

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY310
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Name of Service:	Daisychain Montessori & Childcare
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Address of Service:	Lower House, Milltown Road, Milltown, Dublin 6, Co. Dublin
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Name of Registered Provider:	Gemma Rave, Lucy Madigan
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	03/09/2025
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No of pre-school children:	AM	52	PM	46
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Address of the Early Years Inspectorate:	The Early Years Inspectorate, Tusla Child and Family Agency, Carysfort House, Carysfort Avenue, Blackrock, Co Dublin
Inspection undertaken by:	L Magee & O Quill
Title:	Early Years Inspector

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

Daisychain Montessori and Childcare is a privately owned service which was established in 2000. The service is registered to provide full day care to children aged 0-6 years. The service is registered to operate from 7.30am – 6.30pm Monday to Friday.

Staffing

The service currently employs fifteen childcare staff who work directly in the service including a designated person in charge and one ancillary staff member. On the 3 September 2025, seventeen adults were present including one of the registered providers and the area manager.

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. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under the following regulations:

9(2) (a)(b)(c)(d) and (4) Management and Recruitment

11(1), (2), Staffing Levels

16(h)(i)(j)(k) Record in relation to Pre-school Service

19(1)(b) Health, Welfare and Development of Child

23 Safeguarding, Health, Safety and Welfare of Child

25 First Aid

26 Fire Safety Measures

A sampling process was used to assess compliance under regulation 16(h)-(k) Record in relation to Pre-school Service and regulation 19 (1)(b) health, welfare and development of child.

As a result, the scope of the inspection included the Wobbler room, Toddler room, Montessori 1, Montessori 2 and Montessori 3.

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, the management team, 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.

(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) The inspection focused on records for 10 staff members who had been employed since the previous inspection dated 30 August 2022 in relation to regulations 9(2)(a), (b), (d) and (4). Regulation 9(2)(c) was inspected for these 10 adults and a further eight adults whose Garda vetting disclosure had been renewed in accordance with the Early Years Inspectorate Regulatory Notice.

(a) There were written validated references available from previous employers for adults employed in the service.

(b) Suitable references from other sources were available for adults who did not have a previous employer.

(c) Garda vetting disclosures were available for eighteen adults. This included the area director and one of the registered providers. Garda vetting disclosures had been renewed in accordance with the Early Years Inspectorate Regulatory Notice, which requires services to renew Garda vetting every three years.

(d) International Police vetting was available and translated for ten adults who had lived outside the state for a period of longer than 6 months as an adult.

(4) All new staff members held a major award in Early childhood Care and Education at a minimum Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Non-Compliance Information

(d) International police vetting was not available for one adult who had lived outside the state for a period of longer than 6 months as an adult.

Corrective & Preventive Action submitted by the Registered Provider

The staff member was in a non-paid volunteer role abroad. They are no longer in touch with / or has contact details for the place where they lived. They did not register for residency at this time. They have signed a declaration to state same. The staff member has contacted the Embassy to see if there is another way to get Police vetting. The service is awaiting a response from the Embassy and will keep attempting to find a way to obtain the Police vetting for this staff member. The service has updated their onboarding process and have added two new forms. One for staff and an audit checklist for the recruitment manager to ensure that nothing has been missed. The recruitment manager will use the form to cross reference against the CV.

Supporting documentation submitted

Supporting documentation was reviewed.

Summary Comment

The actions taken by the registered provider has addressed this non-compliance. This regulation will be assessed on the next inspection.

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 when the inspectors arrived unannounced at the service. There were 12 staff members working directly with 52 children. Two service managers and the area manager were allocated to provide break cover.
- (2) The minimum adult to child ratio requirement for the age of children and type of service provided was always maintained.

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

- (h) details of attendance by each pre-school child on a daily basis;
- (i) details of staff rosters on a daily basis;
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent;
- (k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

- (h) Details of the attendance of each child in the Wobbler room, Toddler room, Montessori 1, Montessori 2 and Montessori 3 were recorded at the time of entering and leaving the service.
- (i) The staffing as indicated by the roster and was available on the day of inspection allowed each care room to have sufficient staff to allow the staff to take their breaks ensuring that there were adequate staff remaining to care for and supervise the children.
- (j) The person in charge reported the service does not have any child on medication at present. Since January 2025, medication was administered to three children. These three records were reviewed. Two of these records were signed by staff and parents and were completed appropriately.
- (k) A sample of eight accident and incidents records were reviewed. These records were signed by staff and parents and were completed appropriately.

