

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS169
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Name of Service:	An Turas
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Address of Service:	Jobstown Childcare Centre Ltd, Fortunestown Way, Tallaght, Dublin 24, Co. Dublin
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Eircode:	D24 K462
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Name of Registered Provider:	Lisa Murphy
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Service type:	Full Day
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Date of Inspection:	14/04/2025
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No of pre-school children:	AM	62	PM	20
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Address of the Early Years Inspectorate:	Floor 7, Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
Inspection undertaken by:	R. Phillips and E. Mulhern
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	NA
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Description of service

An Túras is a not-for-profit service, that provides full day care, part time and sessional childcare to children from three months to six years of age. The service participates in the early Childhood Care and Education scheme. The service is currently operating from 08:00-17:00hrs, Monday to Friday, throughout the year. The service operates out of an adapted ground floor premises, in a mixed-use development. There are eight care rooms in the service and a designated sleep room. There is a fully enclosed outdoor play area to the rear of the building, which the children can access directly from each care room.

Staffing

There are 30 staff employed in the service, including the registered provider, who is the manager, two cooks, maintenance staff, two cleaners and 25 childcare practitioners.

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 areas of governance, health, welfare and development of child and safety. The inspection may also focus on other areas as required.

The inspection focused on an examination of compliance under regulations

9 (1)(2)(3)(4) Management and Recruitment

11 (1)(2) Staffing Levels

16 (1) (h)(i)(j)(k) Records in relation to a Preschool Service

19 (1)(a)(b) (3) Health, Welfare and Development of Child

23 Safeguarding Health, Safety, and Welfare of Child

25 First Aid

26 Fire Safety

These findings are outlined within the relevant regulations within this report.

A sampling process was used to assess compliance under Regulation 16 Records in relation to a preschool service, and Regulation 19 Health Welfare and Development of child. As a result, the scope of the inspection included Butterflies, Cubs, Bumble Bees and Little Lions rooms.

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

(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) The service had a named person in charge and a named person to deputise.
 - (b) There was a named person in charge onsite during the inspection.
- (2) The inspectors reviewed full recruitment records in relation to two staff members, whose records had not been reviewed on the last inspection.
- (a) One staff file had two validated references from previous employers.
 - (c) Garda Vetting disclosures were available for all staff members. All Garda vetting certificates were dated within the last three years, as required.
 - (d) Of the two staff files reviewed in full, neither person required police vetting.

(4) Not applicable, as neither staff member was working directly with the children as a childcare practitioner.

Non-Compliance Information

There was evidence that the registered provider did not ensure that all staff were suitable and competent prior to employment as outlined:

(2)(a)(b) Appropriate consideration had not been given to references prior to staff commencing work in the service as required.

Two records of verification of references were filed for one adult, however the original references were not filed with the verification record, for two previous employers. This was in contravention to the services recruitment policy which states that the references and the verification records will be maintained.

(2)(c) Appropriate consideration had not been given to the vetting disclosure received from the National Vetting Bureau of An Garda Síochána in accordance with the Act of 2012 in respect of one person, who had a positive disclosure. There were no records available to demonstrate that the positive disclosure had been considered when ascertaining the suitability of the adult to work in the service.

(3) It was not evident that the procedures specified in regulation (2)(a)(b) & (c) had been carried out for one adult as outlined above. It was also observed that the Garda vetting disclosure for this adult was dated one week after they had been employed to work in the service.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

(2)(a)(b) Requested additional references from management of previous references checks.

Ensure original references and verification records are maintained at all times.

(c) Completed a risk assessment on employee.

Updated our recruitment policy to include:

Disclosures

Risk declaration form

Risk assessment form

Ensure they are completed prior to commencement of employment.

Supporting documentation submitted

Validated references submitted.

Risk assessment submitted.

Updated recruitment policy submitted.

Summary Comment

The actions taken and comprehensive evidence submitted has been assessed by the Early Years Inspectorate and has been deemed to address the non-compliance.

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

11(1) An adequate number of adults were working directly with the children at all times during the inspection.

11(2) The minimum ratio of adults to children was adhered to at all times during the inspection. There were 62 preschool children being supervised by 17 adults in the morning, and 20 children being supervised by five adults in the afternoon as well as a cook, cleaner and registered provider present.

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) Details of children’s daily attendance at the service were recorded on the register in each care room. The register detailed the number of children present in the service when the inspectors arrived unannounced, in the rooms sampled.

(i) Details of all staff and their times in and out of the service were listed on a staff roster.

(j) A sample of ten records documenting administration of medication were reviewed. Pertinent information such as child’s name, date and time, medication and dose, managers signature, staff members signature and parents’ signature were observed.

