

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS099
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Name of Service:	Ashling Nursery and Montessori
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Address of Service:	4 Main Road, Tallaght, Dublin 24, Co. Dublin
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Eircode:	D24 F8C2
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Name of Registered Provider:	Vincent Traynor
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Service type:	Full Day
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Date of Inspection:	06/07/2026
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No of pre-school children:	AM	30	PM	22
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Address of the Early Years Inspectorate:	Level 7 Brunel Building, Heuston South Quarter, Kilmainham Dublin 8
Inspection undertaken by:	R Phillips E Mulhern
Title:	Early Years Inspectors

Authority to Inspect

The Tusla Early Years Inspectorate carries out inspections of Early Years Services under Section 58(J) of the Child Care Act 1991 (as inserted by Section 92 of the Child and Family Agency Act 2013).

Early Years Inspectorate Regulatory Report

Pre School

Description of service

Ashling Nursery and Montessori is a privately run service that is registered to provide full day care for children from 0-6 years. The preschool service participates in the Early Care and Education Scheme (ECE). This service operates from a purposely adapted two story residential building in Tallaght, South Dublin. The service operates from 07:30-17:30. There were three care rooms in the service. The Toddler room catered for children from 1-2 years of age. The Honeybees Preschool room facilitated 2–4-year-olds. These two rooms are on the ground floor. There is a Preschool room on the first floor, Ladybirds room which facilitated 2–5-year-olds.

Staffing

This Early Years service employs a total of nine staff including the manager who also works directly with the children. The registered provider was not present on inspection and does not work directly with the children.

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 the following regulations:

- 9 (1)(a)(b)(c), (2)(a)(b)(c)(d), (3)(4) – Management and recruitment,
11 (1), (2), (8)(a) – Staffing levels,
19 (1)(b) – Health, welfare and development of child,

Early Years Inspectorate Regulatory Report

Pre School

23 – Safeguarding, health, safety and welfare of child,

25 (1), (2) –First aid,

26 (1), (2) (c) (4) – Fire safety measures.

However, on inspection additional non-compliance which posed a risk was identified under

Regulation 15 (1)(a) -(i) (3)(c) Record of a Preschool Child

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

Inspection findings are documented in the inspection report which is first issued in draft format to the service with an opportunity to respond to any findings. Where statutory requirements are identified as not being met, the registered provider must demonstrate how they have rectified the non-compliance and will prevent any non-compliance from re occurring. The Corrective Action and Preventive Action plan (CAPA) will be used to inform decisions about compliance with regulatory requirements. Where the registered provider fails to meet the statutory requirements an escalation process may be commenced.

The inspectorate reserves the right to edit responses received for reasons including clarity, completeness and compliance with administrative and legal processes.

The contents of the report are compiled by the inspectorate body.

Acknowledgments

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

Early Years Inspectorate Regulatory Report

Pre School

Statutory Notices		
Notice	Date Served	Detail
Improvement Notice IN3704	06/07/2026	Temperatures recorded in the care rooms and cot room were outside the required range of 18-22 °Celsius Temperatures were recorded at 25-27°Celsius.Children aged one and two years were sleeping in the cot room and care room. Younger children find it harder than adults to control their body temperature and can be at increased risk of heat-related illnesses, ranging from mild heat stress and dehydration to potentially life-threatening heatstroke. When children are sleeping elevated room temperatures put children at risk of hyperthermia. This is a known risk factor for SIDS.
Status	Action was taken by the registered provider following service of the Notice and the registered provider submitted a written response with detailed corrective and preventive actions which were accepted by the Inspectorate.	
Immediate Action Notice IAN	06/07/2026	An employee was present in the service working directly with the children who had lived in another jurisdiction for longer than six consecutive months as an adult and did not have certified international police vetting. The registered provider had not requested the police vetting certificate, to ascertain that the employee was suitable to work with children which poses a risk to the children in the service.
Status	Action was taken immediately by the registered provider following service of the Notice and the registered provider submitted a written response with detailed corrective and preventive actions which were accepted by the Inspectorate.	

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.
- (3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.
- (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 a named person to deputise as required.
 - (b) The deputy person in charge was present in the service when the inspectors arrived unannounced for the inspection and the service manager arrived moments later. Both the manager and deputy person in charge remained throughout the inspection.
 - (c) The managers and staff demonstrated an awareness of their roles and lines of authority within the service.

