

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015KE088
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Name of Service:	Kidz Academy
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Address of Service:	Unit 1-2 Hillcrest Main Street, Kilcullen, Co. Kildare
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Eircode:	R56 DK53
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Name of Registered Provider:	James Moore
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	04/03/2026
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No of pre-school children:	AM	60	PM	56
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Address of the Early Years Inspectorate:	Suite 7, Vista Primary Care, Ballymore Eustace Road, Naas, Co Kildare
Inspection undertaken by:	F Carty and R Flynn
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).

Conditions if applicable	Not applicable.
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Early Years Inspectorate Regulatory Report

Pre School

Description of service

Kidz Academy is a privately owned full day care service which is located in an urban, residential area of Kilcullen, County Kildare. It is one of 14 services owned by the registered provider. Care and education are provided to children aged between 0 – 6 years and the operating hours are from Monday to Friday between 8:00am and 6.00pm. The service also offers part-time and sessional care. The service operates from a purpose built, two storey property which comprises of six care rooms, a sleep room, kitchen, office and associated sanitary accommodation. The children have access to an outdoor play area to the rear of the premises.

Staffing

The registered provider employs 17 staff members including a manager, deputy, cook and a bus driver. On the day of inspection there were 15 adults working directly with the children including the manager, deputy and an additional adult who assisted in rooms when required. A student was also present. The area manager arrived to assist with the inspection following the inspector's arrival.

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 announced and focused on the area of governance, health, welfare and development of child, safety and premises and facilities. The inspection may also focus on other areas as required.

Early Years Inspectorate Regulatory Report

Pre School

The inspection focused on an examination of compliance under the following regulations:

(9),(2)(a)(c)(d),(3),(4) – Management and recruitment,

11 (1),(2),(8)(a) – Staffing levels,

19 (1)(a) – Health, welfare and development of child,

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

25 (1),(2) –First aid,

30 (1)(2) – Minimum Space Requirements

A sampling process was used to assess compliance under regulation 19 (1)(a). As a result, the scope of the inspection included the Baby Room, Wobbler Room, Adventure Room and Preschool 1 room.

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, staff and children who were present on the day of the inspection.

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

The manager stated that five adults and one community employment scheme participant had been employed since the last inspection dated 11th March 2025. The files of these adults were reviewed as part of this inspection as follows:

(2)(a)(b)

Eight references from a past employer and two references from a source other than a past employer were available in respect of the five adults.

(c) Garda vetting disclosures were available for all five adults. Renewed Garda vetting was also reviewed for all adults who were still employed in the service. The service demonstrated compliance with the regulatory notice to renew Garda vetting every three years for all staff employed.

(d) International police vetting was available for three adults who required it.

(3)

The service demonstrated that the procedures specified in paragraph (2) were carried out prior to any person commencing in the service.

Early Years Inspectorate Regulatory Report

Pre School

(4)

Records were available evidencing that the three staff members who were employed to work directly with the children held the required qualification at a minimum Level 5 on the National Framework of Qualifications.

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.

(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)

An adequate number of adults were working directly with the children at all times during the inspection.

(2)

The minimum ratio of adults to children were adhered to at all times during the inspection. There were 60 children attending the service being supervised by 15 adults on the day of inspection.

(8)(a)

There were at least two adults on the premises at all times.

Early Years Inspectorate Regulatory Report

Pre School

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

Compliance Information

(1)(a)

The service had a healthy eating policy in place and meals were prepared and cooked onsite. Children bring in a morning snack from home in the preschool rooms. Meals were provided at regular intervals. Dinner was served from 11:30am. Younger children were given bibs for dinnertime. Drinking water was available to children throughout the inspection and children were given a drink with their meal. Staff supported younger children who needed assistance with their meal.

Children's hands and faces were cleaned after dinner. Children's nappies were changed regularly, and staff were observed engaging warmly with children when providing this care.

