

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2024DR001		
Name of Service:	Play and Learn Childcare and Education		
Address of Service:	Glenamuck Manor, Carrickmines, Dublin 18, Co. Dublin		
Eircode:	D18 H57X		
Name of Registered Provider:	Allison Farrell		
Service type:	Full Day		
Date of Inspection:	16/02/2026		
No of pre-school children:	AM	63	PM 62
Address of the Early Years Inspectorate:	Early years Inspectorate, Tusla Child and Family Agency, Loughlinstown Health Centre, Loughlinstown, County Dublin.		
Inspection undertaken by:	Olivia Quill, Rachael Duff		
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	Not applicable		

Early Years Inspectorate Regulatory Report

Pre School

Description of service

This private childcare service is one of four services operated by the registered provider in the Dublin and Kildare regions. The service is registered to provide full day care for pre-school children and operates Monday to Friday between the hours of 07:30 -18:30.

The premises is located in a purpose-built facility at ground floor level in a residential development in Carrickmines south county Dublin. Six care rooms are available. Wobbler 1 & 2 rooms catered for children aged 1 year to 16 months. Toddler 1 & 2 rooms catered for children aged 18 months to 2 years of age. Junior preschool catered for children 3 to 4 years of age and the Pre School room caters for children aged 3 to 5 years of age. A separate cot room was provided. The children have access to a fully enclosed outdoor play area which is directly accessed from three of the care rooms.

Staffing

There are currently 24 adults employed to work in the service including the head of operations, cook and domestic worker. On the day of inspection there were 21 adults present including, 18 adults working directly with the children, the person in charge, the cook and the head of operations. The registered provider does not work in the preschool service.

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

Early Years Inspectorate Regulatory Report

Pre School

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.

A sampling process was used to assess compliance under regulation 15(1)(a) -(i) record of a pre-school child, regulation 16 (1) (h)-(k) record in relation to pre-school service and regulation 19 health, welfare and development of child. As a result, the scope of the inspection included the following rooms Wobbler 1, Toddler 1, Toddler 2 and Senior Preschool.

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 inspectors wish to acknowledge the cooperation of the person in charge, head of operations, staff and children who were present on the day of the inspection.

Early Years Inspectorate Regulatory Report

Pre School

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.

(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5;*

Compliance Information

(1)

- (a) The service had a person in charge and a named person to deputise.*
- (b) The person in charge was present at all times during the inspection.*

Early Years Inspectorate Regulatory Report

Pre School

(2) The inspection focused on a review of files for new adults who were employed in the service since the last inspection dated the 10 June 2025. In total 15 adults were employed as detailed below.

(a) & (b) Two written validated references had been appropriately considered for 14 adults.

(c) Garda vetting disclosures were available for 15 adults and Garda vetting had been renewed for 9 adults employed in the service in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.

(d) International police vetting was required and available for 14 adults.

(4) Documentation was available to show 11 new adults employed to work directly with children attending the service held at least a major award at Level 5 or above in Early Childhood Care and Education on the National Framework of Qualifications or a qualification deemed by the Minister to be equivalent. Three adults held letters of eligibility to practise from the Department of Children, Disability and Equality (DCDE). One adult employed was employed for domestic duties and did not require a childcare qualification.

(7)(a) There was evidence to demonstrate adults were provided with appropriate training and induction supports. Staff confirmed that they received a copy of the service policies and procedures by email, and the supervisor reviewed the policies and procedures with them prior to commencing employment. Staff reported staff meetings are held approximately every 6 weeks. The person in charge advised that each room has a designated room representative who meets monthly with management to discuss any issues and to relay information back to staff. Records of individual job chats were available and demonstrated that these were carried out by the person in charge approximately every three months.

Non-Compliance Information

(2)

(a), (b) Two written validated references were not available for one adult.

(3) Documentation reviewed evidenced that the procedures specified above under 9(2) had not been carried out prior to one adult commencing employment in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)

(a), (b) The registered provider obtained two references for the staff member. The registered provider will ensure that references for each employee are obtained prior to them start with us. Management will be engaging in re training in our hiring policy.