Early Years Inspectorate Regulatory Report

Pre School

(2) Following discussion with the service manager it was confirmed that four staff members commenced employment since the last inspection on 18 March 2025. Documentation was reviewed in respect of those employees, and met regulatory requirements as follows:

- (a) Five references had been sourced from past employers and had a record of verification as required.
- (b) Three references had been sourced from reputable sources and had a record of verification as required.
- (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 other adults employed.
- (4) Records were available evidencing that the adults working directly with the children held at least a major award in Early Childhood Care and Education at level 5 on the National Qualifications Framework or equivalent.

Non-Compliance Information

The registered provider did not take appropriate measures to ensure that all employees were suitable to work in an early years' service prior to their commencement as outlined below:

- (2)(d) See Statutory Notice section in relation to Immediate Action Notice IAN 3702 served.
- (3) The registered provider failed to ensure that all adults were suitable to work with children prior to commencing employment in the service. There was evidence that the procedures referred to in paragraph 2(a)(b) were carried out for three employees on or after their commencement date.

The registered provider had not successfully implemented the preventive actions from the last inspection on 18 March 2025 to prevent recurrence of this noncompliance under regulation 9 to ensure that all adults have been appropriately vetted which poses a risk to children attending the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The manager has assured the inspectorate that all references will be verified prior to employees commencing in the service.

Supporting documentation submitted

An employee recruitment checklist was submitted

Early Years Inspectorate Regulatory Report

Pre School

Summary Comment

The actions taken and documentation submitted have been reviewed by the early years inspectorate and deemed to address the non-compliance. These will be reviewed on the next inspection.

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.

Non-Compliance Information

(1) The registered provider did not ensure that at all times there was an adequate number of adults working directly with the children as outlined under regulation 11(2) below.

(2) When carrying out observations in the Ladybird preschool room upstairs in the service, the inspector observed that the minimum ratio requirement of adults to children was not maintained throughout the time that staff took their lunch breaks. The staff moved the 9 children from the Honeybees preschool room upstairs to join the 9 children in Ladybirds room at 12:00. At 12:04 two staff went on break, leaving two staff supervising 18 children. (3 of whom were 2 year olds and 15 were 3-5 year olds).

At 12:44 the manager of the service brought two more 2 year olds who didn't wish to sleep at that time, to join the 18 children upstairs, being supervised by two adults, bringing the total children being supervised by two staff upstairs to 20. One of the staff on break returned at 12:58.

At 13:02 An adult returned one of the 2 year olds to the downstairs room, by 13:07 there were two adults again supervising the 19 children 4 of whom were two years of age. At 13:22 when a different adult went on their break, two more 2 year olds were returned to the toddler room. Two adults supervised 17 children, two of whom were 2 years old until 14:20.

During this time detailed above, for the number of children and their ages, the minimum requirement of adults to supervise the children was three.

Early Years Inspectorate Regulatory Report

Pre School

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Service management have reviewed staff ratios and room capacity to reflect staff member on maternity leave and staff on annual leave. Service management reduced the full time registrations for the coming year September 2026-August 2027 as the service is down one staff member who is on maternity leave until January 2027. The services management amended break times to ensure there is sufficient staff cover in all rooms at all times throughout the day.

Supporting documentation submitted

None.

Summary Comment

The actions taken by the service have been reviewed and deemed to address the non-compliance. These will be reviewed on the next inspection.

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:

- (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.

Early Years Inspectorate Regulatory Report

Pre School

Non-Compliance Information

(1)(d)-(i) (3)(c) The registered provider did not ensure that a record in writing of the above particulars was kept in respect of one child in attendance on the day of inspection. The child had started attending the creche two weeks prior to the date of the inspection. This pertinent information is required under this regulation to ensure safe care of children attending an early years' service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The service received the relevant signed completed forms prior to the child being re-admitted to the service. The service's manager assured the inspectorate that all relevant records and documents are to be completed and signed by Parents/Guardians prior to a child commencing in the Creche.

Supporting documentation submitted

None.

Summary Comment

The actions taken to address the noncompliance has been reviewed by the early years inspectorate and deemed to address the noncompliance.

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-

(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

There were water stations in each care room, and staff were observed bringing water to different rooms and the outdoor area, so it was made available to the children.

