

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2016FL031
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Name of Service:	The Nest/Kinsealy Childcare Ltd
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Address of Service:	13 Drynam Square, Kinsealy, Co. Dublin
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Eircode:	K67 CF72
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Name of Registered Provider:	Colm Bowers
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	15/04/2026
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No of pre-school children:	AM	38	PM	36
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Address of the Early Years Inspectorate:	Early Years Inspectorate, 181-189 Lakeshore Drive, Airside Business Park, Swords, Co. Dublin K67 Y5C6.
Inspection undertaken by:	AM Coyle & Y Kelly
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).

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Description of service

The Nest/ Kinsealy Childcare Ltd is one of 4 early years services operated by the registered provider in the Dublin area. This service is located on the ground floor of an apartment complex in a residential housing development in Swords, north Dublin. There are 4 care rooms in the service namely the Baby room, the Tweenie room, the Toddler room and the Montessori room. A separate sleep room is located adjacent to the Baby room. The service operates from 7:30am to 6:00pm Monday to Friday and participates in the Early Childhood Care and Education scheme (ECCE) for eligible children between 9:15am and 12:15pm.

Staffing

The service employs 14 staff members, 12 of whom were present on the day of inspection. A manager is employed in the service who coordinates the day-to-day operations of the service. Two staff members were employed in the service to reduce the adult to child ratio and if necessary to work with a child with additional needs, a post which is funded by the Minister as part of the Access and Inclusion Model scheme. A chef was engaged in cooking and catering duties, and a cleaner is employed to assist with housekeeping duties. The company's human resources manager was present in the service during the inspection as well as the quality support manager who was present in the service on the morning of inspection. The registered provider was not present in the service during the inspection.

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

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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 and 26; 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 company's human resources manager, quality support manager, person in charge, staff and children who were present on the day of the inspection.

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Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,*
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and*
- (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.*

(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 manager was the designated person in charge of the service and there was a named person to deputise as required.

(b) The service manager was present and in charge of the service when the inspectors arrived unannounced to the service.

(c) A management structure is in place, which was clearly identifiable through review of the staff roster, a staff display board and through discussion with the staff team.

The files for 8 staff members including the files for the 2 additional staff members who were present on inspection were reviewed. Garda vetting was reviewed for all staff members.

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- (2)(a) Ten validated written references were available from a past employer.
- (b) Six validated written references were available from a source other than a past employer.
- (c) Garda vetting disclosures were available for the 8 staff members whose files were reviewed and for all staff members employed in the service. The service also demonstrated compliance with the Early Years Inspectorate regulatory notice requiring services to renew Garda vetting every 3 years.
- (d) International police vetting was available for 7 staff members who resided outside of the Irish jurisdiction for longer than 6 consecutive months as adults.
- (4) Documentary evidence was available to confirm that 8 staff members whose files were reviewed and who may work directly with the children in the service 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:

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- In the Baby room there were 7 children aged 1 year to 1 year 6 months being cared for by 2 staff members.
- In the Tweenie room there were 5 children aged 1 year 7 months to 1 year 9 months being cared for by 1 staff member.
- In the Toddler room there were 12 children aged 2 years 1 month to 3 years 3 months being cared for by 3 staff members.
- In the Montessori room there were 14 children aged 3 years to 5 years 3 months being cared for by 4 staff members including 2 staff members employed as part of the Access and Inclusion Model scheme.

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

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:

- Warm and positive interactions were observed taking place between the staff members and children during the inspection. The staff members were observed engaging with the children using welcoming facial expressions and warm vocal tones and showing a keen interest in what each child was doing.
- The service provides all meals and snacks which are cooked in the onsite kitchen to children attending the service. Mealtimes were observed to be a social and pleasant experience for the children. Staff sat with the children while they ate, chatting and encouraging conversation with the children. The staff members in the Baby room sat in front of the children whilst they ate encouraging and supporting the children to be independent with eating and providing assistance to the children as required. Throughout the care rooms

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the children's water bottles were accessible during the day, and these were placed beside the children on their tables when eating.

