

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015MH113
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Name of Service:	Little Joey's Creche
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Address of Service:	Dublin Road, Julianstown, Co. Meath
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Eircode:	A92 YX20
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Name of Registered Provider:	Theresa Swan
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	14/07/2026
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No of pre-school children:	AM	25	PM	21
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Hampton Court, Cootehill Road, Drumalee, Co Cavan. H12 YY84
Inspection undertaken by:	S Mc Kenna, AM Cunningham
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

Little Joey's Creche is a privately owned early years' service located in the village of Julianstown in Co Meath. The service is registered to accommodate pre-school children on a full-time, part-time, part-time and sessional basis, catering for babies and children from 6 months to 6 years of age. The service currently operates from 7.30 am to 6.00 pm from Monday to Friday. There are five care rooms in operation in the service, with the Baby room and the Toddler room located on the ground floor and the three Preschool rooms (Busy Bees, Clever Cookies and Crazy Dinosaurs) located on the first floor. A smaller room adjoins the Toddler room on the ground floor, which is used for small group activities and as a sleep room for the children attending the Toddler room. A smaller room adjoins the Clever Cookies room on the first floor, which is used for small group activities and to facilitate additional sensorial experiences for the pre-school children. A separate sleep room with 8 standard cots adjoins the Baby Room. A spacious enclosed outdoor play area is provided to the rear of the premises. A school-aged service is also provided.

Staffing

There are 17 staff employed in the service, including the registered provider and service manager. Thirteen staff members are employed to work directly with the preschool children, while one staff member works directly with school-age children only. One staff member is employed to carry out cooking and housekeeping duties. The registered provider does not work directly with the pre-school children but is generally present and involved in administrative or maintenance duties in the service daily.

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

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- Discussion with relevant staff

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

The inspection focused on an examination of compliance under Regulation 9 Management & Recruitment, Regulation 11 Staffing Levels, Regulation 16 Record in relation to Pre-school Service, Regulation 19 Health, Welfare & Development of Child, Regulation 22 Food and drink, Regulation 23 Safeguarding Health, Safety and Welfare of Child, Regulation 25 First Aid, Regulation 26 Fire Safety Measures, Regulation 27 Supervision and Regulation 28 Insurance.

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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Statutory Notices		
Notice	Date Served	Detail
Improvement Notice IN2321	14/07/2026	An English translation was not available for police vetting for one staff member.
Status	The registered provider submitted corrective and preventive actions, which were accepted and addressed the statutory notice.	
Improvement Notice IN2322	14/07/2026	The required international police vetting was not available for one staff member.
Status	The registered provider submitted corrective and preventative actions, which were accepted and addressed the statutory notice.	

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

- (a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,
- (b) consideration of references from reputable sources in the case of a person who has no past employers,
- (c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and
- (d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(1) (a) The service had a designated person in charge, who is the service manager and two named persons to deputise in their absence.

(b) Following discussion with the person in charge, it was confirmed that when the preschool service was in operation, the designated person in charge or the named persons in charge were on the premises.

(c) A management structure was in place, which was clearly identifiable through review of the staff roster, a staff display board and in discussion with the staff team.

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(2) The files for all 17 staff were reviewed.

(a) (b) Validated references were available as required for the 17 staff members.

(c) Garda vetting disclosures had been obtained for all 17 staff. The service demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for 6 employed staff.

(d) A review of the employment history for all 17 staff demonstrated that 5 adults had lived outside the State for a period of longer than 6 consecutive months. The required police vetting for the 4 staff members was available on file.

(4) Documentary evidence was available to confirm that the manager and twelve staff employed to work directly with children held an appropriate childcare qualification at Level 5 or above on the National Framework of Qualifications, or a qualification deemed by the Minister to be equivalent. A qualification for the school-aged staff member, the cook/housekeeper and the registered provider is not required, as they are not employed to work directly with the preschool children.

Non-Compliance Information

(9) (2) (d) See Statutory Notice section in relation to Improvement Notices IN2321 and IN2322 served.

(9) (3) There was evidence that the registered provider did not have adequate consideration of vetting documents for staff prior to them commencing working in the service. For example, one staff member had commenced working in the service before the required international police vetting had been obtained, and one staff member had commenced working in the service before an English translation of police vetting had been obtained.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(9) (3)

The service provider and the staff member successfully coordinated the translation and certification of the police vetting, completing this process on the morning of July 15, 2026. On the same day, the staff member submitted an application for international child protection certification. They will not return until the official documents are received, which were obtained on August 11, 2026. The service provider and management will ensure that all original vetting documents are translated and verified before any staff employment begins. Additionally, the service provider will guarantee that all necessary child protection certifications are obtained prior to the commencement of employment. Modifications will be implemented to the introductory checklist to include evidence of verified

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document translations. Furthermore, the checklist will be revised to incorporate proof of a child protection police check for all staff members who have resided outside the Republic of Ireland for more than six months.

