

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR033
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Name of Service:	Busy Bees Childcare Hive Ltd
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Address of Service:	207 Lower Kilmacud Road, Stillorgan, Dublin 14, Co. Dublin
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Eircode:	A94 W8C5
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Name of Registered Provider:	Marian Wallace
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Service type:	Full Day, Part Time, Sessional
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Date(s) of Inspection:	29/09/2025
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No of pre-school children:	AM	71	PM	65
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Address of the Early Years Inspectorate:	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8.
Inspection undertaken by:	R. Duff S. Quigley
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).

Conditions if applicable	Not applicable
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Description of service

Busy Bees Childcare Hive Ltd is a privately owned service which was established in 1990. The service provides full day, part-time and sessional care and education to preschool children aged 0 - 6years and operates from 7:45 to 18:15 each weekday. The service also provides care to school aged children.

Busy Bees Childcare Hive is located in an urban residential area in Stillorgan, South County Dublin. The service operates from a two storey, purposely adapted residential property and consists of six preschool care rooms. The service has a garden room located within the outdoor area which is used for activities and play. An additional school aged care room is also available on the premises. A large, fully enclosed outdoor play area is available to the children at the rear of the premises which is divided into three separate play spaces. An outdoor play area is also provided to the front of the premises.

Staffing

The service currently employs 20 staff members, including the registered provider, person in charge and a cook. The registered provider was not present on the day of inspection. On the day of inspection, 18 staff members were present.

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. The inspection may also focus on other areas as required. The inspection focused on an examination of compliance under regulations:

Regulation 9 – Management and recruitment

Regulation 11 - Staffing levels

Regulation 19 - Health, welfare and development of child

Regulation 23 - Safeguarding health, safety and welfare of child

Regulation 25 - First aid

Regulation 26 - Fire safety measures.

A sampling process was used to assess compliance under regulation 19 - Health, welfare and development of child. As a result, the scope of the inspection included the Baby Room, the Wobbler Room, the Toddler Room and the Play group.

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 person in charge, deputy person in charge 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*

(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)(b) The service had a designated person in charge and a named person to deputise as required who were both on the premises throughout the inspection.

(2)

Following a discussion with the person in charge it was confirmed that 14 adults had commenced working in the service since regulation 9 was last inspected on the 3/10/2023. Documentation required under regulation 9(2)(3)(4) was reviewed in respect of these 14 adults as detailed below. Regulation 9(2)(c) was assessed for 19 adults employed to work in the service.

(a)(b) Of the 28 written and validated references that were required, 26 were available from a past employer and 2 were available from a reputable source.

(c) Garda vetting disclosures were available for 19 adults currently employed in the service. The service demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for all 19 adults employed.

(d) Of the 14 new adults employed in the service, 14 required International Police vetting, the required documentation was available for 13 of the adults.

(4) Each of the 14 adults held at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework.

Non-Compliance Information

(2) (d) International police vetting was not available for 1 of the adults who required it.

(3) Documentation reviewed evidenced that the procedures specified above under 9(2)(d) had not been carried out prior to 8 adults commencing employment in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(d) The registered provider has stated that police vetting is now in place for all staff members who need it. The service was unaware of the difference between the two forms of police vetting. The registered provider is now aware of the documents required where a person has lived outside of the state for a period of longer than 6 consecutive months as an adult.

(3) The registered provider has stated that all international police vetting will be in place before a staff member commences employment in the future.

Supporting documentation submitted

Supporting documentation has been submitted and reviewed by the early years inspector.

Summary Comment

The actions taken by the registered provider have addressed the non-compliance.

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)
An adequate number of adults were working directly with the children at all times during the inspection.
- (2)
The minimum ratio of adults to children for full time services was adhered to at all times during the inspection. There were 71 children attending the service being supervised by 14 adults on the day of inspection. The person in charge was also available to assist in the care rooms where required.

Part V - Care of Child in Pre-school Service

Regulation 19 - Health, welfare and development of child

(1) A registered provider shall, in providing a pre-school service, ensure that-

(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.

Compliance Information

The inspectors observed appropriate care practices in place. The children moved freely in all rooms – exploring their environment, playing and engaging with each other and the staff. Child sized tables and chairs allowed the children to eat and engage in tabletop activities. There was evidence that equipment and materials provided were based on the children’s individual needs and emergent interests. The rooms had a mix of Montessori materials, toys and equipment which were laid out on low level shelving units and accessible to children.

