

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR097
--------------------------	-------------

Name of Service:	Bright Beginnings Nursery and Creche
-------------------------	--------------------------------------

Address of Service:	Upper Churchtown Road, Churchtown, Dublin 14, Co Dublin
----------------------------	---

Eircode:	D14 R2E2
-----------------	----------

Name of Registered Provider:	Deirdre Conroy
-------------------------------------	----------------

Service type:	Full Day
----------------------	----------

Date of Inspection:	04/02/2026
----------------------------	------------

No of pre-school children:	AM	86	PM	84
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	1st floor Trinity Building, IDA Business Park, Southern Cross Road, Bray, Co Wicklow.
Inspection undertaken by:	S Quigley, R Duff, M Bermingham
Title:	Early Years Inspector(s)

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
---------------------------------	----------------

Description of service

Bright Beginnings Nursery and Creche is a privately owned large full day care service which was established in 1998. The service is located in a residential area of Churchtown, South County Dublin. Care and education are provided to children aged between 1 and 6 years and the service is currently registered to operate from Monday to Friday between 08:30 and 17:30 hours. The service is a purposely adapted two storey premises which is attached to a secondary school building. Children are divided between seven care rooms in accordance to their age and stage of development, and two dedicated sleep rooms are available. A large outdoor play area is available to the front of the premises which has been divided into three separate play spaces.

Staffing

The service currently employs 21 staff members, including the registered provider who works directly in the premises. On the day of inspection 20 staff members were present including 2 persons in charge and a cook. The registered provider was not present during the inspection.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well-being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation
- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance/ health, welfare and development of child/ safety/ information 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. As a result, the scope of the inspection included the Wobbler room, Playschool room, Toddler Two room, Toddler One room, Monti One room, and Monti Two 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.

Acknowledgments

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

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)

Documentation required under regulation 9(2)(3)(4) was reviewed in respect of 10 adults who the designated persons in charge confirmed had commenced employment in the service since the last date of inspection on the 8 May 2025.

- (a) (b) There were two references each available for each of the adults which had been appropriately verified.
- (c) Garda vetting disclosures were available for all adults working in the service. However, the service did not demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every 3 years for each of the adults employed, as detailed under regulation 23.
- (d) International police vetting was available for each of the 10 adults who had lived outside the state for a period exceeding 6 months as an adult.

(3) The procedures specified above under regulation 9(2) had been carried out prior to the adults commencing employment.

(4)

Documentation reviewed evidenced that each of the 10 adults held at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework.

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 pre-school children attending the service during the inspection.

(2) The minimum ratio of adults to children was adhered to at all times during the inspection. There were 86 pre-school children attending the service being supervised by 16 adults during the 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.

Compliance Information

(1)(b) Appropriate and suitable care practices were observed to be in place. Meals and snacks were offered to the children regularly throughout the day which were prepared on site, including a hot lunch. Self-feeding was promoted in younger care rooms and staff assisted children where required. Bibs were provided to protect younger children's clothing. Children's nappies were changed routinely and as needed, with staff using these opportunities for warm one-to-one interactions. Older children were supported to use the toilet independently. Staff addressed children by name and spoke to them in gentle positive tones. Children were comforted promptly if they became upset.

A rest area was provided within each room where the children could rest or take a break from activities. Children were given the opportunity to sleep after lunch time where required and babies were placed to sleep in line with

their individual care needs. The children were made comfortable for sleep, with staff removing their shoes and outer clothing and providing soothers and comforters to those who used them. Staff provided comfort to children where required when going to sleep, offering reassurance by sitting beside them and speaking softly. A record was kept for staff to communicate with parents/guardians regarding individual children's care, including information about diet, sleep, and nappy changes.

The routine and play experiences in the service were observed to be child-led and children were observed to be content in their play-based activities throughout the inspection.

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

The inspectors found by observation of practice, review of documentation, discussion with the persons in charge, and inspection of the premises that the following steps to safeguard children attending:

General Safety:

Steps were implemented to ensure the safety of the children. The entry and exit points were secured to prevent children from leaving the service unattended or unauthorised individuals from gaining access. The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order.

Potentially hazardous materials such as cleaning products and medicines were safely stored out of children's reach. There were no hazards identified in the outdoor play environment.

Infection Control:

Measures were taken to minimise the risk of infection spreading. Soothers were kept in individual containers to avoid cross-contamination. Appropriate infection control measures were taken during nappy changing including the use of gloves, aprons, and thorough handwashing for staff after changes. Waste was managed appropriately using pedal-operated bins. Each child was provided with their own bed linen, which staff stated was laundered weekly and stored individually between uses. Staff were aware of guidelines on exclusion periods for adults and children with infectious illnesses. Staff and children washed their hands at regular intervals and as required.