Supporting documentation submitted

(9) (3)

Verified translated document for Police Vetting and International Child Protection Certificate sent to inspectors.

Summary Comment

The response from the registered provider and supporting documentation submitted have adequately addressed 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.

(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) On the day of inspection, there was an adequate number of adults working directly with the children attending the pre-school service.

(2) The adult to child ratios were correct in the service when the inspectors arrived unannounced and remained so throughout the inspection. The following adult-to-child ratios were observed when the service was operating at maximum numbers:

- Two adults cared for 6 children aged 1 year 2 months to 2 years 2 months in the Baby Room, all of whom attended on a part-time or full-day care basis.
- Two adults cared for 5 children aged 2 years 6 months to 3 years 4 months in the Toddler Room, 2 of whom attended on a sessional basis, and 3 children on a part-time or full-day care basis.

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- One adult cared for 7 children aged 3 years 4 months to 4 years 10 months in the Busy Bees Room, all of whom were attending on a part-time or full-day care basis.
- One adult cared for 7 children aged 3 years 5 months to 4 years 5 months in the Clever Cookies Room, 1 of whom attended on a sessional basis, and 6 children were attending on a part-time or full-day care basis.

In addition to the above, two adults cared for school-aged children in the Crazy Dinos Room.

The service manager and deputy manager were office-based and also covered staff lunches if required and helped out in care rooms if needed.

The registered provider arrived shortly after the inspection commenced and remained on-site for the remainder of the inspection.

(8) A review of the staff roster demonstrated that the registered provider ensured that 2 adults were present on the premises at all times while the service was in operation.

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:

- (h) details of attendance by each pre-school child on a daily basis;*
- (i) details of staff rosters on a daily basis;*

Compliance Information

(1) A record in writing was kept of the following information in relation to the service:

- (h) Details of attendance of each pre-school child who attends the service.
- (i) Details of a weekly staff roster, detailing staff working hours.

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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

(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

The following examples demonstrate how children's learning, development and well-being were facilitated in the service:

Basic Needs

Snack and lunch times were observed to be relaxed social occasions. Children sat on suitable chairs for their age, and staff provided support to younger children where required. The children were observed to be independent at lunch time, with the adults supporting and encouraging children where needed. The adults were observed to sit with the children at snack and dinner time, using these opportunities to engage in child-led conversations. Gentle reminders for children to take drinks due to the warmer weather were provided. Babies and Toddlers had their nappies changed in line with their individual care needs, and younger children who had recently been toilet-trained were provided with gentle reminders to use the toilet. Older children were encouraged to use the toilet independently. Children were facilitated to be independent in their decision on when to have their lunch. The service operates a rolling lunch style in the preschool rooms upstairs, which children on the day of inspection were observed to enjoy and happily decided when they would like to eat.

Children's appearances were cared for, through the change of clothes available and bibs worn at meal times. On the day of inspection, the children in all care rooms enjoyed a pool party where ground-level trays were filled with water, and the parents sent in suitable swim clothing and sun hats for their children, along with towels. The babies and children in the Baby room slept after lunchtime in the adjacent cot room. The staff were observed to cater for each child individually before placing them to sleep, for example, some children liked to be nursed to sleep, and some children had "cuddle time" before going to sleep. Two children in the Toddler room had a sleep after their lunchtime. Rest areas were provided in all care rooms to include soft mats, child-sized seating and cushions where children were observed to rest and relax and look at books during the inspection.

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Supporting Relationships

The atmosphere upon the inspector's arrival was warm and welcoming. The children in all the care rooms were excited and getting ready for their pool party and were also celebrating a birthday in the Toddler room with some cupcakes. The children appeared familiar with those who cared for them and called on staff where required. Some staff cover more than one care room, and these staff were observed to be familiar with the children within their care. On occasions, care rooms join in the outdoor area, allowing opportunities for siblings to play together. The staff were observed to promote positive behaviour, and no disagreements between children were observed. The staff used age-appropriate language when communicating with the children. The staff were observed to demonstrate sensitivity, warmth and positive regard for children and their families, and were observed using soft, gentle tones while interacting with the babies. Communication with parents is through the use of a digital application as well as in-depth conversations at arrival and collection time, which was observed on the day of inspection. Staff in each care room communicated frequently with one another, ensuring transitions were smooth for children, such as the transition from lunch time to sleep time or indoor play to outdoors. Staff who worked on their own in the care rooms were seen to readily call on the service managers or other staff for support if required.

