

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2025DS003		
Name of Service:	Lily's Childcare Ltd in Saggart Schoolhouse Community Centre		
Address of Service:	Saggart Schoolhouse Community Centre, School Road, Saggart, Dublin 24, Co. Dublin		
Eircode:	D24 V04D		
Name of Registered Provider:	Eoin Doyle		
Service type:	Sessional		
Date of Inspection:	16/12/2025		
No of pre-school children:	AM	21	PM N/A
Address of the Early Years Inspectorate:	The Brunel Building, Heuston South Quarter, St John's Road West, Dublin 8.		
Inspection undertaken by:	S. Early O'Brien & J.A. McKimm		
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		

Description of service

Lily's Childcare Ltd in Saggart Schoolhouse Community Centre is registered to provide sessional care and is one of two early years' services operated by the registered provider. The premises consists of two purposely adapted care rooms located on the ground floor of the building. Sanitary accommodation for children is located adjacent to the care rooms. The service has access to a large enclosed outdoor play area which is a public playpark and is adjacent to the right-hand side of the building, all of which is owned and managed by South Dublin County Council. Access to the care rooms is via an entrance door located to the right-hand side of the building but can also be accessed through the main building. The service opens for 38 weeks per year and the hours of operation for Early Childhood Care and Education (ECCE) are Monday to Friday from 9:00 to 12:00. School age care is offered by the registered provider in one of the rooms each afternoon.

Staffing

The registered provider employs six adults to work directly with the children in the service which includes one relief staff member. There is also an area manager employed by the company. On the day of inspection, the area manager was present in the service with four staff members who were working directly with the children.

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 announced and focused on the area of governance, health, welfare and development of child.

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

Regulation 9 (1)(a)(b)(2)(3)(4) - Management and recruitment,
Regulation 11 (1)(2)(8)(a) - Staffing levels,
Regulation 19 (1)(a)(b) - Health, welfare and development of child,

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, 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
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(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 person in charge works in the service and there is a named person appointed to deputise as required.
- (b) The person in charge and the company's area manager were present and in charge of the service on the morning of the inspection and present for the duration of the inspection.

(2)

Documentation was reviewed in respect of seven adults and met regulatory requirements as follows:

(a)(b) Fourteen written and validated references were available as required. Eleven were available from a past employer and three from a source other than a past employer.

(c) Garda vetting disclosures had been obtained for all seven staff members.

(d) Police vetting was required for one staff member who had lived outside of the State for a period of more than six months as an adult. On the day of inspection, documentary evidence of police vetting was available for this staff member.

(4)
All seven adults employed in the service held a major award in Early Childhood Care and Education at Level 5 or above on the National Qualifications Framework.

Non-Compliance Information

(3)
The registered provider did not take appropriate measures to ensure that all employees were suitable to work in an early years' service prior to commencing employment. While it is acknowledged that two validated references were available for one staff member employed in the service, both references were validated on 12 November 2025 and 13 November 2025 respectively, but not before the staff member commenced employment on 01 September 2025.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The registered provider has stated that the validation date of both references was recorded incorrectly by the HR department. This issue has now been rectified internally to ensure it won't happen again in the future. To prevent any recurrence of this non-compliance, all references will be verified prior to commencement of new staff, and this information will be double-checked by the Area Manager and HR Manager before being uploaded onto the internal HR system and stored on the staff member's file.

Supporting documentation submitted

Written record.

Summary Comment

The corrective actions as stated by the registered provider have addressed the non-compliance. The Regulatory requirement has been met and will inform the next inspection.

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 was adhered to at all times during the inspection. On the day of inspection there were 21 children attending the service being supervised by 4 adults on the morning of 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*
 - (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)
- Basic Needs**
- Children's care needs were observed to be met promptly in the service. Staff were observed engaging warmly with children when providing this care. Children were encouraged and supported to be independent including cleaning up after their play and meals.
- Healthy eating was promoted in the service and staff reported that all snacks are provided by the parents of the children. Drinking water was accessible to children throughout the morning and all children were given water with

their snack. Children were encouraged to feed themselves and staff supported children who needed assistance. Children appeared happy and content within the care room.

Supporting Relationships

Staff demonstrated a good awareness of the needs of each child in their care and responded to children's cues promptly. Staff interacted warmly with the children throughout the inspection and were observed supporting children in their play. Staff were observed to use encouragement, gentle tones and praise when promoting positive behaviour. Staff provided an appropriate level of supervision whilst supporting the children's independence during play and mealtimes.

Staff described how they record information about each child's learning and development and how this is shared daily with parents through an open-door policy.

Physical and Material Environment

The care rooms were arranged to provide a range of play materials supporting children with the freedom to play and explore. Areas of interest included small world toys, construction toys, jigsaws, a rest area, books, and a home corner. The care rooms provided a range of developmentally appropriate play experiences for the children and were adequately resourced with a variety of materials.

The environment was 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 and chairs were available in the care rooms.

Children had access to an outdoor play area which is a public playground. This area was fully enclosed and located adjacent to the service. The access gate to this area was supervised by an adult throughout inspection. The play area has a variety of age and stage appropriate equipment such as swings, slides, a large sandpit and a mud kitchen. On the day of inspection, children were brought to play in this area and were adequately dressed in coats and hats.

Programme of Activities

Children were observed to make choices on their own play materials within the environment. Children appeared to be familiar with and handled transitions between activities naturally, aware of their leadership roles on the day such as helping to distribute water bottles, snack and other tasks.

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Positive language was observed to be used across the staff team and with the children. Children shared their stories and ideas with the adults regularly and these were responded to. Language development was supported in discussions between the adults and the children, observed both in play and at snack time.