

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY336
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Name of Service:	Treasure Tots Nursery
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Address of Service:	Le Fanu House, 3b Le Fanu Road, Ballyfermot, Dublin 10, Co. Dublin
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Eircode:	D10 XF29
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Name of Registered Provider:	Jonathan Daly
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	23/02/2026
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No of pre-school children:	AM	46	PM	40
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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 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	N/A
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Description of service

TUSLA An Ghníomhaireacht um Leanaí agus an Teaghlach Child and Family Agency	Child Care Act 1991 (Early Years Services) Regulations 2016 and Childcare Act 1991 (Early Years Services) (Amendment) Regulations 2016 QMS Ref: EYI-RRT12.1 V2.0 03/03/2023 Service ID: TU2015DY336	1 of 12
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Early Years Inspectorate Regulatory Report

Pre School

Treasure Tots Nursey is a community based early years service which was established in 1999. The service offers full-day, part-time and sessional care to pre-school children aged 1 to 6 years. The service has four care rooms and two dedicated sleep rooms in the Baby and Toddler rooms. The service is open between 8am-6pm each weekday. The service is located in a residential, urban area in Ballyfermot and operates from a purposely adapted single storey premises. The service has a fully enclosed outdoor play area located to the rear of the premises with a rubber wet pour surfacing.

Staffing

In total twenty-eight staff are employed to work in the service. This includes the person in charge, twenty-one childcare practitioners, two cooks, one domestic and three administration staff. The registered provider does not work in the service.

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/ premises and facilities. The inspection may also focus on other areas as required.

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 -

Early Years Inspectorate Regulatory Report

Pre School

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.

Additional Information

The service submitted corrective actions and preventative actions on 31 March 2026. These actions did not address the non-compliances identified. A second opportunity was afforded to the service. This was received on 16 April 2026 and the response was found to meet the regulatory requirements.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the 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.*

(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,*

Early Years Inspectorate Regulatory Report

Pre School

(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 a named person who was able to deputise as required.

(b) The designated person in charge was present at all times on the day of inspection.

(2) Following a discussion with the person in charge, it was determined that there were four new staff since the last inspection on 28 January 2025, in relation to regulations 9(2)(a), (d) and (4). Regulation 9(2)(c) was inspected for these four adults and a further nine adults whose Garda vetting disclosure required renewal in accordance with the Early Years Inspectorate Regulatory Notice.

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

(c) Garda vetting disclosures were available for all thirteen adults. However, the service did not demonstrate compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for all adults employed to work in the service, as detailed under Regulation 23.

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

(4) All new staff members who required a childcare qualification, 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.

Part III – Management and Staff

Early Years Inspectorate Regulatory Report

Pre School

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 when the inspectors arrived unannounced at the service. There were thirteen adults working directly with forty-six children in the morning and ten adults working directly with forty children in the afternoon. The person in charge was 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.

(8) (a) The staff roster provided for a minimum of two adults to be on the premises at all times of opening.

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

Early Years Inspectorate Regulatory Report

Pre School

(1) (b)

The service had a healthy eating policy. Meals and snacks were provided at regular intervals throughout the day. At lunch time a hot meal of vegetable burgers, mashed potato and vegetables was served. Staff were observed sitting with the children during mealtime and engaging the children in conversation promoting a relaxed atmosphere. Children were encouraged to feed themselves and staff supported younger children who needed assistance with their dinner. Drinks were always available within the rooms and were offered with meals and snacks. Children were supported to use the toilet independently and younger children's nappies were changed at scheduled times and in between if needed. Staff were observed to use this time for warm one-to-one interactions with the children.

The children slept in cots and low beds appropriate to their age and stage of development. Child led sleep was observed in the Baby room, while the children in the Toddler room went to sleep after their dinner. The children were made comfortable for sleep with staff removing their outer clothing and providing soothers for those who used them.

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:

External gates and doors were secured to prevent children from exiting the service unsupervised and to prevent unauthorised persons from gaining access to the service. Heavy equipment was secured to prevent tipping and injury. Cleaning products and hazardous materials were stored securely out of reach of the children. Toys and play equipment observed in use by children on the day of inspection were safe and in working order.

Infection Control:

Liquid soap, warm water and paper towels were available to facilitate hand washing. Children were supervised washing their hands after using the toilet and after outdoor play. Waste was managed appropriately with the use of pedal bins. A system was in place for the effective sterilisation of mouthed toys. Staff stated that bed linen is laundered daily.

Safe Sleep:

Early Years Inspectorate Regulatory Report

Pre School

Cots and low-lying beds were available for the children to sleep appropriate to their age and stage of development. Sleep checks were conducted and recorded on the children at 10-minute intervals.

Fire Safety:

The fire exits were clearly marked and unobstructed. The fire drill procedure and fire escape plan were displayed in the service. Staff demonstrated through discussion they were familiar with the fire drill procedure.

Non-Compliance Information

General Safety:

1. The service did not demonstrate compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for six adults employed to work in the service.
2. In the Butterfly room, a trailing flex from a phone which hung from the bookshelf posed a potential safety hazard.

Infection Control:

The cleanliness and hygiene policy of the service does not give sufficient detail to ensure trained staff are given clear instruction to prevent the spread of infection as outlined below:

3. In the Baby room, the children were all given individual cloths to wash their hands before dinner. These cloths were wet with water but there was no soap to clean their hands. Soap and water are essential for good hand washing to help prevent the spread of the germs.
4. There was no written record of daily cleaning of toys in the Butterfly and Ladybird rooms and the cleanliness and hygiene policy did not specify the frequency of cleaning of these toys.

Administration of Medication:

The administration of medication policy of the service does not give sufficient detail to ensure trained staff are given clear and safe procedures for handling, storing, and administering both routine and emergency medication.

