

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015FL235
--------------------------	-------------

Name of Service:	Nzone
-------------------------	-------

Address of Service:	Posie Row, Kinsealy, Co. Dublin
----------------------------	---------------------------------

Eircode:	D17 WK49
-----------------	----------

Name of Registered Provider:	John Paul Nugent, Michael Nugent
-------------------------------------	----------------------------------

Service type:	Full Day, Part Time, Sessional
----------------------	--------------------------------

Date 1 of Inspection:	08/05/2026
------------------------------	------------

Date 2 of Inspection:	11/05/2026
------------------------------	------------

No of pre-school children:	AM	55	PM	52
Day 2	AM	70	PM	n/a

Address of the Early Years Inspectorate:	Early Years Inspectorate 180-189 Lakeshore Drive, Airside Business Park, Swords, Co Dublin.
Inspection undertaken by:	N McEndoo
Title:	Early Years Inspector

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

Nzone has been operating a childcare service from this setting since 2007, accommodating pre-school children from 6 months to 6 years of age on a sessional, part-time and full day care basis, in addition to school age children aged up to 12 years. The service operates from 7.15am to 6.15pm each weekday, with eligible pre-school children facilitated to participate in the Early Childhood Care and Education (ECCE) scheme from 9.00am – 12.00pm daily for 38 weeks annually. The early years' service is conducted from a purpose-built 2-storey section of the building whilst the school age childcare service is conducted from an adjoining large indoor arena which is also used as a tennis coaching academy when there are no school aged children present. Entry to the pre-school service and the school age childcare service is gained through a reception area in the shared main entrance hall. On the day of the inspection there were 5 care rooms in operation in the early years service. Three care rooms are located on the ground floor, and two care rooms on the first floor. Two dedicated sleep rooms are also present. Two fully enclosed outdoor play areas are provided to the rear and side of the premises. All children also have scheduled daily access to the large indoor arena, with soft play area. A car park is provided at the front of the premises.

Staffing

The registered providers do not work directly in the service. The service employs two separate service managers, one with responsibility for the operational management of the early years service and the second with responsibility for the operation of the school age service. The service further employs a fulltime chef, maintenance person, cleaner and administrator. There are 19 staff members employed to care for the pre-school children in the service. A student who was on a work placement was present on the day.

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

Early Years Inspectorate Regulatory Report

Pre School

- 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, 11, 19, 23 and 28. The findings are outlined within the relevant regulation within this report.

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

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

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

Acknowledgments

The inspector wishes to acknowledge the cooperation of the registered provider, person in charge, staff and children who were present on the day of the inspection.

Part III – Management and Staff

Regulation 9 – Management and recruitment

(1) A registered provider shall ensure that-

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

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

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

(4) A registered provider shall ensure that, without prejudice to the generality of paragraph (2) and subject to paragraphs (5) and (6), each employee working directly with children attending the service holds at least a major award in Early childhood Care and Education at Level 5 on the National Qualifications Framework or a qualification deemed by the Minister to be equivalent.

Compliance Information

(1)

The registered provider ensured that.

- (a) There was a designated person in charge and a named adult to deputise in their absence.
- (b) The designated person in charge was available on the premises throughout the period of inspection.
- (c) There was 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.

Early Years Inspectorate Regulatory Report

Pre School

(2)

On the day of inspection, 24 adults were present this included; two service managers, one office person, one maintenance person, two kitchen staff, one adult who was a student on placement and 17 adults who were employed to work directly with the children.

The following vetting information was available for 27 adults:

- (a) 40 written validated references from past employers for 26 of the adults.
- (b) 14 written validated references from reputable sources for eight of the adults.
- (c) Garda vetting disclosures had been obtained for all staff. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
- (d) Police vetting from the police authorities in another state was available for nine adults, who had lived outside the state for a period of six consecutive months or more.

(4)

20 of the adult files reviewed, evidenced they held a major award at level 5 or above in early childhood care and education on the national qualification framework, or qualifications deemed by the Department of Children, Disability and Equality (DCDE) to meet the regulatory requirement.

