

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL046
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Name of Service:	Bumblebee School Ltd
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Address of Service:	Westbury House, Sutton Park School, St Fintan's Road Sutton, Sutton.
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Eircode:	D13 H273
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Name of Registered Provider:	Emma Crowe, Nichola Higgins
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	10/03/2026
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No of pre-school children:	AM	52	PM	46
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Address of the Early Years Inspectorate:	Early Years Inspectorate 7th Floor Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8
Inspection undertaken by:	L.A Webster and T. Nelson
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

Bumblebee School Ltd is a full day care service located in a converted residential building on the grounds of Sutton Park School in north county Dublin and is registered to provide early childhood care and education to a maximum of 85 children aged 0 to 6 years old, Monday to Friday. The service also operates a school age childcare service.

Bumblebee School Ltd currently operates five care rooms for preschool children. On the ground floor: Wobbler room (1-2 years old), Toddler room (2 to 3 years old) and Junior Room 1 (3 to 4 years old), Junior Room 2 (2.5 to 3.5 years old) and the Senior Preschool Room (4 to 5 years old) on the first floor. There are sanitary facilities located off each of the care rooms, a cot room located off the wobbler room, a kitchen and an additional sleep room on the ground floor. Further sanitary facilities are available for staff. Fully enclosed outdoor areas are located to the front and rear of the premises

Staffing

There are currently 20 staff employed to work in the service including the registered provider, a chef, a cleaner, and 17 childcare staff who work directly with the children. Present on the day of the inspection was the registered provider, deputy person in charge, a chef, 15 childcare staff and one student.

Methodology

Tusla's Early Years Inspectorate is the independent statutory regulator of early years services in Ireland. The Child Care Act 1991 (Early Years Services) Regulations 2016 define the duty of a registered provider to ensure the safety and well-being of children and to comply with these regulations. This Act also gives Tusla the authority to assess compliance with the regulations. The purpose of regulation in relation to early years services is to ensure that the care, safety, and well-being of children attending such services is upheld. Inspections of early years services are planned based on the following:

- Previous inspection history
- Any information received in relation to the service

The findings on inspection are based on:

- Information obtained through examination of documentation
- Direct observation
- Discussion with relevant staff

This inspection was unannounced and focused on the area of governance, health, welfare and development of child and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9 Management and Recruitment; and 11 Staffing Levels. However, on inspection additional non-compliance which posed a risk was identified under Regulation 31 Notification of Incidents. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulations 16(1)(j) Record in Relation to Pre-School Service; 19(a) Health, Welfare and Development of Child, and 23 Safeguarding Health, Safety and Welfare of Child. As a result, the scope of the inspection included rooms namely Junior Room 1; Junior Room 2; Wobbler Room and Toddler Room.

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Acknowledgments

The inspectors wish to acknowledge the cooperation of the registered provider, deputy 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, and
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

(2) A registered provider shall ensure that each employee, unpaid worker and contractor is suitable and competent taking into consideration the nature of the needs of children, including by-

- (a) consideration of references from the person's past employers, if any, and in particular the most recent employer, if any,
- (b) consideration of references from reputable sources in the case of a person who has no past employers,
- (c) consideration of the vetting disclosure received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of the person, and
- (d) ensuring, insofar as is practicable, that where a person has lived in a state other than the State for a period of longer than 6 consecutive months, he or she provides police vetting from the police authorities in that state.

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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) A review of the roster evidenced that either the person in charge or the deputy person in charge were rostered to be present during the operational hours of the service.
 - (c) There was a clear management structure in place, and this was further evidenced through discussion with staff.
- (2) A review of paperwork and discussion with the person in charge showed that there are 9 new staff who had commenced employment since the last inspection in April 2025. The files of all nine were reviewed along with

the file of one college placement student who was present on the day of inspection, who is currently on work experience.

- (a) There were ten written and validated references available from past employers.
- (b) There were nine written and validated reference from a source other than a past employer.
- (c) Garda vetting disclosures had been obtained for all adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
- (d) Police vetting was available for 6 adults who had lived in a country other than Ireland for a period of six months or more as an adult.

- (4) Evidence was available to show that all 8 adults who worked directly with the children held a major award in Early Childhood Care and Education at a minimum of level 5 on the National Framework of Qualifications, or a qualification that is deemed of equivalence by the minister.

Non-Compliance Information

- (2) (a)(b) A second reference was not available for one staff member.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Reference attained and verified by service.

Supporting documentation submitted

Documentary Evidence submitted.

Summary Comment

The corrective and preventative actions provided by the registered provider are sufficient to address the non-compliance under Regulation 9(2)(a)(b).

