

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2017WX502
--------------------------	-------------

<b>Name of Service:</b>	Bright Beginnings
-------------------------	-------------------

<b>Address of Service:</b>	Oylegate Retail Park, Oylegate, Enniscorthy, Co. Wexford
----------------------------	--

<b>Eircode:</b>	
-----------------	--

<b>Name of Registered Provider:</b>	Aidan Farrell
-------------------------------------	---------------

<b>Service type:</b>	Full Day
----------------------	----------

<b>Dates of Inspection Day 1:</b>	23/09/2025
-----------------------------------	------------

<b>Day 2:</b>	24/09/2025
---------------	------------

<b>No of pre-school children Day 1:</b>	AM	72	PM	48
<b>Day 2:</b>		73		NA

<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate Ely Hospital, Ferrybank, Wexford
---	--

<b>Inspection undertaken by:</b>	C. Ryan E. Cullen
----------------------------------	-------------------

<b>Title:</b>	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).

<b>Conditions if applicable</b>	Not applicable
---------------------------------	----------------

### Description of service

Bright Beginnings is a privately operated preschool service offering full day care, part-time, sessional, and after-school care to children aged 6 months to 6 years. The service operates from 7.30am to 6.30pm and can accommodate up to 96 children. The service offers a play-based pedagogy to the children.

### Staffing

The service employs 28 staff including the registered provider. The service employs a manager as the designated person in charge, and a second-named staff member was available to deputise as required. The manager was the designated person in charge for the inspection. The registered provider does not work directly with the children. The staff working directly with children in the service held the minimum QQI Quality Qualifications Ireland level 5, 6 and 8 qualifications in Childcare and Early Childhood Care and Education on the National Qualifications Framework. The service employs a chef and cleaner. There were also three students present on placements.

### 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 Management and Recruitment (1) (2) (a) (b) (c) (d) (4),

Regulation 10 Policies Procedures etc. of Pre-School Service,  
Regulation 11 Staffing levels (1) (2),  
Regulation 19 Health, Welfare and Development,  
Regulation 25 First aid (1) (2) (a) (b),  
Regulation 26 Fire Safety (1) (a) (b) (4).  
Regulation 28 Insurance.

However, on inspection additional non-compliance which posed a risk was identified under Regulation 23. These findings are outlined within the relevant regulation 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 registered provider, person in charge, staff and children who were present on the day of the inspection.

### Part III – Management and Staff

#### Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

- (a) the service has a designated person in charge and a named person who is able to deputise as required,
- (b) at all times during the period when the pre-school service is being carried on, the designated person in charge or the named person referred to in subparagraph (a) is on the premises, and
- (c) there is a clear management structure in the service that identifies the lines of authority and accountability in the service and the specific roles and responsibilities of each employee and unpaid worker.

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

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

(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)(b)(c)

The manager was the person in charge on both days of the inspection. There was a person available to deputise when the manager was absent. The registered provider was also in the service on both days and was available to facilitate the inspection. The roster demonstrated there was a person in charge on all days the service was in operation. All staff were clear in the roles and responsibilities.

(2)(a)(b)

Following a discussion with the manager and on review of documentation, it was established that there were 28 staff employed in the service. All written and validated references were available on file for staff working in the service.

- (c)  
There was Garda vetting available on file in the service for all staff members including students. The service demonstrated partial compliance with the Early Years Inspectorate Regulatory Notice to renew Garda vetting every 3 years. See Regulation 23.
- (d)  
Police vetting was available on file for staff members who had lived in a state other than Ireland for a period of longer than six consecutive months.
- (4)  
There were qualifications on file for 24 staff working directly with the children. These staff held an award in Early Childhood Care and Education at Level 5 and above on the National Qualifications Framework.

#### Non-Compliance Information

- (4)  
There was no evidence available on file to demonstrate that one staff member held the full requirements to meet the minimum qualification on the National Qualifications Framework. There was a component certificate available.

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

##### Corrective and Preventive Action

The staff member is in the process of obtaining her certificate. In the interim the staff member will not be included in the adult to child ratios.

Going forward we will ensure that we check older certificates on the DCYDEI website.

##### Supporting documentation submitted

Evidence of applying to the DCYDEI to check qualification.

#### Summary Comment

The requirement of the regulation is met.

## Part III – Management and Staff

### Regulation 10 - Policies, procedures etc. of pre-school service

*A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.*

#### Compliance Information

The written policies, procedures and statements specified in Schedule 5 including a parent handbook were in place for the service. The policies reviewed on this inspection included infection control, nappy changing, staff supervision and settling in policy.

## 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)

There was an adequate number of staff working with the children for the duration of the inspection.

(2)

Day 1

During the morning, there were 72 children being directly cared for by 16 staff.

During the afternoon, there were 48 children being directly cared for by 14 staff.

Day 2

During the morning, there were 73 children being directly cared for by 15 staff.

The manager and registered provider were also present on the premises, and available to assist across the rooms if required during the day.

### 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*

*(1) A registered provider shall, in providing a pre-school service, ensure that-*

*(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

The following observations and discussions with staff reflected the children's experience within the service over the two days of inspection:

1 (a)

The inspectors observed staff members across each room treating the children with respect and positive regard. They sat with children in small groups or individually, engaged in conversation with and listened attentively to the children as they spoke.

Strategies such as transition songs and visual timetables were in place to support children transition from one activity to the next. For example, from outdoors to indoors and before mealtimes. Helper charts were observed in use; children were chosen as line leaders or were assigned jobs of handing out plates and bowls to their group.