Early Years Inspectorate Regulatory Report

Pre School

(3) The registered provider will ensure that the correct hiring procedures are followed.

Supporting documentation submitted

Copies of two references.

Summary Comment

Supporting evidence was submitted in keeping with the actions submitted. 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.

(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,

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. There were 63 children attending the preschool service being supervised by 18 adults on the day of inspection.

(8)(a) The roster provided to the inspectors by the person in charge showed that a minimum of two adults are on the premises at all times during the operational hours of the service.

Early Years Inspectorate Regulatory Report

Pre School

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child's registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

Compliance Information

(1) A sample of 12 records were reviewed for children who were attending the service. The records reviewed contained the following information:

- (a) The name and date of birth of each child.
- (b) The date on which the child first attended the service.
- (c) There was an area on the registration form where the date when a child would cease to attend the service will be recorded.
- (d) The names, addresses and telephone number of parents were recorded and information where parents can be contacted during the hours of operation of the service were also available.
- (e) There was authorisation for the collection of the child.
- (f) The records available supported the recording of any illness, disability, allergy or special need of the child.
- (g) The name and telephone number of each child's medical practitioner was recorded.
- (i) There was written consent for appropriate medical treatment of a child in the event of an emergency.

Early Years Inspectorate Regulatory Report

Pre School

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.*

Compliance Information

- (1)
- (h) Staff used an electronic recording system on the service tablet to record children's arrival and departure times. A record of all children present was maintained by staff.
- (i) The staff roster was available and reflected the adults working in the service on the day of inspection.
- (j) A sample eight medication administration records were reviewed. All forms had signed parental consent and were completed appropriately.
- (k) A sample of thirty accident and incidents 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-

- (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)

Children were observed to be supported in their play throughout the inspection. Staff positioned themselves at the children's level, promoting warm, responsive, and respectful interactions. This approach supported children's sense of security and encouraged positive engagement. Children were given opportunities to choose activities of

Early Years Inspectorate Regulatory Report

Pre School

interest. Some children engaged in constructive play with blocks, while others participated in imaginative and exploratory play with cars. Staff facilitated play by offering encouragement, extending conversations, and supporting peer interactions where appropriate.

A variety of tabletop activities were available throughout the morning, alongside opportunities for outdoor play. Transitions between activities were effectively managed. Children were provided with advance notice prior to changes in routine, allowing them time to prepare and adjust for the next activity as required.

Personal care routines were carried out in a respectful and nurturing manner. Staff supported and encouraged children to clean their hands and face after meals. Nappies were changed as required, with staff speaking kindly to children and encouraging conversation during care routines.

Mealtimes were social, staff sat with the children during meals, creating a relaxed and supportive environment. Bibs were provided to younger children to protect their clothing. Children were encouraged to feed themselves, promoting independence and fine motor development. Assistance was provided when required. Drinking water was available in each room and water was served with snacks and meals.

A designated sleep time was implemented after lunch. Staff supported children in preparing for rest by helping them remove shoes and outer clothing to ensure comfort. The sleep environment was calm and soothing, with relaxing music played to support rest. Soothers were provided to children who used them, respecting individual sleep routines and comfort needs.

Staff reported maintaining daily communication with parents at both drop-off and collection times. Verbal updates were provided regarding the child's day, wellbeing, and development. An electronic application was also used to share additional information, including activities completed, dietary intake, and sleep patterns.

Early Years Inspectorate Regulatory Report

Pre School

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 secured to prevent unauthorised access or children leaving unsupervised. A video intercom system was in place to monitor visitors before granting access. The rear outdoor area had a high perimeter wall and a secured gate.
- Medication was stored safely in the manager's office.
- Cord blinds were secured and there were no trailing cables or flexes present.
- The kitchen and storage areas were inaccessible to children.

