

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015WX017
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<b>Name of Service:</b>	Bumbles Bees Creche
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<b>Address of Service:</b>	Whiterock Ave, Whiterock Hill, Whitebrook, Co. Wexford
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<b>Eircode:</b>	Y35 X016
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<b>Name of Registered Provider:</b>	Helen Scallan
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<b>Service type:</b>	Full Day, Part Time, Sessional
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<b>Date of Inspection:</b>	10/12/2025
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<b>No of pre-school children:</b>	AM	20	PM	14
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<b>Address of the Early Years Inspectorate:</b>	Tusla Child and Family Agency, Ely Hospital, Ferrybank, Wexford.
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<b>Inspection undertaken by:</b>	E Cullen
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<b>Title:</b>	Early Years Inspector
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### 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).

<b>Conditions if applicable</b>	Not applicable
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### Description of service

Bumble Bees Creche is an urban early years service which offers full time, part time and sessional care programmes five days per week. Located in a purpose built single storey building in the Whitebrook housing estate in Wexford town. The service operates from 8:00am to 6:00pm catering for children from 2 – 6 years of age. A registered school aged service is also provided. The service has four early years rooms, three of which were open: ECCE one and two and Ladybirds rooms. The Little Bugs room is currently closed and was used as a sleep room on the day of inspection. There is also a kitchen, child and staff sanitary accommodation, office, utility and nappy changing. Outdoors the garden is divided into two play areas, one of which is sheltered with a canopy.

### Staffing

The service currently employs six staff members who work directly with children and a service cook. The registered provider also works directly with children in the service. Staff members held qualifications in Early Childhood Education and Care at Level 5, 6, and 8 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.

The inspection focused on an examination of compliance under regulations 9 (2)(4) – Management and Recruitment, 11 (1)(2) – Staffing levels, 16 (1)- Record in relation to pre-school service, 19 - Health, welfare and development of child, 23- Safeguarding health, safety and welfare of child, 26 – Fire safety measures, however, on inspection additional non-compliance which posed a risk was identified under Regulation 25 - First Aid and 29 – Premises. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 16, 19 and 23. As a result, the scope of the inspection included ECCE room one and two and the Lady Bug 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 inspector wishes to acknowledge the cooperation of the registered provider, staff and children who were present on the day of the inspection.

## Part III – Management and Staff

### Regulation 9 – Management and recruitment

*(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

(2) Documentation was reviewed for the registered provider and seven staff members employed by the service.

(a)(b) Two validated references were available for each staff member from either a past employer, or from a reputable source.

(c) Garda vetting disclosures had been obtained for all staff. 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 not required as no staff member had lived outside the state for a period over 6 months.

(4) Certificates of qualification were available on file demonstrating that all staff members working directly with children held a qualification at the minimum level 5 and above on the National Framework of Qualifications.

### 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 adequate numbers of staff were working directly with the children at all times. There were 20 children with 5 staff members directly supervising them during the morning of the inspection. The registered provider was supernumerary and available for cover as required.

(2) On the morning of the inspection, the staff to child ratios were maintained as follows throughout the service:

- In the ladybug room, there were 8 children aged 2 to 4 years old being cared for by 2 staff.
- In the ECCE one room, there were 3 children aged 3 to 4 years old being cared for by 1 staff.
- In the ECCE two room, there were 9 children aged 4 to 5 years old being cared for by 2 staff.

### 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:*

- (a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor;*
- (b) details of the class of service and the age profile of children for which the service is registered to provide services;*
- (c) details of the adult:child ratios in the service;*
- (d) the type of care or programme provided in the service;*
- (e) the facilities available;*

- (f) the opening hours and fees;*
- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;*
- (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.*

## Compliance Information

(1) (a-j)

The registered provider ensured that all relevant information was accessible and available for inspection by authorised persons. Relevant staff information was available on file, the Tusla registration certificate was on display providing confirmation of the class of service registered. The parent's handbook confirmed details of adult: child ratios, the programme of activities and facilities provided, hours of operation and fees payable. A staff roster was available in the office. Each early years room was responsible for maintaining records of attendance on the service communication application. Five digital administration of medication records available for 2025 were reviewed and were completed in full with signed parental consent.

(k) A sample of ten digital accident and incident record forms were reviewed, these records contained an account of accidents and incident which had occurred with detail of the child, location, staff present, actions taken by staff and witnesses.

## Non-Compliance Information

(k) Seven of the ten accident and incident records reviewed did not contain confirmation that a parent/guardian had been informed.

