

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2024FL003			
<b>Name of Service:</b>	Roots and Wings on the Green			
<b>Address of Service:</b>	39 Beresford Crescent, Donabate, Dublin, Co. Dublin			
<b>Eircode:</b>	K36 K3H7			
<b>Name of Registered Provider:</b>	Nickola Cullen			
<b>Service type:</b>	Full Day, Part Time, Sessional			
<b>Date of Inspection:</b>	19/08/2025			
<b>No of pre-school children:</b>	AM	45	PM	40
<b>Address of the Early Years Inspectorate:</b>	2 <sup>nd</sup> Floor, Unit 4/5, The Nexus Building, Blanchardstown Corporate Park, Ballycoolin, Dublin 15.			
<b>Inspection undertaken by:</b>	Y Kelly & AM Coyle			
<b>Title:</b>	Early Years Inspectors			
<b>Authority to Inspect</b>				
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

Roots and Wings on the Green is one of four early years services owned and operated by the registered provider, all located in County Dublin. Roots and Wings on the Green provides full daycare, part time daycare and sessional preschool to children between the ages of 1 and 6 years. Although the registered hours of operation are 7.30am to 6.30pm, the hours of care available to children is currently 7.30am to 6.00pm Monday to Friday. This service also participates in the Early Childhood Care and Education (ECCE) scheme for 38 weeks of the year. The service is conducted from a purpose built 2 storey premises located in a residential area. There are 5 care rooms, namely the Cocoon room 1 and 2 and the Caterpillar room on the ground floor, and the Butterfly room 4 and 5 on the first floor. The Cocoon room 2 was not in operation at the time of the inspection. The children from the Cocoon room 1 ate their meals in the Cocoon room 2 and the children from the Caterpillar room slept in the Cocoon room 2 on the day of inspection. A sleep room is located on the ground floor between the Cocoon room 1 and Cocoon room 2. Ancillary accommodation includes sanitary facilities on both floors, a kitchen on the ground floor and an office and a staff room located on the first floor. A fully enclosed outdoor play area is located to the rear and to the front of the premises.

### Staffing

The registered provider employs an area manager and 2 deputy managers to oversee the daily operational management of the service supported by a team of 11 core staff members who work directly with the children and 2 staff members employed for catering and household duties. Two staff members from the registered provider's other full day care service was present and working in the service in a relief capacity on the day of the inspection. There was a student on a work experience programme present on the day. The registered provider was present for the duration of the inspection. In total there were 13 adults present on the day of the inspection.

### Methodology

Tusla 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 the child and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations 9, 11, 16, 19, 23, 25, 26 and 27. These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under regulation 16. As a result, the scope of the inspection included Cocoon room 1, Caterpillar room, Butterfly room 1 and Butterfly room 2.

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, deputy manager, deputy manager, 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) The deputy manager was the designated person in charge of the service and there was a second named person to deputise as required.

(1)(b) The deputy manager was present and in charge of the service when the inspectors arrived unannounced to the service at 9.30am. The registered provider arrived shortly thereafter and remained on the premises for the duration of the inspection.

(2) The files for 14 adults were reviewed, nine of which were new staff members. There were remaining staff files reviewed on the previous inspection on the 23 of October 2024.

The following files were reviewed; the registered provider, person in charge, deputy manager, 2 staff members employed in catering and household duties, 2 staff members from another service providing cover, 6 early years practitioners and 1 student. The following was recorded:

- (a) Twenty-three written validated references were available from past employers.
- (b) Five written validated references were available from a reputable source other than a past employer.
- (c) Garda vetting disclosures were available for the 14 adults whose files were reviewed. However, the service did not adhere to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years. Please refer to the information outlined under regulation 23 of this report.
- (d) International police vetting was available for 9 adults who had lived outside of the state for six months or more as an adult.
- (4) Documentary evidence was available to confirm that 12 adults whose files were reviewed and who may work directly with the children held at least a major award in Early Childhood Care and Education at Level 5 or above on the National Framework of Qualifications or a qualification deemed eligible by the Department of Children, Disability and Equality.

### 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.*
- (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.

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

- In the Cocoon room 1 there were 8 children aged 1 year 4 months to 1 year 9 months being cared for by 2 staff members. In addition, there was a student on work experience.
- In the Caterpillar room there were 8 children aged 2 years 1 month to 2 years 7 months being cared for by 2 staff members.

- In Butterfly room 1 there were 15 children aged 3 years 8 months to 4 years being cared for by 2 staff members.
- In Butterfly room 2 there were 14 children aged 3 years 6 months to 5 years 4 months being cared for by 2 staff members.