Infection Control:

- The environment was clean and staff maintained a daily cleaning record.
- Liquid soap, warm water and paper towels were available to facilitate hand washing.
- Waste was properly managed using pedal-operated bins.
- A system was in place for effective sterilisation of soothers and mouthed toys.

Administration of Medication:

- A care plan was available for a child who had a specific medical condition. The medication was clearly labelled and safely stored. Staff were familiar with the procedure to follow in the event of an emergency.

Safe Sleep:

- Staff demonstrated when spoken to that they were familiar with the safe sleep guidelines and they carried out physical checks of sleeping children at 10-minute intervals. The temperature of the sleep rooms was monitored and recorded by staff and maintained at the correct temperatures

Fire Safety:

- The fire exits were clear from obstruction and staff demonstrated an awareness of the procedures to follow in the event of a fire.

Non-Compliance Information

Early Years Inspectorate Regulatory Report

Pre School

General Safety:

1. In the Senior Preschool room, the inspector observed a child independently opening a cupboard secured with a child-proof lock while returning a cloth. Cleaning detergents were stored within this cupboard, presenting a potential safety risk to children. The system in place did not adequately prevent access to hazardous substances and therefore did not ensure children's safety. It's acknowledged upon the matter being brought to the attention of staff, immediate action was taken and a second lock was installed on the cupboard door to prevent access by children.

Infection Control:

2. In Toddler 2 room, a staff member was observed completing a nappy change for a child with a soiled nappy. After removing the soiled nappy and cleaning the child, the staff member did not remove her used disposable gloves. She proceeded to redress the child and then supported the child to wash their hands while still wearing the contaminated gloves. This practice poses a risk of cross-contamination and infection transmission. This practice was not in line with the service nappy changing policy and procedure.

Safe Sleep:

3. Sleep plans were available for 11 children under two years of age who were sleeping on floor beds. Sleep plans reviewed were found to be inadequate. There was no evidence of documented rationale for the use of floor beds. The plans included the child's preferences for example uses soother, likes relaxing music but did not include an assessment of the child's home sleep arrangements or evidence of developmental readiness to transition from a cot. Staff did not complete an individual risk assessment for each child prior to the transition. This was contrary to the service's own "Risk assessment: Transitioning from a cot to a floor bed" which states that a sleep plan incorporating a risk assessment should be completed before moving a child from a cot to a floor bed. While parental consent had been obtained, it was unclear what information informed this consent.

Action submitted by the Registered Provider

Early Years Inspectorate Regulatory Report

Pre School

Corrective & Preventive Action

General Safety:

1. The staff member informed management of this on the day of inspection. Management put a different child lock on the press immediately. Management will remind all staff members the importance of making sure that no child can open the locks on the press and to report to management as soon as they notice if a child can open the press.

Infection Control:

2. Management have spoken to all staff members about the importance of following the correct nappy changing procedure. Management will ensure that this is done regularly with all staff members. We have provided extra training where necessary. Management will review the nappy changing procedure with all staff members at our staff meeting on 24/3/26. Management will ensure that every staff member is reminded to follow each step of the nappy changing procedure.

Safe Sleep:

3. The manager has developed a new Sleep plan for parents to complete. This was created using the QRF template for safe sleep. The manager will ensure these are completed for any child under 2 that is ready to move to a floor bed in consultation with the parent. These individual sleep plans also include an individual risk assessment for each child.

Supporting documentation submitted

General Safety:

Written evidence.

Infection Control:

Nappy risk assessment and copy nappy changing procedure.

Safe Sleep:

Updated copy sleep risk assessment.

Summary Comment

The corrective and preventive actions as stated by the registered provider are deemed to meet the Regulatory requirement. Practice will be reviewed on next inspection.

Early Years Inspectorate Regulatory Report

Pre School

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 had been recorded as undertaken on the 28 January 2026.
 - (b) The number type and maintenance record of firefighting equipment and smoke alarms on the premises was available. The maintenance of the fire equipment and the smoke alarm system had been recorded as undertaken on the 10 January 2026.
 - (4) The procedures to be followed during a fire drill and in the event of a fire were clearly displayed in each care room.