

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK009
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Name of Service:	All About Kids Ltd
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Address of Service:	8-10 Coonagh Court, Doon, Co. Limerick
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Eircode:	V94 V029
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Name of Registered Provider:	Michelle Carmody
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Service type:	Full Day
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Date of Inspection:	30/06/2026
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No of pre-school children:	AM	50	PM	50
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Address of the Early Years Inspectorate:	Early Years Inspectorate, Tusla, Estuary House, Henry St, Limerick
Inspection undertaken by:	E Browne
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).

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Description of service

This childcare service provides sessional and full day education and care to preschool children aged 0 - 6 years of age. The service operates from a purpose-built building located in a residential area of Doon, Co Limerick. There are 4 care rooms in operation, Wobbler room (1-2 yrs.), Toddler room (2 - 3yrs), Pre-school room 1(3 - 4 yrs.) and Pre-school room 2 (4- 5 yrs.). There are two sleep rooms for children aged less than 2 years. The service has an outdoor play area located at the back of the premises. The service operates from 07.30hrs to 18.00hrs.

Staffing

There were 14 adults including the person in charge present in the service and working with the children on the day of the inspection

These adults all hold an award in Early Childhood Care & Education ranging from levels 5 to 8 on the National Qualifications Framework.

The registered provider does not work in the service.

Additional adults are employed to work in the kitchen and for cleaning duties in the premises.

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

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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 – Management and recruitment (1)(a)(b)(c), (2)(a)(b)(c)(d), (3), (4)

Regulation 10 - Policies, Procedures etc of Pre-School Service

Regulation 11 - Staffing levels (1), (2)

Regulation 19(1)(a)

Regulation 23 - Safeguarding health, safety and welfare of child

Regulation 26 - Fire Safety Measures (1)(a)(b), (4)

Regulation 29 - Premises

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 person in charge, staff and children who were present on the day of the inspection.

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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*
- (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.*

(3) The procedures specified in paragraph (2) shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.

(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 always available on the premises.

(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 member of the management team.

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- (2) The files of 6 new staff who commenced employment since the last inspection (19/11/2024) were reviewed and the Garda vetting for all other staff members.
- (a) There were 9 written and validated references on file from previous employers.
- (b) There were 3 written and validated references on file from other reputable sources such as colleges and schools where previous employers were not available.
- (c) Garda vetting disclosures received from the National Vetting Bureau of An Garda Síochána were available for all staff employed to work at the service. All vetting disclosures were dated within the last 3 years.
- (d) Police vetting was not required for the new staff as no persons had resided outside the Irish jurisdiction for a period of time in excess of 6 months.
- (3) All vetting procedures were carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the pre-school service.
- (4) All adults working directly with children held an appropriate qualification in Early Childhood Care and Education or an equivalent such qualification.

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 registered provider ensured that the required policies, procedures and statements for the service were available in accordance with Regulation 10.

The following policies were reviewed on the day of the inspection:

- Nappy changing Policy
- Toileting Policy
- Risk management policy

The policies reviewed adequately recorded the required information. The policies were updated yearly by the service manager and staff.

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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 satisfactory

Compliance Information

(1) On the day of inspection there were 50 pre-school children and 14 adults on the premises working directly with the children. The adult child ratio was correct.

(2) The person in charge ensured that the minimum ratios of adults to children were correct.

There were 8 preschool children (1-2) and 3 staff in the Wobbler Room.

There were 16 preschool children, 7 of these children were aged between 18 months and 24 months and 9 were aged from 2 to 3 years and 3 staff in the Toddler Room.

There were 14 preschool children (3-4) and 3 staff in Preschool Room 1.

There were 12 preschool children (3-5) and 3 staff in Preschool Room 2.

A designated person was available to prepare, cook and serve food to all children attending the service. The person in charge the manager and 1 additional staff member were present and available to cover across the 4 playrooms as required.

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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

Relationship and Interactions around children:

The service successfully supported children in forming and sustaining positive relationships with staff members through an effective key person system. Each child was assigned a dedicated staff member who maintained an individualised understanding of their unique preferences, dislikes, and personal interests. During interactions, staff consistently positioned themselves at the children's physical level, maintained direct eye contact, and demonstrated active listening. They validated the voice of the child by carefully interpreting both verbal communications and non-verbal cues, including gestures and body language, to understand their evolving needs, feelings, and experiences.

Staff responded to requests for assistance in a prompt, highly sensitive manner, utilising positive language and soft, reassuring vocal tones. When children became upset or fatigued, team members immediately provided appropriate comfort and nurturing care. Positive behavioural strategies were used during interactions, and the children were offered praise and encouragement. The staff demonstrated an awareness of the children's personal interests and capabilities. The staff supported the children in individual and group play based activities throughout the morning and were actively involved in the children's play by initiating games and joining in when invited to by the children.

The programme of care and education was child focused and the children were notified in advance of transitions in activities. An informal communication approach was observed during interactions with parents/guardians. The staff discuss the children's day and observations with the parent/guardians during drop off and collection times. A strong ethos of teamwork was evident in the service with all staff working very well together to support the children.