Non-Compliance Information

(2)

- (d) It was not possible to ascertain if international police vetting was required for 8 adults due to incomplete curriculum vitae.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The Registered Provider ensured that the curriculum vitae of the eight adults had been completed. Assurances have been given that all new staff CV's will be reviewed to ensure they are complete.

Supporting documentation submitted

Evidence of updated CV's submitted.

Summary Comment

The actions and evidence submitted have been reviewed. The non-compliances identified under Regulation 9 have been adequately addressed.

Early Years Inspectorate Regulatory Report

Pre School

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.

(3) 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.

(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 inspection, there was an adequate number of adults working directly with the preschool children attending the service.

(3)

The minimum ratio of adults to children was maintained throughout the inspection as follows,

- In the Preschool Room 1, there were 11 children aged 3 year to 5 years being cared for by 3 adults.
- In the Preschool Room 2, there were 18 children aged 4 year to 6 years being cared for by 3 adults.
- In the Junior Play group room there were 10 children aged 1 years to 2 years being cared for by 2 adults.
- In the Junior Play group room, there were 6 children aged 2 years to 4 years being cared for by 2 adults.
- In the Wobbler room, there were 10 children aged 1 years to 2 years being cared for by 2 adults

Non-Compliance Information

(8)

The registered provider did not ensure that at least two adults were present on the premises at all times, as evidenced through the staffing roster.

Early Years Inspectorate Regulatory Report

Pre School

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The registered provider confirmed that two staff members will be on site at all times.

Supporting documentation submitted

Copy of updated roster submitted.

Summary Comment

The actions and evidence submitted have been reviewed. The non-compliances identified under Regulation 11 have been adequately addressed.

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*
- (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

BASIC NEEDS

- The service promoted a healthy eating ethos. Food and snacks were provided at regular intervals during the day. A rolling menu was communicated to parents via the notice board within the entrance hallway. Water was available to children throughout the day in each of the care rooms and was within their reach should they feel thirsty at any stage.
- Nappy changing was carried out regularly in the baby and toddler rooms and when required. It was handled in a positive and sensitive manner. Staff members were observed speaking to children during this time and using it as an opportunity for sincere one to one interaction.
- The day of the inspection was dry and sunny. The staff present demonstrated care and attention to the children and were observed encouraging children to wear appropriate clothing to match the outdoor environment.
- The individual sleep needs of younger children were met. This was observed on the day by children sleeping at various intervals. There was no set sleep time for the children of the wobbler room. When

Early Years Inspectorate Regulatory Report

Pre School

signs of tiredness were observed, their lead was followed. Older pre-school children were facilitated with appropriate rest facilities which were available in the care rooms where time could be spent by them, for short periods of rest throughout the day.

- Children in the Wobbler room were observed throughout the day to be free to lie, roll, creep, and crawl, in a safe environment.
- There was easy access to the outside area throughout the day for children in the preschool and toddler rooms. Children were observed to have access to the large indoor arena where sporting activities took place and were encouraged.
- The service had a sense of calm with a fun environment, where activity and movement were embraced by staff and children.

SUPPORTING RELATIONSHIPS

- Staff and parents were observed to work in partnership with each other with regards to behaviour management. A behavioural issue was observed to be addressed in a positive manner by staff. The matter was discussed with sensitivity, different strategies were discussed and measures were agreed and subsequently put in place that helped to support the children, the parents and the staff.
- Staff in the wobbler room were observed to sit on the floor with the children whilst supporting them and interacting with them in their play, singing songs and reading stories, helping to build sense of security and being at hand to provide comfort when required.

PHYSICAL AND MATERIAL ENVIRONMENT

- The environment in all care rooms was found to be well-resourced, child-centred, and aligned with the national quality frameworks. The rooms supported children's physical, emotional, social, and cognitive development through a balance of structured and open-ended play opportunities. The rooms were observed to provide a well-organised and stimulating learning environment. A range of play-based materials were available at child level on open shelving throughout, promoting independence, choice, and curiosity. The layout of the rooms supported spontaneous play and circulation around the rooms. A designated rest area was available in each room with a variety of books accessible.
- The outdoor areas offered a change of environment and supported energetic play. The area included seating for both children and adults. The outdoor was surfaced with artificial grass throughout, there was a large tower playhouse with slide and climbing apparatus attached, large chalk board, and an outdoor kitchen to support sensory and imaginative play.

