six of these new staff members work directly with the children. Two students also worked in the service. A total of eight files were reviewed on inspection.

(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.

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(c) Garda vetting was available on file for the registered provider, 19 of the staff members and 2 students working in the service. Garda vetting had been renewed, in compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

(d) Police vetting documentation was available for two new staff working in the service, who had lived outside of the state for a period of longer than six months.

(4) Certificates of qualifications for the staff working with pre-school children were available on file demonstrating that they held a qualification at level 5 and above on the National Framework of Qualifications.

Non-Compliance Information

(2) (c) There was no Garda vetting for two of the new members of staff employed in the service. An Immediate Action Notice (IAN) was issued. The registered provider informed the Early Years Inspectors that these staff members would not be working in the service until their Garda vetting disclosure was returned.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Garda vetting was applied for and received for two staff members. All staff will receive vetting prior to employment.

Supporting documentation submitted

A copy of the Garda vetting for both staff members was sent to the Early Years Inspector.

Summary Comment

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

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

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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, provide assistance to the person in charge in operating the service is, at all times, within close distance of the service and available to attend the service to assist the person in charge in the event of an emergency.

Compliance Information

(1) At the time of inspection, there was an adequate number of adults responsible for the direct care of the children.

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

Morning:

- Wobbler 1: 5 children cared for by 1 staff member.
- Wobbler 2: 4 children cared for by 1 staff member.
- Toddler 1: 6 children cared for by 1 staff member.
- Toddler 2: 13 children cared for by 3 staff members.
- Pre-school: 9 children cared for by 3 staff members.
- Montessori 1: 19 children cared for by 2 staff members.
- Montessori 2: 16 children cared for by 4 staff members.

Afternoon:

- Wobbler 1: 5 children cared for by 1 staff member.
- Wobbler 2: 5 children cared for by 1 staff member.
- Toddler 1: 6 children cared for by 1 staff member.
- Toddler 2: 10 children cared for by 2 staff members.
- Pre-school: 7 children cared for by 3 staff members.
- Montessori 1: 14 children cared for by 2 staff members.
- Montessori 2: 12 children cared for by 4 staff members.

(8) Documentary evidence indicated that there were always at least two adults on the premises while children were in attendance.

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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.*

(3) A record referred to in paragraph (1) shall be open to inspection on the premises, and the documents and records referred to in paragraph (2)(a) shall be open to inspection whether on the premises or elsewhere, by an authorised person.

Compliance Information

(1)

- (h) Detailed daily attendance of each child was available.
 - (i) A detailed staff roster was available.
 - (k) A total of 20 accident and incident records were sampled and deemed satisfactory.
- (3) The written records were available on the premises for inspection by an authorised person.

Non-Compliance Information

- (j) Signed medical consent was not obtained on all medication used for individual children

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Medication consent has been signed by parents. Going forward all medical consent will be signed on the electronic application.

Supporting documentation submitted

Photographic evidence was submitted.

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Summary Comment

Corrective actions have been accepted and will be assessed in practice on next inspection.

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) The following observations and discussions with staff reflected the children's experience within the service on the day of inspection.

Basic needs:

The children in each room enjoyed freedom of movement both indoors and outdoors. The outdoor area was divided into five distinct areas to allow different age groups of children to play safely outside at the same time. Staff made every effort to ensure the children got to play outside on the day of inspection even though the weather was changeable.

The children's drink bottles were stored on low level tables in most rooms where the children could access them easily when required. The children and staff sat together at meal and snack times. Children were given as much time to eat as they needed. Meals were relaxed and sociable experiences for the children.

There were cosy rest areas in or near each activity room with a combination of floor mats, vinyl or fabric covered sofas, cushions and blankets. The children could rest and relax in the cosy area when they wanted to. Camp beds with individual sleeping bags were available for the older children who had a daytime sleep after dinner time. Cots were available in sleep rooms off the Wobbler rooms for the younger children to sleep according to their individual sleep needs and routines.

Children were supported in their learning and development of self-care skills according to their age and stage of development. For example, the children in the Toddler rooms were learning to feed themselves and some were being toilet trained, while the older children were mastering putting on their coats and washing their hands by

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themselves. All children were supported to tidy-up after themselves at transition times such as from play time to mealtimes.

Physical and material environment:

Sanitary accommodation was accessible directly off each of the downstairs activity rooms. There were seven main activity rooms in the service, each designated to a different age group of children. The rooms were well resourced with toys, materials and furniture suitable to the age and stage of development of the children who used the room. Interest areas available in each room included home corner, library, and labelled low-level shelving which provided children with access to a wide selection of activities. Each of the downstairs activity rooms had direct access to the outdoor area. The children's artwork was displayed on the walls of the service. The children's Valentines crafts were also displayed on the walls. Pictograms timetables were used in some of the rooms displayed at the children's eye level so that they could see what was happening next. The environment was inclusive and representative of the children attending the service, with images of the children and their families and birthday charts displayed.

The resources available to the children included materials that the staff had made to support the children's learning. In both the Pre-school room and Montessori room 1 the children requested the 'colour shop' song and game. Staff had made cloud shapes in a variety of colours and laminated them. The children were asked in turn to find a named colour. This game was made more challenging for the older children by adding in colour shades which included: navy, mustard, khaki, turquoise, lilac, indigo and gold.