Administration of Medication:

Medications were stored in their original packaging out of reach of children. Staff demonstrated a clear understanding of procedures to safeguard children when administering medicine. 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 available for children who required emergency medication and staff demonstrated a robust awareness of the requirements of these plans during discussions with the inspectors.

Safe Sleep:

Staff were familiar with safe sleep guidance. Sleep logs were maintained in the dedicated sleep rooms and care rooms where children slept, and individual children's observations recorded room temperature, breathing, colour, and position every ten minutes. Standard cots and low-level beds were available for sleep and were used in accordance with children's ages and developmental needs. The temperature of the rooms where children slept were recorded and maintained at the required temperature ranges.

Fire Safety:

The designated fire escape routes were clearly indicated and free from obstruction on the day of inspection. Staff members adequately outlined the evacuation procedures in place in the event of a fire and stated that fire drills are practiced regularly on a monthly basis.

Non-Compliance Information

General Safety:

1. 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 for one adult employed.
2. The surface temperature of an uncovered radiator which was in reach of the children in the Toddler Two room was recorded to be 71.5°Celsius during the inspection posing a risk of injury to a child.
3. The water temperatures in the children's handwash sinks in the Monti One room and the Playschool bathrooms were recorded to be between 49.3°Celsius and 53.4°Celsius posing a risk of injury to a child.
4. Staff members stated during discussions with the inspector that a microwave was in use to heat babies milk bottles which can cause hot spots to form in the milk and create a risk of scalding to a child.
5. An electrical cable was hanging from a large television screen in reach of the children in the Monti One room posing a risk of injury to a child.

Infection Control:

6. The handwashing practices observed in the Wobbler room were at variance with the infection control policy in place in the service and posed a risk of cross contamination. Babies' hands were observed to be washed before and after meals, and after nappy changing using wet cotton pads instead of running water.
7. In the Toddler One room, the fabric covering on a chair in the children's rest area and on a step up to the rest area had torn and come away exposing internal foam and a sticky residue which could not be effectively cleaned.

Action submitted by the Registered Provider

The service provided the following response;

Corrective & Preventive Action

General Safety:

1. A Garda Vetting re-application for the staff member was submitted without delay to ensure compliance with the regulatory requirement that Garda Vetting be renewed every three years for all adults employed within the service. It has now been received. While the service had an existing compliance tracking checklist in place, this inspection highlighted the need to strengthen the monitoring systems. The checklist has now been reviewed and updated to include a mandatory three-month pre-expiry renewal trigger.
2. The radiator has since been fully covered with a radiator cover. Following this finding, the service conducted a full review of all radiators within the premises to ensure they are adequately covered and inaccessible to children.
3. The water heaters were adjusted to ensure that hot water temperatures do not exceed the recommended maximum of 43°C for children's handwashing facilities. The temperatures were rechecked following adjustment to confirm they were within a safe range. Water temperature settings will now be informally checked as part of routine health and safety oversight to ensure they remain within a safe range.
4. Microwaves are not used to heat bottles. All staff were reminded of the correct procedure for heating bottles and the risks of microwave heating. The Safe Preparation of Baby Bottles policy has been reviewed and re-circulated to all staff. The methods of providing bottles at room temperature or warming them safely in warm water have been reinforced during a team meeting. Staff will continue to be reminded of these procedures during induction and regular refreshers to ensure consistent implementation.
5. Immediate action was taken to eliminate the hazard. The cable has now been securely pinned back and is no longer accessible to children. To prevent a recurrence, all new electrical equipment installations will be

checked to ensure cables are secured and out of reach of children before use. Staff have been reminded to verify the safety of equipment and cables following any new installation. Regular room safety checks will continue to identify and address any potential hazards promptly.

Infection Control:

6. A dedicated wobbler-level handwashing sink is being installed directly outside the changing area, with installation being completed by our plumber on Monday 9th of March. This ensures that all babies in the Wobbler room will have access to running water for handwashing before and after meals and following nappy changes, in line with infection control best practice. Infection control guidance will continue to be reinforced during regular team meetings and refreshers.
7. The damaged chair was removed and the step was reupholstered. The step is now cleanable and suitable for use by children. All furniture and soft furnishings in the creche will be routinely inspected for damage, wear or potential hazards. Any items showing signs of damage will be repaired, replaced or removed promptly to ensure a safe environment for children. Staff have been reminded to report any damaged furniture immediately so that timely action can be taken.

Supporting documentation submitted

Supporting documentation was submitted and reviewed by the early years inspector.

Summary Comment

The regulatory requirement has been met.

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) The first aid box was stored in a conspicuous location within the service.

(b) A first aid box was available in the service at all times on the day of inspection.

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 on a regular basis.

(b) There was a record to show that the firefighting equipment and the smoke alarm system had been serviced within the required timeframes.

(4) The procedures to be followed during a fire drill and in the event of a fire were displayed in a conspicuous location within the service.