

Early Years Inspectorate Regulatory Report

Pre School

TUSLA Identifier:	TU2015DS188
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Name of Service:	An Cosán Early Years - Jobstown
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Address of Service:	An Cosán, Kiltalawn Village Centre, Jobstown, Dublin 24, Co. Dublin
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Eircode:	D24 R3PN
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Name of Registered Provider:	Anne Genockey
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Service type:	Full Day, Part Time, Sessional
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Date of Inspection:	13/04/2026
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No of pre-school children:	AM	24	PM	10
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Address of the Early Years Inspectorate:	Level 7 Brunel Building, Heuston South Quarter, Kilmainham, Dublin 8
Inspection undertaken by:	R Phillips
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

An Cosán Early Years service Jobstown, is one of six not for profit services operated by the registered provider. The service is situated within the Kiltalawn village centre, in Tallaght, South County Dublin. The ground floor facility had four of the five care rooms operating on the day of inspection. There were two distinct outdoor play areas, to the rear and side of the premises.

Staffing

There were fourteen adults employed in the service. A manager, deputy manager and twelve childcare practitioners. The deputy manager also carries out the preparation of food in the service's kitchen. The registered provider attended the service on the day of inspection but does not work directly with the children. There were ten adults working directly with the children on the day of inspection.

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. The inspection focused on an examination of compliance under the following regulations:

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

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11 (1) (4) (8)(a) – Staffing levels,

19 (1)(a)(b) – Health, welfare and development of child,

23 Safeguarding, health, safety and welfare of child,

25 First Aid.

26 (1) (2) (c) (4) Fire safety measures.

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.

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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) There was a designated person in charge and a named person to deputise as required.

(b) The person in charge was present at all times during the inspection.

(c) There was a clear management structure evident in the service.

(2) Through discussion with the service manager, it was confirmed that there was one adult employed since the last inspection. This adult's full staff file was reviewed.

(a)(b) A reference from the adult's most recent previous employer and one from a reputable source were available and had been validated as required.

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- (c) Garda vetting disclosures were reviewed for all staff and the registered provider. They were dated within the last three years in compliance with the Early Years Inspectorates regulatory notice that requires registered providers to reapply for garda vetting for all staff within a three-year timeframe.
- (d) Not applicable as the employee had not lived outside the Irish jurisdiction for six months or longer as an adult.
- (3) The procedures specified above, were carried out prior to the employee being appointed.
- (4) The employee holds a major award in Early Childhood Care and Education at level five on the National Qualifications Framework.

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.*
- (4) Subject to paragraph (5), where a registered provider contemporaneously provides-*
- (a) a sessional pre-school service, and*
 - (b) a full day care service or a part-time day care service, or both, the minimum ratio of adults to children applicable for the duration of the sessional pre-school service in respect of the children attending that service shall be the ratio specified in paragraph (3).*
- (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 2 adults on the premises at all times,*

Compliance Information

- (1) There was an adequate number of adults working with the children attending the preschool service at all times during the inspection.
- (4) The adult to child ratio surpassed the minimum requirement in the service. There were ten adults caring for twenty-four children throughout the morning, and four adults caring for ten children in the afternoon. The person in charge and deputy person in charge were also present but not counted in the adult to child ratios.
- (8)(a) There were more than two adults present at all times throughout the inspection.

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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

(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.

Compliance Information

(1)(a)(b)

Basic Needs:

The service promoted healthy eating. The children were observed eating nutritious food at snack times and dinner time. The food was prepared onsite. The staff sat with the children when they ate, engaging them in conversation and reading to them as they enjoyed their meals in a relaxed atmosphere.

The staff encouraged the children's independence in helping themselves to snack foods and dinner and pouring their own drinks. Drinking water was available throughout the inspection in each care room.

The older children's independence was encouraged when using the sanitary facilities. They were well supervised and offered support as required. Suitable changing facilities were available for those children using nappies. The staff were gentle in their approach to the children's personal care and provided nappy changes and changes of clothes as required.

The children were supported to wear suitable outdoor clothing to allow them to spend much of their time outside.

