

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2017FL503		
Name of Service:	Best Bee Kids-Unit 1		
Address of Service:	St. Patrick's Parish Hall, Main Street, Donabate, Co. Dublin		
Eircode:	K36 PC94		
Name of Registered Provider:	Berta Lazarovici		
Service type:	Sessional		
Date of Inspection:	26/11/2025		
No of pre-school children:	AM	4	PM 4
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		
Title:	Early Years Inspector		
Authority to Inspect			
The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).			
Conditions if applicable	Not applicable.		

Description of service

Best Bee Kids-Unit 1 is a privately owned early years service located in a room to the rear of St Patrick's parish hall in Donabate, Co Dublin. The service is registered to provide sessional care and education to children aged 2 to 6 years from 9am to 12 midday and from 12:45 pm to 3:45pm but is currently operating an unauthorised part time service from 9:15am to 1:15 pm. Preschool children with autism spectrum disorder attend the service and are cared for by teaching staff funded through the Department of Education home tuition grant. There is 1 care room in the service with sanitary facilities located off the adjoining hallway, an enclosed outdoor play area is located to the front of the service.

Staffing

A service manager is employed working with a team of 3 staff who work directly with the children, all of whom were working with the children on the day of inspection. The registered provider is not based in the premises on a daily basis and was not present in the service on the day of 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

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, 11,15,19, 23,25 and 26; however, on inspection additional non-compliance which posed a risk was identified under Regulation 8. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 15 – Record of pre-school child

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.

Additional Information

The service was referred to the Services Operating Outside Registration Status (SOORS) unit as the service is operating an unauthorised part time service.

Acknowledgments

The inspector wishes to acknowledge the cooperation of the person in charge, staff and children who were present on the day of the inspection.

Part II - Registration and Register

Regulation 8 - Notification of change in circumstances

(1) A registered provider of a pre-school service other than a temporary pre-school service shall, subject to paragraph (3), notify the Agency in writing of any proposed change in the details in relation to the pre-school service contained in the register pursuant to section 58C(2) of the Act or Regulation 7(2) at least 60 days before it is proposed that the change would take effect.

Non-Compliance Information

(1) The registered provider failed to notify the Early Years Inspectorate of a change in circumstances in relation to the following as per the schedule 4 Form for Notification of Change in Circumstances:

The current service type and operating hours of the service are at variance with the information on the National register.

The service is currently operating a part time service from 9:15 am to 1:15 pm however the service is registered to operate from 9.00am to 12 midday and from 12:45pm to 3:45pm.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(1)
1. Immediate engagement with the Enforcement Department and SOORS department and submitted a detailed written explanation outlining how the non-compliance arose. They are currently awaiting further instruction from SOORS regarding the appropriate next steps to regularise the service.

Preventive Action

(1)
The circumstances that led to this non-compliance are time-bound and transitional in nature. Once the required planning permission is granted and implemented, the variance between operational practice and the National Register will no longer arise.

In addition, the following preventative measures are in place:

- Permanent resolution through planning regularisation

The submission and approval of the planning application to permit continuous operation from 09:00–15:45 will permanently remove the underlying cause of the non-compliance, ensuring that service operation and registration details remain fully aligned going forward.

- Governance review following service transition

As part of this service transition, management will complete a comprehensive review of all regulatory, planning,

and registration requirements to ensure that any future service developments are planned, notified, and implemented in full compliance with the relevant regulations.

- Alignment of operational changes with formal approval processes

Any future changes to service delivery, hours, or structure will be planned in line with regulatory and planning approval timelines, with implementation taking place only once all required approvals are in place.

- Ongoing compliance oversight by management

Compliance with Tusla registration requirements will continue to be reviewed at management level as part of ongoing governance, ensuring sustained alignment between operational practice and registered service details.

Supporting documentation submitted

Letter from engineering consultant.

Correspondence from SOORS

Summary Comment

The service is currently engaging with the SOORS department, the process is ongoing and is not completed. The regulatory requirement for regulation 8 - Notification of change in circumstances has not been addressed and remains outstanding.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

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

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

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

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(1)(a) The service had a designated person in charge and a named person to deputise as required.
 (b) The deputy person in charge was the designated person in charge when the inspector arrived unannounced on the day of inspection, and the service manager arrived in the service shortly thereafter.

