

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DY266
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Name of Service:	Sundrive Nursery & Montessori School
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Address of Service:	24B Sundrive Road, Kimmage, Dublin 12, Co. Dublin
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Eircode:	D12 C958
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Name of Registered Provider:	Noeleen Tynan
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Service type:	Full Day
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Date of Inspection:	04/06/2026
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No of pre-school children:	AM	18	PM	18
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Address of the Early Years Inspectorate:	1st floor Trinity Building, IDA Business Park, Southern Cross Road, Bray, Co Wicklow.
Inspection undertaken by:	S Quigley & F Carty
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).

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Description of service

Sundrive Nursery & Montessori School is a privately owned service which was established in 1993 by the current registered provider. The service is registered to provide full day care to children aged 0-6 years and also offers an early childhood care and education scheme. The service is registered to operate from 07:30 to 18:30 each weekday and is located in an urban area of Kimmage, South County Dublin. The service operates from a purposely adapted single storey premises to the rear of another property on Sundrive Road and consists of three care rooms. A fully enclosed outdoor play area is available and located to the front of the premises with a shock absorbent surfacing.

Staffing

The service currently employs seven staff members, including the registered provider who staff stated provides cover in the service when required. On the day of inspection, five staff members were present.

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. The inspection may also focus on other areas as required.

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The inspection focused on an examination of compliance under regulations 9, 11, 19 and 27; however, on inspection additional non-compliance which posed a risk was identified under Regulation 23 Safeguarding Health, Safety, and Welfare of child. 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.

Additional Information

This inspection was triggered by the receipt of information which was furnished to the Early Years Inspectorate on the 24 April 2026. A regulatory compliance meeting was held with the registered provider on 29 July 2026.

Acknowledgments

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

Statutory Notices

Notice	Date Served	Detail
Improvement Notice IN 0145	04/06/2026	There was no international police vetting with a certified translation available for one staff member present on inspection from an EU member state who had been Garda vetted after the implementation of the European Criminal Records Information System (ECRIS).

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Status	Action was taken by the registered provider following service of the notice. The service submitted a written response which detailed corrective and preventive actions undertaken which were accepted by the inspectorate.
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Part III – Management and Staff

Regulation 9 – Management and recruitment

(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

(2) Following a discussion with the centre manager and a review of records, it was confirmed that one adult had commenced employment in the service since Regulation 9 was last inspected on 29 January 2026. Documentation required under Regulation 9 (2)(4) was reviewed in respect of this adult and one further adult who is currently working with the children in the service.

- (a) (b) There were two references each available for the adults which had been appropriately verified.
- (c) Garda vetting disclosures were available for all adults working in the service. The service demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every 3 years for all adults employed.

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(4) Documentation reviewed evidenced that one of the adults held at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework, or a qualification deemed to be equivalent.

Non-Compliance Information

- (9)
- (2)(d)
- See Statutory Notice section in relation to Improvement Notice 0145 served.
- (3)
- Documentation reviewed evidenced that the procedures detailed above under regulation 9(2) had not been carried out prior to one of the adult's commencing employment in the service as detailed above.
- (4)
- There was no evidence available to show that one adult working directly with the children in the service providing relief cover had attained at least a major award in Early Childhood Care and Education at Level 5 on the National Qualifications Framework, or a qualification deemed to be equivalent.

Corrective & Preventive Action submitted by the Registered Provider

The registered provider submitted the following response:

Corrective and Preventive Action

- 9(2)(3)
- Following the inspection, recruitment procedures have been reviewed and strengthened to ensure all required documentation is obtained, verified and recorded before any employee commences employment within the service. The service carried out a full review of its recruitment procedures. A revised recruitment checklist has been introduced to ensure that all documentation required under Regulation 9 is obtained, verified and recorded prior to any employee commencing employment within the service. Management has also introduced a personnel file audit record to ensure recruitment documentation remains complete, accurate and readily available for inspection. The revised recruitment checklist is now incorporated into the recruitment process and must be completed and signed off by management before any employee is permitted to commence employment. Regular personnel file audits will also be completed to ensure all recruitment documentation remains compliant with Regulation 9 requirements.
- 9(4)
- Staffing arrangements have since been reviewed and the unqualified staff member will no longer be utilised as ratio-cover staff. A qualified part-time educator has been appointed to the service and is currently completing the pre-employment process. Management will ensure that any person providing ratio-cover within the service holds the required qualification, or a qualification recognised by DCEDIY.

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Supporting documentation submitted

Supporting documentation was submitted and reviewed by the inspector.

Summary Comment

The actions submitted as stated by the registered provider will address the non-compliance. The regulatory requirement has been met.

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) An adequate number of adults were not working directly with the children attending the service at all times during the inspection as detailed below under (2).

(2)
The registered provider did not ensure that the minimum ratio of adults to children was maintained in the service at all times. An insufficient number of adults were available to the children in the three care rooms intermittently throughout the inspection attending on a part time and full day care basis:

Throughout the morning at various times across the three care rooms the required adult to child ratios were not maintained for periods of up to 15 minutes when children arrived to the service, when staff were preparing dinner, and changing nappies. Staff members were observed at times standing in the doorways between two care rooms watching children in between two separate rooms when ratios were not being maintained. The person in charge called all parents of the children attending the Baby room following the inspector's arrival informing them the care room would close at 12:30pm due to lack of staff. The adult to child ratios were observed to be met from 12:30pm.