

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL036		
Name of Service:	Bright Beginners		
Address of Service:	50 -52 Leinster House, Main Street, Rush, Co. Dublin		
Eircode:	K56 R624		
Name of Registered Provider:	James Moore		
Service type:	Full Day, Part Time, Sessional		
Date of Inspection:	24/03/2026		
No of pre-school children:	AM	43	PM 40
Address of the Early Years Inspectorate:	2 nd Floor, Unit 4/5 The Nexus Building, Blanchardstown Corporate Park, Ballycoolin, Dublin 15		
Inspection undertaken by:	Y Kelly & AM Coyle		
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.		

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Description of service

Bright Beginners is a privately owned early years service which provides full day, part time and sessional care to children aged from 1 to 6 years. The service is located on the first floor of a commercial building in the village of Rush, Co. Dublin. There are four care rooms in operation in addition to a kitchen, sanitary facilities, a staff room, an office and an outdoor area. Bright Beginners operates Monday to Friday from 7:00am to 6:00pm and also participates in the state funded early childhood care and education (ECCE) scheme from 9:00am to 12:00pm for 38 weeks of the year. In March 2025 the service transferred ownership to the current registered provider.

Staffing

The registered provider employs an area manager to oversee the operational management of the service supported by a team of 11 core staff members who work directly with the children. This includes a supervisor and an acting manager. A manager from another service was providing cover on the day of the inspection. The service employs 2 chefs for catering duties, 1 of whom also works directly with the children. The service also employs a staff member who carries out household duties in the evenings. Two area managers were present in the service on the day of the inspection. The registered provider was not present on the day of the inspection.

Methodology

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

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The inspection focused on an examination of compliance under regulations 9, 10, 11, 16, 19, 23, 24, 27, 29, 31 and 32. These findings are outlined within the relevant regulations within this report.

As a result, the scope of the inspection included the Wobbler Room, Toddler Room, Pre-school Room 1 and Pre-school Room 2. A sampling process was used to assess compliance under regulation 16.

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.

Additional Information

The inspection was carried out following receipt of information to Tusla Early Years Inspectorate.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the management team, staff and children who were present on the day of the inspection.

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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*

(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 of the service and there was a named person to deputise as required.

(b) A named person to deputise was present and in charge of the service when the inspectors arrived unannounced to the service at 09:15am. Two area managers arrived shortly afterwards, with 1 area manager present for the duration of the inspection.

(2) Following a review of previous inspection records and in discussion with the area manager, it was confirmed that 6 new staff members had commenced employment in the service since the last inspection which was carried out on the 09 April 2025. The full staff files for 7 adults to include the area manager, the chef and 5 adults who were working directly with the children were reviewed. This included 1 manager from another service who was

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providing cover on the day of the inspection. Garda vetting for 9 adults were reviewed. The following was recorded:

- (a) Eleven written validated references were available from past employers.
- (b) Three written validated references were available from a reputable source other than a past employer.
- (c) Garda vetting disclosures were available for 9 adults whose files were reviewed. Garda vetting disclosures demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring the service to renew Garda vetting every three years.
- (d) International Police vetting was available for 4 adults who had lived outside of the state for a period of more than 6 months.
- (4) Documentary evidence was available to confirm that 6 staff members whose files were reviewed and who may work directly with the children in the service held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children, Disability and Equality.

Part III – Management and Staff

Regulation 10 - Policies, procedures etc. of pre-school service

A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.

Compliance Information

The following policies relevant to this inspection were requested and reviewed.

- Behaviour Management Policy
- Supervision of Staff Policy
- Staff Training Policy
- Complaints Policy
- Accidents and Incidents Policy

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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) On the day of the inspection there was an adequate number of staff members working directly with the children attending the service.

(2) The adult to child ratios were correct in the service when the inspectors arrived unannounced at the service and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- In the Wobbler Room there were 5 children aged 1 year 4 months to 2 years being cared for by 1 staff member.
- In the Toddler Room, there were 12 children aged 2 years to 3 years being cared for by 2 staff members.
- In Pre-school Room 1, there were 7 children aged 3 years 2 months to 4 years being cared for by 1 staff member.
- In Pre-school Room 2, there were 19 children aged 3 years 9 months to 4 years 11 months being cared for by 2 staff members.

