

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY095
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Name of Service:	Hyde & Seek Childcare (Tolka Road)
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Address of Service:	29 abc Tolka Road, Off Clonliffe Road, Dublin 3, Co. Dublin
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Eircode:	D03 FE81
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Name of Registered Provider:	Siobhan Davy
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	05/06/2026
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No of pre-school children:	AM	25	PM	24
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Address of the Early Years Inspectorate:	Ealy Years Inspectorate, Child and Family Agency, Unit 4&5 Nexus Building Block 6A, Blanchardstown Corporate Park, Dublin 15
Inspection undertaken by:	Á Dunne & N McEndoo
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).

Description of service

TÚSLA An Ghníomhaireacht um Leanaí agus an Teaghlach Child and Family Agency	Child Care Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016 QMS Ref: EYI-RRT12.1 V3.0 30/03/2026 Service ID: TU2015DY095	1 of 9
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Hyde and Seek Childcare (Tolka Road) is one of four services operated by the registered provider. The service operates from a purpose-built single storey premises. The early years service provides a full time, part time and a sessional service to children aged from birth to 6 years of age from 8am to 6pm Monday to Friday.

The service comprises of four care rooms in the service - Baby room (1-2 years), Tiny Tots room (1 year 6 months to -2 years 6 months), Toddler room (2-3 years), the Montessori room (3-5 years) and a reception area, an administration office, a separate sleep room, a kitchen for the preparation of meals for the children and an outdoor area to the side of the building.

Staffing

The registered provider employs 12 adults to include the person in charge, the deputy person in charge, a second deputy person in charge from another service when required, eight childcare staff and a chef. The registered provider arrived to the service at 10.05am and was present in the service for the rest of the day of 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

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

The inspection focused on an examination of compliance under the regulations 9, 11, 19, and 32.

A sampling process was used to assess compliance under Regulation 19 Health, welfare and development of child,

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Regulation 11 Staffing levels was assessed across all rooms.

The scope of the inspection included the four rooms - the Baby room, the Tiny-tots room, the Toddler room and the Montessori room.

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

This inspection was triggered by information received by the inspectorate.

Acknowledgments

The inspectors wish 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

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(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.

(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;
- (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and
- (c) these Regulations.

Compliance Information

- (1) (a) The registered provider ensured that the service had a designated person in charge and named person to deputise as required.
- (b) The person in charge was present during the inspection.

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- (c) There was a clear management structure in place with a meet your staff photo wall in the hallway and staff were aware of this.
- (2) It was confirmed by the person in charge that nine new childcare staff members and a chef had been employed in the service since the last inspection on the 9 June 2025. The files of these 10 new staff members were reviewed.
- (a) Fifteen written and validated references were available from a past employer.
- (b) Five written and validated references were available from a source other than a past employer.
- (c) Garda vetting disclosures were available for the ten 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 was available for eight adults who had lived outside of the State for a period of more than 6 consecutive months as an adult.
- (3) The procedures specified in paragraph (2) were carried out prior to any adult being appointed, assigned or allowed access to or contact with a child attending the pre-school service.
- (4) Documentation was available to show that the nine adults who worked directly with children attending the service held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children Disability and Equality.
- (7)(a) Through discussion with the registered provider and from review of documentation made available, new staff members were provided with induction training which included review of the policies and procedures. Through discussion with staff and evidence present, ongoing training for staff was completed. Evidence was also present to demonstrate ongoing supervision at 8 weeks from starting for new staff and again at 1 year from start date was completed. On discussion with recently appointed staff members, the staff members were able to describe the induction process, training received and the system in place regarding the review of the service's policies and procedures.
- Documentary evidence available demonstrated:
- All staff had completed online safeguarding children training either prior to starting in the service or for continuous training.
 - Induction training was completed for all new staff which included review of the policies and procedures used within the service to include nappy changing, fire safety, first aid, handwashing, medication administration, completing room checks, completing outdoor play area checks, hygiene and handling.

