

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK030
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Name of Service:	Busy Kids Creche
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Address of Service:	Ennis Road, Limerick, Co. Limerick
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Eircode:	V94 KC7K
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Name of Registered Provider:	James Moore
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Service type:	Full Day, Sessional
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Date of Day 1 Inspection:	27/02/2026
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Date of Day 2 Inspection	02/03/2026
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No of pre-school children: Day 1	AM	126	PM	94
No of pre-school children: Day 2	AM	117	PM	79

Address of the Early Years Inspectorate:	Tusla Early Years Inspectorate Office, 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 Kids is a purpose-built, childcare centre located on the outskirts of Limerick City, offering full-day preschool and after-school care from 7:30 am to 6:00 pm, Monday through Friday. The facility includes nine preschool rooms, a sensory room, and five outdoor play areas—two at the front and three at the rear. Indoors the centre is also equipped with a large lobby, dining hall, kitchen, staff facilities and manager's office.

Staffing

The registered provider is the director of the company that operates the creche. A designated manager is appointed to oversee the running of the service. A regional co-ordinator also supports in the management of the creche. All staff working at the facility hold an appropriate qualification in Early Childhood Care and Education. Staff participate in ongoing training and professional development.

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

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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 persons 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*

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(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) A designated person in charge of operating the service was present on the day of the inspection. There was a named person available who was able to deputise if required.

(b) During the period of the inspection, the regional manager and the service manager were present.

(c) There was a clear management structure in the service that identified the lines of authority and accountability and the specific roles and responsibilities of each employee.

(2)(a) Two written and validated references were available for all new staff members employed to work at the service since the service was last inspected.

(b) References were submitted by new staff from either their past employers or from other reputable sources such as schools and colleges attended.

(c) Garda vetting disclosures received from the National Vetting Bureau of An Garda Síochána were available for 17 new staff employed to work at the service. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years for all staff working at the facility.

(d) Police vetting was available for 13 new staff members since the service was last inspected, who had resided outside of Ireland for longer than 6 consecutive months.

(4) All adults working directly with children held an appropriate qualification in Early Childhood Care and Education or an equivalent such qualification.

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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.

Compliance Information

(1) On Day 1 of the inspection, the 27th of February 2026 there were 126 pre-school children and 24 adults on the premises.

On Day 2 of the inspection, the 2nd of March 2026 there were 117 pre-school children and 24 adults on the premises. The adult child ratio was correct overall in the facility on both days.

On the 27th of February 2026 the following were in attendance

(2) There were 8 preschool children and 2 staff in the Curious Crawlers

There were 11 preschool children and 3 staff in the Wonderful Wanderers

There were 12 preschool children and 2 staff in Busy Bumblebees

There were 14 preschool children and 4 staff in Bright Blossoms

There were 18 preschool children and 3 staff in Mighty Oaks

There were 21 preschool children and 2 staff in Seomra Crann Mór

There were 14 preschool children and 3 staff in Small Acorns

There were 9 preschool children and 2 staff in Delightful Daises

There were 19 preschool children and 3 staff in Seomra Síolta Beag

Relief staff were available to replace staff while taking meal breaks. A designated person was available to prepare, cook and serve food to the dining room and to other individual rooms in the service.

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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

Basic Needs

A healthy eating policy was implemented at the service, ensuring the provision of nutritious foods and snacks to children daily. Breakfast was available for early arrivals. A nutritious hot meal was served for dinner with alternative choices provided if necessary to accommodate specific dietary needs. Chickens goujons, beans and potatoes were served on the day of the inspection. An afternoon snack featuring tortilla wraps, creamed cheese and chopped peppers was offered. Second helpings were offered at all meals. Drinks of water were offered with all meals. Staff sat with children while eating and mealtimes were observed to be sociable occasions.

