

Early Years Inspectorate Regulatory Report

Pre School

wTUSLA Identifier:	TU2015DS008
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Name of Service:	Junior Genius Childcare Ltd
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Address of Service:	Castle Bagot House, Baldonnell, Co. Dublin
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Eircode:	D22 R6A0
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Name of Registered Provider:	Andrea Jebb
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Service type:	Full Day, Part Time, Sessional
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Dates of Inspection:	02/06/2026
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Date 2 of Inspection:	03/06/2026
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No of pre-school children:	AM	197	PM	159
Day 2	AM	174	PM	184

Address of the Early Years Inspectorate:	Early Years Inspectorate, Floor 7 Brunel Building, Heuston South Quarter, St. John's Road West, Kilmainham, Dublin 8
Inspection undertaken by:	H Sutherland, Q Quill and S Quigly
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

Junior Genius Childcare Ltd is a full-day-care service located on the grounds of a period house in Baldonnell, Dublin 22. The service provides care and education for children aged 0 to 6 years and opens Monday to Friday from 8am to 5:30pm. A sessional service is offered between 9:30am and 12:30pm. A school age service is provided in the afternoons.

A breakdown of the preschool premises is outlined below:

Baby Genius:

Baby Genius operates from a one-storey prefabricated building and accommodates children under two years of age. There are three pre-school rooms: Fairy Room, Forest Room and Rainbow Room. Each room has an adjoining designated sleep room. A staff dining room and a number of offices are also located in this building.

Main House:

The main house consists of ten pre-school rooms across three floors; Cherry Tree, Maple Tree, Magnolia Tree, Chestnut Tree, Beech Tree, Willow Tree, Palm Tree, Oak Tree, Crann Péine and Elm Tree. Sanitary facilities are available on each floor. The majority of children accommodated in the main house are over two years of age. The building also includes an additional playroom called the Ash Tree room. This room is used as an alternative indoor play space for children. Additionally, there is an office to the front of the building.

Cabins:

Three cabins located near the main house are allocated for pre-school children; Birch Tree, Fir Tree and Holly Tree. Sanitary facilities are available within each cabin. Children over three years of age are accommodated in this area.

Alder Tree:

Alder Tree is a forest school and operates from a woodland area with a prefabricated building situated near the entrance to the grounds. Alder Tree accommodates preschool children over three years of age.

Sunflower:

The Sunflower room is a sensory room located in a prefabricated building to the rear of the Baby Genius building. This space is used as an alternative play space for children

Outdoor Area:

All care rooms have designated outdoor spaces and have the option of using additional communal spaces if required.

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Staffing

There are currently 99 adults employed in the service, including 6 managers, 58 early years educators, 4 cooks, 4 maintenance staff, 2 cleaners, 19 adults assigned to assist with domestic duties and work in the school age service and 6 bus drivers allocated to the school age service.

On the first day of inspection there were 41 adults working directly with the children including 1 student on an educational work placement programme. On the morning of the second day of the inspection there were 40 adults working directly with the children. The registered provider does not work in the 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

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

A sampling process was used to assess compliance under Regulation 19 –Health welfare and development of child and Regulation 23–Safeguarding health, safety and welfare of child. As a result, the scope of the inspection included Fairy, Forest, Rainbow, Fir, Holly, Chestnut, Willow, Elm, Cherry, Magnolia, Palm and Crann Péine and associated outdoor spaces.

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 -

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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 days of the inspection.

Statutory Notices

Notice	Date Served	Detail
Immediate Action Notice IAN 0125	02/06/2026	Police vetting was not available for one adult who was working directly with the children on the first day of the inspection.
Status	The person in charge took immediate corrective action which addressed the risk identified. Preventative actions were submitted by the person in charge which were accepted and addressed the statutory notice.	

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Part III – Management and Staff

Regulation 9 – Management and recruitment

(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

(2) A review of the roster and conversations with the person in charge showed that the registered provider currently employs 99 adults. The full staff records of 20 adults were requested for review as part of the inspection. In addition, Garda Vetting for 8 staff members whose disclosures were identified as due for renewal were requested for review.

(a) Thirty-five written and verified references were available from past employers.

(b) Three written and verified references were available from sources other than past employers.

(c) Garda vetting disclosures were available for all of the adults. 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 this report.

(d) Police vetting was available in respect of two adults who had lived outside of the State for a period longer than six months as adults.

