

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK028
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Name of Service:	Busy Bees Pre School
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Address of Service:	59 Park Gardens, Corbally, Limerick, Co. Limerick
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Eircode:	V94 P407
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Name of Registered Provider:	Vivienne Vereker
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Service type:	Sessional
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Date of Inspection:	28/11/2025
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No of pre-school children:	AM	18	PM	N/A
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Address of the Early Years Inspectorate:	Tusla Early Years Inspectorate, 2 nd Floor, Estuary House, Henry Street, Limerick
Inspection undertaken by:	M Riordan
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).

Conditions if applicable	Not applicable
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Description of service

Busy Bees Pre-school is a privately owned sessional pre-school service located in an urban development on the outskirts of Limerick city. The school can cater for a maximum of 22 pre-school children. The service operates Monday to Friday, 9.15am to 12.15pm. The service caters for children aged 2 to 6 years. The service operates from 1 large well designed preschool room. A well-developed outdoor play facility is available to the rear and side of the premises. A sheltered outdoor space is available to ensure children get outdoors in all weather conditions.

Staffing

The registered provider is the owner and the manager of the service. There are 2 additional staff employed to work at the facility. All staff hold a qualification in Early Childhood Care and Education. The registered provider has completed the LINC programme, a course designed to enhance inclusion of children with additional needs in early childhood care and education settings.

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.

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, 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) On the day of the inspection the registered provider was the designated person in charge. There was a named person who could deputise as required.

(b) The registered provider was present in the service for the duration of the inspection.

(2)(a) There were written references from past employers available in respect of each staff, with recorded validations where required.

(b) Where past employer references were not available, references from an alternative source such as schools and colleges were provided.

(c) Vetting disclosures from the National Vetting Bureau of the Garda Síochána were available in respect of all staff members. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) No overseas police vetting was required as none of the staff had lived outside the jurisdiction.

(4) Both the registered provider and the 2 staff who work at the facility held a major award in Early Childhood Care and Education.

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 paragraph (5), a registered provider of a sessional pre-school service shall ensure that at all times the minimum ratio of adults to children specified in column (3) of Part 2 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) therefore at that reference number is satisfied.

Compliance Information

(1) The service operates a morning sessional service from 9.15am to 12.15pm. There were 18 preschool children with 3 adults attending the morning session. This met the requirements of Regulation 11.

(2) At all times the registered provider ensured that the minimum ratio of adults to children was adhered to in the service.

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

The service has implemented a comprehensive healthy eating policy, ensuring that all children are provided with nutritious snacks each day, brought from home by their parents. To maintain freshness and safety, all perishable foods were stored in a refrigerator. Throughout each session, children had unrestricted access to their drinks, allowing them to stay hydrated at all times.

Independence was fostered among the children, all of whom were toilet trained and able to access the toilet and handwashing facilities without assistance. Staff were readily available to provide help when needed. The preschool room was designed with quiet areas, offering children the opportunity to rest and relax away from busier, more active play zones.

A well-equipped outdoor area at the rear of the premises offered a secure setting for play and learning. The outdoor space included a sheltered section, providing protection from the weather so outdoor activities could continue regardless of conditions. Children were provided with appropriate outdoor clothing, ensuring comfort and safety during outdoor play.

Physical and Material Environment

Indoors, the service operated from a spacious and well-resourced preschool room. All play materials and equipment were stored on low-level shelves, making them easily accessible to the children. Storage boxes were clearly labelled, which encouraged children to independently select and return materials. Low-level tables and chairs were provided for tabletop activities and lunch, promoting autonomy and comfort.

Large tuff trays filled with a variety of art and craft materials stimulate creativity, while toys and equipment were rotated between higher and lower shelves according to the current learning themes and the children's emerging interests, preferences, abilities, and developmental stages.

The walls of the preschool room were adorned with displays of the children's artwork and posters relevant to their interests, all positioned at the children's eye level.

Outside, children could access a large, synthetic grassed area designed for active games and ball sports. Beyond this, a natural garden area featured a mud kitchen, a spacious sand play zone, and designated planting and gardening spaces. A sheltered area furnished with tables and chairs supported a range of outdoor tabletop activities, such as art, crafts, and construction play, allowing children to enjoy these pursuits when weather conditions were favourable.

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 door to the service was locked and safely secured. The outside play areas were surrounded by high walls and secure gates leading to and from the area.
- Safe storage facilities for all cleaning solutions was provided on high shelves, well out of reach of children. Foot pedal operated lidded bins in the preschool room ensured the safe disposal of all waste.
- The person in charge ensured that complete and accurate daily records of attendance were kept for all children and adults present in the service.
- Fire doors leading from the preschool were clear and unobstructed.

Infection Control:

- Hot water, liquid soap and paper handtowels were provided to ensure safe and adequate handwashing for all children.
- A cleaning programme was available to ensure a high standard of hygiene was maintained in all areas of the preschool.

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 working at the service have completed a first aid responder course. The certificates were in date up to 2027.
- (2)(a) A large first aid box was wall mounted in the Preschool room. The key to open the box was hanging on the wall above the location of the box, making it readily accessible at all times if required.
- (b) The first aid box was accessible to the children at all times.

Part VII - Premises and Space Requirements

Regulation 29 - Premises

A registered provider shall ensure that the premises of the service are-

- (a) of sound and stable structure,*
- (b) safe and secure,*
- (c) kept adequately lit, heated and ventilated*
- (d) cleaned, maintained and repaired, as required, and*
- (e) equipped with adequate and suitable sanitary facilities.*

Compliance Information

- (a) The building appeared to be of sound and stable structure both internally and externally and no obvious defects were noted on inspection.
- (b) The premises appeared safe and secured. The front door to the school was locked and all who entered the building were checked in by a member of staff. The outdoor area was well secured preventing any unauthorised access to or exit from this area of the service.
- (c) All areas were well lit by natural light and by artificial light when needed. There was no evidence of mould, mildew, stale smells, stuffiness or condensation.
- (d) The areas outside were all well maintained and routine cleaning schedules were in place for all internal and external areas. A high standard of operational hygiene was noted in the premises.
- (e) There were an adequate number of toilets and wash hand basins available at the service. A nappy changing facility was available if required.