Parent and guardian communication during collection times, provided an opportunity for staff to share information with parents. Additional methods of communication such as phone calls and the service's communication application were used to share information, pictures and observations.

The service has adopted the curiosity approach since the last inspection and redeveloped their rooms. The playrooms were spacious, well laid out and homely, this was achieved using a range of natural materials and neutral colours. The addition of house plants and lamps within the rooms created a warm and relaxing atmosphere. Each of the rooms were individually resources and designed to meet the needs and interests of the age group using them. A range of opened end play-based materials, natural materials, loose parts and sensory items were offered. Children's literacy development was promoted with a well laid out library areas. Books, dress up materials and puppets were available for use by the children.

Children's identity and belonging was fostered through the display of works of art and their recent learning.

Low-level open shelving units were used to create areas of interest. Children could freely access materials and resources from the labelled shelves, promoting independence and choice making.

(b)

The service chef prepared all snacks and meals onsite, a 3-week menu was available, and all allergens listed. On the first day of inspection the hot meal served was chicken Szechuan, vegetables and rice. On the second day of inspection the hot meal was a beef stew and potatoes, Drinks were freely accessible to the children in each classroom throughout the day, drinks stations were on low level shelves. Mealtimes observed were unhurried social experiences in all rooms, staff sat with children and engaged in conversation. The children were encouraged to feed themselves appropriate to their stage of development and were assisted as required. The food for younger children in the blue butterflies and pink flamingo's rooms were adapted to meet their varying needs, this was observed in the availability of purees, mashed and shredded meats.

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. Sleep was child led, and staff worked in partnership with parents to ensure consistency between home and service routines. Children were placed to sleep when signs of tiredness were recognised by staff, this was observed in blue butterflies when children were placed to sleep as required during the day. Rooms used for sleeping were sufficiently dark and quiet to promote a restful sleep. Low-level floor beds and sleep mats were available to meet the sleep needs of children over 2 years of age.

The service works in partnership with parents to support children to transition into the service. In discussion with staff members children were supported on a phased basis to settle into their new environment and routines. Children had free movement and choice of activities in all rooms observed on the day. Children were placed in highchairs when meals were ready to be served and removed promptly when they were finished. Children were observed in the outdoor area throughout the day. Appropriate clothing was available for all children to access the outdoor area in all weathers.

### 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.*

#### Non-Compliance Information

##### General Safety:

1. The service did not demonstrate compliance with the Early Years Inspectorate Regulatory Notice requiring services to re-new Garda vetting every 3 years. There were Garda vetting disclosures on file for all staff members, however the vetting disclosure for one staff member was not dated within the previous 3 years in adherence to with the Early Years Inspectorate Regulatory Notice EYI-RN12.3 Renewal of Garda Vetting.

##### Infection Control:

A number of inconsistencies in practice were observed and at variance with the service's infection control policy and procedures:

2. The inspectors were not assured that soothers were appropriately washed and sterilised in the service.
3. The inspectors were not assured that bottle warmers water was changed as frequently as required. Water left for extended periods increase the risk of bacteria growth.
4. The staff stored their personal belongings such as coats and handbags in the nappy changing areas which posed as a risk of cross contamination.

The following practices observed were at variance with good hand hygiene practices:

5. Children in three playrooms were not observed to have their hands washed after nappy changing which is not in line with the service's nappy changing policy.
6. Staff members were observed to wash their hands in the sink in the playroom after nappy changing and not in the sink in the toilet area which posed a risk of cross contamination.
7. A staff member was observed not to wash their hands after nappy changing in the baby room.
8. The children in the pink flamingo's room did not have their hands washed before eating their main meal.
9. Staff were observed to use their hands to put soiled items in the bin and not use the foot pedal mechanism.

#### Action submitted by the Registered Provider

##### Corrective & Preventive Action

1. Garda vetting was applied for and returned on the 25/10/2025. We will ensure all staff are re-vetted in advance of the expiry date.

2. The soothers will be sterilised every evening in the microwave for 3 mins in a steam pod.
3. Bottle warmers will have fresh water used for every bottle heated. Staff have been advised on bacteria growth.
4. The staff now store their belongings in the staff room.
- 5,6,7,8. All the staff have received extra training on infection control and has been reminded to read the centres policies on nappy changing and hand hygiene. Reminders of this policy has been renewed and placed in all nappy changing areas.
9. The nappy bins have pedal functions, and the staff have been advised to use these pedals going forward.

All staff have received extra training on infection control and was reminded to read the centres policies on nappy changing and hand hygiene.

**Supporting documentation submitted:**

Photographs of the hygiene policy, cleared nappy changing areas, soother's steam pod. Proof of Garda vetting.

**Summary Comment**

The requirement of the regulation is met.

**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 was a person trained in a first aid responder course immediately available to the children attending the preschool service. There was evidence on file that two staff working directly with the children were trained in a first aid responder course.

(2)(a)(b)  
There was a suitably equipped first aid boxes stored in an easily accessible position on the premises which were available to the children attending the preschool 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)

Fire drills were completed monthly. The last fire drill completed was recorded on the 25 August 2025.

(b)

A record was maintained when the firefighting equipment and smoke alarm system were serviced in July 2025.

(4)

There was a notice of the procedures to be followed in the event of fire displayed in a conspicuous position in the hallway of the service.

## Part VI - Safety

### Regulation 28 - Insurance

*A registered provider shall ensure that the pre-school service is adequately insured.*

#### Compliance Information

The registered provider had a valid certificate of insurance for full day care for 124 children.