(8)(a) The registered provider ensured that 2 adults were present in the service at all times. This was confirmed by the staff roster.

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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:

(k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

(1) The registered provider ensured that there was a record kept in writing of the following information in relation to the service:

(k) The registered provider ensured that accident and incident records were kept in written records. A sample of 3 accident and incident records were reviewed as part of the inspection and all accident and incident records were completed and signed by parents as a means of ensuring that parents had been informed that their child had an accident/incident whilst attending the service. This included an incident report that had been completed following an incident that occurred in the service on the 9 of March 2026.

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

(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.

(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.

Compliance Information

1(a)&(b) The following observations were made on how each child's learning, development and well-being was facilitated within the daily life in the service:

Basic needs:

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- Mealtimes were observed to be a social and pleasant experience for the children. Children move to the dining room area and sit together to eat meals together as a social occasion. Children's meals were provided by an external catering company and reheated by the chef. On the day of the inspection the children had carrots, cucumber and yogurts for morning snack, penne lasagna for dinner and chicken goujons and beans for tea. All food is provided by the service; however, parents can provide snacks from home if they prefer.
- Children's water bottles were accessible at 'water stations' in the care rooms throughout the day.
- The children's personal care needs were attended to promptly. Nappy changing occurred at scheduled times and more frequently as required throughout the day. Staff members engaged positively with the children during this time using it as an opportunity for one-to-one interactions with the children.
- A new bathroom system was introduced to pre-school children. This involved using a visual system where children place a sticker on the board when they are going in to use the bathroom. This system supported children's understanding of the number of children allowed to use the bathroom at any given time and also staff awareness of children that were using the bathroom.
- The individual sleep needs of the children were accommodated in the service. Overall, the children in the Baby room were placed to sleep in the sleep room adjacent to the care room when they exhibited signs of tiredness and if their sleep times coincided with mealtimes they were provided with their meals when they woke up. The children in the Wobbler room went to sleep after their dinner in a designated sleep room alongside the front entrance to the service. The staff members in the Wobbler room stated that if the children required sleep at other times this was facilitated. Rest areas including mats, cushions and appropriately sized couches were provided throughout all the care rooms should the children chose to take a break from activities at any time throughout the day.

Supporting relationships around children:

- Staff demonstrated warm and caring interactions with the children. There was a welcoming atmosphere in the service. The early years practitioners demonstrated sensitivity and responsiveness to each child's individual needs and supported children's inclusion and involvement in play.
- Identity and belonging were promoted in the service. For example, there were 'Family Wall' displays at children's level with photographs of children's families. Children's artwork was displayed in the care rooms.

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- Staff discussed that they communicate with parents to share information using an online messaging application. Additionally, staff members were observed communicating with parents and guardians when dropping off and collecting children from the service.

Physical and material environment:

- There was age-appropriate furniture with small child sized chairs and tables for children to sit whilst they played or for mealtimes. Toys and equipment were visible and accessible to children on low level shelving which facilitated children's independence in play. The care rooms were divided into areas of interest which provided opportunities for a variety of spontaneous play experiences and choice for the children. Interest areas in the care rooms included home corner and kitchen areas including cooking utensils, dress up clothes, large dolls houses, with dolls and furniture, and small world items including animals all of which supported the children's imaginary play experiences. There were transportation materials including wooden trains, and train tracks, cars, and construction resources including wooden blocks and plastic building bricks. There were tabletop materials such as jigsaws, pegboards and threading activities to support fine motor development. There were art materials such as crayons, paper, paint, paint brushes, glue and aprons to support creative art and mark making for children. Sensory play was supported to include lentils and pasta in a tuff tray with spoons and tubs. There were cosy areas with a large rug, blanket, cushions, soft toys and a selection of books for reading and relaxation and to provide opportunities for storytelling.
- The fully enclosed outdoor play area located to the rear of the service was accessed directly from the Toddler room, the Preschool room 1 and the Preschool room 2. This space was surfaced in artificial grass and play equipment included 2 wooden outdoor kitchens, a suspended walking frame, a see saw, a sand pit, self-propel cars, ride-on and push-along toys. A wooden storage shed contained additional play resources for the children to use.

