

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK089
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Name of Service:	Karibu Montessori
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Address of Service:	The Newtown Centre Annacotty Co. Limerick
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Eircode:	V94 DK02
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Name of Registered Provider:	Liza Eyres
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	17/02/2026
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No of pre-school children:	AM	76	PM	72
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Address of the Early Years Inspectorate:	Tusla Early Years Inspectorate Office, 2 nd Floor Estuary House, Henry Street Limerick
Inspection undertaken by:	J Ryan and E Browne
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	3 rd July 2025
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	Regulation 9 Child Care Act 1991 (Early Years Services) Regulations 2016 The Registered Provider will be required to comply with the following condition: Ensure 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. This condition is in place for 12 months.
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Description of service

Karibu Montessori is a full day childcare service located in the Newtown Centre in Annacotty, County Limerick. It operates Monday to Friday from 07.45hrs to 18.00hrs and provides full day, part time and sessional services to children of all pre-school ages. A registered service for school aged children is offered each afternoon.

The service operates from a two story, purpose build premises. At ground floor level there is a baby room, a wobbler room, a toddler room, two sleep rooms, a kitchen, a manager's office, and a staff room. At first floor level there four preschool rooms and two additional rooms used mainly for the school aged children.

There are two large outdoor play areas located adjacent to the building, one to accommodate the younger preschool children and the second for the older preschool children and the school aged children.

Staffing

The registered provider has leased the business to another childcare provider and named them the designated person in charge. They in turn have appointed a manager and an assistant manager to operate the facility on a day-to-day basis. The registered provider does not work on site as the person in charge works in the service every day.

There are twenty-four staff on the staff roster. Twenty staff employed to work directly with the children at the service have achieved a major award in early childhood care and education or a qualification deemed by the minister to be equivalent in childcare.

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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 11 (2)

Regulation 16 (1)(i)

Regulation 19 (1)(a)

Regulation 23

Regulation 29

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

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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

This inspection was triggered to ensure the service was adhering to the condition attached to its registration. The condition to its registration was adhered to at the time of inspection.

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.*

(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.*

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(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 designated person in charge was present and the staff roster indicated that this person or their deputy were available on the premises.

(2)(a) Twenty-five staff files were reviewed including the file of a student present on the day.

Forty-four written and validated references were available from past employers for staff members employed to work at the service.

(b) Six validated references were submitted by staff from sources other than past employers.

(c) Garda vetting disclosures had been obtained for all staff documented on the staff roster. The re-vetting timeframes of every three years as outlined in the early years inspectorate regulatory notice was in place for 24 of the 25 staff. Garda vetting was not within the timeframe for one staff member, please refer to Regulation 23 in the body of the report for additional information.

(d) Police vetting was available for sixteen staff members who had resided outside of the jurisdiction for longer than six consecutive months.

(4) Twenty staff 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

(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) The adult child ratio was correct in the following rooms.

Baby Room - There was 1 preschool child (0-1 yrs.) and 2 preschool children (1-2 yrs.) being supervised by 1 staff.

Wobbler Room - There were 11 preschool children (1-2 yrs.) being supervised by 3 staff.

Toddlers Room - There were 12 preschool children (2-3yrs.) being supervised by 2 staff.

ECCE Room 1 - There were 16 preschool children (3-4 yrs.) being supervised by 2 staff.

ECCE Room 2 - There were 15 preschool children (3-4 yrs.) being supervised by 3 staff.

ECCE Room 3 - There were 15 preschool children (3-4 yrs.) being supervised by 2 staff.

Pre Preschool - There were 4 preschool children (2-3 yrs.) being supervised by 1 staff.

There was sufficient staff available to cover for breaks.

Part IV – Information and Records

Regulation 16 – Record in relation to pre-school service

(1) A registered provider shall ensure that a record in writing is kept of the following information in relation to the service:

(i) details of staff rosters on a daily basis.

Non-Compliance Information

1 (i) The following details were not documented on the staff roster.

- The surnames of each staff member was not recorded.

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Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The staff roster has been updated to clearly show the full names of all staff members as well as the rooms in which they are working in.

Management will ensure all future staff rosters are detailed and clearly show full names of staff.

Supporting documentation submitted

Photographic evidence was submitted of the updated roster for the service.

Summary Comment

The actions as stated meet the requirements of regulation 16.

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

Healthy eating was promoted within the service with fresh hot meals provided. Children had all meals and snacks in their designated rooms and mealtimes were observed to be a sociable occasion for the children. At dinner time children were observed having enough time to eat and enjoy their food without being rushed. Chicken curry and rice was served for dinner on the day. A selection of fresh fruit was available also in the service. Bottles and beakers of water were accessible on low shelving in each room for the children.

