

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015CC165
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Name of Service:	Glanmire Childcare
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Address of Service:	1 Copper Valley Mews, Glanmire, Co Cork
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Eircode:	T45 Y921
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Name of Registered Provider:	Joanne Bermingham
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Service type:	Full Day, Sessional
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Date of Inspection:	01/07/2026
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No of pre-school children:	AM	46	PM	55
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Address of the Early Years Inspectorate:	13 Market Square Mallow Cork P51DD5Y
Inspection undertaken by:	B Fraher and N O Donoghue
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

Glanmire Childcare is a private early years care and education service located in the urban area of Glanmire in Cork. The service operates from the ground floor of an apartment building and has an office, sleep rooms, child and adult sanitary facilities, a washing and drying room, a kitchen and seven care rooms available, six of which were in use on the day of inspection. The service offers full day, sessional and school age care.

The service accommodates children aged from 0 to 6 years. The hours of operation are from 07:30 to 18:00, Monday to Friday, 52 weeks of the year. The Early Childhood Care and Education (ECCE) Scheme is facilitated between the hours of 09:00 to 12:00, 38 weeks of the year. There are three secure outdoor play areas available which are accessible from the care rooms.

Staffing

There are 25 staff employed by the service, including the register provider, who is service based. On the day of inspection, 16 were present in the service, including 2 area managers. Sixteen staff were working directly with the children on 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.

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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 children, registered provider, person in charge and staff who were present on the day of the inspection.

Statutory Notices

Notice	Date Served	Detail
Immediate Action Notice IAN1921	01/07/2026	One adult who worked directly with the children and was present on the day of inspection did not have police vetting completed.
Status	The registered provider submitted a written response which was accepted by the Inspectorate.	

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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.*

(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 service had a designated person in charge and deputy person in charge on the premises on the day of inspection.
 - (b) Through a review of the roster and staff sign in, it was determined that a person in charge or named deputy person in charge were on the premises at all times during the operation of the service.
- (2) Twenty-five adults were attached to the service; through discussion with the person in charge and review of previous inspection information, it was identified that seven new adults were appointed since last inspection.

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These seven new files were open to inspection. Eight garda vetting disclosures were identified for renewal from previous inspection, these were also open to inspection.

- (a) Of the 14 references required, 10 validated references were from a past employer.
- (b) Of the 14 references required, 4 validated references were from a source other than a past employer.
- (c) Garda vetting disclosures had been obtained for all adults and were carried out by the registered provider. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years. Please refer to the information outlined under Regulation 23 of the report.
- (d) Police vetting was deemed to be required for four of the seven new adults working in the service. All required documentation was available and on file for three of the adults.

(4) Five of the seven new staff members who worked directly with the children held a relevant qualification in Early Childhood Care and Education from level 5 to level 8 on the National Framework of Qualifications or a qualification deemed equivalent by the minister.

Non-Compliance Information

- (2) (d) See statutory notice section in relation to Immediate Action Notice IAN1921 served.
- (3) The registered provider did not conduct all procedures specified under paragraph (2) prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service. This posed a risk that unsuitable adults may have had contact or access to children.
- (4) On review of two of the new staff files, a recognised qualification was not available for the two adults. The inspector was unable to determine if the staff member held at least a major award in Early childhood Care and Education on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Corrective & Preventive Action submitted by the Registered Provider

The following response was received from the registered provider:

Corrective and Preventive Action

- (3) Management will ensure that all steps are taken in the future. A check list has now been put in place.
- (4) A letter of recognition for two adults' qualifications was received. Staff members had no contact with the children in the service until these were received. The service will ensure these letters are obtained when required in the future.

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Supporting documentation submitted

(3) A copy of the check list has been received.

(4) A copy of the letters of recognition was received by the office of the inspectorate.

Summary Comment

The actions submitted by the registered provider addressed the noncompliance's identified under Regulation 9 (2) (3)(4).

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) At the time of inspection, there was an adequate number of adults responsible for the direct care of the children in attendance at all times.

(2) The service maintained the minimum ratio required as per regulation in the care rooms. The ratio was as follows:

- The Wobbler 1 room, there was one staff member caring for five children in the morning and one staff member caring for five children in the afternoon.
- The Wobbler 2 room, there were two staff members caring for eight children in the morning and two staff members caring for eight children in the afternoon.
- The Toddler room was not in use in the morning and afternoon due to renovations.
- The Playschool room, there were 2 staff members caring for 7 children in the morning and 2 staff members caring for 10 children in the afternoon.

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- The Montessori 1 room, there were 3 adults caring for 10 children in the morning and 2 adults caring for 13 children in the afternoon.
- The Montessori 2 room, there were 2 adults caring for 9 children in the morning and 2 adults caring for 12 children in the afternoon.
- The Afterschool room, there were two adults caring for seven children in the morning and one adult caring for seven children in the afternoon.

8 (a) The service operated with at least two adults present at all times. This was observed on the day of inspection and was evident through examination of the staff roster.

