

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2018DR503
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Name of Service:	Nord Anglia International School Dublin
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Address of Service:	South County Business Park, Leopardstown, Dublin 18, Co. Dublin
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Eircode:	D18 T672
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Name of Registered Provider:	Barnaby Sandow
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Service type:	Full Day
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Date of Inspection:	09/12/2025
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No of pre-school children:	AM	43	PM	29
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Address of the Early Years Inspectorate:	Level 7, Brunel Building, Heuston South Quarter, Kilmainham Dublin 8
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Inspection undertaken by:	R Phillips E Mulhern
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Title:	Early Years Inspectors
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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).

Conditions if applicable	N/A
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Description of service

The early years' service within Nord Anglia International School Dublin was registered in 2018 and currently provides full day care and education for children aged three to five years of age. The service operates from 8:00 to 18:00. The early years' service is registered to accommodate a maximum number of 120 children. The service operates from a purposefully refurbished building in a business park in south county Dublin. Four rooms are in use by the preschool children. The children also have access to a large communal area which has a variety of play equipment and materials available. The children eat their main meal in the dining room. There is an enclosed outdoor space adjacent to the care rooms which is for use solely by the children attending the early years' service.

Staffing

The registered provider's role within Nord Anglia was also as Principal of the school. The person in charge was also the Head of the junior school. The deputy person in charge on the day of inspection was a Head teacher in the preschool. There are 11 staff employed to work directly with the preschool children as teaching and learning assistants and 19 adults also employed within the school provide supervision of the preschool children at outdoor play time and support in the dining room at dinner time.

There are 6 other adults employed as part of the languages team, and lower primary Arts, who may spend an hour with the preschool children with their teaching and learning assistants.

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, and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations:

9 (1)(2)(4) Management and recruitment,

11(1)(2)(8)(a) Staffing levels,

19 (1)(a)(b) Health Welfare and Development of the child,

23 Safeguarding health, safety and welfare of child,

25 (1)(2)(a)(b) First Aid, and

26 (1)(a)(b) (2)(c) (4) Fire Safety measures.

However, on inspection additional non-compliance which posed a risk was identified under Regulation 8 Notification of a change in circumstances.

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 19 Health Welfare and Development of the child. As a result, the scope of the inspection for that regulation included preschool rooms named KG3B and KG4B.

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, human resources personnel, 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.

(3) Where a registered provider has been unable for good and proper reason to notify the Agency within the time specified in paragraph (1) or (2), as the case may be, of a 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), the registered provider shall notify the Agency in writing of the change as soon as possible thereafter.

Non-Compliance Information

(1)(3) 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 operating hours of the service were at variance with the hours the service is registered to operate. The service is registered to operate from 07:45-14:30 but is currently operating core hours from 08:00-14:30 with some preschool children being cared for until 15:30 or up to 18:00.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The registered provider submitted a change in circumstances form, and the change in hours of operation was approved

The service will ensure all operational and contact information is up-to-date, accurate and communicated via CIC form as necessary.

Supporting documentation submitted

An email from the Inspectorate's Registration office confirming approval for service to operate from 08:00-18:00hrs.

Summary Comment

The corrective action taken and evidence submitted by the registered provider has been reviewed and accepted. The non-compliance under regulation 8(1) has been addressed.

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) There was a designated person in charge and named person to deputise as required.
 - (b) The person in charge was present when the inspectors arrived unannounced for the inspection. The named person in charge remained on the premises throughout the inspection.
 - (c) There was a clear management structure in place. The manager and staff demonstrated an awareness of their roles and lines of authority within the service.
- (2) Following discussion with the person in charge it was confirmed that 11 new staff commenced employment since the last inspection on 05 March 2024. Full staff files were reviewed in respect of these 11 adults. In discussion with the person in charge the early years inspectors were informed that there is a roster for outdoor

play and lunchtime supervision, which is covered by an additional 19 employees. There is a languages team also and an Arts teacher for the junior school, who teach languages or arts to the preschool children for an hour per week. Including the registered provider 37 staff files were inspected in respect of regulation 9(2)(c) and 9(4) as regulation 9(4) was non-compliant and outstanding following the last inspection.

