

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2018TY509
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Name of Service:	Lisgorm T/A Buttons And Bows Childminding Service
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Address of Service:	Main Street, Templemore, Co Tipperary
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Eircode:	E41 HV04
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Name of Registered Provider:	Rosaleen Fairbrother
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Service type:	Full Day
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Date of Inspection:	16/06/2026
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No of pre-school children:	AM	54	PM	56
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Address of the Early Years Inspectorate:	North Tipperary Civic Offices, Limerick Road, Nenagh, Co Tipperary, E45A099
Inspection undertaken by:	L McGeeney and A McNamara
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).

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Description of service

This full day care service was established in 2018 to provide care and education to children aged between 0 and 6 years old. A registered school age care service is also provided. The service operates Monday – Friday, 7am – 6pm for 51 weeks of the year. This includes a daily three-hour sessional service funded under the early childhood care and education scheme (ECCE) for eligible children which operates between 9am and 12pm for 38 weeks of the year.

The service is operated from a recently converted three storey premises in the town of Templemore in north Tipperary. The activity rooms are on all three levels with Baby room, Toddler room, sleep rooms, sanitary accommodation areas and kitchen on the ground floor, Preschool room 1 and sanitary accommodation area on the first floor and the ECCE room/School age room and sanitary accommodation area on the top floor. There are two sets of stairs and a lift in the building. The outdoor play areas are located at the back of the premises and include enclosed playgrounds and outdoor buildings for sheltered play.

This is one of four services in north Tipperary and Laois operated by the registered provider under the company name Lisgorm.

Staffing

The registered provider does not work directly with the children in the service each day but visits each service regularly and is available to call on when required. The registered provider attended for the feedback meeting at the end of the inspection. The service manager is the person in charge on a daily basis. There are 15 staff employed in the service including staff who work directly with the children, catering staff, cleaning and maintenance staff and additional staff who work with the school age 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:

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- 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 regulations 9(1)(2)(4), 11(1)(2), 15(1)(3), 16(1)(3), 19(1)(b), 22, 23, 24(1)(3) and 25(1)(2).

A sampling process was used to assess compliance under regulation 15 A record of the Pre-school 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 registered provider, person in charge, staff and children who were present on the day of the inspection.

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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) There was a designated person in charge and a named person who was able to deputise, as required.

(b) A person in charge was present on the day of inspection. From a review of the rosters a person in charge was present daily.

The staff files for 15 staff, and the registered provider were reviewed on the day.

(2)(a) Two written and validated references were available for each person working at the service.

(b) Where past employer references were not available, there were references from sources such as previous schools and colleges.

(c) Garda vetting was available on file for everyone working in the service. Garda vetting had been renewed, in compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

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(d) Police vetting documentation was available for five staff working in the service, who had lived outside of the state for a period of longer than six months.

(4) Certificates of qualifications for the staff working with pre-school children were available on file demonstrating that they held a qualification at level 5 and above on the National Framework of Qualifications.

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) At the time of inspection, there was an adequate number of adults responsible for the direct care of the children.

(2) The adult child ratios during the day of inspection met the requirements of the regulations as follows:

AM:

- Baby room: 11 children cared for by 4 staff.
- Wobbler room: 14 children cared for by 3 staff.
- Pre-school 1: Eight children cared for by one staff.
- Pre-school 2: 21 children cared for by 2 staff.

PM:

- Baby room: 12 children cared for by 4 staff.
- Wobbler room: 15 children cared for by 3 staff.
- Pre-school 1: Eight children cared for by one staff.
- Pre-school 2: 21 children cared for by 3 staff.

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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.*

(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-
(c) an authorised person.

Compliance Information

A sample of 12 completed registration forms were reviewed as part of the inspection process:

- (1) The registration forms contained the required information as detailed under parts (a) to (i) of this regulation.
- (3)(c) The registration forms were available on the premises for inspection by an authorised person.

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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:

- (a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor;*
- (b) details of the class of service and the age profile of children for which the service is registered to provide services;*
- (c) details of the adult:child ratios in the service;*
- (d) the type of care or programme provided in the service;*
- (e) the facilities available;*
- (f) the opening hours and fees;*
- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;*
- (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.*

(3) A record referred to in paragraph (1) shall be open to inspection on the premises, and the documents and records referred to in paragraph (2)(a) shall be open to inspection whether on the premises or elsewhere, by an authorised person.

Compliance Information

(1) The information required under parts (a) to (k) of this regulation were available on the premises in paper form.

(3) The required records were available on the premises and open to inspection by an authorised person.

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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 following practices were observed on the day of inspection which supported the health, welfare and development of the children:

The children enjoyed freedom of choice and freedom of movement both indoors and outdoors. All of the children had the opportunity to play outdoors during the day. A separate enclosed outdoor play area was available for the younger children to use. They could see and interact with the older children in their outdoor area which was adjacent. Having two outdoor spaces meant that each age group could go outside to play at the same time and engage with equipment and materials suitable to their ages and stages of development.

Communication books were used in the Baby and Toddler rooms to share information about the child between home and the service such as their activities, sleep times, meal times and nappy changes. Staff also met parents each afternoon at going home time to share information about their child's day.

Daily routines and schedules were predictable to enable the children to know what was coming next. The staff were observed to be responsive to the children's needs and cues and could adapt the schedule to suit the children. For example, if a child was tired outside of their usual sleep time they were facilitated to sleep according to their own needs.