## Corrective & Preventive Action submitted by the Registered Provider

### Corrective and Preventive Action

Management has reviewed all current records to ensure they are now issued to parents for signature.

Management now check daily that forms have been issued to parents for signature before close of business.

Staff have been briefed on the updated procedure. The updated policy has been circulated to all staff and is now embedded in practice

### Supporting documentation submitted

Policy

### Summary Comment

The inspector has reviewed the actions and evidence submitted. This non-compliance has been adequately addressed.

## 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.*

### Compliance Information

(a)

Staff members were observed to treat the children with respect and a positive regard. They sat with children in small groups or individually, engaged in conversation with and listened attentively to the children as they spoke. Transitions were managed effectively such as from snack to playtime in the Ladybug room, children seamlessly moved from snack into a child-initiated story time. A staff member observed this and moved to the cosy corner and most of the group of children joined in of their own choosing. It was observed that one child was upset that their book had not been chosen, however staff responded with care and empathy to the child and they rejoined story time soon after. In ECCE room two the transition from indoor play to outdoor play worked very well, children were supported to dress themselves in outdoor all-weather clothing and wet suits. One child was observed to celebrate being able to dress themselves in telling a staff member that 'X didn't put it on me, I did it for myself' this achievement was recognised with an enthusiastic high five, fostering the child's confidence and recognition of completing the task independently.

Children's identity and belonging was fostered through the display of works of art and their recent learning. In ECCE room two the children's families were documented in their own drawings displayed on the wall, along with

an all about me display. In ECCE room one the children had recently engaged in an activity which stemmed from the children's interest in a café. The 'Bumble Bee Café' was developed in the room, with displays, play props and activities to make menus.

Low-level open shelving units were used to create areas of interest in each room. Children could freely access materials and resources promoting independence and choice making. A range of play-based materials were offered in the home corners, small world play, sensory zone, and Montessori areas of the rooms.

Outdoors, children were observed to play in two play spaces to the side and rear of the building. These spaces included a sheltered area with gravel and a concrete path and an open grassed area with section of bark mulch. They had access to mud kitchens and other role play equipment. In the larger grassed area there was natural and sensory planting used to create defined play spaces and climbing equipment.

(b)  
Snacks for children attending ECCE sessional hours were provided by parents, while for children attending on a full day care basis a hot meal was cooked onsite daily by the service cook and snacks were provided. A three-week menu was available and through discussion with staff members it was reflective of meals served that week which included: savoury mince, potatoes and mixed vegetables, a chicken casserole and rice, and breaded fish pieces, potatoes and mixed vegetables. Drinks were freely accessible to the children in each classroom throughout the day and when children moved to outdoor play a drinks basket was brought out with the group. Mealtimes observed were unhurried social experiences in each room, staff sat with children and engaged in conversation. In particular morning snack in the ladybug room, some children took longer than others to eat and were given all the time they needed to finish their snack while their peers transitioned to a story. In ECCE one for afternoon snack, children who had woken from their nap had snack after the rest of the group, a staff member sat with the children and warm interactions were observed.

Regular nappy changing took place throughout the day and staff were observed to engage attentively with children during the process. Children who were toilet trained, were encouraged to use the toilet independently and handwashing was promoted after both nappy changing and toileting. Attention was given to children's appearance with staff observed to clean children's faces and hands. Low-level floor beds were available to meet

the sleep needs of children attending the service, on the day of inspection the Little Bugs room was used as a sleep space.

### 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:

There was a keypad and buzzer entry and exit system in place on the main entrance door of the building to prevent unauthorised persons gaining entry or children exiting unsupervised. The kitchen, staff and storage areas were inaccessible to children. All cleaning agents were stored safely and out of reach of children.

Staff members were observed to check the outdoor areas for hazards prior to bringing children outdoors. The enclosed outdoor play area was maintained to a good standard and free from hazards. Indoors, tables and chairs used by children were in good condition and suitable for use by the age range of children using them. Equipment and materials used in each of the rooms were appropriate for use by the age range of children using them.

##### Infection Control:

Children were observed washing their hands after toileting and nappy changing. There was warm running water, liquid soap and paper hand towels available for hand washing throughout the service. Hand washing facilities were adequately stocked with paper hand towels and liquid soap. Tables and equipment were cleaned prior to food being served to children and appropriate safe food storage and preparation was observed.

During nappy changing processes observed, staff adhered to the services nappy changing policy. Staff ensured that they wore gloves and aprons during the nappy changing process and both child and staff hands were washed after nappy changing had taken place.

