

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:	09/04/2025		
No of pre-school children:	AM	44	PM 37
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 and A.M. 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.		

Description of service

Bright Beginners is a privately owned early years service which provides full day care, 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 4 care rooms in operation in addition to a kitchen, sanitary facilities, a staff room, an office and a rooftop outdoor space. Bright Beginners operates Monday to Friday from 7.00 am to 6.00 pm and also participates in the state funded early childhood care and education (ECCE) scheme from 9.00 am to 12.00 pm for 38 weeks of the year. In March 2025 the service transferred ownership to the current registered provider.

Staffing

The registered provider employs a manager to oversee the operational management of the service. The manager works directly with the children in the service and has responsibility for a team of 11 staff members. The area manager was present in the service during the afternoon of inspection and for the closing meeting following the inspection. The registered provider was not present in the service and does not work directly with the children attending the service.

The area manager, service manager and all staff members employed to care for the pre-school children in the service hold a major award in early years care and education at Level 5 or above on the National Framework of Qualifications (NFQ) or an equivalent award.

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

The inspection focused on an examination of compliance under regulations 9, 11, 19, 23, 24, 25, and 26; however, on inspection additional non-compliance which posed a risk was identified under Regulation 29. These findings are outlined within the relevant regulations within this report.

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 person in charge, area manager, 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

(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 a named person to deputise as required.

(b) The designated person in charge was present and in charge of the service when the inspectors arrived unannounced on the morning of the inspection.

Thirteen staff files were reviewed which consisted of files maintained for the area manager, 12 core staff members including 1 staff member who is on statutory leave.

(2)(a) Twenty-one written and appropriately validated references were available from a past employer.

(b) Five written and appropriately validated references were available from a source other than a past employer.

(c) Garda vetting disclosures were available for the area manager and all staff members whose files were reviewed. The service demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) International police vetting was available for 2 staff members who had resided outside of the Irish jurisdiction for more than 6 consecutive months as adults.

(4) Documentary evidence was available to confirm that the staff members whose files were reviewed and who work directly with the children in the service including the area manager held an appropriate childcare qualification at Level 5 or higher on the National Framework of Qualifications or a qualification deemed by the minister to be equivalent.

Part III – Management and Staff

Regulation 11 - Staffing levels

(1) Subject to this Regulation, a registered provider shall ensure that there is at all times an adequate number of adults working directly with the children attending the pre-school service.

(2) Subject to paragraphs (4) and (5), a registered provider of a full day care service or a part-time day care service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 1 of Schedule 6 opposite a particular reference number specified in column (1) of that Part in respect of the age range of the children specified in column (2) thereof at that reference number is satisfied.

(8) Without prejudice to paragraphs (2) to (7)-

(a) a registered provider of a pre-school service other than a child-minding service or a sessional pre-school service shall ensure that there are at least 2 adults on the premises at all times,

Compliance Information

(1) On the day of 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 Junior Wobbler room there were 5 children between the ages of 1 year and 5 months and 1 year and 11 months being cared for by 2 adults.

- In the Toddler room there were 13 children between the ages of 2 and 3 years being cared for by 3 adults.
- In the Playschool room 1 there were 16 children between the ages of 3 years 4 months and 4 years 3 months being cared for by 3 adults.
- In the Playschool room 2 there were 9 children between the ages of 4 years and 6 months and 5 years and 2 months being cared for by 1 adult.

(8)(a) The registered provider ensured that 2 adults were present on the premises at all times, verified by staff rosters and staff attendance records maintained in the service.

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

(1)(a) 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:

- Dinner was supplied by an external food company, which on the day of inspection was beef ragu with potatoes, carrots and sweetcorn. Snack in the morning consisted of crackerbread and yoghurts and the children had hot dogs for tea. The children attending the service on a sessional basis bring their own snack with them from home. Children move to the dining room area and sit together to eat dinner as a social occasion. Children are helped during mealtimes when needed.
- The children's personal care needs were attended to promptly. Nappies were changed at scheduled times during the day. The staff members used the opportunity to engage with and chat to the children. The children who were toilet trained used the toilet independently.
- Throughout the care rooms the children's hands and faces were cleaned by staff after snack time.
- All the children attending the service were given the opportunity to spend time in the outdoor area during the inspection.