The children were offered meals and snacks at regular intervals. The children were observed eating their dinner in the Honeybees room and they were provided with additional helpings as requested. The staff sat with the children when they ate independently in Honeybees room.

Staff were observed putting sunblock and sun hats if they had them on the children prior to playing outdoors.

Early Years Inspectorate Regulatory Report

Pre School

Staff were observed speaking kindly and were gentle in their approach when assisting children with personal care.

Non-Compliance Information

1. Staff did not attempt to comfort a one year old child, who was crying consistently in the presence of three adults from 11:02 to 11:45. The absence of comfort or support to calm a child when upset may negatively impact a child's emotional wellbeing, sense of security and ability to self-regulate.
2. One 1 year old child was put down to sleep directly on the plastic underside of a mattress protector. It was very warm in the cot room and the plastic was frayed. See further detail in the statutory notices section above regarding room temperatures. Children should be provided with a safe comfortable sleep surface.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1.
The manager discussed the importance of following correct protocols dealing with new children in the Creche and the extra time & attention to comfort and settle them that they will require while settling into the Creche, with staff.
The manager committed to monitor staff to ensure they are responding in a timely manner to children in distress. The manager plans to review with Staff daily how they are managing new children and any issues that are arising
 2. Cot mattresses were checked and any frayed or damaged mattresses were thrown out.
Cot mattresses to be checked & cleaned regularly and staff to ensure correct side is up when placing the child down for sleep time.
- 1.2. Care practices were reviewed and a full staff meeting is planned to review practices and discuss improvements that can be implemented.

Supporting documentation submitted

None.

Summary Comment

The actions taken have been reviewed by the early years inspectorate and deemed to address the noncompliance. This will be reviewed on the next inspection.

Early Years Inspectorate Regulatory Report

Pre School

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 and exit and outdoor areas were secured to prevent any child leaving the service unattended and preventing unauthorised persons from accessing the service.

Blind cords were secured and cleaning materials were stored out of reach of children. The storage area and kitchen were inaccessible to children.

There were no hazards identified in the outdoor area.

Infection Control:

The children in the Honeybees room washed their hands after using the toilet and before eating their dinner.

There was warm water, liquid soap and paper towels available to the children in the sanitary area.

Administration of Medication:

In discussion with staff, they showed an awareness of safe administration of medicine. One child in the toddler room had a care plan for prescribed medicine, which was in date and stored safely out of reach of children. The action plan included parental consent, administration guidance as well as emergency guidance.

Fire Safety:

Fire action signs were displayed in prominent positions throughout the service.

Fire exits were signposted and observed to be unobstructed.

Non-Compliance Information

General Safety:

1. Five children present were not signed into the register at 10:40 on the day of inspection. This poses a risk to the children in the case of a fire or emergency as the records did not accurately reflect the number of children present.

2. A mirror on the wall within reach of the children in the toddler room had a large crack in it. This posed a risk of injury to a child, as it had a sharp edge.

Infection Control:

1. Inadequate Nappy Changing practices:

Inspectors observed that children's nappies were changed in a manner that posed a risk of cross infection as outlined below.

- A staff member did not wear an apron changing a soiled nappy, where faeces was evident on the child's clothing and legs. This poses a risk of cross contamination.
- Adults and children's hands were not consistently washed after nappy changes. This poses a risk of possible spread of infection.
- The changing table was not cleaned between several nappy changes observed. The nappy changing table appeared visibly soiled.
- There was two different nappy changing procedures at the changing area, one which did not include washing the child's hands after nappy changing.

All these observations were at variance with the service's documented nappy changing procedure which stated:

The change mat should be cleaned and dried after each use and if soiled cleaned and disinfected.

The services infection control policy states that:

Children's hands should be washed after nappy changing and

Staff should wear a disposable apron and gloves dealing with body fluids.

2. Poor cleaning practices and visibly dirty equipment:

A. The nappy changing table was visibly soiled with faeces both in the centre of the changing table but also grime and dirt was evident in the joint where the table attached to the wall. There was no cleaning schedule evident in the sanitary area downstairs.

B Highchairs in the toddler room were not maintained. They had visible dirt and grime on them. The plastic cover on one was torn rendering cleaning ineffective in terms of preventing the spread of infection. This poor hygiene puts infants who put their hands in their mouth while eating at risk from touching possibly contaminated surfaces, spreading infection.