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- Training provided on Interactions with children to include talking with children, if a child requires a nappy change, if a child refuses food, if a child is upset, if there is conflict between children and for wiping noses and faces of the children.
- Staff also completed paediatric first aid, manual handling and fire safety training.
- The service undertook meetings with staff to review any issues and to discuss self-assessment forms completed.
- Ongoing training in policies was evident with signed documentation demonstrating recent review of the gate training.

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) The registered provider ensured that there were an adequate number of adults working directly with the children attending the service.

On the morning of the inspection there were 5 adults working directly with 25 children aged between 1 to 5 years and in the afternoon of the inspection there were 7 adults working with 24 children aged from 1 to 5 years.

(2) The minimum ratio of adults to children was maintained during the inspection, as follows:

- In the Baby room, there were 5 children aged 1 year to 2 years being cared for by 1 adult in the morning and 6 children aged 1 year to 2 years being cared for by 2 adults in the afternoon.

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- In the Tiny tots room, there were 5 children aged 1 year to 2 years being cared for by 1 adult in the morning and 6 children aged 1 years to 2 years being cared for by 2 adults in the afternoon.
- In the Toddler room there were 8 children aged 2 years to 3 years being cared for by 2 adults in the morning and 6 children aged 2 years to 3 years being cared for by 2 adults in the afternoon.
- In the Montessori room, there were 7 children aged 3 years to 5 years being cared for by 1 adult in the morning and 6 children aged 3 years to 5 years being cared for by 1 adult in the afternoon.

The registered provider and the person in charge were present in a supportive role were required.

(8)(a) The registered provider ensured that there were at least two adults on the premises at all times.

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.

(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.

Compliance Information

(1)(b) The following care practices were observed:

- Mealtimes were observed to be regular during the day, with a set four-week menu displayed in the hallway for parents to review, of which all food was prepared in the service kitchen by the chef. The inspectors observed morning snack of rice cakes with cream cheese and jam, dinner of bacon/ ham, with cabbage, sweetcorn, rice and vegetable sauce or as an alternative – tomato tuna pasta bake was offered, afternoon snack of semolina pudding served to the children in all four care rooms. Drinks of water were available in the care rooms. Additional and alternative food was made available when required by children for children who required it.
- Staff reported regular nappy changes were scheduled each day, and this was evidenced by observation on the day of inspection.

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- Staff were available to support children during toileting and handwashing, whilst facilitating privacy and independence.
- Children were observed to have access to both adult-led and child-led indoor and outdoor play experiences on the day of the inspection that were suitable to their age and stage of development.
- Staff were observed to prepare in advance when moving from one activity to another and verbally indicated when the activity was coming to an end, making transitions calm and timely.
- Staff were observed to be familiar with the needs of the children and responded to their needs in a timely manner.
- All of the children were observed to access outdoor play on the day of the inspection.

(3) Through discussions with staff, they demonstrated knowledge of practices that were deemed disrespectful, harmful or neglectful. Prohibited care practices were not observed during the inspection in the four care rooms inspected.

Part VIII - Notifications and Complaints

Regulation 32 – Complaints

- (1) A registered provider shall ensure that the complaints policy of the service specifies-
- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,
 - (b) the manner in which such a complaint shall be dealt with, and
 - (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.
- (2) A registered provider shall ensure that-
- (a) a record in writing is kept of a complaint made to the provider in respect of the pre-school service, and
 - (b) the complaint is duly dealt with in accordance with the provider's complaints policy.
- (3) A record in writing referred to in paragraph (2)(a) shall-
- (a) include the nature of the complaint and the manner in which the complaint was dealt with, and

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(b) be open to inspection on the premises by an authorised person.

Compliance Information

(1)(a)(b)(c) There was a complaints policy available detailing the procedures to be followed for making a complaint, the manner in how the service deals with a complaint, and the procedures for keeping the complainant informed of this process.

(2)

(a) The service had a record in writing of any complaints made in respect of the service.

(b) The service had documentary evidence to demonstrate that any complaints received were dealt with according to the service complaints policy.

(3)

(a) Documentation was available of any complaints made against the service and the way in which they were dealt with.

(b) These records were available for inspection by an authorised person.