Several of the children in the Toddler room used soothers. Staff explained that when a child arrived in the morning with a soother in their mouth, they allowed them to keep it until the morning snack time at 10am when it was washed and put away until sleep time. After sleep time the soothers were again taken, washed and put away until home time.

The children in the two ECCE groups benefited from working together as one large group for activities such as free play time, meals and outdoor play and being separated into smaller groups at other times during the day. This

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enabled the children with different interests and levels of concentration to have the space they required to explore and do their work.

Part V - Care of Child in Pre-school Service

Regulation 22 – Food and drink

A registered provider shall ensure that adequate and suitable, nutritious and varied food and drink is available for each pre-school child attending the pre-school service.

Compliance Information

The service had a healthy eating policy. The service provided snacks and meals for the children who attended the service. All meals were prepared onsite. Meals were served at appropriate times during the day. The staff in the kitchen and in each room were aware of which children had food allergies and intolerances and provided safe alternatives as appropriate. Breakfast was served up until 8.30am and consisted of toast, cereal and milk. The morning snack served on the day of inspection at approximately 10am consisted of scrambled egg and toast with milk or water to drink. There was a three-week rolling menu in the service for snacks, lunch and dinner. On the day of inspection there was minced beef stew, mash and vegetables for the main meal. There was a wide range of snacks which were rotated daily for the children. They consisted of French toast, rice pudding, fruit, homemade pancakes and fruit, eggs and toast, fruit and yogurt and beans on toast. Perishable foods were stored in fridges available throughout the service. Drinking water was available to the children throughout the day and drinks of water or milk were served with meals and snacks.

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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 main door to the premises was locked and needed to be opened from the inside. Staff were required to answer a call bell system to grant access to the service area, therefore children could not exit the service unsupervised and unsupervised visitors could not enter. The outdoor area was to the rear of the property and was fully secure, children could not leave the area, and unauthorised persons could not enter. Blind cords were secured to the wall. Cleaning agents and hazardous materials were stored inaccessible to children. The door to the kitchen was coded and inaccessible to the children in the service. Pinch protectors were present on the doors to prevent injury to the children. Handrails were present at different heights in the service. The staircase used by children to enter and exit the building was adequately lit and had a non-slip surface. A soft fall surface was present in the children's outdoor play areas. The babies had their own designated outdoor play area which was directly accessible from their care room. Highchairs in use in the Baby room had five-point locking harnesses to prevent a child climbing out of their seat while the highchair was in use.

Infection control:

The service was clean and well maintained. Cleaning schedules were displayed in each classroom and indicated that these were recorded daily by the staff present, as tasks were completed. There was warm running water, liquid soap and paper hand towels available for hand drying throughout the service. There were designated children's toilets available to the children. Designated staff toilets were also provided. Handwashing reminders and steps were present in the sanitary accommodation. Children were supported to wash their hands at appropriate times during the day such as after using the toilet and after outdoor play. Hand sanitizer was available throughout the service. A tissue station was available to the children in the outdoor area. Pedal bins were in operation to avoid cross contamination. Perishable foods were stored in a fridge. Staff wore gloves and aprons for nappy changing, in line with the nappy changing policy displayed on the walls in the nappy changing areas. Waterproof, wipe clean mattresses were present in all the cots in the service. Cots in the sleep rooms were positioned at least 50cm apart as required to ensure adequate ventilation around each cot and to prevent cross infection.

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Administration of medication:

There was a policy on the administration of medication. Medication record books were available and used in the service.

Safe sleep:

There were two designated sleep rooms in the premises for children to sleep during their attendance in the service. Standard cots were provided to children who required naps during their time spent in the service. Floor beds were provided to children aged two and over. Wall mounted air-conditioning units were present in both the sleep rooms. A room thermometer was available in each sleep room to ensure that the room temperature was maintained within the recommended temperature range.

The service had a safe sleep policy. Children were monitored while they slept, and physical checks were carried out at 10-minute intervals. These checks were recorded on individual sleep records for each child. A staff member remained in the room once a child was sleeping.

Fire safety:

Fire exits were found to be unobstructed on the day of inspection.

There were fire evacuation procedures displayed in a prominent area within the service.

Firefighting equipment was present in the service.

Non-Compliance Information

Administration of medication:

1. Signed parental consent was not obtained in respect of one child in receipt of prescription medication prior to the medication being administered to the child in the service. Signed parental consent is required to ensure the correct medication, dose, route and frequency of administration to the right child.

Action submitted by the Registered Provider

Corrective & Preventive Action

Administration of medication

1. Staff have been reminded to fill out medication books and ensure that all records are signed by parents at collection times. Staff have been given training on recording medical forms correctly and are aware of the requirement for parental signature.

Summary Comment

All evidence submitted meets the requirements of the Child Care Act 1991 (Early Years Services) Regulations 2016.

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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-

(a) no person other than-

(i) pre-school child attending the service,

(ii) a person dropping or collecting such a child,

(iii) an employee, or

(iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and

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

Compliance Information

(1) The staff were responsible for recording the arrival and departure times of the children in the daily attendance registers designed for that purpose.

(3)(a) Staff met all visitors to the service at the entrance door before allowing them entry to the service if appropriate.

(b) A written record was kept of all visitors to 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) There were staff trained in First Aid Response (FAR) available to the children attending the service.
- (2)(a) There was a suitably equipped first aid box stored in an easily accessible position.
- (b) The first aid box was available to the children attending the service.