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:

- (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

- (i) The staff roster for the week of inspection and the previous week were available for assessment. The rosters outlined the names and start and finish times for the staff members on a daily basis.
- (j) A sample of 10 medication administration records were reviewed and contained all relevant information.
- (k) The accident and incident record books were reviewed, and 10 records were assessed. All 10 records were completed, signed and dated by both staff and parents/ guardians.

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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-

(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

Compliance Information

On the day of inspection, the following information was obtained through direct observation, discussion with the staff and examination of relevant documents.

Basic needs:

- The main hot meal and snacks were provided by the service with the hot meals being purchased from a catering company. These were observed to be healthy and nutritious.
- Children were observed eating snacks which consisted of bun rolls, wraps, ham, crackers, cheese, a variety of fruit and yogurts. The hot meal available on the day was a pureed mango chicken or coconut curry with rice.
- Vegetables were observed in the food. The service had alternative food to offer to children if needed on the day of the inspection.
- Cutlery and crockery were available and provided to the children.
- Staff and children conversed together in an unhurried atmosphere at mealtimes and staff were observed helping and assisting the children where necessary. Children in Wobbler 1 room were encouraged to self-feed and were assisted as needed.
- Drinking water was accessible to the children, stored within reach or sight of the children.
- Self-help skills were encouraged by the adults who praised each child's efforts. An example of this was when children tidied up after play.
- Nappy changing was carried out at regular intervals and as required. Each child's dignity and privacy were observed to be respected with one child being changed at a time. Supervision and assistance were provided for the children who accessed the sanitary facilities.

Supporting relationships:

- Staff engaged with the children in both group and individual activities by getting down to their level and discussing topics with the children and helping them with their chosen tasks. Group activities such as playing with shape sorters, circle time and storey time were observed on the day of inspection.

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- The staff were observed to be kind and caring towards the needs of the children in their care. This was observed throughout the inspection.
- The atmosphere was observed to be relaxed in the care rooms at all times during the inspection and teamwork was evident between the staff and the children.
- The children appeared happy and content and were familiar with the adults and with the daily routine.
- The inspector observed an upset child to be comforted by a staff member who responded positively to the child.
- The staff promoted positive behaviour among children. Turn taking and sharing was promoted; the inspector heard a staff member praising a child who was heard offering another child a turn of a toy they were playing with.
- Family photos and a birthday calendar were displayed on the wall in the care rooms which promoted a sense of belonging for the children.
- The staff informed the inspector that they communicated with the parents through the use of a digital application, with a learning journal completed within this application, by phone and text messages or verbally at drop off or collection. Parents can approach the service at any time to have an individual meeting about their child if required. On the day of inspection, a parent approached the inspector to highlight their satisfaction with the care and attention received by her child.

Part V - Care of Child in Pre-school Service

Regulation 20 – Facilities for rest and play

(1) Subject to this regulation, a registered provider shall ensure that-

(a) having regard to the number of pre-school children attending the service, their respective ages and the amount of time they spend on the premises, there are adequate and suitable facilities for each child to play indoors and, where required by these Regulations, outdoors, during the day, and

(b) there are adequate and suitable facilities for a pre-school child to rest during the day, and in the case of an overnight pre-school service, during the day and the night.

(3) A registered provider of a full day care service, a part-time day care service or a childminding service, other than such a service to which paragraph (2) applies, shall ensure that-

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(a) a suitable, safe and secure outdoor space to which the pre-school children attending the service have access on a daily basis is provided on the premises, or

Compliance Information

(1)

(a) There were adequate facilities for the children who were attending the service to play indoors. The care rooms were set up with low level tables and suitable chairs, the set up allowed for children to play together in small or large groups. The children had access to age-appropriate toys such as cars, blocks, balls, dolls, kitchens, books and tabletop activities such as arts, crafts and puzzles. Three outdoor areas, two of which had roofed areas were available and were suitable and appeared to be safe. Items such as a climbing frame, a slide, ride on toys, a playhouse and an outdoor table and chairs were available.

(b) The children had the opportunity to rest/relax on soft furnishings in the form of a vinyl couch or mats and cushions in each care room in use. Two sleep rooms were available with cots with waterproof mattresses and were maintained at over 50 cm apart. The Wobbler 1 sleep room had four cots and the Wobbler 2 sleep room had six cots also. The Toddler room and Playschool room were used as additional sleep rooms after lunch, using stackable beds in each. On the day of inspection there were 15 children over 2 years who were sleeping on stackable beds. The sleep and rest areas were quiet and relaxing spaces. The use of blinds ensured sleep spaces were sufficiently dark to promote restful sleep. Children had dedicated bed linen for their sole use. Cots and low-level beds were clean and in good condition. Temperatures were monitored in the two sleep rooms and the two care rooms used for sleep while children were sleeping. Fans and cooling devices were used in the areas used for sleep and the temperature was recorded at 22°C in all of these rooms. The room temperatures were maintained at the required temperature of between 18°C and 22°C for children above 12 months.

