

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2023DS002		
<b>Name of Service:</b>	Evergreen Montessori		
<b>Address of Service:</b>	16 a Mountdown Rd, Terenure, Dublin 12, Co. Dublin		
<b>Eircode:</b>	D12 FY66		
<b>Name of Registered Provider:</b>	Katie Healy, Sophie Hughes		
<b>Service type:</b>	Full Day, Part Time, Sessional		
<b>Date of Inspection:</b>	17/09/2025		
<b>No of pre-school children:</b>	AM	29	PM 22
<b>Address of the Early Years Inspectorate:</b>	The Early Years Inspectorate, Tusla Child and Family Agency, Loughlinstown Health Centre, Loughlinstown Drive, County Dublin.		
<b>Inspection undertaken by:</b>	Olivia Quill		
<b>Title:</b>	Early Years Inspector		
<b>Authority to Inspect</b>			
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>	Not applicable		

### Description of service

Evergreen Montessori is a privately owned service and was established in 2023. The early years service operates Monday to Friday from 08:30-18:00 and is registered to provide full-day, part-time and sessional education and care to children. Children who are enrolled in the service are aged 2 years 6 months to five years. The service participates in the Early Childhood Care and Education (ECCE) scheme and is also registered for a school age service. The service is located in a purposely adapted premises within a residential area in Terenure South Dublin. Care of the children is facilitated between two care rooms named the Holly and Willow room. An outdoor area is available for children at the rear of the premises.

### Staffing

There are six staff members employed to work in the service. Four staff members worked directly with the pre-school children and the registered provider was available to provide additional support.

### 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 and safety. The inspection may also focus on other areas as required.

Compliance was assessed under the following regulations:

9(1)(a)(b), (2) (a)-(d) and (4) Management and Recruitment,

11(1), (2) Staffing Levels,  
19(1)(b) Health, Welfare and Development of Child,  
23 Safeguarding, Health, Safety and Welfare of Child,  
25 (1), (2)(a), (b) First aid  
26 (1)(a), (b) and (4) Fire Safety

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)(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 included a review of files for three new adults who commenced working in the service since the last inspection. Garda vetting was reviewed for all adults employed in the service.

(a) Written validated references from a past employer were available.

(b) A second written validated reference for one adult was from another source where they had only one previous employer.

(c) Garda vetting disclosures were available for six adults employed in the service. Five of the Garda vetting disclosures had been renewed in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.

- (d) Police vetting was available for two adults who had lived outside Ireland for longer than six months.
- (4) Records were available evidencing the adults employed to work directly with the children held the required qualification or a qualification deemed by the Minister to be equivalent.

### Non-Compliance Information

(2)(d) The service obtained police vetting for a staff member who had lived in Spain; however, a more comprehensive level of police vetting was required and was not available.

### Corrective & Preventive Action submitted by the Registered Provider

#### **Corrective and Preventive Action**

This staff member has since left the service as of the 6th of October 2025. For any new staff members coming from Spain we have requested they specifically obtain the required vetting.

#### **Supporting documentation submitted**

Written record.

### Summary Comment

The corrective and preventative action as stated by the registered provider has addressed the non-compliance. The Regulatory requirement has been met.

## 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) An adequate number of adults were working directly with the children at all times during the inspection.
- (2) The minimum ratio of adults to children for full day care services was adhered to at all times during the inspection. Twenty nine children who attended the service were supervised by four 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-*

*(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)(b) The registered provider confirmed all snacks and a hot meal are provided by the service daily. An external catering company supplies the main meal and is re-constituted on site. For morning snack children were offered carrot sticks, sliced banana, houmous and crackers. Suitable cutlery was provided and children helped themselves to the snack. Each children had their own individual water container and water was freely available to children who did not have a water container. There was a calm atmosphere in the service, snack time was sociable children and staff sat together and engaged in conversation. Children were given plenty of time to enjoy their food and additional crackers were offered.

Staff demonstrated warmth and kindness during all interactions observed by the inspector. This included supporting children, offering reassurance and praise during play. The children appeared happy and content at music and painting. Children's independence was encouraged including using the toilet, tidying up after activities and caring for their belongings. Staff reported none of the children attending sleep but suitable mats are available if a child is tired. Staff explained they communicate daily with parents as they bring and collect their children from the service. All children had an opportunity to spend time in the outdoor area. During this time children moved freely playing games with each other, enjoying messy play and using the equipment provided.

### 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 front door to the service was secure and an intercom system was in place to prevent unauthorised access and children could not leave unsupervised. Appropriate measures had been taken to safeguard the children. Cleaning products and medication were kept out of children's reach.

##### Infection Control:

The premises and equipment appeared clean and well maintained. A record of cleaning was available and completed. Sanitary facilities were equipped to support handwashing. Staff supported children to wash their hands after toileting, after outdoor play and before meals. Suitable pedal operated bins were provided for the disposal of waste.

##### Administration of Medication:

Staff demonstrated an understanding of the procedures to follow in the event medication was to be administered. A sample of ten completed medication record forms were reviewed. These had form were completed correctly and signed by the person who gave the medicine, a witnessing staff member and the child's parent / guardian.

##### Fire Safety:

Fire exits were clearly marked and unobstructed.

#### Non-Compliance Information

##### General Safety:

1. A Garda vetting for one adult had not been renewed in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.

#### Action submitted by the Registered Provider

##### Corrective & Preventive Action

##### General Safety:

1. Garda vetting has been applied for through the Tusla registered provider portal and is currently in progress.

## Supporting documentation submitted

### General Safety:

Written records.

## Summary Comment

The corrective and preventative action as stated by the registered provider has addressed the non-compliance. The Regulatory requirement has been met.

## 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) The registered provider ensured that a person trained in first aid for children was available at all times.

Evidence provided demonstrated three staff members who were present had current First Aid Responder training certifications. Two of the certificates were valid until 18 July 2027 and one until the 05 August 2026

(2)(a), (b) A suitably equipped first aid box was safely stored in an easily accessible and conspicuous place in both Montessori rooms and was available to the children attending 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 registered provider confirmed a fire drill for the new term has not been completed yet. The last fire drill had been recorded as undertaken on the 07 August 2025.
- (b) The number, type and maintenance record of firefighting equipment and smoke alarms on the premises was available. The maintenance records for the fire equipment was dated the 20 February 2025 and the smoke alarm system was dated 24 April 2025.
- (4) The procedures to be followed during a fire drill and in the event of a fire were displayed in a conspicuous location within the service