

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2023CC003		
Name of Service:	Fermoy Community Preschool and Afterschool CLG		
Address of Service:	C/O Presentation Primary School, College Road, College Road, Fermoy, Co Cork		
Eircode:	P61 N562		
Name of Registered Provider:	Karina Murphy		
Service type:	Sessional		
Date of Inspection:	13/04/2026		
No of pre-school children:	AM	20	PM N/A
Address of the Early Years Inspectorate:	13 Market Square Mallow Co Cork P51DD5Y		
Inspection undertaken by:	B Fraher		
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).

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Description of service

Fermoy Community Preschool and Afterschool CLG is a sessional service which operates from a room located at the front of Presentation Primary School in the town of Fermoy, County Cork.

While registered to accommodate children aged from 2 to 6 years of age children currently attending are aged from 3 years 8 months to 4 years 9 months old. The service is open Monday to Friday, and the Early Childhood Care and Education (ECCE) is facilitated between the hours of 9:00 and 12:00, 38 weeks of the year.

It consists of an office, a locked storage cupboard, a large classroom off which, a sensory room, an extended area for messy play, a kitchen, an adult toilet with a nappy changing unit and two children's toilets are located.

Children have access to a shared outdoor play area. Car parking is located to the front and side of the school grounds. A school age service is in operation in the afternoons.

Staffing

There is a total of 12 adults employed by the service which includes the register provider. The registered provider is service based between two services in the town. On the day of inspection, five adults were present in the service working directly with the children. One student was on work placement in the service. On the day of inspection, the registered provider came to the service to facilitate 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

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This inspection was unannounced and focused on the area of governance/ health, welfare and development of child/ safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under Regulation 9: Management and recruitment, Regulation 11: Staffing levels, Regulation 19: Health, welfare and development of a preschool child, Regulation 23: Safeguarding health, safety and welfare of child, Regulation 24: Checking in and out and records of attendance, Regulation 25 First aid and Regulation 26 Fire safety measures, however on inspection additional non-compliances which posed a risk were identified under Regulation 8: Notification of changes in circumstances. These findings are outlined within the relevant regulations within this report.

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

A referral has been sent to Service Operating Outside of Registration (SOORS). Further information is available under Regulation 8 of the report.

Acknowledgments

The inspector wishes to acknowledge the cooperation of the children, registered provider, person in charge and staff who were present on the day of the inspection.

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Statutory Notices

Notice	Date Served	Detail
Improvement Notice IN1902	13/04/2026	One staff member not on duty on the day of inspection did not have the required police vetting translated.
Status	The registered provider submitted a written response with detailed corrective and preventive actions, which were accepted by the Inspectorate.	

Part II - Registration and Register

Regulation 8 - Notification of change in circumstances

(1) A registered provider of a pre-school service other than a temporary pre-school service shall, subject to paragraph (3), notify the Agency in writing of any proposed change in the details in relation to the pre-school service contained in the register pursuant to section 58C(2) of the Act or Regulation 7(2) at least 60 days before it is proposed that the change would take effect.

Non-Compliance Information

(1) The registered provider had not notified the agency of the change to the designated person in charge in the service. On discussion with the person in charge on the day of inspection, the named designated person in charge had left the service at an unknown date in 2025. A referral was submitted to SOORS.

Corrective & Preventive Action submitted by the Registered Provider

The following response was received from the registered provider:

Corrective and Preventive Action:

The change to the person in charge was submitted and approved and the team are aware of protocols to make changes in the future if needed.

Supporting documentation submitted

Evidence of the email for change in circumstances and staff meeting notes were received.

Summary Comment

The action taken by the registered provider has addressed the non-compliance identified under Regulation 8.

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.*

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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 on the day of inspection and a named deputy, who could deputise as required.*
- (b) The person in charge and the deputy were on duty at the service when the inspectors arrived. The staff roster indicated that either the person in charge or the deputy were on duty at all times, during the hours of operation.*

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- (2) The recruitment records in relation to 12 adults attached to the service were the subject of the inspection, one of whom was a student.
- (a) Of the 24 required references, 13 were from previous employers, with required records of validation on file.
- (b) Of the 24 required references, 11 were from sources other than previous employers, with records of validation on file.
- (c) Garda vetting disclosures had been obtained and were on file for each of the 12 adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.
- (d) Police vetting records, with certified translations, were available on file for three of the four required adults, who had lived outside the State for a period of six consecutive months or longer, as adults.
- (4) Records demonstrated that nine adults had achieved a major award in Early Childhood Care and Education, at level 5 to 8 on the National Framework of Qualifications, or qualifications deemed to be equivalent. One staff members held a letter of qualification recognition, from the Department of Children, Disability and Equality. One adult working in school age care and one student did not require evidence of a qualification.

Non-Compliance Information

- (2)
- (d) See statutory notice section in relation to Improvement Notice IN1902 served.
- (3) Translated Police vetting for one adult as listed to be required in paragraph (2) was not carried out prior to the adult being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

Corrective & Preventive Action submitted by the Registered Provider

The following response was received from the registered provider:

Corrective and Preventive Action

The police vetting is now translated. All staff files were checked to ensure all translations were completed. All new staff will have translations completed prior to commencement of work.

