

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2017KE508			
Name of Service:	Sticky Fingers Childcare Centre			
Address of Service:	St. David's, Dublin Road, Naas, Co. Kildare			
Eircode:	W91 X566			
Name of Registered Provider:	Michele Cassidy			
Service type:	Sessional			
Date of Inspection:	12/01/2026			
No of pre-school children:	AM	54	PM	n/a
Address of the Early Years Inspectorate:	Early Years Inspectorate, Suite 7, Vista Primary Care, Ballymore Eustace Rd, Naas, Co Kildare			
Inspection undertaken by:	R. Brien			
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	N/A			

Description of service

Sticky Fingers Childcare Centre is a sessional service which provides care to children aged 2 to 6 years. Sessional care is provided from 09:15 to 12:15 Monday to Friday.

The service operates from a former primary school in Naas town in Kildare. There are four care rooms in the service. There are three care rooms in the main building and a prefabricated building to the rear of the premises where the fourth care room is located. Room 1 caters for children aged 3 to 4 years. Room 2 caters for children aged 3 to 5 years. Room 3 caters for children aged 4 to 5 years and Room 4 caters for children aged 2 to 3 years. There are three outdoor play areas on the premises. One at the front of the premises and two to the rear of the premises.

The service is also registered to provide school age childcare.

Staffing

The service currently employs 20 staff including the registered provider, a manager, a cook and 10 staff members who work with school aged children.

There were 8 staff working directly with the children during the inspection who were supported by the registered provider and the manager.

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/ records/ health, welfare and development of child and safety. The inspection may also focus on other areas as required.

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

- 9 (1)(a)(b),(2)(a)(b)(c)(d),(4) – Management and recruitment,
- 11 (1),(3) – Staffing levels,
- 16 (1)(k) – Record in relation to pre-school service,
- 19 (1)(a)(b) – Health, welfare and development of child,
- 23 – Safeguarding, health, safety and welfare of child,
- 24 (1) – Checking in and out and record of attendance,
- 25 (1),(2) – First aid,
- 26 (1),(4) – Fire safety measures.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under the following regulations;

- 16 (1)(k) – Record in relation to pre-school service,
- 19 (1)(a)(b) – Health, welfare and development of child,
- 23 – Safeguarding, health, safety and welfare of child,
- 24 (1) – Checking in and out and record of attendance.

As a result, the scope of the inspection included Room 3 and Room 4.

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 registered provider did not notify the Agency in advance of implementing changes to the service's details. The service was registered initially to operate from the three care rooms in the main building. However, on inspection the service was found to be operating a sessional care room from the prefabricated building at the rear of the premises.

The Change in Circumstances process to rectify this is currently ongoing.

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

(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.*

(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)(b)

The service had a designated person in charge and a named person to deputise as required who were both on the premises throughout the inspection.

(2)

The inspection focused on the recruitment records for three staff employed since the last inspection on 11 January 2024. Regulation 9(2)(c) was reviewed in respect of these three adults and seven other adults who work in the service. Documentation was reviewed in respect of these adults and met regulatory requirements as follows.

(a)(b)

Of the six validated, written references that were required, four were available from a past employer and one was available from a reputable source.

(c)

Garda vetting disclosures had been obtained for 10 adults. However, 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 for one adult. Please refer to the information outlined under regulation 23 of this report.

(d)

Police vetting was required for two adults and was available for these adults who had lived outside the state for a period exceeding six months as an adult.

(4)

Records were available evidencing that the three staff members who were employed to work directly with the children held the required qualification or equivalent.

Non-Compliance Information

(2)(a)(b)

Through a review of documentation, it was evident that there was no second reference available in respect of one adult employed to work in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b)

We have followed up and received a second reference. In future we will ensure anyone carrying out reference checks is aware that they have two references/reference checks from two different workplaces. This will also be double checked by the manager on duty at the time.

Supporting documentation submitted

Written evidence was submitted to demonstrate the corrective and preventive actions submitted by the registered provider.

Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address this non-compliance.

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.

(3) Subject to paragraph (5), a registered provider of a sessional pre-school service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 2 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) therefore at that reference number is satisfied.

Compliance Information

(1)

An adequate number of adults were working directly with the children at all times during the inspection.

