

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DR186
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Name of Service:	Blossom Nursery School
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Address of Service:	The Carry Centre Holy Trinity Parish, Killiney Hill Road, Killiney, Co. Dublin
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Eircode:	A96 DP11
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Name of Registered Provider:	Laura Salter, Veronica Glansford
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Service type:	Part Time
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Date(s) of Inspection:	31/03/2025
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No of pre-school children:	AM	12	PM	7
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
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Inspection undertaken by:	R Phillips and H Sutherland
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Title:	Early Years Inspectors
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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	NA
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Description of service

Blossom Nursery School is a privately owned Early Years service established in 2015. The service provides part time and sessional care to children aged 2-6 years of age and operates a play-based curriculum and Early Childhood Care and Education Scheme (ECCE). The service operates from a community centre with a large open plan care room, situated in a residential area of Killiney, South County Dublin.

Staffing

There are four adults employed in the service including the two registered providers, one of whom was present throughout the inspection. They manage the service and work directly with the children. There were two students present in the service 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) (8)(a) 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 23 in relation to administration of medicines.

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, 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) All four of the permanent staff files were inspected, as well as documentation for the two students present and a sports coach who coaches the children weekly.

(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) Four staff members employed to work directly with the preschool children held at least a major award in Early Childhood Care and Education at level 7-8 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.

(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) An adequate number of adults were working with the children. There were two staff members and two students working directly with twelve children, including the registered provider as the service manager.
- (2) The minimum adult to child ratio requirement for the age of children and type of service was always maintained.
- (8) (a) There were at least two staff members on the premises throughout 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-

(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

Basic Needs:

The service had a healthy eating policy. Lunch and snacks were provided by parents for the children attending the service. Children had access to their belongings and were encouraged by the staff to be independent. The children could choose to have a snack or drink of water throughout the day. Mealtime was relaxed with the children enjoying their meal at low level tables, chatting happily to their peers and the adults who sat with them. The food they ate was observed to be healthy and varied. Children were encouraged and supported to tidy up and use the toilet independently. Adults offered positive reinforcement and encouraged problem solving using suggestions to resolve minor conflicts.

Physical and Material Environment:

The service was well resourced with a variety of equipment and materials that were accessible to the children. Conversation with staff provided information regarding additional play materials available for the children. Staff advised that the environment changed with the interests of the children. A child was observed asking for the dinosaurs, and a member of staff provided the children with the box of dinosaurs. There was a balance between activities and the children having the opportunity to engage in free play, at 10:30 the children were observed to sit together for songs, stories breathing and mindfulness. There was a rest area available for the children to opt out of activities and take a break.

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.

Cleaning products were stored 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.

The toys and play equipment observed in use by the children on the day of inspection were safe and in good working order. No hazards were identified in the main care room or sanitary area.

Infection Control:

Measures were taken to reduce the risk of infection spreading.

Staff were observed cleaning the table prior to mealtime.

Children were supported to wash their hands at appropriate times before eating their meal and after using the toilet. The premises and equipment were visibly clean and well-maintained.

Administration of Medication:

There was written evidence of prior parental consent for administration of temperature reducing and prescribed medications.

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

Outing:

The service had an outings policy which outlines specified measures to be taken to ensure the safety and welfare of Early Years children while not on the premises. Including bringing a mobile phone and up to date contact list for parents/guardians, first aid box, lunches, and drinks and the record of attendance. In conversation with the registered provider, it is evident that they considered whether they had adequate staff to proceed with an outing and obtained individual consent from parents for each outing.

Non-Compliance Information

General Safety:

The boundary fence of the outdoor play area is damaged and in a state of disrepair. This is a potential hazard for children which could lead to accidental injury. The fence has gaps in it which poses a risk where a child could leave the area unsupervised.

Administration of Medication:

1. Staff did not demonstrate an understanding of the appropriate measures to be taken to safeguard children if medication was required.
2. A detailed care plan was not available for a child with a severe nut allergy. The lack of a care plan detailing signs to watch out for, measures to be taken, location of medication and staff roles, may hamper timely effective intervention in the event of a severe allergic reaction. An individual risk assessment is required.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

A risk assessment has been carried out and all staff have been given a copy to read and identify what needs to be done. Traffic cones and caution tape have been used to prevent children accessing the area. This will stay in place until the fence is fixed, which we be over the summer.

Administration of Medication:

1. All staff and management have had training in the use of the adrenaline autoinjector when doing their First Aid Responder training.
Ensure all staff and management are comfortable with the administration of medication
2. A Care plan has been drawn up and signed by the child's parent. All staff members have read the document. This document is kept in the register, so it is easy to locate and if an incident happens all staff are aware of where it is.

Supporting documentation submitted

General Safety:

A Risk assessment which identifies the hazards, and specific risks and the immediate control measures put in place in the interim and the plan to have fence repaired by owners was submitted.

Administration of Medication:

1. No evidence submitted.
2. A copy of the signed care plan was submitted.

Summary Comment

The corrective and preventative actions as stated by the registered provider have been deemed to address the non-compliance. These actions will be assessed 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) 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 box was stored in a conspicuous location within the service.

(b) The first aid box was 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 12th March 2025.
- (b) The last maintenance check for the fire-fighting equipment and smoke alarms was recorded as having taken place on 17th September 2024.
- (4) Notices of the procedure to be followed in the event of a fire were displayed in conspicuous places throughout the service.