

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015TY088
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Name of Service:	Bright Beginnings
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Address of Service:	The Steeples, Dualla Road, Cashel, Co Tipperary
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Eircode:	E25 PY86
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Name of Registered Provider:	Anne-Marie Ryan
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	24/02/2026
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No of pre-school children:	AM	43	PM	N/A
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Address of the Early Years Inspectorate:	Glenmorgan Building, Ferryhouse, Clonmel, Co Tipperary E91RF38
Inspection undertaken by:	Antoinette McNamara & Lisa McGeeney
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

Bright Beginnings is a registered full day childcare service located in a purpose-built childcare building in “The Steeples” residential estate in Cashel town in Co Tipperary. The service provides full day, part-time and a sessional childcare service. They also facilitate the Early Childhood Care and Education (ECCE) scheme. The service operates from 07:30 to 18:30 hours, Monday to Friday and caters for children from 1 to 6 years of age. The service operated from a single-story building consisting of a reception area, a kitchen, sanitary accommodation, a designated sleep room, four care rooms and a secure outdoor area.

Staffing

There were 15 staff members employed in the service which included the registered provider, a business administrator, a chef and caretaker. Staff working directly with pre-school children held qualifications in Early Childhood Education at level 5 and above on the National Framework of Qualifications.

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.

Regulation 9 (1)(a)(b)(2)(a)(b)(c)(d)(4) Management and recruitment,
Regulation 11(1)(2)(8) Staffing levels,

Regulation 15 (1) (a-i) (3)(c) Records in relation to a pre-school child,
 Regulation 16 (1) (h, i, j, k) (3) Record in relation to pre-school service,
 Regulation 21 Equipment and materials,
 Regulation 22 Food and drink,
 Regulation 23 Safeguarding health, safety, and welfare of the child,
 Regulation 25 (1)(2)(a)(b) First aid
 Regulation 26 (1)(a)(b)(4) Fire safety

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, 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) There was a designated person in charge and a named deputy who was able to deputise, as required.
- (b) A person in charge was present on the day of inspection. A person in charge was present daily.
- (2) Following a review of previous inspection information, information available on inspection and discussion with the person in charge it was determined that four new staff members had been employed since the previous inspection. Three of these new staff members work directly with the children. A total of four files were reviewed. In addition, Garda vetting for all 15 staff members was requested for review.
- (2)(a) Two written and validated references were available for each person working at the service.
- (b) Where past employer references were not available, there were references from sources such as previous schools and colleges.
- (c) Garda vetting was available on file for everyone working in the service. Garda vetting had been renewed, in compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.
- (4) Certificates of qualifications for the staff working with pre-school children were available on file demonstrating that they held a qualification at level 5 and above on the National Framework of Qualifications.

Non-Compliance Information

- (2)(d) While out of state police vetting was available for new two staff members, police vetting was not available for one new staff member who had lived outside of the country for a period longer than six consecutive months.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Out of state police vetting was applied for one staff member. Service will ensure all vetting is completed for new staff members prior to commencement of employment.

Supporting documentation submitted

A copy of the received out of state police vetting was sent to the Early Years Inspector.

Summary Comment

All evidence submitted meets the requirements Child Care Act 1991 (Early Years Services) Regulations 2016.

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) At the time of inspection, there was an adequate number of adults responsible for the direct care of the children.

(2) The adult child ratios during the day of inspection met the requirements of the regulations as follows:

- Junior Toddler: four children cared for by one staff member.
- Senior Toddler: eight children cared for by two staff members.
- Junior Montessori: 13 children cared for by 2 staff members.
- Senior Montessori: 18 children cared for by 3 staff members.

(8)(a) Documentary evidence indicated that there were always at least two adults on the premises while children were in attendance.