Nappy changing facilities were located adjacent to all rooms accommodating the younger aged children. Waist-high changing units were accessible and maintained in good condition, with easy-to-clean change mats supplied. Steps were provided to ensure ease of access for older children. Nappy changing procedures were displayed on the walls of each facility, and staff were observed adhering to the guidelines as outlined in the policy. Open shelving units held children's toiletries, all clearly labelled and within easy reach of staff. Handwashing facilities were situated next to the changing units, and foot pedal-operated lidded bins were available for safe nappy disposal. Low level sinks were also available to facilitate children washing their hands.

The service featured a designated sleep room next to the Curious Crawlers room. The Wonderful Wanderers room was converted to a designated sleep room after lunch each day with cots, low level beds and sleep mats provided. Each child under 2 years of age had access to a cot when needed. All sleep facilities rooms were equipped with blackout blinds to minimise lighting during sleep times. Room temperatures were monitored to ensure safe and ambient room temperatures at all times. For children over two years old, requiring a nap, low-level beds were provided in their care rooms after dinner each day. Staff closely monitored all children during sleep, with all checks recorded electronically for parents to see.

Children benefited from frequent environment transitions, including extended outdoor play in well-furnished outdoor spaces across the site. Sheltered space outdoors ensured outdoor play opportunities were available in all weather conditions. A dedicated sensory room provided a quiet space for those needing a break from active and busy settings.

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Physical and Material Environment

The service's indoor environments were intentionally designed to provide children with a wealth of choices and engaging opportunities. During the inspection, children appeared settled, content, and deeply immersed in their self-selected activities. All rooms accommodating the younger children on the ground floor were large, bright, and spacious areas, with lots of soft mats for floor play. Low level couches and mattresses provided rest areas, while adult seating allowed staff to sit comfortably with children. Climbing frames with steps, low level slides and crawling spaces, accommodated gross motor development opportunities. Low level open shelving units held a wide variety of age-appropriate toys. Push and pull toys aided early walking and climbing skills, while stationary toys helped with assistance standing. Well-developed home corners featured kitchen units with utensils, dolls, and prams for imaginative play. Construction materials, open-ended play items, and puzzles were easily accessible. Family pictures were exhibited on walls of each room located at a height where children could engage with them.

Rooms accommodating children over three years of age were organised into distinct interest areas that fostered holistic development. These included construction zones, creative art stations, with easily accessible art easels, paper, paints and brushes. Sensory rich, messy play areas featuring sand, water and pasta play were accessible. Imaginative play was supported by dedicated home and dress up corners, while literacy was promoted with well stocked library areas. In every room the use of natural, open ended play materials, along with the regular rotation of equipment, helped align the service with children's evolving interests and developmental stages.

Outdoor play areas were directly accessible at the front, side and rear of the premises. All outdoor play areas were enclosed with high walls and fencing. Rubber matting covered most outside surfaces, thereby reducing the risk of injury while children played outdoors. Lots of ride-on cars and toys, low level slides, swings, and tunnels helped promote gross motor development. A natural playground with gardening spaces, planting areas, bug hotels and mud kitchens was accessible at the front of the premises. Children had access to outdoor wet gear and children in all areas of the service got to spend prolonged periods outdoors each day, regardless of weather conditions.

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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) The management at the service ensured that a person with first aid responder training was at all times immediately available to the children attending the service. There were 10 staff employed who had up to date FAR training. A first aid officer was also appointed at the facility.

(2)(a) First aid boxes were safely stored in easily accessible and conspicuous positions throughout the facility.

(b) Suitably equipped first aid boxes were positioned in locations close to all rooms where emergency equipment was available to children if required.

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) Records were available to show that fire drills were carried out monthly. The most recent fire drill took place on the 30th of January 2026.

(b) A record of the number, type and maintenance of firefighting equipment and smoke alarms were available on the premises with the most recent services having been completed in July and November 2025.

(4) The fire evacuation procedures were displayed in conspicuous positions on the premises.

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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 that the preschool service was adequately insured. The insurance certificate available on the day of inspection stated that 167 preschool children were covered by insurance to attend the facility. The commencement date of the insurance policy was the 28th of March 2025, and the expiry date of insurance was the 27th of March 2026.