

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY034
--------------------------	-------------

Name of Service:	Bumblebee Montessori and Childcare
-------------------------	------------------------------------

Address of Service:	16-17 Churchwell Mews, Belmayne, Dublin 13.
----------------------------	---

Eircode:	D13 A060
-----------------	----------

Name of Registered Provider:	Emma Crowe, Nichola Higgins
-------------------------------------	-----------------------------

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

Date of Inspection:	14/05/2025
----------------------------	------------

No of pre-school children:	AM	46	PM	31
-----------------------------------	----	----	----	----

Address of the Early Years Inspectorate:	Early Years Inspectorate, Floor 7 Brunel Building, Heuston South Quarter, St John's Road West, Kilmainham, Dublin 8 D08 X01F
Inspection undertaken by:	G. Kavanagh and E. Griffin
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.
---------------------------------	-----------------

Description of service

Bumblebee Montessori and Childcare is one of two services operated by the two registered providers. This service is registered to operate from 8am to 6pm and is currently operating from 8am to 5.30pm Monday to Friday. The service participates in the Early Childhood Care and Education (ECCE) scheme Monday to Friday from 9am – 12 pm and from 2pm to 5pm. There are four care rooms in the service. On the ground floor there is the Blue Room for children aged 11 months to 19 months, the Purple Room for children aged 2 to 3 years. There is also a kitchen, an office, a cot room and sanitary accommodation for children and staff. On the first floor there is the Yellow Junior Montessori room which caters for children aged 3 to 4 years and the Senior Montessori room which caters for children aged 3 to 5 years and there is also sanitary accommodation for children on this floor. A secure outdoor play area was located to the rear of the premises.

Staffing

The registered providers employ 15 staff including a supervisor, assistant supervisor, 11 early years practitioners, and a cook. One registered provider works in the service in a management capacity. A cleaner is also employed but does not have contact with the children as they work outside of the operating hours of the service. On the day of the inspection there were 11 staff present including the supervisor, assistant supervisor and 9 childcare staff. Shortly after the commencement of the unannounced inspection one of the registered providers who is also the person in charge arrived and remained on site to help facilitate the inspection process.

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.

A sampling process was used to assess compliance under Management and Recruitment Regulation 9, Record of a Preschool Child Regulation 15 (1) (a-i) and (3)(c), Regulation 19 Health, Welfare and Development of Child and Regulation 23 Safeguarding Health, Safety and Welfare of Child.

As a result, the scope of the inspection included the Blue Room and the Purple 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 the registered provider, management, 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) The service had a designated person in charge and named person to deputise as required.
 - (b) A review of the roster showed either the person in charge or the deputy person in charge were rostered to be present during the operational hours of the service.
 - (c) There was a clear management structure in place, and staff reported being aware of this.
- (2) A review of paperwork and conversation with the one registered provider who works in the service confirmed there are currently 15 adults employed in the service. The files of four adults new to the service since the last inspection which took place on 29 February 2024 were reviewed. The registered provider had completed the following checks:
- (a) There were 3 written and validated references available from past employers.

- (b) There were 4 written and validated references available from a source other than a past employer.
 - (c) Garda vetting disclosures had been obtained for all 4 adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
- (4) There was documentary evidence available that the 4 adults who worked directly with children attending the service held a qualification deemed eligible by the Department of Children, Equality, Disability, Integration and Youth Affairs.

Non-Compliance Information

- (2) (a) There was no evidence to show that the registered provider had validated one reference which was available.
- (d) Police vetting was available for one adult who had resided in a country other than Ireland however evidence showed that the adult had continued to reside in the country for 1 year and 9 months after the date of the police vetting. Police vetting should be obtained after the date on which the person leaves the country to ensure it correctly reflects their status.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

- (2)(a) The registered provider has stated that the outstanding reference has been obtained and validated. The registered provider has stated that management will ensure that two written references will be validated before staff commence employment.
- (d) The registered provider has confirmed that police vetting has been applied for. Management have confirmed that all police vetting, and Garda vetting are kept up to date.

Supporting documentation submitted

- (2)(a) Documentary evidence showed the new reference and validation of same.
- (d) Evidence has been received for the staff member confirming that police vetting has been applied for.

Summary Comment

The corrective and preventative actions provided by the registered provider is sufficient to address the non-compliances under Regulation 9(2)(a). The registered provider has attempted to address the non-compliance under Regulation 9(2)(d) however as police vetting has not been received this remains outstanding. The registered provider is required to submit the police vetting to the inspectorate when it is received.