This is outlined as detailed below:

5. One child was prescribed an auto injector medication in the event of a severe allergic reaction. Only one dosage of this medication was available. A second dosage of this medication is required in the event the auto injector malfunctions. This is not documented in the administration of medication policy of the service.
6. The administration of medication policy states children are not allowed to carry their own medication, however emergency medication for three children was stored in their bags. This medication is bought to and from the service on a daily basis. If this medication was forgotten, it poses a significant life-threatening risk to the health of the child.

Early Years Inspectorate Regulatory Report

Pre School

7. The administration of medication policy states all medication must be clearly labelled and have a copy of the prescription attached to it. However, one child who required specific medication in the event of an emergency, did not have a prescription for this medication, while a second child's medication was not clearly labelled.
8. The administration of medication policy states children who require emergency medication require a medication care plan but two children who required specific medication in the event of an emergency, did not have an emergency medication care plan.

Safe Sleep:

9. One child who was settling to sleep was observed lying down in their bed, drinking a bottle of milk. Children should not lie down while drinking from a bottle as this practice increases the risk of choking.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Garda Vetting has been applied for five of the six employees where Garda Vetting had lapsed. The 6th person is still on maternity leave. Garda vetting will be applied for before their return to work. The service had to reapply for two applicants as they did not respond to the application in time. When a staff member starts in the company their Garda Vetting renewal date will be added to calendar with a reminder in place. Current staff have been added to the calendar with reminders in place.
2. The phone flex has been trunked in. Staff were reminded to inform management of potential risks, such as trailing flexes. When work is carried out such as installing new phones, the manager will carry out a risk assessment when the work is complete.

Infection Control:

3. A new procedure has been added to the hand-washing policy and a notice is on display in the Baby room outlining the new procedure. The new hand-washing procedure will be reviewed to determine its efficacy.
4. The cleanliness and hygiene policy has been updated. A weekly cleaning schedule has been put in the Butterfly and Toddler rooms as well as a notice informing staff they must sign and date the cleaning schedule. This practice will be reviewed to determine its effectiveness.

Administration of Medication:

5. The medication policy has been updated to include information about the importance of having two auto injectors available at all times. The changes to the policy have been highlighted. The medication policy will

Early Years Inspectorate Regulatory Report

Pre School

be reviewed annually to ensure best practice is being followed or updated when new information comes to light.

6. The medication policy has been updated to reflect best practice. The policy now states that regular and emergency medication must remain on the premises at all times and it is the parent's responsibility to ensure they have a second set of emergency medication that can remain at Treasure Tots Nursery. When a child is prescribed emergency medication, the parent will be given a paper copy of the medication policy with an emergency management plan, that they are required to complete. Parents are emailed a copy of the policies and procedures at induction; this additional copy is a reminder of their responsibilities and the policy of the service in relation to emergency management. Parents can use this policy, if necessary, when attending the GP requesting additional prescriptions.
7. The policy has been updated to reflect current practice, which is that a copy of the prescription will remain on the child's file. All medication will be clearly labelled. When a child is prescribed a new long-term medication, the parent will be given a paper copy of the medication policy with any other relevant documentation. They will have previously received the full policies and procedures of the service, this will just be a refresher on the information relevant to the newly prescribed medication.
8. Care plans were completed for children who did not have them in relation to their specific needs. These are now on display. The policy on medications will be reviewed by all staff to ensure they understand it and to determine its effectiveness. This is to ensure that all staff are aware of any medications that a child needs and the steps to follow specific to that child.

Safe Sleep:

9. Notices were put on display on the doors of both sleep rooms reminding staff of safe sleep practices, highlighting that bottles are not to be propped. The sleep policy will be reviewed by all staff to ensure best practice guidelines continue to be followed by all staff.

Supporting documentation submitted

Supporting documentation was submitted and reviewed.

Summary Comment

The corrective actions and preventative actions provided by the service have been accepted. The regulatory requirement has been met.

Part VI - Safety

Early Years Inspectorate Regulatory Report

Pre School

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 17 February 2026.

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

Early Years Inspectorate Regulatory Report

Pre School

(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.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-

(d) cleaned, maintained and repaired, as required,

Non-Compliance Information

(d) Throughout the premises, areas of the building were found not to be cleaned, maintained and repaired as required as detailed below:

1. In the Toddler room, some of the walls were chipped and in need of repair and painting.
2. In the Toddler room, seventeen ceiling tiles were stained and soiled and needed replacing while three ceiling tiles needed replacing in the Baby room.
3. The toilet seat was missing from one of the toilets in the Butterfly sanitary area.
4. Three sinks were blocked. These included an adult sink and a child sink in the Toddler room and another adult sink in the Butterfly room.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. The painter has been booked to paint the Toddler room on April 25th 2026. The painter has verbally confirmed. The painter is going to use a different paint that will reduce the possibility of paint chipping. They are also going to create a blackboard section so children can do mark making on this section of the wall.
2. The landlord has made arrangements for the ceiling tiles to be replaced in the Baby and Toddler rooms. Management will have to find suitable maintenance repair person moving forward, who can be contactable on a regular basis.
3. The manager bought and replaced the toilet seat.
4. A company carried out an initial inspection and maintenance of the pump below the Toddler room sink, which connected to the two other sinks on the 24th of February. They determined the pump was broken and need to be replaced. The pump was order immediately and the work was completed on March 6th.

Early Years Inspectorate Regulatory Report

Pre School

Regular maintenance of the pump below the toddler room sink will be conducted when the grease traps are being maintained.

Supporting documentation submitted

Documentation submitted was reviewed.

Summary Comment

Assurances from the service that all these works will be completed, have been accepted. The regulatory requirement has been met.