All children experienced a change of environment to the outdoors on several occasions during the inspection. The outdoor area was covered in a soft surface, which was spacious and enjoyed by children on the day. Areas available included a large boat-style climbing frame, plastic playhouses, a water table, a fairy garden, planting boxes, ride-on toys and a water wall. There was a covered area available to protect children from rain or direct sunlight. This area was fenced and gated within the outdoor area which had equipment including a large mud kitchen with lots of support equipment, trucks, and benches.

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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 provides all snacks and meals daily to children except for the children attending on a sessional basis, who take in their own snack items from home. A copy of the week's menu was available and on display, which detailed the hot meals served to the children, cooked daily on site by the service cook. On the day of inspection, the cook informed the inspector that they are trying new recipes over the summer and are working on a week-by-week basis during this transition, as well as currently trialling a change between dinner and lunch times. The hot meals listed on the menu, while taking into consideration the age of children, provided a suitable, nutritious and varied choice for children. Meals are adjusted to suit younger children and babies' needs where required. Breakfast consisting of cereals and toast is served up to 9 am daily. A morning snack of brown bread, fruit including apples, bananas, cream cheese, and yoghurts was served at 10 am. Some of the older children take in their lunch from home. Lunch provided to the children from the service was sliced vegetables, hummus, and cream cheese on crackers at 11.30 am. Dinner is served at 2.30 pm, which was spaghetti bolognese, and for children remaining at 4pm, fruit platters, crackers and cheese are served.

The children's drink bottles were available and accessible in all of the care rooms throughout the day, and when the children played outside, their drink bottles were taken outside at these times.

Where children have specific dietary requirements and or allergies, the cook explained how they cater and provide for any request from parents regarding allergies or dietary requirements.

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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 inspectors observed the following safety measures in practice within the service:

The main entrance door was secured upon the inspector's arrival. The entrance doors remained locked at all times when not in use during the inspection, ensuring no unauthorised person could enter the building or no child could leave the building unsupervised. Ground surfacing, both indoor and outdoor, was maintained in a good state of repair with no trip hazards observed. Stairways were maintained in good condition. Storage areas and the kitchen area were inaccessible to children. Cleaning products were stored safely out of the reach of children. Play equipment and resources were observed to be maintained in good condition. The outdoor areas are surrounded by high-level walls and secure gates to prevent a pre-school child from gaining unsupervised access to a roadway or other source of danger and to prevent unauthorised access to the garden or external play area. Risk assessments were completed up to date. Blind cords where they were fitted were out of the reach of children. Fire exits remained free from obstruction during the inspection.

Infection Control:

The inspectors observed the following infection control measures in practice within the service:

Handwashing was observed to take place after the children used the toilet, and before snack and meal times. Thermostatically controlled warm water, hand soap, bins, and paper towels were available at each wash hand basin. The care rooms were ventilated with openable windows. The nappy changing area and sanitary areas were ventilated with openable windows and mechanical ventilation. The service was notably well kept, with all care rooms and sanitary areas observed to be maintained in a clean and hygienic manner. Cleaning schedules were in place, up to date and completed by the relevant staff, which in turn was shown through the clean and hygienic presentation of the service. Children's bed linen is washed weekly on site or more often if required. Tables were cleaned before and after snacks and lunch times. Children's food items taken in from home that contained perishable items were stored in the fridge until snack times. External waste bins were stored securely and were inaccessible to the children.

Safe Sleep:

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Sleep facilities were provided for children. A cot room is located off the Baby room and has 8 cots available. Sleep logs were maintained for the sleeping children, which were completed by the staff and detailed the sleeping child's skin colour, breathing pattern, position and room temperature.

Sleep for children attending the Toddler room was facilitated in the adjoining room after lunchtime. Stackable beds for children aged over 2 years were observed in use on the day of inspection. Sleep records were maintained detailing the sleeping child's skin colour, breathing pattern, position and room temperature.

Non-Compliance Information

Safe Sleep:

