

Early Years Inspectorate Regulatory Report Pre School

TUSLA Identifier:	TU2015OY041
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Name of Service:	Grovelands Childcare LTD.
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Address of Service:	IDA Business Park, Tullamore, Co. Offaly
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Eircode:	R35 NY95
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Name of Registered Provider:	Regina Bushell
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	15/07/2026
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No of pre-school children:	AM	60	PM	60
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla, Child and Family Agency, Primary Care Centre, Church Avenue, Tullamore, Co. Offaly.
Inspection undertaken by:	K. Murphy & C. O'Connor Hughes
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

The age range of pre-school children that the service is registered to accommodate is 0 to 6 years of age. The service is operated by an independent provider as part of a multiple.

The Early Years' Service is located in a two-storey purpose-built premises. Eight pre-school rooms, two sleep rooms, a breakout room, a reception area, an office, a kitchen, a laundry and a staff room are provided. An outdoor play area is attached to the rear of the service.

On-site parking and set down facilities are available. The service is situated in a business and technology park on the outskirts of the town of Tullamore, County Offaly

Staffing

The registered provider employs thirty-three adults including a person in charge, a supervisor, twenty-six childcare practitioners, one staff member for school aged childcare, a cook, a household staff member and an administrator and a person in charge who is currently on extended leave. Twenty-four adults were present on 15 July 2026.

The registered provider who does not work directly with children was not present. The director of operations arrived at the service after the inspection had commenced and remained on site for the inspection and the closing meeting.

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

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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.

Regulation 9- Management and recruitment - (1)(a)(b)(c) (2)(a)(b)(c)(d) (3) (4) (7)(a)(b)(c)

Regulation 10 -Policies Procedures etc. of Pre-School Service

Regulation 11 -Staffing levels - (1) (2) (8)(a)

Regulation 19- Health, welfare and development of child - (1)(b) (3)

Regulation 23 - Safeguarding health, safety and welfare of child

Regulation 32 – Complaints (1)(2)(3)

Regulation 33 – Furnishing of information to agency

A sampling process was used to assess compliance under regulation 19 (1)(b) -Health, Welfare and Development of child.

As a result, the scope of the inspection included the Willow room, Chestnut room and Sycamore room.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non - compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Information submitted to Tusla on the 6 July 2026 informed the inspection.

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Acknowledgments

The inspectors wish to acknowledge the cooperation of the person in charge, director of operations, staff and children who were present on the day of the inspection.

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.

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(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5;*
- (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and*
- (c) these Regulations.*

Compliance Information

(1)(a)

The person in charge and named person to deputise was available as required.

(b)

The designated person in charge and named person to deputise were present for the duration of the inspection.

(c)

The entrance hall and reception area displayed information in respect of the roles and functions of staff members working in the service including the designated liaison person, deputy designated liaison person and the management structure.

Following a review of previous inspection findings, information available on inspection and discussion with the person in charge it was determined that seventeen new staff members had commenced in the service since the last inspection on the 25 November 2024. These seventeen files were reviewed, and the following was noted.

(2)(a)(b)

The required number of written validated references were available from past employers or from a source other than a past employer in respect of the seventeen files reviewed.

(c)

A Garda Vetting disclosure was available in respect of the seventeen files reviewed.

The service demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years. An in date garda vetting disclosure was available for ten staff members which required renewal since the last inspection on the 25 November 2024.

(d)

Police vetting was available in respect of six new staff members who had lived outside the state for a period of longer than six consecutive months.

(3)

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The registered provider ensured that staff were vetted prior to commencing employment in the service.

(4)

The new staff members working directly with children attending the service held a major award in Early Childhood Care and Education at levels 5 to 8 on the National Framework of Qualifications or a qualification deemed equivalent by the minister.

(7)(a)

In respect of a sample of twelve staff members a workplace induction form detailing training and specific service policies was available for review in respect of a sample of twelve staff who had commenced employment in the service since the last inspection on the 25 November 2024. Documentation was available to indicate that staff had read and understood the policies and procedures of the service. The person in charge provided documentation relating to regular supervision for staff members.

(7)(b)(c)

The person in charge and deputy held certificates that indicated that they had completed the governance training module relating to the Tusla Quality Regulatory Framework (QRF). Children First and Children First Mandated Person training certificates were on file for staff members. Evidence of continuous professional development undertaken by staff was available for review.

Part III – Management and Staff

Regulation 10 - Policies, procedures etc. of pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information

The following policies were reviewed and were found to be in keeping with Regulation 10.

- Policy on Managing Behaviour
- Policy on Risk Management
- Policy on Staff training
- Policy on Supervision.

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Part III – Management and Staff

Regulation 11 - Staffing levels

(1) Subject to this Regulation, a registered provider shall ensure that there is at all times an adequate number of adults working directly with the children attending the pre-school service.

(2) Subject to paragraphs (4) and (5), a registered provider of a full day care service or a part-time day care service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 1 of Schedule 6 opposite a particular reference number specified in column (1) of that Part in respect of the age range of the children specified in column (2) thereof at that reference number is satisfied.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times

Compliance Information

(1)

The minimum ratio of adults to children was maintained during the inspection.

(2)

There were sixty children attending the service supervised directly by seventeen adults.

(8)(a)

The staff roster indicated that two adults are on the premises at all times.

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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.

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

Compliance Information

(1)(b)

Willow room, Chestnut room and Sycamore room

Children were observed in the outdoor play area enjoying physical and free play in the various interest play areas supervised by the adults. Children enjoyed freedom of movement, running and playing in the large open space. Sun safe practices were observed with children rotating between spending time outdoors in the sun and periods of time indoors. Appropriate light clothing and sun hats were worn by children for the hot weather. Upon discussion with the inspector staff stated children had sun cream applied regularly. Water was available and children were encouraged to take frequent drinks of water. A change of clothing was available for children who were wet from water play and as required.

The staff were positive towards children and were familiar with each child and their personalities. Staff used individual names, maintained eye contact and conversed with the children during play activities. Staff assisted children in small group and large group play activities promoting conversations and interactions. Good teamwork was observed amongst staff.

(3)
Staff used a calm approach using soft language tones, giving positive praise and encouragement to children during the inspection. Minor behaviour management issues were handled in a supportive manner by staff using redirection and distraction strategies. Upon discussion with the inspector staff were familiar with positive behaviour management strategies in line with the behaviour management policy in the service.

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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 entrance door to the service was secure to ensure the safety of the children within. A coded system was in place for access to the service. The Inspectors signed the visitors book in the reception area of the service. The outdoor play area was safe and secure to ensure no unauthorised access to the service where the children played for extended play time.

Part VIII - Notifications and Complaints

Regulation 32 – Complaints

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

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Compliance Information

- (1)
The service complaints policy was available and reviewed. The relevant details in respect of (a)(b)(c) were noted in the policy.
- (2)(a)(b)
Records indicate that the service held information in respect of (a) and (b).
- (3)(a)(b)
The records were available for review by the Inspector.

Part IX - Inspection and Enforcement

Regulation 33 – Furnishing of information to agency

A registered provider shall furnish the Agency with such information as the Agency may reasonably require for the purpose of enforcing and executing these Regulations and the information shall be in such form, if any, as may be specified by the Agency.

Compliance Information

The person in charge and the director of operations furnished the information required for the inspection.