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

## Part IV – Information and Records

### Regulation 16 – Record in relation to pre-school service

*(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:*

*(k) details of any accident, injury or incident involving a pre-school child attending the service.*

### Compliance Information

(1) The registered provider ensured that there was a record kept in writing of the following information in relation to the service.

(k) The service had a record in writing of the details of accidents, injuries and incidents involving pre-school children. Sixteen records were sampled from 24/06/2025 to 07/08/2025 and all records were found to be clear and legible and included parental signatures to confirm that they had been informed and were aware of the incident involving their child.

### 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

(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.

#### 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:

- Children's meals were cooked in the service. A cook is employed who prepares and cooks all of the children's meals in the onsite kitchen. On the day of the inspection morning snack consisted of pepper, cucumber and carrot slices. A meal of savoury mince with potatoes, peas and sweetcorn was provided for dinner and afternoon snack consisted of cheese and ham sandwiches, yogurt and oranges. There were alternative food options available for children with additional dietary requirements or preferences.
- Children's water bottles were accessible to the children on low level tables throughout the care rooms in the service.
- The children's personal care needs were attended to promptly. Nappies were changed at scheduled times and more frequently as needed. The staff members used the opportunity to engage with and chat to the children. The children who were toilet trained used the toilet independently with discreet support provided as necessary.
- The children in the Cocoon room 1 slept in cots in the cot room, there were 3 cots available to children in this room. Children from Cocoon room 1 also slept on cocoon beds and stackable beds in the Cocoon room 1 at scheduled sleep times, in the morning and after they had their dinner. The children aged over 2 years in the service attending the Caterpillar room who required sleep slept on stackable beds set up in the Cocoon room 2 after the children had their first hot meal in the service.
- Wash hand basins, soap and hand towels were at the children's level in the care rooms. This supported all children to engage in self-care independently.

- There were cosy areas available for the children to relax in as required. Cosy areas were equipped with child sized armchairs and sofas, rugs and a selection of books for reading and relaxation.
- All of the children attending the service were given the opportunity to spend time in the outdoor area during the inspection.

### Supporting relationships:

- Staff demonstrated warm and caring interactions with the children. There was a welcoming and calm atmosphere in the service.
- Children were comforted when upset and children received praise and encouragement from staff. During transition to sleep, staff were available to assist the children in getting ready and helping them to settle whilst going to sleep.
- Staff complete daily records to share information about children's care needs with parents.
- There is a key person approach implemented in the service which supports relationship building in the service.
- Transitions were observed to be well managed; children were given verbal cues to support them with the transitions. The children engaged well with tidying up, putting items away independently whilst singing the clean-up song. Transitions were smooth and there was a calm atmosphere in the service.

### Physical and material environment:

- There was age-appropriate furniture with small child sized chairs and tables for children to sit whilst they played or for mealtimes.
- The rooms were divided into different areas of interest which provided opportunities for a variety of spontaneous play experiences and choice for children. Play resources that were available were stored on low level shelving for the children to access. The Cocoon room 1 consisted of a large physical play area with ball pit and large foam blocks. There were construction materials with wooden building blocks, transportation toys and small world materials including dinosaurs for pretend play. Both the Butterfly room 1 and Butterfly room 2 care rooms were laid out in defined interest areas and were well-resourced with equipment and play materials including art areas with art and crafts materials, construction areas, home corners with wooden kitchen with a range of crockery and pots and pans to enable the children to extend their play, dolls and dress up for dramatic and imaginative play, a broad range of tabletop materials in addition to reading and relaxation areas. There was a variety of natural, open ended and real-

life materials in the indoor and outdoor environments. Multi-sensory experiences were provided in the care rooms including modelling dough, tuff trays with flowers, sticks, pinecones along with toy insects and bugs for pretend play. There were natural materials including shells, stones and pieces of wood and real-life items including real saucepans and pots and pans.

