

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015LK057
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Name of Service:	The Beehive Play Learn Grow Ltd.
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Address of Service:	Well Lane, Rathkeale, Co. Limerick
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Eircode:	V94 F7PN
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Name of Registered Provider:	Méabh O'Kelly
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Service type:	Full Day
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Date(s) of Inspection:	24/07/2026
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No of pre-school children:	AM	53	PM	53
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Address of the Early Years Inspectorate:	Tusla Early Years Inspectorate Offices, 2 nd Floor, Estuary House, Henry Street, Limerick.
Inspection undertaken by:	M Riordan 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).

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Description of service

The Beehive is a private, full day childcare service, operating in the centre of the town in Rathkeale in Co. Limerick. It offers a service to children of all preschool ages. It is opened Monday to Friday, from 7.30am to 6.00pm. The service operates from a purposely designed, single story building. The building includes a Baby/Wobbler room, a Toddler room, a Playgroup room, a Junior Pre-school room and 2 Senior Pre-school rooms both located in a modular building on the grounds of the facility. Also accommodated in the building is a manager's office, a kitchen and a dining area, sanitary accommodation, nappy changing areas and a designated sleep room. There are 2 well-resourced outdoor play areas located on the grounds of the service.

Staffing

The registered provider is the manager of the service. There are 19 additional staff employed to work at the facility. There is a person employed to work in the kitchen to prepare, cook and serve fresh meals each day. All staff have achieved a major award in Early Childhood Care and Education.

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 inspectors wish to acknowledge the cooperation of the registered provider, 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,*

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(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.

(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;

(b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and

(c) these Regulations.

Compliance Information

(1)(a) The registered provider was present on the day of the inspection. There was always a named person available who was able to deputise if required.

(b) During the period of the inspection, the registered provider was present, and the staff roster indicated that a named person in charge was identifiable each day.

(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.

There was 1 new staff member recruited since the service was last inspected on the 9th of February 2026.

(2)(a) There were two written and validated references available for the newly recruited staff member.

(b) References were submitted by the new staff member from reputable sources.

(c) Garda vetting disclosures had been obtained for the new staff member. The requirement to demonstrate compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years was met.

(d) Police vetting was available for the new staff member 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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(7) The registered provider ensured that all employees, were appropriately supervised and provided with appropriate information, and where necessary training, in relation to the following:

- (a) the policies, procedures and statements of the service specified in Schedule 5;
- (b) Part VIIA (inserted by section 92 of the Child and Family Agency Act 2013 (No. 40 of 2013)) of the Act, and
- (c) these Regulations.

The staff induction and training policy stated all staff members had detailed induction training. Regular reviews were carried out during and at the end of the probation term. Detailed records of staff supervision were also maintained by the registered provider.

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) The registered provider ensured that at all times there were an adequate number of qualified adults working directly with the children at the pre-school service.

(2) On the day of the inspection there were 53 pre-school children with 12 qualified staff present. The adult child ratio was correct in all rooms.

The manager and the assistant manager were supernumery and available to assist in all areas when needed. There were at all times relief staff available to replace staff while taking meal breaks. A designated person was available to prepare, cook and serve food to all children attending the service.

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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:

- (a) the name, position, qualifications and experience of the person in charge and of every other employee, unpaid worker and contractor;*
- (b) details of the class of service and the age profile of children for which the service is registered to provide services;*
- (c) details of the adult:child ratios in the service;*
- (d) the type of care or programme provided in the service;*
- (e) the facilities available;*
- (f) the opening hours and fees;*
- (g) the policies, procedures and statements the service is required to maintain in accordance with Regulation 10;*
- (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) The service ensured that a record in writing was kept of the following information in relation to the service:

- (a) The name, position, qualifications and experience of the person in charge and of each of the staff members working at the facility.
- (b) Details of the type of service in operation and the age profile of children for which the facility was registered to provide services.
- (c) Details of the adult/child ratios in the service.
- (d) The type of care programme provided in the service. This was shared through a regular newsletter, and similar information was displayed on a parent information board outside each room.
- (e) The facilities available.
- (f) The opening hours and fees.

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- (g) A record in writing was maintained of policies and procedures required in accordance with Regulation 10. A record of this was also provided to parents when children were enrolled.
- (h) Details of attendance by each pre-school child daily.
- (i) Details of staff rosters on a daily basis.
- (j) The service had a medication administration record template available that could be used in the event of a child requiring medication to be administered at the service.
- (k) Details of any accident, injury or incident involving a pre-school child attending the service. All incident reports were reviewed. All were completed in full and signed by staff and by parents.

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

Physical and Material Environment

Each area of the facility featured well designed indoor and outdoor spaces tailored to support children's developmental milestones across all age groups. The spacious, well-lit Baby Room prioritises comfort and physical progression with its soft floor mats, low rest seating, adult comfort areas, easily accessible open shelving for age-appropriate toys, push-and-pull items, stationary standing aids, and an interactive, child-height family photo wall. Similarly, the Toddler Room promotes imagination and sensory discovery through its fully equipped home corner, easily accessible puzzles and construction items, quiet rest zones, multiple sensory tray tables, and direct access to the secure outdoor grounds. For older children, the Playgroup room and three Preschool rooms offer adaptive layouts that change with the children's evolving interests, providing sensory resources, building blocks, creative art supplies, eye-level educational displays, and versatile interest areas that suit individual, small group, and large group learning. Finally, the safe and secure outdoor play areas are directly accessible from the classrooms, protected by high walls and steel fencing, and lined with a mix of grass and impact-absorbing rubber matting to facilitate safe gross motor play on various slides, swings, ride-on toys, and jungle gyms, with a new natural garden space set for immediate construction.

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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.

Compliance Information

General Safety:

The internal and external doors to the premises were secured at all times. Staff inside the main building allowed access to all who entered the facility. The side gate was opened for drop off and for collection and outside of these times it was securely locked. This prevented any child gaining access to the outside carpark and prevented unauthorised adults from gaining access to the children.

All toys and play equipment were assessed and were noted to be in good condition and free from pinch and crush points. Regular safety checks of all equipment were carried out, and detailed risk assessments of all areas were completed and signed off by staff when completed.

All hazardous cleaning agents were stored out of reach of all children.

Infection Control:

The service was cleaned appropriately with a high standard of operational hygiene noted in all areas of the building.

There were hot water, liquid hand soap and paper towels and foot pedal operated, lidded bins available at all children and adult toilets and sinks. The children were observed to wash their hands in all rooms prior to mealtimes, after messy play and after using the toilet. Handwashing instructions were clearly displayed in all areas.

When nappy changing, disposable aprons and gloves were worn by staff. All change mats were disinfected after each use, and all nappies were safely disposed of.

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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) There were 2 staff members available at the service who had completed first aid responder training. The certificates were in date up to January 2027.

(2)(a) Well-equipped first aid boxes were safely stored in all rooms of the service ensuring ease of access at all times.

(b) A designated person was assigned to check the contents of all first aid boxes on a regular basis.

Part VI - Safety

Regulation 27 – Supervision

A registered provider shall ensure that pre-school children attending the service are supervised at all times.

Compliance Information

On the day of inspection each child attending the service was under the supervision of a qualified staff member at all times. Supervision was primarily by sight and observation both indoors and outside. Supervision for short intervals by listening was accommodated, for example, children who were able to use toilet facilities independently were supported to do so and staff stayed within hearing range of children in case help was needed. Sleeping children were supervised closely and children were carefully monitored while eating and drinking.