The files for 4 staff members were reviewed.

(2)(a) Six validated written references were available from a previous employer.
 (b) Two validated written references were available from a source other than a previous employer.
 (c) Garda vetting disclosures were available for 4 staff members. The Garda vetting records reviewed demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) International police vetting was available for 1 staff members who had resided outside of the Irish jurisdiction for more than 6 consecutive months as adults.

(4) The service manager and 2 staff members who work directly with the children in the service held a major award in Early Childhood Care and Education at Level 5 - 8 on the National Framework of Qualifications (NFQ) or a qualification deemed by the Minister to be equivalent.

Non-Compliance Information

(4) Documentary evidence was not available to confirm that one staff member who was working directly with the children held a major award in Early Childhood Care and Education at Level 5-8 on the National Framework of Qualifications (NFQ) or a qualification deemed by the minister to be equivalent.

Corrective & Preventive Action submitted by the Registered Provider

Corrective Action

(4) Immediate review of staff qualification and role upon identification of the non-compliance. They reviewed the qualification status and role allocation of the staff member referenced in the inspection finding. Clarification of staff member's status: Manager confirmed that the staff member was engaged with the service in a work experience capacity, rather than as a qualified early years practitioner. The staff member is currently enrolled in a Level 5 Early Childhood Care and Education qualification, and is actively studying toward completion, with an anticipated completion date of April 2026.

Preventive Action

(4) This non-compliance arose due to insufficient documentation clarity, rather than the absence of appropriate qualifications within the service. To prevent recurrence, the following measures are now in place: Clear differentiation of staff roles and status. All staff engaged with the service will have their role clearly identified and documented (e.g. qualified practitioner, trainee, work experience), with duties aligned accordingly. Enhanced qualification documentation oversight. Management will ensure that up-to-date documentary evidence of qualifications, enrolment status, and anticipated completion dates is maintained and readily available for inspection at all times. Ongoing monitoring of staff in training. For staff currently completing qualifications, progress will be monitored, and role allocations will continue to reflect their training status until the relevant qualification is achieved. Governance review of staffing compliance. As part of routine management oversight, staffing compliance (including qualifications and role assignments) will be reviewed periodically to ensure continued alignment with regulatory requirements.

Supporting documentation submitted

Confirmation of course enrolment.

Summary Comment

The evidence submitted by the registered provider in relation to regulation 9 – Management and recruitment has been reviewed and accepted.

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 the 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 inspector arrived unannounced at the service and remained so throughout the inspection.

The following adult to child ratios were observed during the inspection:

- There were 4 children aged 3 years 6 months to 5 years 3 months being cared for by 3 staff members. One adult was present in a supernumerary capacity.

(8)(a) The registered provider ensured that 2 adults were present in the service at all times.

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

- (1) Four registration forms were reviewed, and all four registration forms were appropriately completed with the required information as specified in sub-sections (a) to (i) in this regulation.
- (3)(c) The registration forms were open for inspection to the inspector as an authorised person.

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 are examples of how each child's learning, development and well-being was facilitated within the daily life of the service.

Basic needs:

- When the inspector arrived in the service the children were happily engaged with the Early years practitioners who spoke positively and kindly to and about the children during the inspection and were observed responding to the children in an interested and engaged manner at all times.
- The children bring their own snacks and lunch with them to the service. Mealtimes were observed to be a pleasant unhurried experience with children given plenty of time to enjoy their snacks and lunch.

Practitioners were observed sitting with the children engaging them in conversation whilst encouraging and supporting the children to eat.

- The children who required nappy changing were changed as required. The practitioners used the opportunity to engage warmly with the children chatting to and supporting them. The children who were toilet trained were encouraged to use the toilet independently and gently helped to wash their hands afterwards. One child who was in the process of being toilet trained was gently supported by the practitioners, the child had a story read about toilet training and was encouraged to use the toilet whilst in attendance. The children's faces were cleaned as needed when they finished eating.
- A rest area comprising of soft mats and cushions were available for the children to take a break from activities as they chose during the day. An additional cosy area with a large beanbag and soft lighting had recently been created in the hallway beside the care room and was used by the children in attendance. This provided the children with the opportunity to take a break from the activities in the care room as they needed.
- The practitioners explained that the children enjoy watching trains and this was facilitated on the day of inspection when the children were brought on a walk to see trains travelling on a local overland bridge.
- The practitioners were sensitive and responsive in supporting the children's behaviours. The practitioners were observed to be very attentive to the children gently and calmly guiding and supporting the children as needed.