- A fully enclosed outdoor area is located to the rear and to the front of the service. In the outdoor play area to the rear of the service, there were interest areas to include a wooden kitchen area with real life items which provided opportunities for pretend and dramatic play. There was a large, enclosed area with sandpit with buckets and spades and a water play area and a blackboard for mark making. In addition, there were watering cans and large paint easel for sensory and creative play. There were ride on cars, a climbing frame, wooden bridge, slide with tunnel and a rocking horse, which promoted gross motor and fundamental movement skills. There were tyres with blocks and construction hats for construction play. There were transportation toys such as a buggy and wheelbarrows which supported children to move materials around the outdoor environment and promoted opportunities for schematic play. Children's wellies and waterproof gear for outdoor play is stored outdoors in a covered area at the side of the premises. The area to the front of the service was directly accessible via the Caterpillar room, the area was surfaced with artificial grass, a climbing frame with an attached slide and a balance board provided the children with gross motor play opportunities. A wooden shop and play kitchen were available to enhance the children's imaginary play experiences. Additionally, a sensory table was available along with construction blocks, balls and a table with an array of jugs and measuring implements.
- Children's sense of Identity was promoted in the environment. For example artwork was displayed on the room walls, children's names and photographs of the children were identified on their own coat hook and cubby.

### Programme of Activities:

- Staff carry out a daily schedule and curriculum planning to inform an emergent curriculum based on children's emerging interests. Themes were based on dinosaurs in the Cocoon room 1 and insects and bugs in the Butterfly room 2. Children's learning experiences are documented in 'Floor Books' which are displayed throughout the service.
- Staff sang songs and facilitated action songs and movement with the children in the Cocoon room 1. The children danced to the 'sleeping bunnies' song. This promoted children's language development, gross motor development and fundamental movement skills.

(3) No practices that were disrespectful, degrading, exploitive, intimidating, emotionally, physically harmful or neglectful were observed during the inspection. Staff members were observed engaging with the children using a partnership approach and showed positive regard for the children at all times throughout the inspection. During the inspection the staff members throughout the care rooms were observed approaching children's behaviour in a supportive manner, promptly re-directing and distracting the children at the earliest signs of conflict whilst showing respect for the children involved. This prevented any escalation or upset on the children's part. Staff members were observed engaging with the children using a partnership approach and showed positive regard for the children at all times throughout the inspection.

### 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 leading into the service was appropriately secured. Doorbells were provided at the two main entrance doors 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 out of the reach of the children.
- The outdoor play area was fully enclosed and secured and was mainly surfaced with artificial grass.

##### Infection Control:

- Thermostatically controlled warm water, liquid hand soap and dispensed handtowels were available in the sanitary facilities.
- Pedal operated bins were available for waste and disposal of contaminated items.
- Windows were open for air circulation in care rooms.

##### Administration of Medication:

- No child attending the service was observed having medication administered on the day of inspection.

##### Safe Sleep:

- Sleep checks were carried out and documented at 10 minute intervals on all sleeping children during the inspection, noting each child's position, colour and breathing pattern.

## Fire Safety:

- Emergency exits were unobstructed in the event of an emergency evacuation.

## Non-Compliance Information

### General Safety:

1. Garda vetting was available for fourteen adults including the registered provider. However, one vetting disclosure was not dated within the previous three years in adherence to the Early Years Inspectorate Regulatory Notice 'EYI-RN12.3 Renewal of Garda Vetting'.

## Action submitted by the Registered Provider

### General Safety:

#### Corrective Action

Garda vetting for one staff member whose vetting expired, was immediately renewed after the inspection and is now on file in the setting.

#### Preventive Action

Management have implemented a staff file quarterly review in the setting to ensure no further vetting expires.

#### Supporting documentation submitted

Evidence of Garda Vetting dated 01 September 2025.

## Summary Comment

The inspector has reviewed the actions and evidence submitted. The non-compliance under Regulation 23 has been addressed.

### Part VI - Safety

#### Regulation 25 - First aid

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

#### Compliance Information

- (1) The registered provider ensured that an adequate number of staff were trained in First Aid Response (FAR) and a staff member trained in FAR was available on the premises throughout the opening hours of the service. There were 5 staff trained in First Aid Response (FAR), 3 of which were present on the day of the inspection.
- (2)(a)(b) Adequately stocked first aid kits were observed in the service. These were stored out of reach of the children but available to staff as needed.

### 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 of fire drills were available on the premises with the last fire drill dated as having been carried out on the 30 July 2025.
- (b) The number, type and maintenance record for firefighting equipment and smoke alarms were available. Firefighting equipment was last serviced in September 2024 and the smoke alarms were serviced on the 01 August 2025.
- (4) Fire evacuation procedures were displayed throughout the service.

## Part VI - Safety

### Regulation 27 – Supervision

*A registered provider shall ensure that pre-school children attending the service are supervised at all times.*

#### Compliance Information

The registered provider ensured that all children attending the service were supervised at all times. Children were observed being appropriately supervised whilst in the care rooms and in the outdoor area of the service and when accessing the sanitary facilities.