Early Years Inspectorate Regulatory Report

Pre School

- The children also had access to a large indoor area, referred to as The Arena. This consisted of a large soft play area and a large indoor court for children to run freely and play sports such as football, tennis and basketball. This area was accessible to children all year round.

PROGRAMME OF ACTIVITIES

- Children were given opportunities to exercise choice in their engagement with activities and in accessing play equipment throughout the session. Evidence of curriculum planning was displayed on the walls of the care rooms, highlighting both short-term and long-term planning. Evidence of curriculum implementation was visible through the display of children's artwork on the walls.

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 main entrance to the premises was found to be secured on arrival with a keypad mechanism, preventing unauthorised access or exit to and from the premises. Internal doors also featured a keypad mechanism to enhance security measures.
- Materials throughout the service were observed to be in a good state of repair.
- Warm running water was available for hand washing at a temperature below 43°C.
- Cleaning products and equipment were stored out of the reach of children.
- The outdoor perimeter was secured with tall wooden fencing and a bolted gate.

Infection Control:

- The materials and resources throughout the service were visually clean.
- Tables were observed to be cleaned prior to and after mealtimes.
- Foot pedal bins were observed throughout the premises.
- Aprons and gloves were available and observed in use by staff when changing of a child was required.
- Soap was readily available to children to wash their hands prior to eating, after both toileting and nappy changes. Child friendly handwashing posters were observed within the sanitary facilities. Handwashing was supervised by the adults to ensure all hands were cleaned effectively.

Early Years Inspectorate Regulatory Report

Pre School

Safe Sleep:

- The service had two designated sleep rooms. Appropriate cots, and floor beds were available to the children present.
- Physical sleep checks were observed to occur every ten minutes in the smaller of the two rooms. A staff member was observed to be present at all times in the larger sleep room, with sleep checks also documented.

Fire Safety:

- Fire doors were observed to be unobstructed throughout the service.
- Fire evacuation procedures were clearly displayed in the care rooms.
- Fire extinguishers were on the premises and easily accessible.

Non-Compliance Information

General Safety:

1. Four of the seven highchairs within the Wobbler room were not fitted with a footrest or a 5-point safety harness. The lack of these items can mean a child is seated in an unstable position and poses a safety risk to children.
2. The outdoor play kitchen required sanding to ensure the risk of splinters is eliminated. Splintered wood was observed present, posing a risk of injury to children.
3. Netting along a fence in the outdoor area required securing as it had fallen from its original position.

Infection Control:

4. Practices that increase the risk of cross contamination where overserved on the day:
 - Foot operated pedal bins were available within the service for safe disposal of waste; however, lids were frequently lifted by hand.
 - Lids of nappy creams were not always present to ensure the risk of cross contamination was eliminated. Names that had been written on the creams had become illegible.
5. A radiator in the upstairs bathroom was observed to rusty and required repainting to ensure effective cleaning can occur.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

The Registered Provider confirms the following,

1. New highchairs were purchased and installed.

Early Years Inspectorate Regulatory Report

Pre School

2. The outdoor kitchen was fixed immediately.
3. The fence cover has been fixed.

As a preventative measure the items identified on inspection have been added to the service's daily risk assessment.

Infection Control:

The registered provider confirmed that,

4. A staff meeting was held to reinforce infection control procedures, and the importance of using pedals on the bins and not hands were discussed.
5. The radiator has been treated and repainted.

As a preventative measure the items identified on inspection have been added to the services daily risk assessment.

Supporting documentation submitted

General Safety:

Photographic Evidence submitted

Infection Control:

Photographic Evidence submitted

Summary Comment

The actions and evidence submitted have been reviewed. The non-compliances identified under Regulation 23 have been adequately addressed.

Part VI - Safety

Regulation 28 - Insurance

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

Compliance Information

The registered provider ensured adequate insurance was in place for a full day care service for 80 children up until 19 March 2027.