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Non-Compliance Information

Basic Needs:

The dignity of the children was not supported when children used the upstairs bathroom from Preschool room 2. Low-level partitions with no doors enclosing the 2 toilets were in place in the bathroom facility. The bathroom and the playroom doors were wedged open onto the corridor to facilitate the supervision of children by the staff from the playroom. However, the children sitting on the toilets were visible to the other children and the inspector on the day as the doors to the bathroom and the playroom were all open.

This practice was contrary to the toileting policy which states that the “the child’s privacy should be maintained “.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action: The registered provider has stated in the corrective and preventive form (CAPA) that:

Basic Needs: Following on from the inspection arrangements were made to fully replace the existing children’s toilet cubicle which is linked to Pre-school 2 room. A designated company will install a new cubicle with extended partition walls and fitted doors. The redesigned cubicle will provide children with an increased level of privacy while using the toilet facilities. The extended walls will also create a more spacious cubicle, ensuring children are comfortable and their dignity is maintained at all times. For the toilet in the Toddler changing room, a door has been ordered to be fitted as well.

The service will ensure to carry out regular environmental and health and safety checks. The conditions and suitability of the toilet facilities will be monitored. Any issues identified will be addressed promptly to ensure children’s privacy, dignity, and wellbeing are maintained at all times.

Future refurbishments to the environment will also be reviewed against Tusla standards to ensure ongoing compliance.

Supporting documentation submitted:

An invoice of the proposed work and costing was submitted to Early Years inspectorate.

Summary Comment

The evidence submitted was assessed and deemed to meet the regulatory requirements of Regulation 19(1)(a) Basic Needs.

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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

Infection Control:

There was a potential risk of cross infection between staff and children due the inadequate handwashing practices with children following nappy changing, messy and outdoor play in the Wobbler and Toddlers playrooms.

- The staff did not wash the children hands following their nappy change, staff said that “they used wipes only”.
- No handwashing with warm water and liquid soap was observed in the bathroom facilities with the younger children following nappy changing. The 2 low-level hand-washing basins were not used by the staff to encourage good handwashing practices.
- The staff said that “the children following messy and outdoor play would use a communal bowl of water to wash their hands”. The sharing of a communal bowl of water increases the potential risk of cross infection.

This was contrary to the policies on hand washing and the nappy changing which stated that “children’s hands are washed and dried following nappy changing and toileting “and “good handwashing practises are encouraged.”

Action submitted by the Registered Provider

Infection Control: The registered provider has stated in the CAPA form that:

All the staff completed refresher training on the service hand hygiene and nappy changing procedures. This training reinforced the importance of ensuring children wash their hands after every nappy change in accordance with infection prevention and control practices.

Staff were reminded of their responsibility to support and supervise children during hand washing to ensure this practice is carried out consistently and effectively.

Management will continue to monitor staff practice through regular observations and supervision to ensure that children are consistently supported to wash their hands following every nappy change. Hand hygiene and nappy changing will be added to the agenda of every staff meeting and will form part of the induction process for all new employees. Refresher training will be provided on an ongoing basis, and routine audits of nappy changing

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practices will be carried out to ensure continued compliance with the service's policies, infection prevention and control procedures and Tusla requirements.

Supporting documentation submitted:

Photographic evidence was submitted to demonstrate that staff had undertaken refresher training on the required infection control policies following the inspection.

Age appropriate steps were added to the bathroom facilities to ensure the children could safely access the wash hand basins supervised and assisted by staff as required.

Summary Comment

The evidence submitted was assessed and deemed to meet the regulatory requirements of Regulation 23 Infection control.

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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) Documentation was available to demonstrate that fire drills were practiced monthly. The last recorded date of practice of fire drill was the 3rd of June 2026.
- (b) The number, type and maintenance record of firefighting equipment in the premises was up to date. Fire extinguishers were last maintained in March 2026.
- (4) A notice of the procedures to be followed in the event of fire was displayed throughout the service.

Non-Compliance Information

- (1)(b)
- The records indicated that the annual servicing of the smoke alarm was dated the 6th of March 2025. The smoke alarm was not serviced and this could potentially lead to a risk to both staff and children in the event of a fire emergency.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action: The registered provider has stated in the CAPA form that:

- (1)(b)
- The fire/smoke alarms was serviced on Monday 13th of July and a certificate of completion was provided. The updated certification is now on file in the service to ensure ongoing compliance with fire safety requirements. A monitoring system has been put in place to track the expiry date of all required safety certificates. Fire alarm and smoke alarms servicing will be scheduled well in advance of the renewal date, with reminders entered into the service calendar.

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Supporting documentation submitted:

A copy of the annual servicing record for the smoke alarm system was submitted to the Early Years Inspectorate.

Summary Comment

The evidence submitted was assessed and deemed to meet the requirements of Regulation 26 Fire Safety (1)(b).

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 premises appeared to be of sound and stable structure. No identification of any building defects were observed or highlighted by the registered provider or any staff member.
- (b) The entrance to the service was secured and all visitor access was managed appropriately. The outdoor areas were safe and secured with high walls and fences preventing any unauthorised access to or exit from the areas.
- (c) Heating, ventilation and lighting were adequate in each area of the facility.
- (d) The premises throughout appeared clean with a high standard of operational hygiene noted in all areas of the premises.
- (e) There were an adequate number of toilets, nappy changing areas and wash hand basins in the service for the number of children and adults in attendance.