Part IV – Information and Records

Regulation 15 – Record of pre-school child

(1) A registered provider of a pre-school service other than a pre-school service in a drop-in centre or a temporary pre-school service shall ensure that a record in writing is kept in respect of each pre-school child attending the service containing the following particulars:

- (a) the name and date of birth of the child;*
- (b) the date on which the child first attended the service;*
- (c) the date on which the child ceased to attend the service;*
- (d) the name and address of a parent or guardian of the child and a telephone number where that parent or guardian or a relative or friend of the child can be contacted during the hours of operation of the service;*
- (e) authorisation for the collection of the child;*
- (f) details of any illness, disability, allergy, or special need of the child, together with all the information relevant to the provision of special care or attention;*
- (g) the name and telephone number of the child's registered medical practitioner;*
- (h) record of immunisations, if any, received by the child;*
- (i) written parental consent for appropriate medical treatment of the child in the event of an emergency.*

(3) A record in writing referred to in paragraph (1) or (2) shall be open to inspection on the premises by-
(c) an authorised person.

Compliance Information

A sample of 12 completed registration forms were reviewed as part of the inspection process:

- (1) The registration forms contained the required information as detailed under parts (a) to (i) of this regulation.
- (3)(c) The registration forms were available on the premises for inspection by an authorised person.

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

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

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

(3) A record referred to in paragraph (1) shall be open to inspection on the premises, and the documents and records referred to in paragraph (2)(a) shall be open to inspection whether on the premises or elsewhere, by an authorised person.

Compliance Information

- (1)
- (h) Detailed daily attendance of each child was available.
 - (i) A detailed staff roster was available.
 - (j) Medication administration records were sampled and were found to meet the necessary requirements. Written parental consent for staff to administer medication had also been obtained.
 - (k) A total of 23 accident and incident records were sampled and deemed satisfactory.
- (3) The written records were available on the premises for inspection by an authorised person.

Part V - Care of Child in Pre-school Service

Regulation 21 – Equipment and materials

A registered provider shall ensure that there is adequate and suitable furniture, play and work equipment and materials available on the premises of the pre-school service.

Compliance Information

The environment was inclusive and representative of the children attending the service, with images of the children, their pets and their families displayed in the care rooms. Languages other than English were used to

promote diversity and the inclusion of multilingual children and flags of different countries were displayed in the halls of the service. Children’s identity and belonging was fostered through the display of their arts and crafts and a birthday wall in each classroom. The service had personalised coat hooks for each child attending the service. There were additional resources available in the hallways for the rotation of materials in the main care rooms. The service was equipped with suitable furniture, play and work equipment in adequate quantities for the number of children attending and suitable for their age and stage of development. Furniture included child height tables for dining and table-top activities. There were a variety of chairs suitable for use by infants, toddlers, young children and adults. Open shelving units that were accessible to the children were available and used for toy display and storage in each room. There was clear interest areas developed within the rooms such as the kitchen area, construction area, book area and imaginative play area. All areas were well-resourced with equipment and materials such as a kitchen, kitchen utensils, jigsaw, Montessori toys, doll house, dress up clothes, and building blocks/magnetic.

The outdoor area had astroturf and a soft fall surface. A covered area was also present in the outdoor area.

Part V - Care of Child in Pre-school Service

Regulation 22 – Food and drink

A registered provider shall ensure that adequate and suitable, nutritious, and varied food and drink is available for each pre-school child attending the pre-school service.

Compliance Information

The service provided snacks and meals for the children who attended the service. The morning snack served on the day of inspection for the young children consisted of brioche rolls, yogurt and a selection of fruits: and for the older children crackers, yogurt and a selection of fruits. Children had the option of getting more food if they wished to. There was a four-week rolling menu in the service which was displayed in the porch of the service. On the day of inspection there was chicken curry, vegetables and chips for dinner. A separate dinner was prepared for children who were lactose intolerant. The children brought a drink bottle into the service at the beginning of the term that was kept in the service. Staff filled the bottle with water each morning and left them on the table where the children could access them when they wanted a drink. The bottles were washed on site each day. At mealtimes children had a choice of milk or water to drink. Perishable foods were stored in fridges available throughout the service. Staff sat with the children during snack time to supervise them, encourage conversation and to help if needed, for example pouring milk or opening yogurt pots.

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 premises was adequately secured to prevent children leaving unsupervised and unauthorised persons gaining access. Staff had to answer a call bell system to grant access to the childcare service. The outdoor area was secure and to the rear of the service. Soft fall matting and astroturf was present in the outdoor area. Cleaning agents and hazardous materials were stored inaccessible to children. Radiator covers were present to prevent injury to children. Steps for the children were present in the nappy changing areas so they could access the nappy changing station and the sink for hand washing. The kitchen had a safety gate on the door to prevent children entering the area.