There was a designated nap time in the Wobbler and Adventure rooms. Children who attended the Baby room were afforded the opportunity to sleep whenever their routine dictated or when they showed signs of tiredness. All children were made comfortable for sleep, each child had an individual bed or cot to sleep in, staff provided the children with blankets, and they offered soothers to those who used them.

Children's independence was supported, staff were observed encouraging children to feed themselves, to put their bowls away after dinner and to clean up after their play. Staff provided an appropriate level of supervision whilst supporting the children's independence during play and mealtimes.

Staff demonstrated warmth during their interactions with the children throughout the inspection. Children were comforted promptly when they became upset. Staff were observed to use distraction, gentle tones and praise when promoting positive behaviour in line with the service's behaviour policy. Staff in the Wobbler room were observed to sit on the soft floor mats and read books with the children. Family photographs were displayed on walls in the care rooms. This helped the children feel connected to home.

Staff described how they record information about each child's day using an online application detailing information on food, sleep, nappy changes and activities.

The care rooms were appropriately resourced for the age and stage of the children attending each care room. Activities and resources were laid out on open low-level shelving with designated areas of interest. Staff stated children access the outdoor area daily and children were observed using the outdoor facilities. Staff were

Early Years Inspectorate Regulatory Report

Pre School

observed providing alternative activities such as dancing and singing and story time to enhance children's vocabulary and language development.

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 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.
- The toys and play equipment observed in use by the children on the day of inspection appeared in good working order.
- Cleaning agents and medicines were stored safely out of reach of children.
- All storage facilities were inaccessible to children.

Infection Control:

- Liquid soap, warm water and paper towels were available to facilitate hand washing. Children were supported to wash their hands at regular intervals including after nappy changing and before meals.
- An infection control policy was in place to inform practice. The premises, equipment and materials appeared clean and maintained in good condition.
- Individual bed linen was provided for children and was stored separately when not in use.
- Children's nappies were changed in line with the service's nappy changing policy to reduce the risk of the spread of infection.

Administration of Medication:

- A specific care plan was in place for one child in the Wobbler room who required specific medication. Medication was not given at the time of the inspection and in conversation with staff members, they were aware of the procedures to be followed to administer medicine safely to a child if required while attending the service.

Early Years Inspectorate Regulatory Report

Pre School

- Temperature reducing medication was available in the service if a child presented with a high temperature and was stored safely out of reach of children in wall mounted medicine cabinets.

Safe Sleep:

- Children were physically monitored while sleeping and sleep checks were documented every ten minutes. Discussion with staff demonstrated that staff were familiar with safe sleep guidelines.
- An adult remained in the room at all times where children were sleeping on low beds.

Fire Safety:

- All fire exits were clear of obstruction.

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)
There were eight staff members trained in first aid response (FAR) training and available to the children attending the pre-school service during the hours of operation.

(2)
(a)(b) First aid boxes were stored at high level throughout the service, in the kitchen, kitchenette areas of each care room and the staff room. First aid boxes were easily accessible to staff caring for children in attendance in the service.

Early Years Inspectorate Regulatory Report

Pre School

Part VII - Premises and Space Requirements

Regulation 30 - Minimum space requirements

(1) Subject to paragraphs (2) to (6), a registered provider shall ensure that adequate clear floor space is available in the premises for the work, play and movement of children attending the pre-school service.

(2) A registered provider of a full day care service or a part-time day care service shall ensure that the minimum amount of clear floor space specified in column (3) of Schedule 7 opposite a particular reference number specified in column (1) of that Schedule in respect of the age range of children specified in column (2) thereof at that reference number is available for each child in that age range attending the service.

Compliance Information

- (1)
The service demonstrated that there was adequate floor space available for the children
- (2)
The inspectors reviewed the clear floor space available in preschool 2 and the ECCE/SAC room.
The minimum space requirements were maintained in preschool 2 room. There was 26.96 sqm of floor space available for 12 children who attend on a full daycare basis. There was 31.13 sqm available for eight children attending on a sessional basis in the morning. No children attending on a full daycare basis were accommodated in this room.