- On the day of inspection, the following risks where sleeping children were present were identified;
 - The cot room located off the Baby room, where children aged 1 year 2 months and above were sleeping, was recorded in excess of 22°C. The thermometer in use in the cot room by staff detailed a temperature of approx. 21-22°C. When the inspector informed the staff and brought it to the attention of the service manager and registered provider that the temperature was reading at 25.2°C at 12.46 pm, actions were taken as follows: a fan was placed into the sleep room, the doors were opened, and a second fan was also added. The children's blankets were also removed. The cot room temperature was then reduced to 21.7°C at 1.07 pm following the steps taken by staff. It is acknowledged that it was a warm day outside on the day of inspection.
 - The room located off the Toddler room, where children aged 2 years and 6 months were sleeping, was recorded to 23.1°C at 12.35pm. When brought to the attention of staff alongside the already open windows and small fan in use, a blind was pulled upward to let more air circulate, which reduced the room temperature to 22.7°C. The temperature device used by staff displayed 20°C throughout this time.
 - Records reviewed upon inspection outlined that sleep checks were not always recorded at 10-minute intervals. A review of previous sleep records (6th, 7th and 13th July) detailed gaps of between 16 minutes and, on occasion, up to 42 minutes apart. This poses a risk to sleeping children. It is acknowledged that the sleep checks on the day of inspection were carried out and recorded every 10 minutes.

Corrective & Preventive Action submitted by the Registered Provider

Corrective & Preventive Action

Safe Sleep:

- The Cot Room, located adjacent to the Baby Room and the toddler sleep room, is now equipped with a digital thermometer to ensure that the appropriate temperature is consistently maintained within the sleep area. A gate has been installed to allow the door to remain open during both sleep and non-sleep periods,

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thereby promoting airflow from the Baby Room into the sleep room. Furthermore, two fans will be placed in the Cot Room to help regulate the unusually high temperatures we are currently experiencing.

- An additional fan will be provided in the toddler sleep room.
- The staff has undergone retraining and will be closely monitored concerning the recording of children's sleep records. Management will conduct regular spot checks to ensure that staff members are accurately documenting and monitoring children during their sleep.

Staff and management will ensure that the temperature in the sleep rooms is maintained at a low level during hot weather. Regular checks will be conducted of the digital thermometer and fans, ensuring a comfortable and safe environment for the children.

Supporting documentation submitted

Safe Sleep:

Photographic evidence of door gate installed, and digital room thermometers in place.

Summary Comment

The response from the registered provider and supporting documentation submitted have adequately addressed the non-compliance in Regulation 23.

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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) The registered provider ensured that a person who held in-date First Aid Response (FAR) training was at all times immediately available to the children attending the pre-school service. Six staff members held in-date FAR training certificates, all of whom were rostered to work on the day of inspection.
- (2) (a) & (b) Suitably equipped first aid boxes were available on each floor in the premises and were stored in accessible and conspicuous locations out of the reach of children. Additional materials for restocking were provided in the manager's office.

Part VI – Safety

Regulation 26 - Fire safety measures

- (1) A registered provider shall ensure that a record in writing is kept of-*
- (a) any fire drill that takes place in the premises, and*
 - (b) the number, type and maintenance record of firefighting equipment and smoke alarms in the premises.*
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.*

Compliance Information

- (1) (a) A record of monthly fire drills that take place was available. The most recent fire drill was recorded on 7th July 2026.
- (b) The annual maintenance certificate for the fire extinguishers was dated August 2025, and the smoke alarms was dated 24/04/2026.
- (4) The fire evacuation procedures were displayed on walls throughout the service, which contained details in relation to the procedure to be followed in the event of a fire.

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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

On the day of the inspection, the inspectors observed the staff members appropriately supervising the children while playing in the care rooms and outdoor areas. The staff members worked well together, ensuring that they were positioned to supervise all children during play indoors and outdoors. During outdoor play, small water pools were set up for the pool party, and staff were observed to adequately supervise the children during this activity. At mealtimes, staff members sat alongside the preschool children, offering support while also promoting the children's independence. Independence was encouraged at toilet times for older children, and when children from the Toddler room needed to use the toilet, they were accompanied by staff to the sanitary area located off the hallway.

Non-Compliance Information

Children in the Toddler Room were unsupervised while they slept on stackable beds. When the children went to sleep, one staff member went on their lunch. The other staff member who cared for one child in the Toddler room carried out the sleep checks, where they left the care room door ajar and checked on the sleeping children. In line with safe sleep guidance, children sleeping on stackable beds should be supervised at all times.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The service provider will ensure that a staff member remains present in the room while the children are sleeping on ground beds. Two staff members will remain in the toddler room during lunchtime to ensure proper supervision of children, with those sleeping and those awake in separate areas.

Supporting documentation submitted

Copy of staff roster to demonstrate staff cover. Copy of staff signatures regarding updated training on safe sleep guidance.

Summary Comment

The response from the registered provider and supporting documentation submitted have adequately addressed the non-compliance in Regulation 27. The sustainment and implementation of the corrective and preventative actions will be reviewed upon the next inspection.

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Part VI – Safety

Regulation 28 – Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

The registered provider had insurance cover in place for 90 pre-school children attending the service on a full-day care basis. The policy showed that the service had insurance in place from 18th January 2026 to 17th January 2027.