Throughout the inspection, staff demonstrated warmth and affection in their interactions with the children. They addressed children by name, used gentle tones and interacted with them in a positive manner. Staff responded promptly to children’s cues for support. Language used by the staff members was observed to be encouraging, supportive and informative. Individual daily reports were kept throughout the day to give information to parents/guardians to provide for continuation of care. Children spent time outdoors throughout the day and were dressed appropriate to the weather.

Children were given advance warnings to support transitions to a new activity and for mealtimes. Children brought snacks from home, and the service provided a hot meal at lunch time and tea for all children. Drinks of water were readily available within all care rooms. Mealtimes were social occasions with children and adults sitting together, staff provided children with help when needed, bibs were worn by younger children during meals to protect the children’s clothes from becoming soiled or wet. Children wearing nappies had these changed regularly and older children used the toilet independently, however staff assisted them when needed. Staff used opportunities when assisting with personal care for warm one to one interaction with the children.

Children in the baby room had two sleeps according to their individual needs and children in wobbler and toddler rooms were placed to sleep as part of the room routine. The sleep rooms were calm and conducive to sleep. Children who had soothers were offered these when they were being placed to sleep. Staff provided children

with comfort and reassurance as they were settling to sleep, talking to them gently and sitting next to them. Areas were provided within all rooms where children could rest or take a break from activities.

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:

- When the inspector arrived at the service, access to the main door was monitored and controlled by staff to restrict unauthorised persons from gaining access to the premises and to prevent children from exiting the service unsupervised.
- Toys and play equipment used by the children were observed to be safe for the age group, maintained appropriately and in good condition.
- There were no flexes or cables observed that were accessible to the children.
- Cleaning agents and medication were stored in a locked press or out of reach of children.

Infection Control:

- The sanitary facilities were equipped with warm water, liquid soap, and pedal operated bins.
- Pedal operated bins were in place throughout the service for the disposal of waste.
- The children and staff members washed their hands at appropriate intervals throughout the inspection.

Administration of Medication:

- A sample of medication records were reviewed. The forms were completed correctly. This included ensuring written consent was obtained from parents or guardians, having a second staff member present as a witness during administration, and maintaining detailed records shared with parents or guardians upon collection. Care plans were in place for children requiring regular or emergency medication.

Safe Sleep:

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

Fire Safety:

- The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection.

Non-Compliance Information

Safe Sleep:

- In the toddler room, 5 children aged under 24 months old were observed to sleep on mattresses on the floor. Children under 24 months who don't sleep in a standard cot require a low-level bed in accordance with Guidance for the Early Learning and Care sector on sleep provision for children under 24 months.

Fire Safety:

- Although documentation was available to demonstrate that fire drills were practiced monthly, with the last fire drill recorded on 22/09/2025, discussion with two recently employed staff members was at variance with this record. Both staff members stated they were not familiar with the fire drill procedure for their room and had not been present for a fire drill. It is important that all staff members are familiar with fire safety and evacuation procedures to ensure children are evacuated in a safe and timely manner. This poses a potential risk of safety to children in an emergency.

Action submitted by the Registered Provider

Safe Sleep:

- The registered provider has stated that all children under 2 years will now sleep in a standard cot.

Fire Safety:

- The registered provider has stated that all staff were retrained on fire drill procedure on 02/10/2025, and that an additional monthly fire drill took place 08/10/2025.

Supporting documentation submitted

Safe Sleep:

No supporting documentation submitted

Fire Safety:

Supporting documentation has been submitted and reviewed by the early years inspector.

Summary Comment

The actions taken by the registered provider have addressed the non-compliance. This regulation will be included on the next inspection.

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)
An adult trained in First Aid Responder (FAR) training was available to the children on the day of inspection.
- (2)
- (a) Suitably equipped first aid boxes were available and stored safely in an easily accessible and prominent positions in the service.
- (b) The first aid boxes were observed to be easily available to the adults caring for the children attending the service.

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 fire fighting 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 written record was available detailing fire drills that had taken place in the service. The record showed that the last fire drill had taken place on 22 September 2025.

(b) There was a record to show that the firefighting equipment and the smoke alarm system had been serviced on 22 of July 2025

(4)
The fire procedures notice to be followed during a fire drill and in the event of a fire were displayed in prominent locations throughout the service.