Programme of Activities and its Implementation:

- There is a key person approach in the service. Children's learning and development is documented in children's journals which included observations of children's learning and development. Staff carry out planning which informs the curriculum.
- Transitions were observed to be well managed; children were given verbal and visual cues to support them with the transitions. Children were observed to move from the table independently after finishing

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meals and moved to play areas of preference. Routines provided for predictability and comfort for young children.

(3) No practices that were disrespectful, degrading, exploitive, intimidating, emotionally, physically harmful or neglectful were observed during the inspection. Staff members were observed engaging with the children using a partnership approach and showed positive regard for the children at all times throughout the inspection.

During the inspection the staff members in the care room were observed approaching children's behaviour in a supportive manner, promptly re-directing and distracting the children at the earliest signs of conflict whilst showing respect for the children involved. This prevented any escalation or upset on the children's part.

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

Safeguarding:

- The Child Safeguarding policy outlined the services' responsibility to provide induction training to all staff and students to ensure that they understand their obligations as a mandated person under the Children First Act 2015. Through discussion with staff during the inspection, staff demonstrated their familiarity with this policy and relating procedures, describing incidents that would require reporting if witnessed or suspected and naming the services Designated Liaison Person. Through discussion with staff during the inspection, staff discussed carrying out Children First training. Staff had completed Children First training with evidence of certificates to state that they had carried out child protection training.

General Safety:

- On arrival to the service, the inspectors observed that the entrance doors leading into the premises was secure and monitored by staff to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the premises.
- Cleaning agents were stored safely out of the reach of children.

Infection Control:

- Thermostatically controlled warm water, liquid hand soap and dispensed handtowels were available in the sanitary facilities.

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- Pedal operated bins were available for waste and disposal of contaminated items.

Administration of Medication:

- Medications were stored out of the reach of children. No children were observed having medication administered on the day of inspection.

Safe Sleep:

- All children aged less than 2 years had access to and were observed sleeping in a standard cot provided in either of the 2 sleep rooms in the service.
- The inspectors observed that 10-minute sleep check observations were being performed and documented on all sleeping children, noting each child's colour, position and breathing pattern at the time of each check.
- Adequate space of at least 50cm was left between the cots in the sleep room during the inspection and between the sleep mats set up in the Toddler room after lunch.

Fire Safety:

- The records indicated that fire drills were practiced on a monthly basis to familiarise both adults and children of the procedures to follow in order to evacuate the premises in a safe manner.

Non-Compliance Information

Infection Control:

1. The steps in the services nappy changing policy were observed not to be always followed as evidenced by the following:
 - The nappy changing mat was observed not to be cleaned in between children having their nappies changed.
 - Staff members did not always wash their hands after changing children's nappies.
 - Following nappy changing some children were observed to have their hands washed by a staff member who continued to wear the same gloves that were used to change the nappies.
2. The children attending the Wobbler room did not have their hands washed before they ate. This increased the risk of cross contamination.

Fire Safety:

3. The hallway in the service which was a fire exit route was cluttered with play materials and resources which could impede egress for both staff and children in the event of an emergency.

Action submitted by the Registered Provider

Corrective Action

Infection Control:

1. In response to the identified hygiene breaches, the following actions have been implemented:
All staff members have completed refresher training on the service's nappy changing procedures, with particular emphasis on hand hygiene, correct use of gloves, and infection control practices.
Clear signage has been displayed in all nappy changing areas to remind staff of the correct step-by-step procedure, including cleaning of the changing mat between children and proper handwashing protocols.
Staff have completed nappy changing training.
2. Ongoing supervision and refresher training sessions will be provided to maintain high standards of hygiene practice. Staff will have visual reminders in zones, on the importance of effective handwashing practices for both them and children, particularly before meals, to minimise the risk of cross-contamination.

Fire Safety:

3. All play materials and resources were immediately removed from the hallway to ensure the fire exit route is clear and unobstructed at all times. The area was inspected to confirm it is fully compliant and safe for emergency egress.

Preventive Action

Infection Control:

1. Management will conduct regular spot checks to ensure all nappy changing procedures are consistently followed. A visual guide displayed on the wall in the nappy changing area will support staff and act as a reference guide if they are unsure of any procedure. A nappy changing induction guideline has been implemented to ensure all staff are trained and informed of the correct procedures from induction onwards. Ongoing supervision and refresher training sessions will be provided to maintain high standards of hygiene practice. Staff will have visual reminders in zones, on the importance of effective handwashing practices for both them and children, particularly before meals, to minimise the risk of cross-contamination.
2. Staff will have visual reminders in zones, on the importance of effective handwashing practices for both them and children, particularly before meals, to minimise the risk of cross-contamination.