Supporting relationships around children:

- Staff demonstrated warm and caring interactions with children. Children were offered comfort and support when needed.
- In the junior wobbler room, during transition to sleep, staff were available to assist the children in getting ready and helping them to settle.
- Identity and belonging were promoted in the setting. For example, there were photographs of the local community displayed in Preschool 2. Children's artwork was displayed throughout all the care rooms. Preschool children had their names and photographs displayed on their coat hooks. In addition, each child had their own cubby for their belongings to be stored during the session.

Physical and material environment:

- There was comfortable furniture with small child sized chairs and tables for children to sit when carrying out tabletop activities or for mealtimes.
- The Preschool room 2 and the Montessori room were resourced with play materials and learning opportunities including the following room a large dolls house, dolls, dressing table and dress up resources all of which supported the children's imaginary play experiences. There were transportation materials including cars, wooden train tracks and road mat and construction resources including wooden and plastic building bricks and a box of tools. There were tabletop activities such as jigsaws, matching activities, construction straws and threading and Montessori materials to support early numeracy learning opportunities. Small world materials included dinosaurs and small figures to support children's imaginative and dramatic play. There was a selection of books in the cosy area which supported children's language development. In addition, children's colouring books were accessible to children and there was a chalk board on the wall to support mark making opportunities and creativity for children.
- The outdoor play environment to the rear of the premises was fully enclosed and secure, the surface of which was covered with artificial grass. The equipment and materials were available and included slides, ride in and ride on cars, scooters, bikes and tunnels which promoted gross motor and fundamental movement skills and large plastic building bricks for construction.

Programme of Activities and its Implementation:

- In both the Montessori room and Preschool room 2 the children's learning and development is documented in children's learning journals. These include children's learning records, photographs of children engaged in learning experiences and children's drawings.
- The daily routine was displayed on the wall in Preschool 2. Routines provided for predictability and comfort for young children.
- In Preschool 2 a sports day was observed on the day of the inspection. An obstacle course was set up for the children to complete including a slide, tunnel, goal to kick a football, and steps to jump over. This promoted the development of fundamental movement skills such as balance, running, jumping and stopping.

Non-Compliance Information

Basic needs:

1. In the Toddler room the children's water bottles were stored in their individual cubbies on a raised shelf out of the children's eyeline and reach. This prevented children from accessing their water bottles independently when they wanted to have a drink of water throughout the day.

Physical and material environment:

2. There was no interest areas developed for the children to initiate or sustain child led play experiences in the Junior Wobbler or Toddler room. There was a limited range of developmentally appropriate and challenging equipment and resources in the Junior Wobbler room. A play stove top cooker was provided in the Toddler room however there were no supportive equipment located alongside. Additionally, a play kitchen had 1 plastic cup and 2 plates provided, this did not encourage or support the children in their play experiences. Due to the room layout, there was minimal opportunity for child-initiated activities and opportunities for children to engage with a range of materials in the environment based on children's choices, interests and preferences.
3. There was a lack of sensory or wooden materials available for the children to use, there was no sand, water or other materials provided for the children to enjoy hands on sensory play experiences in the Junior Wobbler or Toddler room or in the outdoor area of the service. Therefore, this did not provide opportunities for children to engage with materials that stimulated children's senses and or to enhance children's learning and development experiences.

4. The family photographs that were displayed in the Junior Wobbler and Toddler room were situated at too high a level for the children to see. This prevented children from using the photographs as a means of maintaining links with and bridging the gap between the service and home and to use the photographs to develop a sense of belonging and connectedness in the service.
5. A large blackboard was positioned on one of the walls in the outdoor play area, however there were no equipment provided such as chalks for the children to use to extend their play. This reduced children's choice in accessing mark making materials that enhanced children's creativity and early literacy and numeracy learning opportunities.

The non-compliances 2 & 3 were identified at the last 2 inspections of the service on the 13/03/2023 & the 13/03/2024. The registered provider provided written assurances in the corrective and preventative actions that procedures had been put in place to prevent a recurrence of the non-compliance however these were insufficient to ensure that the non-compliance did not re-occur.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

Basic needs:

1. The manager reported that all parents have been asked to supply labelled water bottles for the children and these are now stored on the water trolley at the child's reach and available all day long to the children and filled up as needed. The Manager reported discussing with staff the importance of all children having access to water all day long and ensuring all bottles are filled and reachable at all times.