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(4) Documentation was available to show that 10 adults 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 equivalent by the Department of Children, Disability and Equality (DCDE). Eight adults did not require a qualification.

Non-Compliance Information

- (2)
- (a) (b) Although there was a reference available from a previous employer for one adult it had not been verified. Additionally, the second reference provided for the adult was not from a previous employer or a reputable source. The reference was documented from a friend.
 - (d) Refer to Statutory Notice section in relation to the Immediate Action Notice IAN 0125 served.
- (3) Documentation reviewed showed that the procedures specified above under Regulation 9(2)(a)(b) and (d) had not been carried out prior to one adult commencing work in the service. Allowing adults to begin work with children before their suitability has been established may result in individuals who are not appropriate having access to children.
- (4) Records provided to the inspectors for two adults did not demonstrate that they were appropriately qualified to work with children.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (a) (b) The reference from the previous employer has been verified and a second verified reference has been provided from a reputable source.
- (3) The recruitment procedure has been amended so that all individuals entering the service, including employees, relief staff, volunteers and work experience students, must fully satisfy all requirements of Regulation 9 before commencing any role within the service.
- (4) Both staff members have completed their studies to obtain a recognised qualification. Both staff members have been allocated to the afterschool service until all official documentation has been received. Management has implemented a revised qualification verification process whereby all qualification documentation will be obtained, verified and filed before staff are included within preschool ratios. A qualifications tracker has also been introduced to monitor outstanding documentation and ensure timely follow-up

Supporting documentation submitted

Two verified references
Recruitment policy

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Summary Comment

The actions taken by the registered provider have been deemed appropriate in addressing the non-compliances.

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) There were an adequate number of adults working directly with the children to meet their care needs on both days of inspection.
- (2) The minimum adult-to-child ratio was maintained for the duration of the inspection. There were 41 adults working directly with 197 children on day 1 and 40 adults working directly with 174 children on day 2, when the inspectors carried out their count.

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;

Non-Compliance Information

- (i) The roster provided to the inspectors on their arrival to the service did not accurately reflect all of the adults currently working in the service. The inspectors identified that four adults currently working in the service were not recorded on the roster. The service was found to be non-compliant under Regulation 16 (i) on the 8 September 2025. The corrective and preventative actions submitted by the registered provider did not prevent the non-compliance from recurring.

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Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

All employees, relief staff, work experience students, volunteers and ancillary staff are now permanently listed on the roster. Management will no longer create or remove names from the daily roster. The individual's location, hours of work or absence status (e.g. annual leave, sick leave, training) is updated each day.

In addition, a management cross-check has been introduced each morning to verify that every adult present within the service is accurately reflected on the roster before it is finalised. Any room changes or staff movements throughout the day are also updated immediately to ensure the roster remains an accurate live record.

Management will carry out weekly audits of the rostering system as part of ongoing quality assurance to monitor compliance and identify any issues promptly.

Supporting documentation submitted

No evidence submitted

Summary Comment

The actions have been deemed appropriate in addressing the non-compliance. The effectiveness of the actions will be assessed on the next 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-

(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.

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Compliance Information

(1)(b) The registered provider ensured appropriate and suitable care practices were maintained in the service as follows:

The inspectors found that staff interacted with children in a warm and nurturing manner throughout the inspection. Positive respectful, relations were evident across the care rooms. Children were supported to make choices and exercise independence during their day, for example, choosing their preferred story or play activity. Nappy changing routines were carried out in a respectful child centred manner. Children's nappies were changed both routinely and as needed. The process was observed to be a positive experience for children, with staff talking to children in a caring manner. Toileting routines for older children promoted independence, and staff were attentive and available to provide support when needed.

Mealtimes were observed to be a relaxed and social experience that promoted positive interactions between staff and children. Staff sat with children and encouraged self-feeding where appropriate, while offering support where required. Children requiring additional portions of food were offered more, and staff reported that alternatives were available for children if required. Staff explained that the service provides all of the meals for the children including a hot meal, a morning and afternoon snack. Drinking water was available and offered to children with meals and when they indicated they wanted a drink throughout the day.