The inspected staff files met regulatory requirements as follows:

(2)(a)(b)

There were written validated references provided from 19 previous employers and 3 reputable sources as required.

(2)(c)

Garda Vetting had been sourced for all adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for all adults employed.

(2)(d)

There were 22 records of police vetting sought from jurisdictions outside of Ireland for adults who resided there for six consecutive months or more as required.

(4) 13 adults 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

(2)(a)(b) Appropriate consideration had not been given to references for one adult. There was no past employer reference sought and verified for one staff file despite the adult having been employed previously.

(2)(d) Four adults who had lived for a period of six months or more as adults in other jurisdictions required police vetting certificates that were not available on the day of inspection.

Two staff files contained police vetting records which were not translated and therefore could not be verified as required.

(4) Two adults rostered to provide supervision for outdoor play did not hold a major award in Early Childhood Care and Education at least level 5 on the National Framework of Qualifications or a qualification deemed as equivalent, as required. A further 14 adults' qualifications were not on the Department of Children, Disability and Equality's list of recognised qualifications as required to work directly with preschool children, ten of whom are rostered to supervise the children for outdoor play or dinnertime.

Of the nine adults observed to care for the preschool children in their classrooms, three had qualifications that were not on the DCDE's recognised qualifications list.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b) It is the services policy to seek two satisfactory references from the most recent employment working with children. The service requested the most recent reference from a previous employer. The service is working towards creating a single record style data base that can be accessed by HR and school leadership.

(2)(d) Translated police vetting certificates have been acquired.

Police vetting has been applied for as required. The service has commissioned a professional company to assist in obtaining outstanding police vetting certificates

Going forward the service will ensure to maintain official translations on file, requested before employment start date, and not rely on in-house multi-lingual staff/digital tools to translate documents. Staff working with preschool-age children to have police checks dating back to age 18 as part of school policy.

(4)

All relevant staff have been notified and have applied to the DCDE EY for the letter of recognition of qualifications. Some staff qualification recognition letters have been collated, some staff are in the queue, some staff are waiting to hear back from the DCDE EY or have submitted further documentation.

School Leadership and HR have completed further checks on staff in other divisions in the school.

The visiting inspection team identified 13 adults who held Level 5+ or equivalent – thanks to above processes, we have identified/recognised 20, with more DCDE EY recognitions pending.

Staff with Level 5 (or above) major award in early childhood care and education or equivalent recognised qualification have been allocated for direct supervision of KG3 and KG4 students at break times.

An indoor play plan has been created ensuring KG3/4 teachers remain with class in event of adverse weather.

Qualification recognition through DCDE EY will now be part of the recruitment process where required.

Recruitment of teachers and TLAs in KG5 and Grade 1 to also require L5+ EY qualifications or equivalent to increase our number of staff available to work with preschoolers (covering breaks etc.).

Supporting documentation submitted

(2)(a)(b) References with verification were submitted as required.

(2)(d) Copies of certified translated police vetting records were submitted.

Evidence of outstanding police vetting applications and of efforts made to obtain same were submitted.

(4) Emails/screenshots of same demonstrated that all required staff are in the process of having their qualifications recognized.

The service submitted a Qualifications Summary Document which details each member of staff who has the qualifications, is in process, or who has been reallocated and are no longer supervising preschoolers at break-times.

Summary Comment

The actions taken by the registered provider, person in charge, HR department and individual staff, and the evidence submitted have been reviewed by the early years inspectorate and deemed to address the non-compliance under regulation 9 Management and Recruitment.

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) An adequate number of adults were working with the children. There were a minimum of eight adults working directly with 43 children in the morning and five adults working directly with 29 children in the afternoon, with four more adults on hand to assist at that time.

(2) The minimum adult to child ratio requirement for the age of children and type of service provided was always maintained.

(8)(a) There were at least two adults on the premises throughout the inspection. The staff roster provided for at least two adults to be on the premises at all times of opening.

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

(1)(a)(b)

Basic Needs:

There was drinking water available at all times to the children. The children were offered healthy snacks and meals at regular intervals throughout the day. The children were observed eating their snack in the classroom, and the staff sat at their level and engaged in conversation with the children. The preschool children went to the dining room for a hot meal at 11:30. There was additional servings or alternatives available as required.