- The children's personal care needs were promptly attended to. Children had their nappies changed at scheduled times and more frequently as required with staff members observed warmly engaging with the children throughout the procedures. Toilet trained children were supervised discreetly when using the toilet and support was given when needed.
- The children attending the Baby/Wobbler room were observed being placed to sleep in the sleep room adjacent to the care room when they exhibited signs of tiredness and if their sleep time coincided with mealtimes, they were given their meals when they woke up. The children in the Tweenie and Toddler room who still availed of a day-time nap were placed to sleep for a scheduled period of rest after dinner.
- The children throughout all the care rooms in the service engaged in outdoor play on a number of occasions on the day of inspection.

Supporting relationships around children:

- Exchange of information on children's care and well-being was observed taking place between parents and staff members in a friendly manner at drop off and collection times in the service. The service also uses a digital application to communicate with parents regarding each individual child's snacks and meals, nappy changes, sleep times and activities.
- Familiar routines had been established, and children's transitions were supported in the service with staff members signposting which activities were coming next, including indoor and outdoor play, snack and mealtime, and sleep time.
- Throughout the service staff members were observed to support each other in the care of the children and regularly updated each other in relation to the care of the children particularly around staff break times, which ensured a smooth transition of care for the children.

Physical and material environment:

- The care rooms were laid out in clearly defined interest areas to prompt and support children to engage in self-directed and imaginative play. Interest areas included home and kitchen corners, construction areas, arts and crafts zones, rest spaces and library corners.
- The play resources available to the children were accessible and stored on low level shelving which allowed the children to select and replace items and materials of interest.

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- Sensory play was supported in the Baby/Wobbler room through the provision of dried breakfast cereal, staff explained that a variety of sensory materials are available including playdough, gloop and water. In the Montessori room the children enjoyed planting seeds.
- Children's artwork was on display in each care room.
- A fully enclosed outdoor area is located to the rear of the service and is directly accessible from the main hallway. The area was divided into 2 sections; the upper level was covered in safety tiles with a water wall and a basketball hoop provided. The lower part of the outdoor area was surfaced with a combination of grass and bark and allowed the children the opportunity for running and free movement.

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 door was secured to prevent the children from exiting unsupervised and to restrict unauthorised persons from gaining access to the service. A doorbell was provided at the front door leading into the service, allowing parents and visitors to notify staff members of their arrival, in order to facilitate entry to the premises if appropriate.
- Cleaning agents were stored safely on high shelving out of reach of children.
- The kitchen was inaccessible to children on the day of inspection.
- The services designated emergency exits were unobstructed.

Infection Control:

- Thermostatically controlled warm water, liquid soap and paper hand towels were provided throughout the sanitary accommodation in the service.
- The premises, play equipment and materials were in a clean and hygienic condition.
- Up to date documented cleaning schedules were on display in the service.
- Soothers were stored in personalised containers when not in use.

Administration of Medication:

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- Medications were stored out of the reach of children. No children were observed having medication administered on the day of inspection.
- Detailed health care plans were available for children who required them.

Safe Sleep:

- The children aged less than 2 years had access to a standard cot to sleep in.
- A review of the records demonstrated that sleep checks noting the children's breathing pattern, colour and position were carried out and documented at 10 minutes intervals on all sleeping children in the service.

Fire Safety:

- The records reviewed demonstrated that fire drills were practiced on a regular basis to familiarise both adults and children of the correct procedures to follow in the event of a fire.

