

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2015LK018		
<b>Name of Service:</b>	Banogue Community Creche		
<b>Address of Service:</b>	Banogue Croom Co. Limerick		
<b>Eircode:</b>	V35 PW27		
<b>Name of Registered Provider:</b>	Michael Curtin		
<b>Service type:</b>	Full Day, Part Time, Sessional		
<b>Date of Inspection:</b>	10/11/2025		
<b>No of pre-school children:</b>	AM	43	PM 21
<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate 2nd Floor Estuary House Henry Street Limerick		
<b>Inspection undertaken by:</b>	J Ryan and S O Brien		
<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

This community not for profit registered service was established in 2008. It operates a full day care service from 07:30 – 18:00 hours Monday – Friday from a purpose-built facility in a rural setting. Curriculums for each age group are play based. Children are accommodated in five different rooms according to their age group i.e., baby room, wobbler room, toddler room, junior pre-school room and senior pre-school room. The children have access to sanitary accommodation areas and two sleep rooms. Outdoor play facilities are available directly off each playroom. School aged children are accommodated in a separate building adjacent to the creche and also in the school premises directly across the road from the creche.

### Staffing

There are twenty-seven staff working directly with the children in the service which includes both managers. The registered provider does not work on site.

Two additional staff members work in the kitchen preparing snacks and meals and an additional staff member has an administrative role.

All staff working directly with the children have childcare qualifications that range from QQI Level 5 - QQI Level 8 on the national qualification's framework document. Staff have engaged in on going professional development including first aid training.

### 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/ premises and facilities. The inspection may also focus on other areas as required.

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

Regulation 9(1)(a)(b) 2(a)(b)(c)(d) (4)

Regulation 10

Regulation 11(2)

Regulation 19(1a)

Regulation 23

Regulation 25 1,2 (a)(b)

Regulation 26 1(a)(b)(4)

Regulation 28

Regulation 29(d)(e)

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

The inspection was triggered by information received to the Early Years Inspectorate.

10/11/2025

An immediate action notice (IAN) was issued on site relating to fire safety. Please refer Regulation 23 in the body of the report for information in relation to this.

12/11/2025

A reminder email was sent as a response had not been received to the IAN.

A referral was made to the local authority chief fire officer with regard to fire safety concerns. Please refer to Regulation 23 under the heading Fire Safety in the body of the report.

13/11/2025

A response to the IAN was received in relation to fire safety with proposed actions to mitigate the risks identified.

### 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

*(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*

*(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) There was a designated person in charge and a named person who was able to deputise as required.

(b) The designated person in charge or the deputy person in charge was available on the premises as outlined in the staff roster.

(2) Records for three new staff documented on the staff roster and appointed since the last inspection dated 27<sup>th</sup> January 2025 were reviewed on the day of the inspection.

(a) Three validated references from the persons past employers were available for staff.

(b) Two Validated references from sources other than past employers were available for staff.

(c) Vetting disclosures received from the national vetting bureau of the Garda Síochána in accordance with the Act of 2012 were available in respect of all staff. The service adhered to the re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Police vetting was not required for any of the three new staff appointed since the last inspection as none of these staff had lived in another state for a period of longer than 6 consecutive months.

(4) All staff working directly with children had childcare qualifications.

### Non-Compliance Information

(2)(a)(b)

The person in charge had not ensured that each employee working in the service was suitable and competent as the following documents were not available on file for two staff employed.

- One verified reference was not available in respect of one staff member.
- One reference had not been verified in respect of a second staff member.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

(2)(a)(b)

A second validated reference has been obtained for one staff member.

The second reference has been verified for the particular staff member.

The person in charge documented that no staff member will commence work in the service without all the proper documentation being in place.

**Supporting documentation submitted**

No evidence submitted

**Summary Comment**

The corrective and preventative actions as stated by the registered provider adequately addressed the non-compliances under regulation 9.

**Part III – Management and Staff**

**Regulation 10 - Policies, procedures etc. of pre-school service**

*A registered provider of a pre-school service shall ensure that the written policies, procedures and statements specified in Schedule 5 are in place for the service.*

**Compliance Information**

The required policies and procedures for the operation of the service were available in the service in printed format and online. They contained the required information to guide staff in relation to the safe care of the children attending the service.

All policies and procedures had been e mailed to the parents of each child before they commenced in the service.

The following policies were reviewed

1. Behaviour Management
2. Outdoor Play
3. Staff supervision
4. Accidents & Incidents
5. Staff Training

## Part III – Management and Staff

### Regulation 11 - Staffing levels

*(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.*

### Compliance Information

(2) At all times during the period of the inspection the person in charge ensured that an adequate number of staff were working directly with the children.

On 10/11/2025 there were 17 staff working across 5 rooms with 43 children present in the morning and 21 children present in the afternoon.

The minimum ratio of staff to children was maintained and an adequate number of staff were working directly with the children in each room.

Baby Room – There was 4 children (0-1 years) and 2 staff present.

Wobbler Room - There were 8 children (1- 2 years) and 3 staff present.