Children were actively encouraged to develop self-care skills appropriate to their age and stage of development. Opportunities were provided for children to wash their hands, tidy up after play, manage personal belongings and remove their coats and shoes. The care rooms had designated spaces for children to take a break from activities throughout the day. Babies slept in accordance with their individual routines while younger children slept at a designated time after lunch. Children were made comfortable for sleep and staff were observed to sit with them during their transition to sleep offering comfort and reassurance. Staff explained that outdoor play was actively promoted within the service. The inspectors observed staff taking younger children on walks around the grounds in buggies and children were observed enjoying play in a variety of outdoor spaces. Staff stated that each of the care rooms use a digital application to provide parents/guardians with updates on key aspects of their child's day and planned activities. Additionally, staff discussed that parents have the opportunity to talk about their child during drop off and collection.

(3) The inspectors did not observe any practices that were disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful to children on the days of the inspection.

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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 doors to the service were adequately secured to prevent unauthorised persons from entering and to ensure children could not exit unsupervised.
- Cleaning agents and medication were stored safely out of children's reach.
- Babies bottles were warmed using a bottle warmer.
- The staircases were adequately lit and the floor covering was non-slip.

Infection Control:

- Pedal operated bins were in use throughout the service to support the safe disposal of waste.
- Liquid soap, warm water and single use paper towels were available at wash hand basins.
- The care rooms were visibly clean and well maintained. Cleaning schedules were available outlining cleaning tasks.
- There was a procedure in place to sterilise mouthing toys.
- Waterproof mattresses were in use in each of the cots in use on the day of the inspection.

Administration of Medication:

- Staff demonstrated an awareness of the procedures to take to ensure medication is given safely if needed, including obtaining written parental/guardian consent and having a witness present.
- Medication records were available for use if required.

Safe Sleep:

- Staff were observed to carry out physical checks on sleeping children every ten minutes.
- Staff explained they carry out checks on the room temperature, breathing pattern, colour and position of the child.

Fire Safety:

- Staff adequately detailed the procedure to safely evacuate children from the service in the event of a fire.
- The designated fire escape routes were clearly marked and free from obstruction on the days of inspection.

Non-Compliance Information

General Safety:

1. Garda vetting was available for three staff members. However, these vetting disclosures were not dated within the previous three years in adherence with the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.
- The outdoor spaces in use by the children during the inspection were not free from hazards as follows:
2. There was a piece of broken wood protruding from a fence in the Fir Tree garden.
 3. There were screws exposed on a climbing frame and one of the wooden rungs on the bottom of a ladder was damaged. It is acknowledged that these were repaired when the inspectors arrived on the second day of inspection.
 4. There were hazardous items found in three of the gardens used by the children.
 - There was a broken spoon with a sharp edge in the Sweetpea garden.
 - A spade handle with jagged edges at both ends was observed in the Construction garden.
 - A broken steel handle was found in the Daisy garden.
 5. There was a trailing cable at an accessible level to children in the Rainbow room.

The above findings compromise children's safety and can increase the risk of injury.

Infection Control:

6. The laminate surface next to the sink in the Holly Tree room was damaged, exposing the underlying wood. The exposed wood is porous and cannot be effectively cleaned or sanitised.
7. Staff in the Elm Tree and Willow rooms provided inconsistent information when discussing the procedure for cleaning and sterilising children's soothers. In addition, there was no written policy outlining the steps required to effectively clean and sterilise soothers to support infection control practices.
8. A staff member was observed cleaning the noses of two children and cleaning a third child's face without washing their own hands between each care practice.

The above findings pose a risk of the spread of infection within the preschool rooms.

Administration of Medication:

9. Staff in the Holly Tree room were unable to identify the correct location of medication for a child with a serious medical condition. This could result in delays in accessing and administering medication in an emergency, potentially compromising the child's safety. It is acknowledged that the child was not present in the service on the day the risk was identified.

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Safe Sleep:

10. In the Willow Room at approximately 1:15pm, while children aged 2 years were sleeping, the inspector reviewed the sleep monitoring records and observed that the room temperature had been recorded as 20°C. It was further noted that staff had already completed temperature recordings for 1:30pm and 2:30pm, both documented as 20°C, prior to those times occurring. The thermometer in use within the care room recorded a temperature of 22.5 °C, and a further temperature check conducted by the inspector at 1.38pm recorded 22.8°C. The recommended sleep room temperature for children in this age group is 18 to 22 °C. The inaccurate recording and prerecording of sleep room temperature compromises the reliability of sleep logs and was not in line with the policy on safe sleep. This resulted in unsuitable sleep conditions for children.