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

The registered provider ensured the following:

- (1) There were 10 staff available and caring for 46 children present on the morning of the inspection and there were 7 staff available and caring for 31 children present on the afternoon of the inspection. In addition, the registered provider and the supervisor were available to provide support in the care rooms when required.
- (2) The adult child ratios were correct when the inspectors arrived unannounced to the service and throughout the inspection. Staff were aware of the required ratios for the age range of children in the rooms.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child's registered medical practitioner;*

(h) record of immunisations, if any, received by the child;

(i) written parental consent for appropriate medical treatment of the child in the event of an emergency.

*(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-
(c) an authorised person.*

Compliance Information

(1) A sample of 10 children's registration records were reviewed as part of the inspection. The registered provider ensured that the information required under (a)-(i) was maintained for each child.

(3) (c) Records were open to inspection by an authorised person. Children's registration records requested by the inspection team were available for review.

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:

- At morning snack time children were observed to be offered a cereal bar and chopped up fruit. The service also provided a hot meal option for children which was prepared on site. Different dietary requirements were catered for if required and additional food was observed to be available, for example, dinnertime pasta and meatballs with a tomato sauce was served between 11am and 11.30am and a vegetarian option and extra portions were available if required. Water was available in each care room for the children to drink and children were encouraged to drink water throughout the day.
- There were cosy areas with a soft mat, cushions and books for rest and relaxation present in the care rooms. In addition, there was an adult sized chair in the Baby room which was observed in use when staff comforted a child. The provision of comfortable outdoor seating and tables allowed children a place to sit and rest during outdoor play time.
- A sense of identity was promoted throughout the service. For example, there was a 'Family Wall' display, a 'Birthday Time' display, 'Memory Wall' display and the children's artwork was displayed throughout the care rooms in the service. In addition, in the Purple Room children had their own coat hooks, water

bottles and low sleep beds. These items were colour coded with the child's name and children were observed to be familiar with the colour allocated to them.

- There was a garden timetable displayed on the wall, and children were observed to play outdoors during the inspection. This supported their social, cognitive, and gross and fine motor development.

Supporting Relationships with Children:

- Mealtimes observed were sociable events, staff chatted to the children. In the younger rooms children were encouraged to self-feed and staff were on hand to help as required, supporting independence and wellbeing.
- There was consistency in staff provision and children were observed to be familiar with the staff caring for them.
- Throughout the care rooms the interactions with children were positive and caring. For example, children were spoken to in positive tones and were supported during activities.
- Child led play was encouraged and evidenced by children playing with play materials of their own choice during the inspection. For example, after dinnertime children were observed to choose to play in the soft play area with balls and push along toys.
- The service used an electronic application to communicate with parents and update them on their child's day. This included activities, mealtimes, toileting and sleep updates. Staff were observed to chat with parents at collection times.

Equipment and Materials:

- The furniture provided in the care rooms were low level and suitable to the needs of the children. There were appropriate chairs and tables for feeding in the care rooms to facilitate the children to eat comfortably and independently.
- The care rooms in the service were designed with the age and stage of development having been taken into consideration and equipment and materials were visible and accessible enabling the children to independently access their choice of activity. In the Blue Room there was adequate space for the babies and toddlers to explore their environment which included a selection of age and stage appropriate toys and equipment. For example, there was a home corner with supporting equipment, a mirror, soft play area with balls, farm animals and shape sorting and push along toys. In the Purple room the toys and

materials were labelled and themed. This promoted spontaneous play opportunities for the children present.

- There was an outdoor play area available for the children with a soft ground surface and this area was partially covered. This provided children with shelter and the children were protected from direct sunlight. The equipment and toys available included a tunnel, a large climbing structure which had two slides, a bridge, tunnels and steps for climbing and two playhouses. Additional play equipment for outdoors was available in the two storage units located in the outdoor play area.

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:

- On the unannounced arrival at the service by the inspectors, the entrance door leading into the premises was appropriately secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the premises throughout the inspection.
- The outdoor play area was securely fenced and gated reducing the risk of children from exiting unsupervised. Children who were brought out to the outdoor play areas from indoors were observed to be supervised.
- The kitchen area was inaccessible to the children throughout the inspection.
- Toys and equipment used by the children were observed to be well maintained and in a good state of repair.
- There were no flexes or cables observed that were accessible to the children.
- Blind cords were secured safely out of reach of the children.
- Medication was stored safely out of the reach of the children.