Supporting documentation submitted

Translated police vetting received.

Summary Comment

The action taken by the registered provider have addressed the non-compliance identified under Regulation 9.

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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) At the time of inspection, there was an adequate number of adults responsible for the direct care of the children in attendance at all times.

(3) The service exceeded the minimum ratio required as per regulation in the care room. The 20 children attending the service were supervised directly by 5 adults.

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:

- While some parents and guardians provided snacks, all children were provided with snack through Bia Blasta. These were observed to be healthy and nutritious. The service provided the children with toasted ham and cheese sandwiches, beans, toast, raisins, pears and oranges. Other children brought in yogurts, strawberries, cucumber and rolls.
- Each child had access to a personal individual water bottle which were easily accessible from the fridge in the care room.

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- Appropriate cutlery and crockery were available in the care room for each child.
- Snack times were observed to be relaxed and social occasions, as the children chatted freely with one another. The adults remained with the children, helping and assisting as needed and joined in the various conversations, which helped to create an unhurried environment.
- The location of the sanitary facilities allowed children independent access, as needed. The adults supervised the children and assisted as required. During discussion with staff, the inspector was informed that nappy changing was occasionally needed in the service and not every day. On the day of inspection, no child required a nappy change.
- The adults interacted with the children in a warm and caring manner. For example, calm tones of voice were used, and children were guided and praised during activities and routine tasks.
- A designated cosy area was available, which encouraged the children to relax and opt out of scheduled activities, as necessary.
- The care room afforded children adequate space to move freely and to engage in a range of activities. More active play and movement was facilitated in the outdoor environment. While outdoors, the children were noted to be dressed appropriately in coats. The adults observed and assisted children during play.
- Appropriate seating was available in the form of low-level tables and chairs.
- Self-help skills were encouraged by the adults who praised each child's efforts. Examples included children returning lunch boxes to their bags for home and zipping up their coats. Staff were nearby to help those who required assistance.
- In conversation, the adults stated that the service communicated with parents and guardians by phone, text message, email or face to face at drop off or collection and offered discussion time in private if wished. A digital application was also used.

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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.

Compliance Information

General safety:

- The entrance door was secured appropriately. This restricted unauthorised access to the building and helped to prevent the risk of children exiting unsupervised.
- The windows in the care room were adequately secured to ensure the safety of the children.
- Cleaning agents were stored out of reach of the children.
- The toys and play equipment assessed in the indoor and outdoor area were in good condition.
- The outdoor area was enclosed in a concrete and timber fence. It was observed to be a safe and secure space for the children with a metal gate to exit.
- There were no cables or trailing flexes observed to be accessible to the children on the day of inspection.

Infection control:

- Handwashing facilities were accessible to the children with warm running water, liquid soap and paper towels.
- Children were observed to wash their hands before snack and after using the sanitary facilities.
- Lidded pedal bins were in use for the disposal of waste in the care room.
- Children's coats and bags were stored off the ground.
- A refrigerator was available for the storage of perishable foods.
- The children's nappies, wipes and barrier creams were maintained in a clearly labelled storage area.

Administration of medication:

- The registered provider informed the inspector that no regular medicine was being administered to a child currently in the service. Temperature reducing medicines were stored out of reach of the children and the observed medicine was in date.

Fire safety:

- Fire exits were noted to be free from obstruction.
- Fire extinguishers were secured to the walls.

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Outing:

- The registered provider informed the inspector that no outings had been conducted this year and the service has one outing yearly with a risk assessment completed prior to this occurring. On discussing the risk assessment with the registered provider, a number of strategies were in place to mitigate identified risks to the children.

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.

(3) A registered provider shall ensure that

(b) a daily record in writing is kept of the entry on the premises of any such person.

Compliance Information

(1) Records confirmed that each child was checked in on arrival at the service and checked out on departure by the registered provider.

(3)

(b) A visitors record book was used to record all persons entering the premises. The inspector signed in on arrival and out on departure of the service.

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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) Up to date records of First Aid Response (FAR) certification were in place for 1 of the 12 adults, who worked at the service and 10 further adults had recently completed FAR training, with certs awaited.

(2)

(a) There were two sufficiently stocked first aid boxes available, which were safely stored out of reach of children.

(b) The first aid supplies were always accessible, should they be required.

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) The monthly fire drills were recorded in writing. The most recent fire drill was noted to have been undertaken on 11 March 2026.

(b) A record which contained details regarding the number and type of firefighting equipment was on file.

The firefighting equipment was last checked on 25 September 2025.

(4) A notice, which outlined the steps to be taken in the event of a fire, was displayed on the wall in the premises.

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Non-Compliance Information

(1)

(b) The service had no records available of maintenance carried out on the smoke alarm systems. This posed a safety risk to both staff and children in the event of an emergency.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The registered provider submitted the smoke alarm maintenance certificate on the 30 April 2026. It is acknowledged that this was completed prior to the inspection date on the 27 January 2026.

Supporting documentation submitted

Copy of the smoke alarm maintenance certificate was received.

Summary Comment

The response from the registered provider has addressed the non-compliance identified under Regulation 26.