Physical and material environment:

2. The manager reported adding a wide range of developmentally appropriate and challenging equipment and resources in the Junior Wobbler room and Toddler room such as a ball pit, books, home corner equipment with natural materials, construction toys, a dress up hanging rail and sensory activities.
3. The manager reported that new materials have been added into the Junior Wobbler room and Toddler rooms to ensure the children enjoy hands on sensory play experiences such as sand play, sensory bottles, mystery boxes and sensory toys. Age-appropriate jigsaws have also been added.
4. The manager discussed that all family trees have been moved to the children's level to ensure they are maintaining links with and bridging the gap between the service and home and to use the photographs to develop a sense of belonging and connectedness in the service.

- The black board in the garden has been repainted and chalk is always now available to the children in the garden at their level along with cleaning cloths to enhance children's creativity, hand to eye co-ordination and early literacy and numeracy learning opportunities.

Preventive Action

Basic needs:

- The manager/supervisor will do a daily check to ensure all children have their water bottles on the water trolley in all rooms to ensure this does not happen again.

Physical and material environment:

- & 3. To prevent materials lacking in both rooms, an audit of the rooms will be carried out every month by the manager and the area manager.
- Going forward the staff will ensure all family trees in all rooms are always situated at the child's level to ensure the photographs are developing a sense of belonging and connectedness in the service.
- The staff will ensure the correct materials for the blackboard are at easy access for the children going forward. The manager/supervisor will do a daily check to ensure the chalk is always available to the children.

Supporting documentation submitted

- Photographic evidence of water station with children's water bottles on the water trolley.
- Managers' daily, weekly and monthly checklists.
- Minutes of staff meeting.
- Photographic evidence of equipment and resources, sensory play resources including sand, family tree and chalk at chalk board.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliances under Regulation 19 have been addressed.

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:

- The ground floor entrance to the building where the service is located was secured with the use of an intercom and electronic door lock, a similar security system was in use at the entry to the service on the first floor there by preventing the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the service.
- The water temperature in the hot taps did not exceed the recommended maximum water temperature of 43°C. This reduced the risk of scalding for the children in attendance.
- Cleaning agents were stored safely out of the reach of children.

Infection Control:

- Children's snacks, when supplied from home, were refrigerated on arrival to the service which reduced the risk of bacteria growth in perishable food items.
- Tables were observed to be appropriately cleaned before and following meals and snacks.
- The children in the service were facilitated to wash their hands before eating and following outdoor and messy play. Children who were toilet trained were gently reminded, and assisted, when necessary, to wash their hands after using the toilet.

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:

- The inspectors observed that 10-minute sleep check observations noting each child's colour, position and breathing pattern were performed and documented on all sleeping children.

Fire Safety:

- The records indicated and the inspectors were informed by staff members 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 services nappy changing policy was observed not to be followed as demonstrated by the following:
 - The nappy changing mat was not cleaned after each child had their nappy changed. The nappy changing mat was cleaned after 5 children had their nappies changed.
 - A staff member was observed not to wash her hands in between changing children's nappies.

Safe Sleep:

2. A sleep plan incorporating a robust risk assessment were not available for 1 child aged less than 2 years who slept in a cocoon bed, to demonstrate the child's developmental readiness to move from a cot to floor bed. A sleep plan is required under Tusla guidance on safe sleep provisions for children under 24 months when children move from sleeping in a cot to a suitable floor bed.

The non-compliances 1 & 2 under regulation 23 were identified at the last inspection on the 13/03/24. The registered provider provided written assurances in the corrective and preventive actions that procedures had been put in place to prevent a recurrence of the non-compliance, however these were insufficient to ensure that the non-compliance did not re-occur.

Action submitted by the Registered Provider

Corrective Action

Infection Control:

1. All staff have been sent a memo of the importance of following nappy changing policies and produces and have taken part in training of nappy changing with management.

