

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR135		
Name of Service:	Bayview Montessori Ltd		
Address of Service:	34 Dalkey Park, Dalkey, Co. Dublin		
Eircode:	A96 Y2R8		
Name of Registered Provider:	Andrea Hickey		
Service type:	Full Day, Part Time,		
Date(s) of Inspection:	04/04/2025		
No of pre-school children:	AM	25	PM No.
Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8		
Inspection undertaken by:	R. Phillips and Shane Faherty		
Title:	Early Years Inspector and Inspection Registration Manager		

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	N/A
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Description of service

Bayview Montessori School was first established in 2003. It is a privately operated Early Years childcare service providing care and education to children aged 2-6 years. Its hours of operation are currently 08:30-16:30 from Monday to Thursday, and 08:30- 13:30 on Fridays, 38 weeks of the year.

Staffing

There were seven adults employed in the service, including the registered provider, who works in the service as the manager. There were three students present on the day of 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 and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations:

- 9(1) (2) (4) Management and Recruitment.
- 11(1) (2) Staffing Levels.
- 19(1)(a) Health Welfare and Development of child.
- 23 Safeguarding Health Welfare and Safety of child.
- 25 First Aid.
- 26 Fire Safety.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 19 (1)(a) Sampling was also used to assess compliance under regulation 23, a sample of records were reviewed.

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, 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
- (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.

(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) There was a designated person in charge and named person to deputise as required.

(b) The named person in charge remained on the premises throughout the inspection.

(c) There was a clear management structure in place. The manager and staff demonstrated an awareness of their roles and lines of authority within the service.

(2) Through conversation with the registered provider and deputy person in charge, it was confirmed that three new staff commenced employment in the service since the last inspection. These three staff files were inspected, as well as documentation for the three students present.

- (a) (b) Appropriate consideration had been given to references for all adults. References had been sourced from their past employers. The references had a record of verification checks carried out.
- (c) Garda Vetting disclosures were available for all staff members. Garda vetting certificates had been renewed in accordance with the Early Years Inspectorates regulatory notice, which requires services to renew garda vetting every three years.
- (d) International Police Vetting was not required for any of the permanent staff. International police vetting was available for inspection as required for the students present.
- (4) All seven staff members employed to work directly with the preschool children held at least a major award in Early Childhood Care and Education at level 5 or equivalent.

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 with the children. There were six staff and three students working directly with the 25 children present on the day of inspection.
- (2) The minimum adult to child ratio requirement for the age of children and type of service was maintained at all times.

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

Compliance Information

(1)(a) The following are examples of how each child's learning, development and well-being was facilitated in the service:

Basic Needs:

The staff were observed engaging in a warm respectful manner with the children throughout the day.

Older children were supervised using the sanitary facilities and supported in washing their hands after doing so.

The service had a healthy eating policy. Children had access to their own water bottles throughout the inspection.

The children brought healthy snacks and meals provided by parents, and were observed enjoying same in a relaxed atmosphere, with the staff engaging with them as they ate.

Staff promoted independence in the Montessori room on the first floor, encouraging the children to look after their own belongings and the helping hands assisted staff in giving out the lunch. Staff praised children in their efforts.

They met their needs in a timely manner, with scheduled times to change nappies in pre-Montessori 1 and 2, staff were observed changing sooner as required.

Conversations with staff highlighted that children were facilitated to sleep daily as required.

The inspectors observed that children's transitions were well supported with verbal strategies to inform and prepare children for up-coming activities and movement.

Child-led play was facilitated during the inspection as evidenced by children playing in different areas of interest and by being involved in various activities. The staff members were observed following the children's lead and engaging in play and activities with the children at an individual, small group and large group level.

Physical and Material Environment:

The care rooms were bright and laid out to facilitate supervision of the children. Each room had

clearly defined interest areas which were equipped with a suitable range of developmentally appropriate play materials to support children’s play and learning. All the Montessori and play and mark making materials were available to the children on low level open shelving.

The service’s large outdoor play area was fully enclosed by fencing and boundary walls. Ride on toys and bikes were available to promote gross motor development.

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 following are examples of the measures undertaken by the registered provider and staff members to safeguard the health, safety and welfare of the children attending the service:

General Safety:

The entrance doors were appropriately secured which prevented children from exiting the premises unsupervised and prevented unauthorised persons from gaining access to the service.

The exit which directly led to the outdoor area made for safe transitions for the children from indoor to outdoor play.

Cleaning agents were stored appropriately in locked cupboards out of reach of children.

Storage rooms and the kitchen were inaccessible to the children.

Thermostatically controlled warm water was available in the children’s sanitary facilities, and did not exceed the maximum safe temperature of 43°C.

Radiators were covered to prevent risk of scalds.

The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order.

The outdoor play area to the rear of the building, was enclosed by a boundary wall and fencing, which was in good condition. The area was secured by a locked gate to prevent unauthorised access or a child leaving unsupervised.

No hazards were identified in the outdoor play area, which had natural grass, and a cement path underfoot.

Infection Control:

Children drank from their own water bottles, and staff washed their hands when serving food to the children.

Tables were observed to be cleaned before and following meals and snacks.

Children were observed washing their hands before eating and after messy play or using the toilet as appropriate.

Conversation with the staff identified that linen for the floor beds was stored separately and washed with adequate frequency.

There was provision for the appropriate disposal and storage of waste in pedal operated bins throughout the service.

The nappy changing areas were clean and well stocked with personal protective equipment (PPE). Staff were observed cleaning the mat and unit after nappy changing.

The service's nappy changing procedure was observed and staff followed the steps, preventing cross contamination, using PPE and washing adults and children's hands as required.

Administration of Medication:

Medications were stored out of reach of children. Medications were stored in the original packaging as required.

Staff demonstrated an understanding of the appropriate measures to be taken to safeguard children if medication was required. A sample of medication records were reviewed. The forms were completed correctly including the name and dose of the medication given, written parental consent and a second staff member's signature. No child was observed having medication on the day of inspection.

Two detailed care plans were available, and staff were familiar with the procedure to administer an adrenaline auto injector to children with severe allergies if required.

Safe Sleep:

As the service was closed at 13:30 on the day of inspection, no children were observed sleeping.

Sleep check records from previous dates were reviewed. Observations noted were the child's position, colour, breathing pattern and the room temperature at ten-minute intervals. These records were dated and signed.

Fire Safety:

The emergency exits were clear and unobstructed.

Records indicated that fire drills are carried out on a monthly basis to familiarise both adults and children with the procedure to be followed in case of a fire.

Outing:

The service had a policy on outings which described measures to ensure the safety and welfare of children when on an outing. First aid measures and management of a critical incident such as a missing child or illness were

included in the risk assessment for the outings policy. Safety measures included the children wearing high visibility vests, handwashing after contact with animals, bringing a charged mobile phone and up to date contact details for parents/ guardians. Individual consent forms are sent to parents for each outing.

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) A person trained in First Aid Responder (FAR) training was immediately available to the children at all times on the day of inspection.

Discussion with staff and review of staff files highlighted that someone with FAR training is available at all times that the service is operating.

(2)(a) The first aid boxes were stored in conspicuous locations within the service.

(b) The first aid boxes were available to the adults and children in the service at all times.

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

On review of records the inspector observed that:

- (1) (a) The service maintained a record of monthly fire drills that had taken place in the premises. The last fire drill was recorded as having taken place on 26th March 2025.
- (b) The last maintenance check for the fire-fighting equipment and servicing of the smoke alarms was recorded as having taken place on 22nd November 2024
- (4) Notices of the procedure to be followed in the event of a fire were displayed in conspicuous places throughout the service.