##### Safe Sleep:

Staff were familiar with best practices in safe sleep and carried out physical checks on individual sleeping children, every 10 minutes, recording individual children's sleep positions, colour and breathing. A staff member remained in the sleep room while children were sleeping.

#### Non-Compliance Information

### Infection Control:

The following infection control risks were identified in the children's sanitary accommodation area:

1. The waste bin was not foot pedal operated. Children had to open the bin lid by hand. The use of non-foot pedal operated bins in the service was also identified on inspection on 02 December 2022. Preventative actions stated by the registered provider did not prevent a reoccurrence.
2. One of the children's toilets available had no toilet seat.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

### Infection Control:

1 & 2

The toilet seat has now been refitted, and the toilet is fully operational. A foot-pedal operated, lidded bin has been installed in the children's bathroom. A weekly environmental and infection control checklist has been introduced and is completed by the room leader and reviewed by the Registered Provider. A monthly management walk-through is now conducted to review infection control and hygiene equipment, including waste bins and toilet fittings, to ensure any issues are identified and addressed promptly. The Infection Control Policy has been updated.

#### Supporting documentation submitted

### Infection Control:

Photographs

### Summary Comment

The inspector has reviewed the actions and evidence submitted. This non-compliance has been adequately 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

(2)(a)(b)

There was a suitably equipped first aid box stored in the office available for the use of the children attending the early years service.

### Non-Compliance Information

(1)  
A person certified in a recognised PHECC First Aid Response (FAR) was not available on the premises on the day of inspection. It is acknowledged that several staff members were trained in basic first aid and available to children.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

The service manager and one staff member have applied for PHECC FAR refresher training. In the interim, staff deployment has been reviewed to ensure that suitably trained staff are available to respond to any first aid needs. A designated list of staff holding valid or in-progress PHECC FAR certification is maintained by management. Once refresher training is completed, rosters will ensure that a PHECC FAR-certified staff member is present on site at all times during opening hours. A training matrix is used to track certification and expiry dates, with refresher courses booked in advance to ensure continuous compliance.

#### Supporting documentation submitted

Confirmation of course booking.

### Summary Comment

While actions have been taken to address this non-compliance, this regulation remains non-compliant as the required FAR training has not been completed and no staff member has a current FAR certificate. This will be reviewed on next inspection.

### Part VI - Safety

#### Regulation 26 - Fire safety measures

- (1) A registered provider shall ensure that a record in writing is kept of-
- (a) any fire drill that takes place in the premises, and
  - (b) the number, type and maintenance record of fire fighting equipment and smoke alarms in the premises.
- (4) A notice of the procedures to be followed in the event of fire shall be displayed in a conspicuous position in the premises.

#### Compliance Information

- (1)(a) There was a record of fire drills which had taken place in the service. The most recent fire drill was recorded as having taken place on 12 November 2025.
- (b) There was a record available demonstrating that the firefighting equipment was last serviced on 01 March 2025 and the smoke alarm system was last serviced on 29 September 2025.
- (4) There was a notice of the procedures to be followed in the event of a fire displayed beside each emergency exit door on the premises.

### 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

#### Non-Compliance Information

- (d)
1. The premises showed signs of excessive wear and tear due to lack of maintenance. As an example, the Ladybug Room walls had chipped paint and small holes with exposed plaster, window boards had exposed timber and high traffic areas such as beside the light switch were visibly soiled.
  2. The entrance lobby was cluttered and used for storage of items such as boxes of tiles which were not essential for use in the service.

#### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

1. Following the inspection, all areas of wear and tear identified in the Ladybug Room were reviewed. A professional decorator has been booked to carry out the required repairs and redecoration. This work is scheduled to be completed over a long bank holiday weekend when the service is closed to children. High-traffic areas, including those beside light switches, have been cleaned and sanitised as part of the service's daily cleaning schedule. A planned premises maintenance programme has been introduced to ensure that wear and tear is identified and addressed in a timely manner. This includes regular visual checks of walls, windows, floors and high-traffic areas by the Registered Provider.
2. The entrance lobby has been cleared of all non-essential stored items, including boxes of tiles, and restored to its intended use as a clear and safe entrance and exit area. Storage arrangements have been reviewed to ensure that corridors, entrances and circulation areas are not used for storage of non-essential items. A designated storage area is now used for all maintenance and building materials.

### **Supporting documentation submitted**

1. Proposed maintenance programme.
2. Photograph.

### **Summary Comment**

This regulation remains non-compliant as the registered provider's response provided details of future plans to address the non-compliance identified under finding 1 above. The planned actions will be reviewed on next inspection.