The cleaning schedule provided to the Early years inspector for the toddler room had not been maintained since 14 May 2026.

The cleaning schedule was only completed every two months as per the record given to the inspectors.

The HSE and HSPC guidelines indicate that the equipment referred to above should be cleaned before and after each use. If either is soiled with body fluids, they should be cleaned and disinfected, rinsed and dried.

Not maintaining cleaning schedules at an adequate frequency, poses a risk to the children's health.

Early Years Inspectorate Regulatory Report

Pre School

Safe Sleep:

1. See Statutory Notice section in relation to Improvement Notice IN3704 served for elevated sleep and care room temperatures.

2. Recording infants sleep checks

The early years inspector brought the room temperatures to the attention of staff while children were trying to sleep and sleeping in the cot room and toddler room. The staff did not continue to monitor the temperatures within the rooms as children slept.

It is acknowledged that the children were directly observed while sleeping, however the adults present did not record the room temperatures, therefore they did not have information regarding the impact of measures taken if any, ie opening windows or doors, to reduce the temperature for the children.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

1. Staff have been informed of the importance of signing in children at their arrival time.

Books to be brought outside if children are out in the garden.

Staff have been informed that attendance books are to be updated promptly and accurately.

All attendance books to be brought from room to room if children move rooms during the day.

2. The broken mirror on the wall in the toddler room has been removed. The manager plans to regularly check furniture and fittings/equipment for torn/broken items and either replace them or discard them.

Staff to inform management of any items that need to be discarded or replaced, following risk assessment.

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Infection Control:

1. Nappy changing procedures have been reviewed and correct procedures placed prominently in the changing area.

Staff reviewed the nappy changing procedures, infection control and cleaning policies.

Staff to follow nappy changing procedures and sign the sheets at the time of each changing.

Staff to sign the cleaning sheets at the time of cleaning and to ensure changing table is cleaned after every change.

The service manager has discussed the importance of washing children's hands after Nappy changing with staff.

2A. A Deep clean is going to be carried out regularly in the changing area including changing table and surrounding areas.

Early Years Inspectorate Regulatory Report

Pre School

2B.A deep clean was carried out on the highchairs. The old/torn highchair has been removed from the toddler room and discarded.

The manager discussed with Staff importance of cleaning highchairs and ensuring no spread of infection to children.

The service's administrator will ensure all cleaning is carried out, and sheets are completed and signed correctly. All sheets will be filed in folders in the office.

Safe Sleep:

- 1.The service acquired air conditioning units to reduce sleep/care room temperatures.
2. Staff will monitor the temperatures in the room while children are sleeping.

Supporting documentation submitted

General Safety:

Photo of sign in record book.

Photo evidencing that the broken mirror has been removed from within children's reach.

Infection Control:

Completed cleaning schedules were submitted.

A completed schedule of cleaning of the nappy changing area was submitted.

An amended nappy changing procedure submitted.

Photographs of cleaned changing table and area were submitted.

Safe Sleep:

Photographic evidence of air conditioning units were submitted.

Completed records of sleep room temperatures were submitted.

Summary Comment

The actions taken and documentation submitted were reviewed and deemed to address the non-compliances. These will be reviewed on the next inspection.

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) It was confirmed by review of staff files, and discussion with the registered provider, that two staff present throughout the inspection held in date First Aid Responder (FAR) training certificates. The roster evidenced that one or more adults with FAR certification were available to the children at all times of opening.

(2)(a) Adequately equipped first aid boxes were stored in locations that were easily accessible in the service.

(b) The first aid boxes were available to the children in the service at all times.

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-

(a) a parent or guardian of a pre-school child attending or proposing to attend the pre-school service,

(b) an employee, and

(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.

Early Years Inspectorate Regulatory Report

Pre School

Compliance Information

- (1)
- (a) A record was available detailing fire drills that had taken place in the service. The record showed the last fire drill had taken place on 29 June 2026.
- (b) There was a record to show that the firefighting equipment had been serviced on 10 February 2026, and that maintenance of the fire detection and alarm system was last carried out on 11 May 2026.
- (2) (c) The records were made available for inspection.
- (4) The procedures to be followed during a fire drill and in the event of a fire were displayed in conspicuous locations throughout the service.