Two separate sleep rooms were provided for children under 2 years who required a sleep, with enough standard cots accessible at all times for the children in the baby and wobbler rooms. Children over 2 years of age who required a sleep in the Pre- ECCE room and the Toddler room had sleep beds available to them.

Designated rest areas were accessible in all rooms of the service throughout the day where children could have some quiet time alone.

Hand washing was observed by the children before they ate their lunch.

Adults were observed to work well with all the children in their care responding to them in a timely manner, using soft tones of voice and making eye contact with them.

Children had freedom of movement in each of the rooms to choose activities they liked.

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Children were observed to play outdoors on the day of the inspection and were suitably clothed with coats, hats and wellingtons for the cold weather at the time. Outings for the younger children to the local park took place where staff followed the outings policy to ensure the safety of the children at all times while they were off site.

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Non-Compliance Information

BASIC NEEDS

The privacy and dignity of children was not respected at nappy changing. Three children aged 2-3 years from the Pre-Ecce room were observed having to wait in the nappy changing area sitting on a ledge while another child was having its nappy changed in the sanitary accommodation upstairs.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

Management have advised the staff member in charge of this room to seek cover from management or another staff member when nappy changing needs to take place. This will ensure that only one child will be in the sanitary accommodation at any one time and the privacy and dignity of the children will be respected at all times. Management will ensure that all staff have adequate cover when nappy changing is required and the privacy and dignity of children will be respected at all times.

Supporting documentation submitted

No supporting documentation was submitted.

Summary Comment

The actions as stated meet the requirements of Regulation 19.

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. Garda Vetting documentation for one staff member present on the day of the inspection was not dated with in the last three years as per the regulatory notice EYI-RN12.3 renewal of garda vetting published by the inspectorate in September 2023 and effective from 01/01/2024. This posed a potential risk to the safety and wellbeing of children in the service.

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2. Toxic chemicals were accessible to children in the sanitary accommodation upstairs adjacent to the afterschool room which posed a safety risk to the children. Staff on the day were advised in relation to this safety risk and rectified the matter immediately.
3. Step ups to help staff lift children a child to climb on to the nappy changing counter or to wash their hands at the wash hand basin were not available in the nappy changing area upstairs.

Infection Control: The following increased the risk of cross infection for both adults and children.

4. Suitable separate waste disposal bins were not available for the disposal of nappies and paper hand towels at the wash hand basin in the sanitary accommodation upstairs. This was at variance with the nappy changing policy for the service which stated, 'soiled nappies are placed in an impervious bag which is tied and disposed of in a lidded bin and emptied each day'.

The nappy changing policy was not displayed in the nappy changing area upstairs to ensure that staff used the correct process when nappy changing.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. Updated garda vetting documentation has been obtained for the relevant staff member. Management will ensure all staff members have valid up to date garda vetting.
2. The cleaning materials have been removed from the sanitary accommodation and replaced with nappy changing materials. Management and staff will ensure that all hazardous materials are always kept out of reach of children.
3. Steps have been purchased for children to access both the changing table and wash hand basin. Staff will ensure that children can easily access handbasins and changing areas at all times.
4. Separate waste disposal bins are now available for nappies and hand paper towels. The nappy changing policy has been printed and displayed over the nappy changing unit. Management will ensure that there is adequate waste disposal in all areas of the service.

Supporting documentation submitted

Photographic evidence was submitted in relation to all points above.

Summary Comment

The actions as stated meet the requirements of Regulation 23.

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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)

1. Sections of the outdoor play area to the rear of the facility was waterlogged. This was detailed as a non-compliance on the inspection reports dated 9 September 2021, 22 November 2023 and 28 June 2024 and responses given by the registered provider in previous corrective and preventive actions has not prevented this reoccurrence. This posed a risk to the safety of the children.

(e)

2. The water pressure and flow of water at the wash hand basin in the nappy changing area upstairs was inadequate to facilitate hygienic hand washing.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

1. To resolve the water-logging issue to the rear of the facility would take a substantial financial investment which the business is not in the position to undertake at the moment given the current financial climate.

If the weather is particularly bad and it is not safe for the children to access this area, children will get outside time at the front play area or alternatively the staff will bring the children on trips to the local park. The play area at the rear of the facility will only be used when it is safe to do so.

2. The taps in the upstairs nappy changing area were assessed by a plumber and the water pressure is now at an adequate pressure to ensure hygienic hand washing can take place.

Management will monitor water pressure regularly in the service.

Supporting documentation submitted

No supporting documentation was submitted.

Summary Comment

1. This remains non-compliant, however it is acknowledged that the person in charge has outlined actions to be taken regarding use of the rear outdoor play area in bad weather.
2. The actions as stated meet the requirements of Regulation 29 under point number 2.