Non-Compliance Information

(j) One medication administration record was not signed by parents to confirm they were aware medication was given to their child. Parents need to be informed so they can monitor for side effects or adverse reactions. This was a non-compliance on the last inspection dated 30 August 2022.

Corrective & Preventive Action submitted by the Registered Provider

The service sent a memo to all staff explaining the medication procedure and how to save the form correctly which enables parents to sign the form. All staff were fully trained.
The service has created a new audit form for regulation 16.

Supporting documentation submitted

All documentation was reviewed.

Summary Comment

The actions taken by the registered provider have addressed this non-compliance. The regulatory requirement has been met.

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 on the day of inspection as evidenced below:

- Parents provide both a morning and afternoon snack. Children who attend for ECCE bring a packed lunch which is stored in the fridge in their room. An external food company provides the hot meal of the day which consisted of pasta and bacon in a tomato sauce on the day of inspection. Additional food was available should any child ask for more or indicate that they were hungry. Individual water beakers were available to the children throughout the day. Staff sat with the children during mealtimes and allowed the children time to enjoy their food, making mealtimes a relaxed time of the day.
- Staff supported and encouraged children to be independent, developing each child's self-help skills. Children were supported with toileting if needed and staff were observed caring for children in a

respectful manner during toileting and nappy changing. Nappy changing took place on a scheduled basis and when required.

- It was evident through observation that staff were very familiar with the needs of the children. Interactions with the children were warm and sensitive. Staff communicated with the children using soft and gentle tones and promptly comforting children when they became upset.
- The individual sleep needs of the children were met on the day of inspection. They were made comfortable for sleep with staff removing their outer clothing and providing soothers for those who used them. Children who required settling to sleep were comforted as they tried to sleep. The children slept in cots and on floor beds appropriate to their age and stage of development after dinner.
- Each care room had a designated time for outdoor play. Children were observed to enjoy time spent in the outdoor play area moving freely and engaging in different games with staff. The children in the Wobbler room, Toddler room and the Pre Montessori room had access to two outdoor areas while the three Montessori rooms accessed a separate outdoor area. These three outdoor areas had an artificial grass surface and a variety of equipment to support various forms of play.

art 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:

The external doors were secured with electromagnetic or coded keypads. This prevented children from accessing unsafe areas and prevented unauthorised adults entering the service and gaining access to the children.

The toys and equipment assessed were in good condition and were safe for the age group of the children using them. Children were observed playing in three of the four outdoor areas which were secured and safe for the children to use. No blinds or blind cords were accessible to the children. The storage facilities were out of reach or not accessible to the children.

Infection Control:

The service has an infection control policy which informs the day to day running of the service. This was observed as evidenced below:

Children were observed to wash hands before meals and after outdoor play and after messy play activities. The sanitary facility was equipped with warm water, liquid soap, disposable paper towels and pedal operated bins.

Staff were observed wearing gloves and aprons while carrying out nappy changing and were observed to wash the hands of the children and themselves after each nappy change. Children's bed linen was stored in individual bags. Staff stated that bed linen is laundered weekly or more frequently if required.

Administration of Medication:

Medications were stored in their original packaging and out of reach of children. Staff demonstrated a clear understanding of procedures to safeguard children when administering medicine. On the day of inspection, there were no children requiring regular or emergency medication.

Safe Sleep:

Children were physically monitored every ten minutes by staff while sleeping and sleep checks were documented. Staff remained in the room at all times where children were sleeping on low beds.

Fire Safety:

Staff demonstrated a clear understanding of the procedure to be followed in the event of a fire. Regular fire drills were conducted in the service.

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 as a First Aid Responder (FAR) was immediately available to the children at all times during the opening hours of the service on the day of inspection.

(2)

(a) The first aid box was adequately stored in an easily accessible and conspicuous location within the service as required.

(b) A first aid box was always available to the adults and children in 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 the 15 August 2025.
 - (b) There was a record to show that the firefighting equipment and the smoke alarm system had been serviced as required.
- (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