(k) A record was maintained of accidents or incidents that occurred in the service, involving preschool children with the pertinent details and signatures of staff who witnessed same and parent/ guardian signature, as required. A sample of ten records were reviewed.

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

(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)(b)

Basic Needs:

There was a healthy eating policy in the service. All meals were prepared on the premises.

The kitchen staff and childcare staff demonstrated an awareness regarding individual children's allergies and dietary requirements.

The food served at snack and dinner time was healthy and nutritious. There were water stations at the children's eye level in each of the rooms and the children were offered water or milk with their meals.

The routine and play experiences in the rooms sampled were observed to be child led. The children were visibly content and engaged in their play.

The adults were observed to speak to the children in a respectful manner and offered positive reinforcement and encouragement and praise. Staff supported children to manage their personal care, assisting them with wiping their noses and washing their hands. Nappy changing was carried out routinely and sooner as required.

The children were dressed appropriately to play outside.

The inspectors observed two staff supporting the children to go to sleep in a designated sleep room, reading them a story and removing shoes and outer clothing. The staff gave comforters and soothers to those children who used them. There were rest areas available in each care room, and a cot and low bed available in Cubs room.

Supporting Relationships:

Opportunities to communicate with parents at drop off and collection were availed of, as parents come into the service to each care room to collect their children. An Túras team photos were visible on the corridor. Display boards also showed children engaged in various activities for parents to see.

Individual daily reports were written to share details of each child's day with parents.

Staff demonstrated a knowledge of children's families and the community they are part of, and a family wall displaying photos helped to connect home life to the service for the children attending.

Transitions were well managed between activities with staff letting the children know what to expect.

The staff were heard handing over care of the children in the care rooms, demonstrating excellent teamwork.

Physical and Material environment:

The service was well resourced with a variety of play equipment and materials which were accessible to the children on low level shelving, enabling children to make choices in their play. The rooms were laid out to support supervision of the children. There was a rest area in each room and defined interest areas.

The outdoor space had been resurfaced since the last inspection with artificial grass providing all weather surface for play. The outdoor area was divided into designated areas for each care room, with climbing structures, sandpits, water tables, and slides.

(3) The adults spoke kindly to the children and were gentle when assisting them with their care needs.

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 entrance to the service and the outdoor area were secured adequately, to prevent unauthorised persons coming into the service, or children leaving unsupervised.

The toys and play equipment observed in use on the day of inspection were in good working order and no hazards were observed in the indoor or outdoor play environments.

Infection Control:

Staff were observed wiping down tables before and after the children ate. The staff were observed supporting the children to wash their hands as required before meals, after outdoor play, and using the toilet or wiping their noses, or nappy changing. This was in line with their policy which clearly outlined the times when adults and children were required to wash their hands to prevent the spread of infections.

The inspectors observed nappy changing practices in the service which followed the services nappy changing policy, in preventing cross contamination and the risk of infection.

Administration of Medication:

The staff demonstrated knowledge of practices to keep children safe when administering medication in conversation with the inspector. Medications were stored in their original packaging as required out of reach of children in the office.

Two children had allergies which require that they have adrenaline autoinjectors prescribed for them in case of a severe allergic reaction. In conversation with the staff in the child's care room two staff demonstrated knowledge of the signs and symptoms of a reaction, and what do in an emergency as per the individual care plan for the child. The person in charge was also familiar with the care plan and actions to be taken in the case of a severe allergic reaction.

A sample of seventeen records of medicine administered were reviewed. All were fully completed with the pertinent information required.

Safe Sleep:

In discussion with the staff and observation of practice and of records, the staff evidenced knowledge of safe sleep practices, documenting sleep checks at ten-minute intervals. One member of staff stayed with the five children sleeping on floor beds.

Outing:

The registered provider informed the inspector that the service does not take the children on outings.

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) Two people with in-date First Aid Responder (FAR) training certificates were present throughout the inspection. The roster and discussion with the registered provider highlighted that there are three staff with current FAR training certificates, and that there is always someone with FAR training available to the children in the service.

(2) (a) There were numerous first aid boxes safely stored in conspicuous places throughout the service.

(b) There were adequately stocked first aid boxes in each care room, the kitchen and the office.

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) A written record was available detailing fire drills that had taken place in the service. The record showed that the last fire drill had taken place on the 24 March 2025.

(b) There was a record to show that the firefighting equipment had been serviced in May 2024. The certificate is valid until May 2025. There was a record to show maintenance of the fire alarm and detection system had taken

place on the 9 February 2025. There was also a record maintained of fire protections system servicing which takes place quarterly and was last documented on 3 April 2025.

(4) The procedures to be followed in the event of a fire were displayed in conspicuous locations throughout the service.