Fire Safety:

11. In the Willow Tree room at 10.21am the inspector observed that there were 10 children present. An additional child arrived at the same time. On review of the room register at 10.23am it was observed that none of the children present were recorded. This poses a risk to children's safety as the service may be unable to accurately account for all children present in the event of an emergency evacuation.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Garda vetting disclosures have been obtained for the three staff members. Management will review the Garda vetting monthly. Renewal invitations will now be issued well in advance of the three-year expiry date and followed up regularly until completed.
2. The broken piece of wood protruding from the fence in the Fir Tree garden was removed immediately and the fence was repaired.
3. The defects identified on the climbing frame, including the exposed screws and damaged ladder rung, were repaired during the inspection, as acknowledged by the inspectors. Weekly risk assessments will continue to be conducted by the Manager responsible for risk assessments
4. The broken spoon, damaged spade handle and broken steel handle were removed immediately. Following the inspection, management completed a comprehensive risk assessment of every outdoor play area within the service. The findings were reviewed with the manager responsible for health and safety and additional control measures were implemented. All staff received a refresher briefing on daily outdoor risk assessment procedures. Staff were reminded that every outdoor environment must be visually checked

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before children enter the area. Any broken, damaged or hazardous items that can be safely removed must be removed immediately. Where a hazard cannot be safely addressed, staff are required to notify management immediately, close the affected area to children if necessary, and ensure a documented risk assessment is completed before the area is reopened.

5. The trailing electrical cable identified in the Rainbow Room was removed immediately upon being brought to management's attention. All staff were reminded that electrical cables must never be accessible to children and must be secured at all times. A new access point was installed within the cupboard adjacent to the electrical socket, allowing electrical equipment to be plugged in safely while keeping all cables enclosed and completely out of children's reach.

Infection Control:

6. A temporary waterproof vinyl covering was applied to fully seal the exposed area, ensuring that the surface is now non-porous and can be effectively cleaned and sanitised after use. The work surface has been scheduled for refurbishment before the commencement of the new preschool year.
7. A written soother cleaning and sterilisation procedure has been developed. UV sterilisation units have been purchased for all baby and toddler classrooms. All staff will receive training on the revised procedure prior to implementation, and the policy will be issued to all parents so they are informed of the updated infection control measures. Management will monitor implementation through routine room observations and infection control audits to ensure the procedure is being followed consistently across the service.
8. Management addressed the incident immediately with the staff member involved and reinforced the service's hand hygiene policy with all educators. Staff were reminded that hand hygiene must be carried out between every individual personal care task to minimise the risk of cross infection.

Administration of Medication:

9. The medication management policy has been revised so that all prescribed emergency medications are now stored within the individual child's classroom rather than in a central location. Each classroom has been fitted with a designated medication storage box, securely mounted on the wall out of children's reach while remaining clearly visible and immediately accessible to staff in the event of an emergency. Medication locations and expiry dates will be checked as part of routine classroom audits and monthly medication reviews. Staff will also continue to receive regular reminders and training on emergency medication procedures to ensure all educators are familiar with the location of medication and the associated healthcare plans for children in their care.

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Safe Sleep:

10. Management immediately reviewed this incident with the staff members involved and reinforced the service's safe sleep policy. Management now conducts regular spot checks of sleep rooms and sleep monitoring records throughout the day. Safe sleep practices have also been reinforced during staff meetings and will continue to form part of staff supervision and routine quality assurance audits.

Fire Safety:

11. Management immediately reinforced the attendance register policy with staff., reminding them that attendance must be recorded in real time on arrival and departure to ensure all children are accounted for, particularly during emergencies. Manager's now complete routine register checks during arrival and collection times.

Supporting documentation submitted

General Safety:

Three Garda vetting records
Photograph of repaired fence

Infection Control:

Photograph of sink
Soother cleaning and sterilisation procedure
Photograph of UV sterilisation units

Administration of Medication:

Medication management policy
Photograph of medication storage box

Safe Sleep:

No evidence submitted

Fire Safety:

No evidence submitted

Summary Comment

The actions have been deemed appropriate in addressing the non-compliances. The effectiveness of the actions will be assessed on the next inspection.

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Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

The inspectors observed that appropriate supervision of children was maintained by sight and sound for the duration of the inspection. Children were supervised during mealtimes, toileting, activities, outdoor play and transition periods.