

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2016TY008
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Name of Service:	Busy Bees Rathkeevan Preschool
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Address of Service:	Rathkeevan National School, Cahir Road, Clonmel, Co Tipperary
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Eircode:	E91 YY24
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Name of Registered Provider:	Vanessa Moriarty
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Service type:	Full Day
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Date of Inspection:	20/08/2025
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No of pre-school children:	AM	11	PM	11
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Address of the Early Years Inspectorate:	Glenmorgan Building, Ferryhouse, Clonmel, Co Tipperary E91RF38
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Inspection undertaken by:	Antoinette McNamara
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Title:	Early Years Inspector
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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	N/A
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Description of service

Busy Bees Rathkeevan is a full day care service, providing a programme to children aged 2 to 6 years old. The service operates 7:30am to 6:15pm Monday to Friday, 51 weeks per year. A sessional ECCE service is also provided. The service is in a converted single storey community building, adjacent to Rathkeevan National School on the outskirts of Clonmel town. The premises consists of a preschool classroom, school aged classroom, kitchen, sanitary accommodation, covered outdoor play area and a second larger secure play area to the side of the building. The service is one of several preschool services operated by the registered provider in the South Tipperary area. A registered school aged service is also provided onsite.

Staffing

The service currently employs eight staff members who work directly with children. On the morning of inspection there were six staff working with the children. The registered provider does not work directly in the service but is available if needed. Staff members held qualifications in Early Childhood Education and Care at level 5 and above on the National Framework of Qualifications.

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.

Regulation 9 (1)(a)(b)(2)(a)(b)(c)(d)(4) Management and recruitment,
Regulation 11(1)(2)(8) Staffing levels,
Regulation 16 (1) (h, i, j, k) Record in relation to pre-school service,
Regulation 19 (1)(a) Health, welfare, and development of the child,
Regulation 23 Safeguarding health, safety, and welfare of the child,
Regulation 25 First aid,
Regulation 28 Insurance.

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, 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 deputy designated person in charge who was able to deputise, as required.

(b) The designated person in charge was present for the inspection.

The staff files for eight staff were reviewed on the day.

(2)(a) Two written and validated references were available for each staff member working at the service.

(b) Where past employer references were not available, there were references from sources such as previous schools and colleges.

(c) Garda vetting was available on file for each staff member working in the service. Garda vetting had been renewed, in compliance with the Early Years Inspectorate Regulatory Notice, requiring services to renew Garda vetting every three years.

(d) Police vetting documentation was available for one staff member working in the service, who had lived outside of the state for a period of longer than six months.

(4) Certificates of qualifications for the staff working directly with children were available on file demonstrating that they held a qualification at the minimum level 5 and above 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 two adults on the premises at all times,

Compliance Information

(1) There were enough adults to respond to children's individual needs. There were 6 staff directly working with 11 children.

(2) The person in charge ensured that the adult to child ratio was maintained throughout the day of inspection.

(8)(a) The registered provider ensured that there were at least two adults on the premises at all times.

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:

(h) details of attendance by each pre-school child on a daily basis;

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

(j) details of any medication administered to a pre-school child attending the service with signed parental consent;

(k) details of any accident, injury or incident involving a pre-school child attending the service.

Compliance Information

- (1)
- (h) An attendance record was kept on a daily basis.
 - (i) A detailed staff roster was available.
 - (j) Medication administration records were sampled and were found to meet the necessary requirements. Written parental consent for staff to administer medication had also been obtained.
 - (k) A total of 10 accident and incident records were sampled and deemed satisfactory.

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 had a healthy eating policy. The children brought a packed lunch to eat at snack time. Perishable foods were stored in a fridge in the service. Staff sat with the children during snack time to supervise them, encourage conversation and to help if needed, for example with opening lunch boxes.

The children brought a drink bottle into the service which was accessible to children throughout the day. The bottles were refilled with water by staff when needed.

The children enjoyed freedom of movement in the care room and outside in the secure area on the day of inspection.

The children were supervised by the staff at hand washing times, such as after outdoor play, after using the toilet and before eating.

Floor beds were available for children that wanted to rest during the day.

The children were engaged in a variety of activities and play during the morning such as reading stories, floor play and tabletop activities. Children were excited and confident in sharing their summer holidays and news from home.

Supporting relationships:

Staff members were observed to treat the children with respect and a positive regard. They sat with children in small groups or individually, engaged in conversation and listened attentively to the children as they spoke. The children benefitted from the favourable adult to child ratios which enabled each child to receive individual attention as they needed. The children demonstrated a comfortable familiarity with the staff caring for them.

Physical and material environment:

There were different areas of interest provided in the pre-school room. A variety of defined areas of interest were provided for the children to play with. These included a kitchen area, a library area, and craft area. Children had free movement and choice of activities. The children's artwork was displayed on the walls of the service. Outdoor play space was divided into two areas, a covered soft fall area and a large secure play area. Children had a range of materials to play with, including a mud kitchen, sand pit and ride on toys. A storage shed housed a variety of outdoor play resources.

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 door to the premises was locked and needed to be opened from the inside. Staff were required to answer a call bell system to grant access to the preschool, therefore children could not exit the service unsupervised and unsupervised visitors could not enter. The outdoor play areas were secured to prevent children leaving unsupervised. The kitchen area was inaccessible to children. Pinch guards covered the hinges on all doors to prevent injury to children. All cleaning agents were stored inaccessible to children.

Infection control:

There was warm running water, liquid soap, and paper hand towels available for hand drying throughout the service. There were designated children's toilets available to the children. Designated staff toilets were also provided. Children were supported to wash their hands at appropriate times during the day such as before eating, after messy play and after using the toilet or a tissue. Tissues and a pedal tissue bin were available in the service. Staff were observed washing the tables once the children were finished an activity and before snack time. Pedal bins were used in the service to prevent cross contamination.

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 staff trained in first aid responder (FAR) available to the children attending the service.

(2)(a) There was a suitably equipped first aid box stored in an easily accessible position.

(b) The first aid box was available to the children attending the service.

Part VI - Safety

Regulation 28 - Insurance

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

Compliance Information

An in-date certificate was in place to demonstrate that the service was insured to provide full day care for the number of children the service is registered to accommodate.