(3)

The minimum ratio of adults to children for sessional care services was adhered to at all times during the inspection. There were 54 children attending being supervised by 8 adults on the day of inspection.

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)

A sample of 10 accident and incident records were reviewed. These records were signed by staff and parents and were completed appropriately.

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

(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)(a)(b)

The service had a healthy eating policy in place and staff reported that children bring their lunch in from home. Lunch took place at 10:30. Staff sat with children during lunch and children were observed engaging in conversation with their peers and staff during their meal. Lunch time was observed to be a relaxed, sociable occasion with children given time to finish their meal. Children were given water with their meal.

Children were given responsibility appropriate to their age and were encouraged and supported to be independent. The inspector observed children cleaning up after their play and lunch, putting on their own coats

and using the toilet independently. Staff provided an appropriate level of supervision whilst supporting the children's independence during play and lunch time.

Staff displayed warmth and sensitivity during all interactions with the children throughout the inspection. Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff were observed to use gentle tones and praise when promoting positive behaviour in line with the service's behaviour management policy. Transitions within the service were managed well and children appeared to be familiar with the daily routine. The atmosphere in the service appeared calm and relaxed.

Staff described how they communicate with parents daily about their child at arrival and collection time.

The care rooms provided a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials providing children with the freedom to play and explore. Areas of interest included small world toys, construction toys, jigsaws, art areas, rest areas with books and home corners. Family photos and children's artwork were displayed in the care rooms.

The environments were laid out to support the children's independence. Play materials were observed to be accessible to the children on low level shelving. Low level tables, chairs and coat hooks were available in the care rooms.

There were three outdoor play areas on the premises. One at the front of the building and two at the rear of the premises. A range of developmentally appropriate play equipment was provided in the outdoor play areas. All children were provided with the opportunity to play outdoors and were dressed appropriately to the weather. Children were observed to be engaged in their play with adults supporting them as needed.

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.
- Cleaning agents 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. The children were supported to wash their hands at regular intervals including before lunch.
- An infection control policy was in place to inform practice. The premises, equipment and materials appeared clean and maintained in good condition.

Fire Safety:

- All fire exits were clear of obstruction.

Non-Compliance Information

General Safety:

1. Garda vetting was available for one staff member. However, this vetting disclosure was not dated within the previous three years in adherence with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.
2. In Room 3, a plastic construction work bench was observed to be cracked exposing sharp edges posing a risk of injury to a child.

Infection Control:

3. In Room 4, the waste bin used for general waste was not a pedal operated bin posing a risk of the transmission of infection.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Garda vetting was submitted, we are awaiting for it to return. Take note of registered providers date of new Garda Vetting once received and document it in the diary for management to remind her to follow up on her Garda Vetting before it expires.
2. We removed the broken construction bench from the room. We will ensure we are extra vigilant when carrying out our room risk assessment in the mornings, management checking rooms as well as staff.

Infection Control:

3. The bin was a pedal bin but pedal was broken so we replaced it. Ensure that staff members note on risk assessment of any items broken in their room. Management have also started carrying out risk assessment checks in the morning to ensure nothing is being missed.

Supporting documentation submitted

General Safety:

No supporting documentation submitted.

Infection Control:

No supporting documentation submitted.

Summary Comment

The corrective and preventive actions as stated by the registered provider have been deemed to address these non-compliances.

Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.

Compliance Information

(1)
The registered provider ensured that each child was checked in and out of the service. This was confirmed by the written attendance records maintained in the care rooms.

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)

A person trained in first aid was immediately available to the children at all times on the day of inspection.

(2)

(a) First aid boxes were safely stored in an easily accessible and conspicuous location within the care rooms.

(b) A first aid box was available to the adults and children in the service at all times.

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 detailing monthly fire drills that had taken place in the service. The last fire drill was carried out on 17 December 2025.

(b)

The number, type and maintenance record of firefighting equipment and smoke alarms on the premises was available. There was a record to show that the firefighting equipment had been serviced on 16 October 2025, and that maintenance of the smoke alarm system had taken place in January 2026.

(4)

The procedures to be followed during a fire drill and in the event of a fire were displayed in conspicuous locations within the service.