(3)

(a) The service had three outdoor spaces which the children have access to daily. These spaces were accessible directly from the care rooms in use on the day of inspection. The areas were secured by metal fencing, timber fencing and by the boundary wall. Two of the spaces were partially covered by fixed canopies, an outdoor playhouse and an additional timber roofed area was available providing further shade during the summer months. There was an adequate amount of developmentally appropriate materials and resources to meet the play needs of all age ranges of children attending. These included: slides, climbing frame, ride on toys, rockers, playhouse and other assorted materials. There was ample space for children to engage in a variety of types of play.

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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 entrance to the service was secured, using a fob system and doorbell system. This restricted unauthorised access to the building and prevented the risk of children exiting unsupervised. On the day of inspection, the main entrance door was being renovated.
- Windows were adequately secured to ensure the safety of the children in the care rooms.
- Cleaning agents were stored out of reach of the children.
- The toys and play equipment assessed in the service were in good condition.
- The outdoor area was secured with timber and metal fencing fence and a surrounding concrete wall. This prevented children gaining unsupervised access to an unsafe area.

Infection control:

- Handwashing facilities were accessible to the children, and they were observed to wash their hands before eating, after using the sanitary facilities and after outdoor play.
- Staff were observed to clean the tables and sweep the floors after snack and lunch time.
- Children's bags were stored off the ground on hooks or on a shelf.
- Each care room had access to a refrigerator for the storage of perishable foods.

Administration of medication:

- The staff present on the day informed the inspector that one child was currently being administered medication and another child had prescribed medication to be administered in the case of an emergency in the service. The medication and care plan were safely stored but accessible to the staff in the child's room. Staff in the child's room were aware of the emergence response protocol.
- Temperature reducing medicines were observed to be in date and stored out of reach of the children.

Safe sleep:

- The air temperature of the two designated sleep rooms and two care rooms used for sleep was recorded at 22°C while children were sleeping. The room temperatures were maintained at the required temperature of between 18°C and 22°C for children above 12 months.

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- Staff were noted to maintain sleep records in relation to the children's colour, breathing and position at 10-minute intervals on both a digital application and paper format. The inspector reviewed 10 sleep records, and these were recorded correctly.

Fire safety:

- Fire exits were noted to be free from obstruction.
- Fire extinguishers and fire blankets were secured to the walls.

Outing:

- No outings were conducted on the day of inspection. The person in charge informed the inspector that they take one yearly outing with risks reviewed prior to this occurring. On discussion of the risks identified, a number of strategies were in place to mitigate these identified risks to the children.

Non-Compliance Information

General safety:

1. Garda vetting was available for all staff members. However, one vetting disclosure was not dated within the previous three years in adherence to with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

Infection control:

2. During two nappy changing procedures in the service, the inspector observed:

- No apron in use
- The child's hands were not washed after the nappy change
- The staff member hands were not washed after the nappy change

This posed a risk of contamination and cross infection.

3. Three children in the Wobbler 1 room were observed to have their hands cleaned with baby wipes prior to mealtime. On discussion with a staff member, the inspector was informed that baby wipes are used to clean the younger children's hands. This posed a risk of inadequate hand washing.

4. On the day of inspection, the staff toilet was observed to be used as a storage area for a clothes horse which contained tea towels and children's clothing. This posed an infection control risk.

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Action submitted by the Registered Provider

The following response was received from the registered provider:

Corrective & Preventive Action

General safety:

1. Garda vetting was applied for which had expired three days prior to inspection. The service will apply two months in advance of expiry date for Garda vetting in the future.

Infection control:

2. A staff member has completed an online hygiene and infection control course and read the policies in the service on nappy changing and infection control. This course has been offered to all staff members.
3. Children are now using the sink to wash their hands. A plan is in place to install a low-level sink. Hand washing signage is displayed. Staff members are reminded to use the available sink.
4. The clothes horse was removed from the toilet and staff have been informed where it is stored.

Supporting documentation submitted

General safety:

1. Reference number and a copy of the Garda vetting received.

Infection control:

2. A copy of the certificate received by a staff member and a copy of the nappy changing and infection control policy were received by the office of the inspectorate.
3. A copy of the infection control policy and photograph of the sink and signage received.
4. A photograph of the clothes horse removed was received.

Summary Comment

The corrective actions submitted by the registered provider has addressed the non-compliances identified under Regulation 23.

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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-

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

Compliance Information

(1) The person in charge ensured that each child was checked in and out of the service.

(3)

(b) A daily record of visitors to the premises was kept in a check in and out book. The inspector was requested to signed in and out from the service.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-

(d) cleaned, maintained and repaired, as required, and

Compliance Information

(d) A cleaning schedule was in place at the service for the care rooms and sanitary facilities. The records were reviewed for the last week. The service appeared clean. Staff also informed the inspector that cleaning is completed at the end of each day.