Supporting relationships around children:

- The staff members were respectful and caring in their interactions with the children in the service. The staff members demonstrated knowledge of the children's individual personalities and a sensitivity to each child's individual needs and preferences.
- There was a strong team ethos in the service with the adults observed working collaboratively to support the children's play and learning. The practitioners were heard regularly updating each other in relation to the children and their activities.
- The service communicates with parents and guardians on a daily basis, both informally during drop off and collection, and through update in real time on mobile tablet devices regarding each individual child's food, nappy changes, progress and activities. Parents could remotely access this information online throughout the day, in relation to their own child. Practitioners were observed warmly welcoming

parents into the service at the end of the session and verbally updated the parents on their children's day.

- Transitions were well supported in the service. Throughout the session timers and verbal strategies were used by the practitioners to inform and prepare children for up-coming activities and movement. A pictorial display of the daily routine and activities was on display at the children's eye level in the care room to support the children to prepare for transitions. The service was in the process of devising individual Picture Exchange Communication System (PECS) for each of the children for them to use both in the service and at home.

Physical and material environment:

- The service was conducted from the spacious main hall in the community centre which was suitably resourced with play equipment and materials laid out to facilitate play opportunities and experiences for the children in attendance.
- A range of tabletop materials were available and directly accessible to the children on low level shelving. These materials included transport toys, musical instruments, jigsaws, construction materials and a large dolls house with additional materials.
- Sensorial play was facilitated, and this was evidenced by a staff member making playdough for children to use during the session.
- An enclosed outdoor area is provided to the front of the service. The area immediately outside the care room door is covered with a canopy where a variety of tabletop materials and a pop-up tent were provided for the children to use. An outside tap facilitated the children in water play. The uncovered section of the outdoor play area was surfaced in a combination of artificial grass and safety tiles, a slide was provided along with a playhouse, a sand pit, a selection of ride on toys and a water wall.

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 doors leading into the service were appropriately secured to prevent children from exiting the service unsupervised and preventing unauthorised persons gaining access to the service.
- The attendance records were maintained on an electronic tablet device, and these were an accurate reflection of the children present. This facilitated children to be accurately accounted for in the event of an emergency evacuation.
- Emergency exits were unobstructed.

Infection Control:

- There was running warm water, liquid soap and paper hand towels provided for hand hygiene at the wash hand basins in the sanitary accommodation of the service. The children in the service were encouraged by staff to wash their hands before eating, after using the toilet and nappy changing, and after outdoor and messy play.
- A fridge was available in the kitchen and used to store lunch boxes provided by the parents for the children's snacks. This reduced the risk of bacteria growth in perishable food items.
- Documented up to date cleaning records were maintained in electronic format on the premises.

Administration of Medication:

- The computer application provided in the electronic tablet device facilitated staff members to compile a record of the details of any medication administered in the service, should the need arise, and to share this with parents or guardians.
- No children required medication to be administered on the day of inspection.

Fire Safety:

- Emergency exits in the service were clear and unobstructed.

Outing:

- An outing took place on the day of inspection which was in keeping with the services outing policy. A detailed risk assessment was available in advance of the walk taking place.

Part VI - Safety

Regulation 25 - First aid

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

Compliance Information

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

Part VI - Safety

Regulation 26 - Fire safety measures

- (1) A registered provider shall ensure that a record in writing is kept of-
- (a) any fire drill that takes place in the premises, and
 - (b) the number, type and maintenance record of 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) A record was maintained of fire drills which had been completed in the service. The most recent fire drill recorded as having taken place on 10/11/2025.
- (b) A record was kept of the number, type and maintenance of the firefighting equipment and smoke alarms in the premises. The fire extinguishers were certified as having been serviced in July 2025 and the smoke alarms were serviced on the 27/08/25.
- (4) Notices of the procedures to be followed in the event of a fire were conspicuously displayed in the premises.