Safe Sleep:

2. The service have a safe sleep plan for any child under the age of 2 years to demonstrate the child's developmental readiness to move from a cot to floor bed, which has been completed by parents and added to child's file.

Preventive Action

Infection Control:

1. Going forward observations of nappy changing will be carried out and training of staff in relation to nappy changing policies and procedures. All new staff will be trained by the manager/supervisor in the company's nappy changing policy before they start.

Safe Sleep:

- Going forward a sleep plan incorporating a robust risk assessment will be provided for all children under the age of 2 years who will be transitioning from a cot to a floor bed.

Supporting documentation submitted

- Memo and staff signatures in relation to staff training on nappy changing policies and procedures.
- Template of sleep plan for children under two years of age.
- Managers' daily checklist.

Summary Comment

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

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

(3)(a)(b) A system was in place to ensure that no person other than the children and their parents or guardians, employees, approved students, or authorised visitors could enter the service. A visitors' book was maintained and on arrival the inspectors were requested to record their attendance on the premises and the purpose of their visit.

Non-Compliance Information

- Three children who were present in the Junior Wobbler room were not signed into the attendance register at 12:30pm on the day of inspection, the children had been in attendance in the care room before the inspector's arrival to the service at 09:20am.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(1) Policies and procedures have been reviewed with all staff about the importance of making sure all children are signed in when they arrive at the building and all staff received a memo regarding this also.

Preventive Action

(1) The staff will make sure all children are signed in and out when they attend creche daily. The manager reported that the internet connection is not reliable at present so the service have signed up to a new internet provider. In the meantime, the staff are also signing children in and out manually in a daily roll book until the internet connection is restored.

Supporting documentation submitted

- Memo to staff in relation to children's attendance register.
- Staff meeting minutes.
- Template of children's attendance register.
- Internet supplier information.
- Managers' daily checklist.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliances under Regulation 24 have been addressed.

Part VI - Safety

Regulation 25 - First aid

- (1) A registered provider shall ensure that a person trained in first aid for children is, at all times, immediately available to the children attending the pre-school service.*
- (2) A registered provider shall ensure that a suitably equipped first aid box for children-*
- (a) is safely stored in an easily accessible and conspicuous position on the premises, and*
 - (b) is available to the children attending the pre-school service at all times.*

Compliance Information

- (1) A person trained in first aid including first aid responder (FAR) training was immediately available to the children attending the pre-school service as evidenced in the staff roster and the in-date FAR certification provided for inspection.
- (2)(a) The first aid boxes were suitably equipped and safely stored in readily accessible positions on the premises.
- (2)(b) The first aid boxes were available as needed but stored out of the reach of the children.

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.*
- (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 record was maintained of fire drills which had been completed in the service. The most recent fire drill was recorded as having taken place on the 19/02/2025.

(b) A record was kept of the number, type and maintenance of the firefighting equipment in the premises. The fire extinguishers were certified as having been serviced on the 20/02/2025. The fire detection and alarm system maintenance were carried out on the 8/04/2025.

(4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

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

- (b) safe and secure,*
- (d) cleaned, maintained and repaired, as required, and*

Compliance Information

(b)The building was observed to be safe and secure. Access to the building was gained via an intercom and electronic door lock on the ground floor with a similar security system in use at the entry to the service on the first floor there by preventing the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the service.

Non-Compliance Information

(d) The registered provider did not ensure that the premises was being maintained in an appropriate condition as evidenced by the following:

- In the Playschool room 1 the paint on the wall immediately adjacent to the rest area was peeling with plaster exposed underneath.
- The area around the tap in the Playschool room 1 was ingrained with grout and therefore could not be cleaned effectively.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(d) The Playschool room 1 wall has been plastered and freshly painted. The sink has been resealed for it to be cleaned effectively daily.

Preventive Action

(d) A monthly audit of all rooms will be done to check for any paint damage, grout around sinks and general wear and tear in all rooms by management. The maintenance team will be informed of any urgent maintenance needs and a call out will be placed to ensure the work is carried out in a timely manner.

Supporting documentation submitted

- Photographic evidence of plastered and painted wall in the Playschool room 1.
- Managers' daily, weekly and monthly and checklists.

Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance under Regulation 29 has been addressed.