Infection Control:

- Foot pedal operated bins were available in the care rooms and sanitary areas to allow hygienic disposal of contaminated materials.
- The premises was observed to be in a clean and hygienic condition.
- Individual bed linen was used for the sleeping children and staff were familiar with the washing schedule.

- Windows in the care rooms were observed to be open which allowed for circulation of air and reduced the risk of cross infection.

Safe Sleep:

- Heavy clothing was removed from the children before sleep time.
- Cellular blankets were used.
- A sleep log was maintained while children slept. Staff were observed to physically check and record the colour, breathing and position of sleeping children was checked every ten minutes.

Fire Safety:

- All fire emergency exit doors were clear from obstruction. This helped ensure the safe effective evacuation of children and staff in the event of an emergency.

Non-Compliance Information

General Safety:

1. There was hole on a radiator cover in the blue room the edge of which was observed to be jagged and sharp. This posed a potential risk of injury to the children.

Infection Control:

2. There was no warm water available during the morning of the inspection. Children and adults require warm running water in conjunction with liquid soap and paper hand towels provided in line with HSPC guidance in relation to infection control protection measures. It is acknowledged that the registered provider took immediate action to fix the water temperatures once the identified risk was brought to their attention by the inspection team and the water temperature was recorded at 40.9°C in the afternoon.

Safe Sleep:

3. An ambient temperature of 16-20°C was not maintained in the cot room while a child under 1 years old was sleeping. The cot room temperature was recorded at 23.1°C at 12pm. It is acknowledged that the registered provider took immediate action to reduce the cot room water temperatures once the identified risk was brought to their attention by the inspection team and the cot room temperature was recorded at 20.2°C at 12.40pm. It is also acknowledged that in attempts to increase the water temperature during the morning the heating system had been rebooted accidentally which led to the radiators coming on.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. The registered provider stated that a person had been employed to fix the radiator cover.
The registered provider has given assurance that defective equipment will be replaced in a timely manner.

Infection Control:

2. The registered provider employed a professional to fix the hot water which was done on the day of the inspection. The registered provider will ensure that hot water is available during the operation of the service.

Safe Sleep:

3. The registered provider has stated that the cot room temperature is maintained by keeping the windows and doors open and using a fan if necessary, when no children are in the room.

Supporting documentation submitted

General Safety:

1. The registered provider has submitted a photo of the radiator cover that has been replaced.

Infection Control:

2. None submitted.

Safe Sleep:

3. None submitted.

Summary Comment

The corrective and preventative actions provided by the registered provider are sufficient to address the non-compliances under Regulation 23. This will be reviewed on the next inspection.

Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.

(3) A registered provider shall ensure that-

(a) no person other than-

(i) pre-school child attending the service,

(ii) a person dropping or collecting such a child,

(iii) an employee, or

(iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and

(b) a daily record in writing is kept of the entry on the premises of any such person.

Compliance Information

(1) Staff were observed to greet children on arrival and their attendance and departure were promptly recorded.

(3) (a) The entrance to the service was controlled by a buzzer system and staff were observed attending the door to allow access on the day of inspection.

(b) A visitor book was available and provided to the inspection team to sign on arrival to the service. On the day of inspection an outside contractor was observed in the service. The details of this person's visit were recorded in the visitor book.

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) There was evidence to show that three adults hold certification in First Aid Response training, the adults were available for the duration of the inspection. In addition, there was evidence to show that one of the three adults were rostered to be on the premises at all times while children were attending the service.
- (2) (a) A suitably equipped first aid box was available and stored safely in an easily accessible and conspicuous position on a shelf in the care room.
- (b) The first aid box was 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 firefighting equipment and smoke alarms in the premises.*
- (2) *The record referred to in paragraph (1) shall be open to inspection by-*
 - (c) *an authorised person.*
- (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) The registered provider ensured that a rerecord of fire drills which were evidenced to occur monthly in the service was maintained. The record showed that the last fire drill took place on the 17 April 2025.
- (b) The registered provider-maintained records relating to the number, type and maintenance record of firefighting was last serviced on 16 July 2024. The smoke alarms were last serviced on 27 February 2025.
- (2) (c) Records were open to inspection by an unauthorised person. All fire safety records requested by the inspection team were available for review.
- (4) Notices detailing the procedure to be followed in the event of a fire emergency were displayed throughout the service in care rooms and hallways.

Part VI - Safety

Regulation 28 - Insurance

A registered provider shall ensure that the pre-school service is adequately insured.

Compliance Information

The service had adequate insurance for the number of children in attendance. The insurance certificate is valid until 27 March 2026.