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 provided snacks and meals for the children who attended the service. The snack served on the day of inspection consisted of crackers, cheese and raisins with water served to drink. There was a four-week rolling menu in the service. On the day of inspection there was cottage pie, vegetables and mash for the younger children. For the other children there was beef lasagne, garlic bread and wedges. There was a wide range of snacks which were rotated daily for the children. They consisted of fruit scones, apple sauce and custard, fruit

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smoothies, homemade pancakes and fruit, fruit and yogurt and beans on toast. Children could bring their own food from home if they wished to do so. Children had access to their water bottles/beakers and were able to get a drink throughout the day. Perishable foods were stored in fridges available throughout the service. Staff sat with the children during snack time to supervise them, encourage conversation and to help if needed, for example pouring/opening yogurt.

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 main door to the premises was locked and needed to be opened from the inside. Staff were required to answer a call bell system to grant access to the preschool area, therefore children could not exit the service unsupervised and unsupervised visitors could not enter. The outdoor play areas were secured to prevent children leaving the area. The kitchen area was inaccessible to children and situated away from the classrooms. Pinch guards covered the hinges on the doors to prevent injury to children. Handrails were present at two heights in the stairway, and the area was well lit. All blind cords were securely mounted out of reach of children. All cleaning agents were stored inaccessible to children.

Infection control:

There were designated children's toilets available off each classroom. Designated staff toilets were also provided. Tables were disinfected after eating by staff. Perishable foods were stored in a fridge in the service.

Safe sleep:

There were designated sleep rooms in the premises for children to sleep during their attendance in the service. Standard cots were provided, which were designated to individual children who required naps during their time spent in the service. The service had a safe sleep policy. Children were monitored while they slept, and physical checks were carried out at 10-minute intervals. These checks were recorded on individual sleep records for each child on an electronic application. The services sleep policy was displayed in the sleep rooms.

Fire safety:

Fire exits were found to be unobstructed on the day of inspection.

There were fire evacuation procedures displayed in a prominent area within the service.

Non-Compliance Information

Infection control:

1. The toilet rolls in the bathrooms were loose and not placed on a toilet roll dispenser. This posed a risk of cross contamination.
2. There were no paper towels present in several of the toilets; therefore, the children could not dry their hands after washing.
3. Open bins were present in some of the rooms this posed a risk of cross contamination. Foot operated pedal bins were not accessible in all rooms of the service to reduce the risk of cross infection.
4. Mattress/ mattress covers on some of the cots were not waterproof and therefore could not be adequately cleaned which posed as risk of cross contamination.
5. Toys were stored in one of the toilets this posed a risk of cross contamination.
6. There were no aprons available for staff in two of the nappy changing areas.
7. The couch vinyl was split on some of the equipment in the Wobbler rooms. This posed a risk of cross contamination due to not being able to be cleaned properly.
8. The nappy changing matt had exposed foam on it in the Toddler 2 changing area. This posed a risk of cross contamination due to not being able to be cleaned properly.
9. There was exposed chipboard in the Toddler 1 room. This posed a risk of cross contamination due to not being able to be cleaned properly.
10. The couch present on the upstairs landing had torn arms where the foam was exposed. This posed a risk of cross contamination due to not being able to be cleaned properly.
11. There was no hot water available at the sinks to support hygienic hand-washing between 11:00 and 12:15. It is acknowledged that staff said there was hot water available in the morning and it would heat up again in the afternoon.

Action submitted by the Registered Provider

Corrective Action

Infection control:

The following actions were undertaken to address the infection control non-compliances:

1. All toilet paper was placed in dispensers.
2. Paper towels are available in all dispensers.
3. Bins replaced with pedal bins.
4. Mattress covers placed on all cots.

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5. Toys removed from sanitary accommodation.
6. Aprons available for staff in all bathrooms.
7. Vinyl couch removed and a new one ordered.
8. Nappy changing matt replaced.
9. Exposed chip board covered.
10. Upstairs couch removed and replaced with chairs.
11. Hot water left on permanently to ensure constant supply of warm water.

Preventive Action

The Health and Safety officer has been informed of findings and this is part of their working week to ensure all the above is correct.

Supporting documentation submitted

Infection control:

Photographic evidence was submitted to the Early Years Inspector.

Summary Comment

Corrective actions have been accepted and will be assessed in practice on next inspection.

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

- (2)(a) There was a suitably equipped first aid box stored in an easily accessible position.
 (b) The first aid box was available to the children attending the service.

Non-Compliance Information

- (1) There was no person available to the children who was trained in First Aid Response (FAR) in the service on the day of inspection. It is acknowledged there were nine staff trained in paediatric first aid available to the children.

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It is acknowledged that the registered provider responded promptly to outline steps the service planned to address the non-compliance found on the day of inspection.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

A First Aid Response refresher course was booked for Monday the 16th of February 2026.

Supporting documentation submitted

First Aid Response course has now been completed. Confirmation of same has been sent to the inspector.

Summary Comment

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