Toddler Room - There were 8 children (2-3) and 3 staff present.

Junior Preschool Room - There were 11 children (2-3 years) and 4 staff present.

Senior Preschool Room - There were 12 children (4-5 years) and 4 staff present.

Additional staff were available to cover for staff breaks /office management.

## 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) BASIC NEEDS

A healthy eating policy was available in the service. Each child had their own drinking bottle for water labelled and placed on a shelf accessible to the children. Chicken nuggets, pasta, vegetables, gravy and grated cheese were served for dinner and children were offered second helpings.

Toilet training was based on the child's stage of development and their readiness to start training rather than their age. Children under 2 years of age slept in cots when staff observed the signs that they were becoming tired.

Children over 2 years of age slept on sleep beds in a room adjacent to the toddler room whilst the staff remained in the room to ensure the childrens safety.

##### Supporting Relationships:

Staff were observed interacting well with the children, using soft tones of voice, using the child's name and getting down to their level and making eye contact. The key person system was evident in the service where lists demonstrated which staff member worked with a particular group of children. This supported children in forming and sustaining positive relationships with staff. Staff were observed to be actively involved in children's play in each of the rooms of the service where they initiated play and joined in the games when invited by the children.

Children were observed to play outdoors and were appropriately clothed for the weather conditions at the time.

The younger children from the baby and toddler rooms were taken for walks in buggies off the premises whilst maintaining the adult /child ratio. Staff in the baby and toddler rooms were observed to lift, cuddle and comfort children as required.

##### PHYSICAL AND MATERIAL ENVIRONMENT:

This full day care service comprised of 5 playrooms, two sleep rooms, an afterschool room, sanitary accommodation areas and separate outdoor play areas located directly off each playroom. Adequate and varied

play equipment suited to the age and stage of development of the child was available in each room. Surplus play equipment was in storage and used on a rotational basis.

Children were observed playing in the secure outdoor play areas at the entrance to the service, which was resourced with outdoor play equipment such as playhouses, ride on toys and climbing frames. A large, canopied area allowed more outdoor play in adverse weather conditions.

Rest areas were developed in each room which had adult sized couches and children were observed to use the areas throughout the day.

### 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.*

#### Non-Compliance Information

##### General Safety:

1. Toxic chemical products were accessible to children on the window of the toddler sanitary accommodation and also in the sanitary accommodation off the junior preschool room. This posed a risk to the safety of children should they be ingested.
2. A generator was stored in the hallway adjacent to the kitchen. This posed a risk to the safety of children and adults working in the service.
3. In the senior preschool room, the lock at the back of the toilet door posed a safety hazard as a child could close the latch and get locked in the toilet.
4. A couch in the junior preschool room was torn with the sponge exposed which posed a safety hazard to the children should it be ingested.
5. The kitchen door and the staff room door remained open and posed a potential safety hazard to the children if they entered these areas.
6. Broken toys and play equipment which were accessible to the children were stored in the area adjacent to the waste bins and posed a safety hazard.

##### Infection Control:

7. In the sanitary area off the junior preschool room waste was not disposed of in a foot-operated, lined, lidded bin that was leak proof, sealable and easy to clean. This posed a potential risk of cross infection.

- In the senior preschool room large boxes of toys and play equipment were stored in the sanitary accommodation and posed a potential risk of cross infection. This non-compliance was highlighted on the last inspection report dated 27<sup>th</sup> January 2025. The corrective and preventative action plan forwarded to the early years inspectorate following that inspection stated that ‘they have since been moved’.

### Fire Safety:

An immediate action notice was issued on site on 10/11/2025 relating to fire safety.

- The fire door leading from the hallway off the toddler room could not be opened by staff on the day of the inspection. Staff stated the handle of the door had been removed and placed on the fire door at the other end of the corridor. This posed a risk to the safety of children and adults working in the service should the building need to be evacuated in the event of a fire.
- The stair gate erected inside the fire exit door in the baby room posed a potential risk to the safety of the babies and adults working in the service should the building need to be evacuated in the event of a fire.

### Action submitted by the Registered Provider

#### Corrective & Preventive Action

#### General Safety:

- All chemicals have been moved to the cleaning room off the kitchen.
- The generator has been removed.
- A company has been contacted to remove the lock.
- The couch was removed.
- Staff have been reminded to keep the doors closed.
- All broken toys were disposed of into a skip.

#### Infection Control:

- Foot operated pedal bins have been ordered and all other bins on wall will be disposed of.
- Large boxes and play equipment have been moved.

#### Fire Safety:

9. In response to the IAN the person in charge stated that in the event of a fire/ fire drill or an emergency staff in the toddler room will exit the building through the exit door in their room leading to the back of the building or else the exit door leading to the playground. The staff in the kitchen can either exit through the exit through the door leading to the playground or any of the exit doors off the main hall.

9. The fire door will be repaired the week of 12<sup>th</sup> December 2025 by an appropriate company.
10. The stair gate has been moved and new sliding gate has been installed.
- Regular reviews and checklists will be documented to prevent the non-compliances from reoccurring.