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) On the day of inspection, there were 52 children being cared for by 15 adults in morning and 46 children being cared for by 11 adults in afternoon. Additionally, the registered provider and deputy person in charge were available to provide support in the care rooms as needed.
- (2) The adult child ratios were correct when the inspector arrived unannounced to the service and throughout the inspection. Staff were aware of the required ratios for the age range of children within the rooms.

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:*
- (j) details of any medication administered to a pre-school child attending the service with signed parental consent.*

Compliance Information

- (1) (j) Following a review of a sample of 12 records, the registered provider ensured that a full record in writing was maintained for the administration of medication.

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

- Staff were observed to be kind, and interactive with children throughout the inspection. In one instance, staff used a gentle tone to ensure children were playing safely outdoors when using equipment.
- Within the care rooms, it was observed that there were various displays supporting children's belonging, identity, and experiences within the service. This included a 'Birthday Wall', children's artwork, and children captured through different play scenarios within the service. Additionally, displays of children's individual interests were observed.
- Daily routines and activities were displayed to give a sense of structure and comfort for children during the day.
- Staff were observed to be fully engaged with children throughout the inspection, for example sitting with the children at their level, prompting questioning, offering suggestions to children and repeating what children communicated to validate their understanding and awareness of their environment.
- Transitions were observed as smooth and considerate during sleep time. Children were gently prepared prior to moving into their cot, with staff removing any outer clothing, and gently placed the children down for sleep.
- Adequately sized tables and chairs were available to the age and developmental stage of children who wished to sit or engage in tabletop activities.

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 entrance to the service was secure upon the inspector's arrival unannounced and remained secure throughout the inspection.
- The care rooms were in good condition, with no visible hazards or trailing wires observed.
- Blind cords were securely attached to the wall and out of reach of children.
- Shelving units were firmly anchored to the wall to ensure stability and safety.
- The outdoor area was fully secure, enclosed, and play equipment was observed to be in good working order.

Infection Control:

- Upon arrival, it was observed that the service was clean and hygienic and up to date cleaning schedules were available and observed within the care rooms and sanitary facilities.
- Liquid hand soap and wall mounted paper towels were available to facilitate appropriate hand washing.
- Changing mats were observed to be in good condition.
- An ambient temperature of 18-22°C was maintained in the care rooms, and the windows were open to allow fresh circulation of air.
- Within the sanitary room, children had individually labelled storage areas for their nappies, creams and wipes to avoid any cross contamination.

Administration of Medication:

- Medication was not given at the time of inspection. Through discussion, staff were familiar with the practices required for the administration of medication to children attending the service.
- Observation showed that medication was stored safely and out of reach of children.
- In discussion with staff, it was evident that they were aware of medical care plans for children and where the emergency medication is stored. In addition to this, staff were aware of the procedures to take in relation to potential anaphylaxis and the administering of emergency treatment if the event occurred.

Safe Sleep:

- Staff were noted to be aware of safe sleep practices and children were observed to be monitored while sleeping every 10 minutes. Staff ensured to document this through electronic format highlighting the children's breathing, position, and colour of each child.
- Upon observation, it was evident that children had individual bed linen that was clean and in good condition.
- An ambient temperature of 16-20°C was maintained for sleeping children under one years of age.

Fire Safety:

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

Non-Compliance Information

General Safety:

1. A bottle of cleaning agent observed upon the windowsill in the Toddler/Junior 2 sanitary area was accessible to children. This posed a potential safety risk to the children.

Infection Control:

2. A bin within the wobbler sanitary area was observed to be unsuitable for the appropriate use of waste disposal. It was observed that the peddle of the bin was ineffective and risked cross contamination from touch when disposing of contaminated waste.
3. It was observed that there was no hot water available in the sink of the Junior 1 sanitary area. This posed an infection control risk as children were unable to wash their hands with appropriate water temperatures to ensure the effective removal of germs.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. We put a sign up to remind staff out cleaning products on the windowsill and management will conduct spot checks.

Infection Control:

2. A new bin was ordered.
3. Works will be carried out on the 17th of April to address the water in Junior 1 Sanitary area. Temperature checks will be carried out monthly.

Supporting documentation submitted

General Safety:

None submitted.

Infection Control:

Documentary evidence.

Summary Comment

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

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:

(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.

Non-Compliance Information

(d) The registered provider did not ensure that the procedures specified under Regulation 31 were completed within 3 working days regarding a notifiable incident which occurred since the last inspection.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

A notification of incident form has been submitted to the agency.

Supporting documentation submitted

Documentary Evidence.

Summary Comment

The corrective and preventative actions provided by the registered provider are sufficient to address the non-compliance under Regulation 31.