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Fire Safety:

3. Staff have been reminded that fire exit routes must remain completely clear at all times and must not be used for storage of any items.
 - A clear “no storage” designation has been applied to the hallway/fire exit area to reinforce its purpose.
 - Regular daily environmental checks have been enforced to ensure escape routes remain unobstructed, these are carried out by the fire officer.
 - Management will carry out routine health and safety audits on the fire books each week, including checks of all evacuation routes.

These measures have been implemented to ensure ongoing compliance with fire safety requirements and to maintain safe evacuation routes for staff and children at all times.

Supporting documentation submitted

- Step by step nappy changing posters for bathroom and sign off sheet for the staff
- Nappy changing training certificates
- Nappy changing procedure and nappy changing and toilet training assessment
- Photograph of hallway
- Fire Safety register & monthly fire checks
- Manager’s weekly checklist

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance under Regulation 23 has been addressed.

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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.

Compliance Information

(1) The registered provider had ensured that children were checked in and out of the service. The attendance records were maintained accurately throughout the care rooms.

Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

The registered provider ensured that all children attending the service were supervised at all times. Children were observed being appropriately supervised whilst in the care rooms and when accessing the sanitary facilities.

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, and

Compliance Information

(d) The premises of the service was observed to be in a good state or repair and suitable for use by the children.

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Part VIII - Notifications and Complaints

Regulation 31 - Notification of incidents

A registered provider shall notify the Agency in writing within 3 working days of becoming aware of any of the following incidents occurring in the preschool service:

- (a) the death of a pre-school child while attending the service, including the death of a child in hospital following his or her transfer to hospital from the service;*
- (b) the diagnosis of a pre-school child attending the service, an employee, unpaid worker, contractor or other person working in the service as suffering from an infectious disease within the meaning of the Infectious Diseases Regulations 1981 (S.I. No. 390 of 1981);*
- (c) an incident that occurs in the service and that results in the service being closed for any length of time;*
- (d) a serious injury to a pre-school child while attending the service that requires immediate medical treatment by a registered medical practitioner whether in a hospital or otherwise;*
- (e) an incident in respect of which a pre-school child attending the service goes missing while attending the service.*

Compliance Information

There was evidence that the area manager completed a notification of incident form within 3 days informing the Early Years Inspectorate of an incident that occurred in the service on the 9 March 2026. However, the incident is not included in the subsections listed within regulation 31.

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Part VIII - Notifications and Complaints

Regulation 32 – Complaints

(1) A registered provider shall ensure that the complaints policy of the service specifies-

- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,
- (b) the manner in which such a complaint shall be dealt with, and
- (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.

Compliance Information

(1)(a) The service had a complaints policy in place which detailed the procedure a person should follow in order to make a complaint in relation to the service.

(b) The process of making a complaint was outlined in the complaints policy, as was how the complaint would be dealt with by the service.

Non-Compliance Information

(1)(c) Following review of the complaints policy it was ascertained that some steps in the service policy were not followed.

- The complaints policy did not detail how the complainant would be kept informed of the complaints procedure.
- There was no written record of correspondence to the complainant following a complaint that was made to the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(1)(c) Following review, the service acknowledges that the complaints policy was not fully adhered to. While the complaint was managed verbally, the policy clearly states that written communication should be provided to the complainant.

- The service recognises the requirement to follow all steps of the complaints policy, including providing written acknowledgement and updates to the complainant.
- Moving forward, all complaints will be documented in writing, including records of communication, outcomes, and any actions taken.
- Written confirmation will be issued to complainants at all stages as outlined in the policy.

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Preventive Action

(1)(c)

- All staff have been reminded of the importance of adhering strictly to the complaints policy. Management will oversee the complaints process to ensure compliance with documentation and communication requirements.
- A complaints log and standard templates for written responses have been introduced to support consistent practice.

Supporting documentation submitted

- Complaint log

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance under Regulation 32 has been addressed.