### **Supporting documentation submitted**

#### **General Safety:**

Photographic evidence was submitted.

#### **Infection Control:**

Photographic evidence was submitted.

#### **Fire Safety:**

Not Applicable.

### **Summary Comment**

The corrective and preventative actions submitted by the registered provider adequately addressed the non-compliances under regulation 23 and will be reviewed on the next inspection of the service.

## Part VI - Safety

### Regulation 24 - Checking in and out and record of attendance

- (1) A registered provider shall ensure that each pre-school child attending the service is checked in and out of the service by an employee or an unpaid worker.*
- (3) A registered provider shall ensure that-*
- (a) no person other than-*
    - (i) pre-school child attending the service,*
    - (ii) a person dropping or collecting such a child,*
    - (iii) an employee, or*
    - (iv) an unpaid worker, can enter the premises without his or her entry being approved by an employee, and*
  - (b) a daily record in writing is kept of the entry on the premises of any such person.*

### **Compliance Information**

- (1) Staff ensured that each pre-school child attending the service was checked in and out of the service as evidenced on the roll book.
- (3) Staff ensured that-
- (a) No person other than the following were allowed entry to the premises without approval.
    - (i) A Pre-school child attending the service.
    - (ii) A person dropping or collecting such a child.

(iii) An employee.

(iv) An unpaid worker.

(b) A daily record in writing was kept of all adults who entered the premises.

### 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) All staff members held current certification in first aid responder for children and a member of staff with first aid responder certification was at all times immediately available to the children attending the pre-school service.

(2)(a) A first aid box was stored in the manager's office and in each playroom.

(b)The first aid box was available on the premises at all times if required by a child.

### 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) The fire drills were practiced on a monthly basis. The last recorded fire drill took place in October 2025.

(b)The firefighting equipment was serviced on an annual basis. The maintenance record demonstrated that the firefighting equipment were last service in January 2025. The smoke alarm system was serviced in January 2025.

(4) A notice of the procedures to be followed in the event of a fire was displayed each playroom and the manager's office.

### Part VI - Safety

#### Regulation 28 - Insurance

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

#### Compliance Information

Adequate insurance was available to cover the number of children who attended and had an expiry date of 27/03/2026.

### Part VII - Premises and Space Requirements

#### Regulation 29 - Premises

*A registered provider shall ensure that the premises of the service are-*  
*(d) cleaned, maintained and repaired, as required, and*  
*(e) equipped with adequate and suitable sanitary facilities.*

#### Non-Compliance Information

(d) The premises was not cleaned and repaired as required and maintenance work was not completed in a timely manner.

#### Outdoors

1. The outside play area at the rear of the building contained large pools of stagnant water. The drainpipes from the roofed area drained onto the all-weather surface and allowed water to pool. This non-compliance was highlighted on the last inspection report dated 27<sup>th</sup> January 2025. The corrective and preventative action plan forwarded to the early years inspectorate following that inspection stated that 'The drainage issue will be dealt with before the new academic year 2025/2026. Staff in the toddler room stated they are unable to use the play area because of the pools of water and the area being flooded.
2. The gutters on the roof at the rear of the main building were not aligned with the roof, were sagging and appeared to contain an accumulation of leaves and dirt. This non-compliance was highlighted on the last inspection report dated 27<sup>th</sup> January 2025. The corrective and preventative action plan forwarded to the early years inspectorate following that inspection stated that gutters will be repaired before the new academic year 2025/2026.
3. Toys and play equipment in the outside play area at the rear of the building were dirty and had black staining. This non-compliance was highlighted on the last inspection report dated 27<sup>th</sup> January 2025. The corrective and preventative action plan forwarded to the early years inspectorate following that

inspection stated that regular checks will be done on toys by staff and regular maintenance checks will be done by the manager.

4. A child sized picnic table in the outdoor area adjacent to the prefabricated building was worn and in a poor state of repair.

(e) Adequate sanitary facilities were not provided for adults working in the service as there were 23 staff present on 27/01/2025 and the required 1 toilet and wash hand basin for every 8 adults was not available. There were only two adult toilets in use.

The third adult toilet was used for storage and could not be used by staff.

This non-compliance was highlighted on the last inspection report dated 27<sup>th</sup> January 2025.

Three adult toilets are required for the number of adults present on the day of the inspection.

### Corrective & Preventive Action submitted by the Registered Provider

#### Corrective and Preventive Action

- 1.The drainage is to be delt with in the new year.
- 2.The gutters will be aligned with the roof and cleaned in the new year.
- 3.The toys at the rear of the building were discarded.
- 4.The child sized picnic table in the outdoor area was discarded.

Regular maintenance checks will be done by staff and management.

(e)The proposed new building will have an extra bathroom added. In the meantime, afterschool staff will be based in the national school and creche staff have been asked to clear all equipment from the toilet to allow the plumber to connect it to the drainage system.

#### Supporting documentation submitted

Photographic evidence was submitted.

### Summary Comment

The corrective and preventative actions submitted by the registered provider adequately addressed the non-compliances under regulation 29 and will be reviewed on the next inspection of the service.