Warm water for hand-washing was thermostatically controlled not to exceed 43°C. On the day of inspection water ranged between 36 and 39°C at hand-washing sinks.

An 'exclusion zone' was marked on the floors of the rooms to mark the area into which the door opened and prevent a child or staff being in the way of the door when it was opened by someone entering the room from the corridor.

Infection control:

The service was clean and well maintained. There were designated children's toilets available. Designated staff toilets were also provided. Natural ventilation was present in the toilets. Hand washing facilities were adequately stocked with paper hand towels and liquid soap. Hand washing reminders and steps were present in the sanitary facilities and in the nappy changing area. Warm running water was available to support effective hand washing. Hand sanitizer was available throughout the service. Tissues were available. Children were given wet wipes to use to clean their hands and faces after eating. There was a hygiene station and spill kits available in the hall of the service. The staff and children were observed to follow good hand hygiene practices such as washing hands before eating, after using the toilet or nappy changing. There was a sink in each of the activity rooms as well as in the sanitary accommodation areas to facilitate hand washing. During nappy changing processes observed, staff adhered to the services nappy changing policy. Staff ensured that gloves and aprons were worn during the nappy changing process and both child and staff hands were washed after nappy changing had taken place. Mechanical

ventilation was present in the nappy changing area. Pedal bins were in operation throughout the service to avoid cross contamination. At mealtimes staff wore gloves when providing the children with food.

Administration of medication:

The service had a medication administration policy and records for recording medication. Records reviewed indicated that staff were following the policy, records were correctly maintained, dated, signed, and witnessed by staff and signed by parents.

Safe sleep:

There was a designated sleep room in the premises for children to sleep during their attendance in the service. Eight cots were provided for children who required naps during their time spent in the service. A room thermometer was in operation to ensure that the room temperature was maintained between 18- 22°C. Staff recorded the temperature of the sleep room each time they carried out the sleeping children's physical checks of colour, position and breathing every 10 minutes, recording the findings on individual children's sleep records, in line with the service's safe sleep policy.

Fire safety:

Fire exits were found to be unobstructed on the day of inspection. Fire exit doors had notices on them reminding staff to keep the door clear of obstruction.

There were fire evacuation procedures displayed in a prominent area within the service.

Firefighting equipment was present in the service.

Non-Compliance Information

General safety:

1. There was a loose blind cord on one of the windows in the sleep room which posed a risk to children.

Infection control:

2. The vinyl on one of the nappy changing mats was split. This posed a risk of cross contamination due to not being able to be cleaned properly.
3. There was exposed timber on one of the sets of children's steps in the nappy changing room. This posed a risk of cross contamination due to not being able to be cleaned properly.
4. There were three open jars of barrier cream in the 'creams' drawer in the nappy changing area. The creams were not labelled with the name of the child on whom they were to be used or marked with the date they were opened. Creams should be labelled with the name of the child to prevent cross contamination and marked with the date the jar was opened to avoid using creams past their opened shelf-life.

Action submitted by the Registered Provider

Corrective & Preventive Action

General safety:

1. Blind cord has been secured.

Infection control:

2. Vinyl on changing matt has been replaced.
3. The steps in the nappy changing room have been painted.
4. All creams have been labelled for individual children.

Regular maintenance and upkeep checks now in place.

Supporting documentation submitted

General safety:

Photographic evidence has been submitted.

Infection control:

Photographic evidence has been submitted.

Summary Comment

Corrective actions have been accepted and will be assessed in practice on next inspection.

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) There were staff trained in First Aid Response (FAR) available to the children attending the service.

(2)(a) There was a suitably equipped first aid box stored in an easily accessible position.

(b) The first aid box was available to the children attending 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 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) There was a record of fire drills that had taken place in the service. The last fire drills were recorded as having taken place on 8th January 2026 and 13th January 2026 and staff advised that monthly fire drills were completed.
- (b) There was a record available demonstrating that the smoke alarm system was last serviced in November 2025 and the firefighting equipment was last serviced in November 2025.
- (4) There was a notice of the procedures to be followed in the event of a fire displayed in a conspicuous position on the premises.