None of the children slept during the inspection. A designated sleep room was available with cots which are set up for the individual children under two who attend the service. The staff in the other care rooms stated that children were facilitated to sleep in a cot or on a floor mat if they required sleep, where the staff member caring for them would sit with them in the designated sleep room, if they required sleep.

Supporting Relationships:

It was evident that this service has developed strong partnerships with parents. Parents were welcomed into the centre. The staff gave the parents feedback verbally at collection time regarding their day.

All about me forms and photos were on the walls in the toddler room informing care staff about individual children's needs and preferences.

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“Our Family” photos were also on the walls in the care rooms at the children’s eye level, and “what’s going on in our community” pictures were observed in the baby room also promoting a sense of belonging and connection for the children between the service and their families and community.

The staff members displayed warmth and sensitivity in their interactions with the individual children.

Physical and Material Environment:

There were ample toys and play equipment available to the children in each care room, on low level open shelving, and the children were facilitated to choose toys and activities to engage with. The care rooms were organised into areas of interest to the children, which were uncluttered and accessible to all the children.

Each child had an opportunity to play outside, and the children in the preschool room spent the morning in the garden area.

Programme of Activities:

The preschool children spent time collaborating together using the contents of a “treasure box” of materials and their imaginations, promoting their physical, and cognitive development. This collaboration was not directed by the adults, who engaged with the children in their play.

The children’s daily routine was on the wall in words and pictures in the rooms. The staff’s observations and knowledge of the children informed their care. For example, sibling interactions were facilitated.

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

The inspector found by observation of practice, review of documentation, discussion with staff and inspection of the premises that the registered provider, manager and staff had taken the following steps to safeguard children attending:

General Safety:

The entrance to the service and outdoor areas were secured appropriately preventing children from exiting unsupervised and preventing unauthorised entry of persons to the service.

The toys and play equipment in use on the day of the inspection were safe and in good working order.

Cleaning agents were stored out of reach of children.

Blind cords were secured in each care room.

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The children did not have access to the kitchen or storerooms.

Infection Control:

The children washed their hands after using the toilet after nappy changing, returning from outdoor play, and before eating to prevent cross contamination.

There was liquid soap, thermostatically controlled warm water and paper towels available for handwashing.

There were signed cleaning schedules in place for the sanitary areas and care rooms, which appeared clean and maintained.

Staff were observed following the services nappy changing procedures including using personal protective equipment and handwashing as required. Staff washed their hands before serving food to the children and cleaned the tables before and after meals.

Waste was appropriately managed indoors and outdoors with the use of pedal operated bins.

Administration of Medication:

There were two care plans for children in the service, which had the pertinent details required to inform their care safely. Staff were aware of the signs of when these children may require medical attention or their medicine, and the inspector reviewed medicine administration records which detailed the pertinent information required including parent and staff and managements signatures.

Medicine was safely stored in its own packaging, out of reach of children, in a conspicuous place which staff could identify for the inspector.

Fire Safety:

Fire exits were signposted and unobstructed throughout the service.

The fire assembly point was signposted and easily identified outside the service and on fire evacuation plans that were visible throughout the service.

Outing:

The manager of the service informed the inspector that the service organised family days where parents and children go with staff from the service on days out. The service carries out risk assessments in advance and bring emergency contact numbers, first aid and a charged mobile phone.

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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) Five adults employed in the service have first aid responder (FAR) training certification. Four of those adults were present throughout the inspection. Discussion with the manager indicated that there is always one person with FAR training available to the children attending the service.

(2)(a)(b) Fully stocked first aid boxes were safely stored conspicuously in each care room, in each outdoor area, and in the kitchen and changing areas.

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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.*
- (2) The record referred to in paragraph (1) shall be open to inspection by-*
- (c) an authorised person.*
- (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 record was available of fire drills that had taken place in each care room. The records showed that a fire drill took place on 20 March 2026.
- (b) There was a record to show that the firefighting equipment had been serviced on 14 January 2026, and that maintenance of the fire detection and alarm system was last carried out on 06 March 2026.
- (2)(c) The records were made available for inspection.
- (4) A colourful depiction of the procedures to be followed during a fire drill and in the event of a fire were displayed in conspicuous locations throughout the service.