

# Early Years Inspectorate Regulatory Report

## Pre School

<b>TUSLA Identifier:</b>	TU2020LK003
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<b>Name of Service:</b>	Limerick Social Service Council Child and Family Centre
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<b>Address of Service:</b>	Roxboro Limerick
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<b>Eircode:</b>	V94 X2TR
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<b>Name of Registered Provider:</b>	Kevin O'Farrell
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<b>Service type:</b>	Full Day
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<b>Date of Inspection:</b>	12/12/2025
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<b>No of pre-school children:</b>	AM	43	PM	39
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<b>Address of the Early Years Inspectorate:</b>	Tusla Early Years Inspectorate 2 <sup>nd</sup> floor Estuary House Henry Street Limerick
<b>Inspection undertaken by:</b>	J Ryan M Riordan
<b>Title:</b>	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).

<b>Conditions if applicable</b>	Not applicable
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### Description of service

This full day service operates from the Child and Family Centre, Roxboro, Limerick. The service caters for children aged 6 months to 5 years, Monday – Friday, 08.30 –17.30hours for 50 weeks of the year. The service is registered to cater for 84 children at any one time. It has three playrooms located on the ground floor, two playrooms on the first floor and two sleep rooms. There is a staff room, office and adequate sanitary facilities for the children and adults. Facilities for outdoor play are available and there is a direct link to the primary school located nearby to facilitate drop off and collection of preschool children.

### Staffing

There are 18 staff on the staff roster working directly with the children and the designated person in charge is also available to cover for staff breaks. The registered provider does not work on site in the service.

All of the staff working directly with the children hold a qualification in early years care and education ranging from level 5 to 9 on the National Qualifications Framework.

### 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. 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) (7)(a)

Regulation 10

Regulation 11(2)

Regulation 19(1a)(1b) 3

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 receipt of information to the inspectorate.

## 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.

(7) A registered provider shall ensure that all employees, unpaid workers and contractors are appropriately supervised and provided with appropriate information, and where necessary training, including in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5.

#### 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 at all times as evidenced on the staff roster.

(2) The manager had ensured that each employee working in the service was suitable and competent. All staff files for adults employed in the service were examined on the last inspection dated 10/02/2025 and each file contained the required information. One new staff member was employed since the last inspection and the following information was available for this person.

- (a) References from the persons past employers and in particular the most recent employer were available.

(b) References from sources other than past employers were not required.

(c) Vetting disclosures were received from the National Vetting Bureau of the Garda Síochána in accordance with the Act of 2012 in respect of this staff. The re-vetting timeframes as outlined in the Early Years Inspectorate Regulatory Notice, requiring services to renew garda vetting every three years were complied with for all staff.

(d) Police vetting was not required for this staff member who had not lived in another state for a period of longer than 6 months.

(4) All staff working directly with the children had childcare qualifications at a minimum level 5 on the national qualification framework document.

(7) All staff were supervised and trained in relation to the required policies and procedures for the service. Documentary evidence was available of supervision meetings with staff and staff had signed documentation which demonstrated that they had read and understood the policies and procedures for the service.

### 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 printed format and online. They contained the information to guide staff in relation to the safe care of the children who attended. All policies and procedures had been e mailed to the parents of each child before they commenced in the service. The following policies and procedures were reviewed and they supported a standardised approach to implementing best practice and ensuring compliance with the regulations.

1. Behaviour Management Policy
2. Complaints Policy
3. Staff supervision Policy
4. Accidents & Incidents Policy
5. Staff Training Policy

### 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) On the day of the inspection there were 15 staff working across 5 rooms with 43 children present in the morning and 39 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 were 3 children (0-18 months) and 2 staff present.
- Wobbler Room - There were 6 children (1-2 years) and 2 staff present.
- Toddler Room - There were 9 children (2-3 years) and 3 staff present.
- Preschool Room 1 - There were 13 children (4 years) and 5 staff present.
- Preschool Room 2 - There were 12 children (3 – 4 years) and 3 staff present.

Additional staff were available to cover breaks and prepare food.

### 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*

*A registered provider shall, in providing a pre-school service, ensure that-*

*(b) appropriate and suitable care practices are in place in the pre-school service, having regard to the number of children attending the service and the nature of their needs.*

*(3) A registered provider shall ensure that no practices that are disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful are carried out in respect of a pre-school child whilst attending the service.*

## Compliance Information

### (1)(a) Supporting Relationships

The service supported children in forming relationships with adults by assigning a key person to each child and staff in each room were observed to be actively involved in childrens play.

Staff behaved in a way that created a positive atmosphere by having conversations with the children, joining in their laughter and showing them affection by sitting with them and cuddling the smaller children in their arms.

Staff were observed to read childrens cues and body language when they became tired, were hungry or appeared bored.

Staff used soft tones of voice, the child's name and got down to the child's level when making eye contact.

The service worked with parents, guardians and families by providing daily information to them in relation to their child's day in the service.

On taking up employment in the service all staff were given the behavior management policy and all procedures outlined in the policy were explained by management. Each employee signed off to demonstrate that they understood the policies. Additional training was provided throughout the year when behavioral or emotional issues arose for children. Evidence of recent training completed was available on the day of the inspection.

(3) The management and staff ensured that no practices that were disrespectful, degrading, exploitive, intimidating, emotionally or physically harmful or neglectful were carried out in respect of a pre-school child whilst attending the service. Staff were supervised by managers at the service and had supervision interviews every six months. Staff meetings were held every term and staff were encouraged to contribute any concerns they had to the agenda for each meeting. Policies were reviewed at all staff meetings.

Staff interviewed on the day had a good understanding of the positive behaviour management strategies to use with children if required. Positive behaviour management training has been planned for January 2026 in conjunction with the county childcare committee.