Non-Compliance Information

Infection Control:

1. The services nappy changing policy was observed not to be implemented as evidenced by the following:
 - In the sanitary area that was used for the children attending the Baby/Wobbler room to have their nappies' changed staff were observed to use a non-pedal operated sanogenic bin to dispose of nappies. This is an infection control risk as all nappies must be disposed of using a lidded pedal operated bin.
 - The inspector observed that 3 children were not assisted to wash their hands after nappy changing in the Toddler room, furthermore staff members did not always wash their hands between changing children's nappies.
 - The nappy changing mat was not cleaned using disinfectant in between nappy changing of 3 children.
2. The seat that was available and used in the Baby/ Wobbler room was heavily stained and posed an infection control risk.

Action submitted by the Registered Provider

Corrective Action

Infection Control:

1.
 - A lidded, pedal-operated bin was immediately sourced and placed in the nappy changing area of the Baby/Wobbler room to ensure hygiene, hands-free disposal of nappies and to support effective infection control practices.

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- The Toddler room staff were immediately reminded of the hand hygiene procedure during nappy changing routines. Children are now consistently assisted to wash their hands after each nappy change, and staff members are required to wash and sanitise their hands between every nappy change in line with infection control procedures. Staff are reminded that visual guidance for the nappy changing procedure is displayed in the changing area to support consistent hygiene practices.
 - All the staff members in the baby and Toddler room were immediately reminded that the nappy changing mat must be cleaned and disinfected after every individual nappy change in line with the service's Infection Control Policy. Staff are reminded that visual guidance for the nappy changing procedure is displayed in the changing area to support consistent hygiene practices.
2. The seating in the baby room was immediately cleaned and sanitised, and a regular cleaning schedule has been reinforced to ensure all seating is cleaned daily and deep cleaned weekly.

Preventive Action

- 1.
- Staff were reminded of infection control procedures and the correct disposal methods during nappy changing routines. The Infection Control Policy was reviewed with all staff members to reinforce best practice and ongoing compliance.
 - The Infection Control Policy and nappy changing procedures were reviewed with all staff members in the Toddler room. Room leaders and management will carry out regular monitoring and spot checks to ensure compliance with hand hygiene practices and to support ongoing good practice within the Toddler room.
 - A disinfectant spray and cleaning materials are now maintained beside the changing area to ensure easy access and consistent practice. The nappy changing procedure was reviewed with all staff members, and regular monitoring and spot checks will be carried out by management and room leaders to ensure full compliance with hygiene and infection control procedures.
- 2 The Manager and Assistant Manager will continue to carry out daily room checks to monitor cleanliness standards and reduce any infection control risks. Staff have also been reminded of infection control procedures and cleaning responsibilities.

Supporting documentation submitted

Photographic evidence that staff have been updated on the infection control policy.

Summary Comment

The inspectors have reviewed the actions and evidence submitted. The noncompliance identified under regulation 23 - Safeguarding health, safety and welfare of child has been adequately addressed.

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Part VI - Safety

Regulation 24 - Checking in and out and record of attendance

(1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.

(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

(1) Accurate records of children's daily attendance were maintained. Children were signed in and out of the service with the use of a childcare software programme accessible on a tablet in each care room.

(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 visitor's book was maintained and on arrival to the service the inspectors were requested to record their attendance on the premises and the purpose of their visit.

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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. Fire drills were conducted on a monthly basis in the service. The last fire drill was conducted on the 10/03/2026.
- (b) A record was kept of the number, type and maintenance of the fire extinguishers in the premises. The fire extinguishers were certified as having been serviced on the 26/06/2025.
- (4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises.

Non-Compliance Information

- (b) A record was not kept of the number, type and maintenance of the smoke alarms in the premises.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

- (b) The service smoke alarm report submitted.

Preventive Action

- (b) On a yearly basis, the Manager and Assistant Manager will check and verify that smoke alarm reports are available on site for inspections and for record-keeping purposes.

Supporting documentation submitted

Copy of smoke alarm maintenance record.

Summary Comment

The inspectors have reviewed the actions and evidence submitted. The noncompliance identified under regulation 26 - Fire safety measures has been adequately addressed.