The staff managed transitions between activities and to and from different areas within the school well. The staff let the children know what to expect and used songs to indicate the end of an activity or playtime.

The children used the sanitary facilities independently with supervision.

The children were facilitated to sleep on low level beds after dinner.

Supporting Relationships around the child:

There were family photos in the preschool rooms sampled providing a link with home and promoting a sense of belonging in the setting. The interactions between the staff and children were observed to be respectful, the staff knew the children well, engaging with them in conversation about new siblings and cousins.

Physical and Material Environment:

The rooms were laid out to promote sensory experiences with sand and water trays, sensory areas in each room and arts and crafts materials available to the children. The interest areas were spacious and uncluttered and well-resourced offering a wide range of toys and equipment to promote imaginative play and language development.

The rooms had a large variety of play-based materials available for the children on low level shelving.

Programme of Activities:

Activities were observed to be child led with children being given the opportunity to take the lead, express their views, and choose games/songs/activities to participate in.

The daily routine was on the wall in each room.

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

The inspectors found by observation of practice, review of documentation, discussion with staff and inspection of the premises that the registered provider had taken the following steps to safeguard children attending:

General Safety:

The entrance door to the service was adequately secured to ensure the safety of the children within and to avoid unauthorised persons accessing the service or children exiting unsupervised.

All storage facilities were inaccessible to children and cleaning products were stored in locked cupboards.

All blind cords were secured.

Waste was appropriately managed throughout the service with the use of pedal operated bins in the classrooms and sanitary area.

The children played in the communal play area indoors on the day of inspection due to a weather warning and heavy rain and strong winds.

Infection Control:

The premises and equipment appeared clean and well maintained.

The sanitary facilities were equipped to support handwashing.

Staff guided the children to wash their hands at appropriate times to prevent contamination or spread of infection, after using the toilet, before eating meals and after messy play.

Soft furnishings in the communal play area had removable covers and there was a washing machine on site for washing same as required.

The children's beds had individual bedlinen that is regularly sent home for cleaning.

Administration of Medication:

The school has two nurses employed who review the children if required. They have administration of medicine forms and prior consent for anti-pyretic medicine or emergency medical treatment. In conversation with the

nurses, they stated that they always contact parents prior to administering medication. A copy of the medicine administration form is sent home with the child.

Safe Sleep:

The children were supervised in ratio throughout sleep time, with 2-3 staff remaining with 9 children in KG3B.

Fire Safety:

Fire exits were unobstructed throughout the service.

Fire evacuation procedures were clearly displayed in corridors and classrooms.

A Fire photo action plan was observed on the wall in KG3B for the children.

Outing:

Outings records were reviewed by the inspector for an outing undertaken on 05/12/2025. Consent forms were clear detailed and signed by parents/guardians. All emergency contact details and staff contact numbers including group leader's name and contact number were documented. Completed risk assessment including control measures such as FAR trained staff, first aid kit, all contact details. All emergency procedures and relevant information re medical conditions etc available to group leaders. The risk assessment considered lost group members, special needs, weather, transport and accidents.

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)

Two staff with in-date First Aid Responder (FAR) training certificates were present with the preschool children throughout the inspection. Discussion with the person in charge highlighted that there is always someone with FAR training available to the children in the service. The inspectors observed four in date FAR certificates for school staff. There are two nurses employed in the school, available to the children also.

(2)

(a) (b) A first aid box was safely stored in a conspicuous location in the service.
This was fully stocked.

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.*
- (2) The record referred to in paragraph (1) shall be open to inspection by-*
- (c) an authorised person.*
- (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 written record was available detailing monthly fire drills that had taken place in the service. The record showed that the last fire drill had taken place on the 04 December 2025.
- (b) There was a record to show that the firefighting equipment had been serviced on 08 July 2025. There was a record to show maintenance of the fire alarm and detection system had taken place on 14 April 2025. A fire suppression certificate was issued on 13 August 2025 following inspection/service in the restaurant/dining room.
- (2)
- (c) The records were made available for inspection.
- (4)
- The procedures to be followed in the event of a fire were displayed in conspicuous locations throughout the service.