

Early Years Inspectorate Regulatory Report School Age Services

TUSLA Identifier:	TU2020TY003SA
Name of School Age Service:	Cos Clubs
Name of Registered Provider:	Geraldine Quigley
Address of School Age Service:	St Marys GAA Grounds, Western Road, Clonmel, Tipperary.
Eircode:	E91X2H4

Date of Inspection:	09 March 2026
Number of school age children present during inspection:	PM 117
Registration status:	Registered
Conditions (if applicable):	N/A

Address of the Early Years Inspectorate	2nd Floor, Estuary House, Henry Street, Limerick, V35 XT5F.
Inspection undertaken by:	S O'Brien & J Dennehy
Title:	Early Years Inspector & Inspection Registration Manager

Authority to Inspect

Tusla's 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).

Description of Service:

Cos Clubs is a standalone school age service catering for children aged 4 to 15 years old. The service operates from a premises in St. Mary's GAA club. There is one large hall with four adjoining rooms for the children to use. There is also a kitchen, office, and storerooms. There are adult and children's sanitary facilities. The service has access to a partially covered outdoor area to the side of the building as well as access to a large outdoor area to the rear of the premises. The service operates from 5.30am to 7.30pm daily. The registered provider operates one other school age service in Tipperary.

Staffing:

There are 65 adults attached to the service. The registered provider is based in the service. On the day of inspection, there were 31 adults present.

Legislation

Tusla's Early Years Inspectorate is the independent statutory regulator of School Age Services in Ireland, and its role is to promote and monitor the safety and quality of school age care provision in accordance with the following legislation:

- The Child and Family Agency Act 2013, Part 12.
- Child Care Act 1991 (Early Years Services) (Registration of School Age Services) (Amendment) Regulations 2022.
- The Child Care Act 1991 (Early Years Services) Registration of School Age Services Regulations 2018 (S.I. 575 of 2018).

A school age service means any early years service, play group, day nursery, crèche, day-care or other similar service which:

- a) caters for children under the age of 15 years enrolled in a school providing primary or post-primary education,

- b) provides a range of activities that are developmental, educational, and recreational in manner, which take place outside of school hours, the primary purpose of which is to care for children where their parents are unavailable, and
- c) the basis for access to which is made publicly known to the parents and guardians of the children referred to in point (a) above.

It is the responsibility of a registered provider to ensure the safety and well-being of school age children and the above legislation authorises Tusla to assess compliance with the Regulations.

Inspection Methodology:

The inspection is unannounced to assess compliance with the Child Care Act 1991 (Early Years Services) Registration of School Age Services Regulations 2018 (S.I. 575 of 2018), Child Care Act 1991 (Early Years Services) (Registration of School Age Services) (Amendment) Regulations 2022, and the Child Care Act 1991, Section 58 as amended by Part 12 of the Child and Family Agency Act, 2013.

The findings on inspection are gathered through a triangulation method, including:

- Information obtained through examination of documentation.
- Direct observation.
- Discussion with relevant staff.

This inspection aims to determine the extent to which service is appropriate for the care, safety, and wellbeing of children in accordance with the regulations cited above.

Inspection findings are documented in the School Age Services 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 corrected the non-compliance and how they will prevent them 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 CAPA 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.

Acknowledgements:

The inspectors wish to acknowledge the co-operation of the children, registered provider, person in charge, and staff who were present on the day of inspection.

Summary of Findings:

On inspection, the registered provider was found compliant in relation to the following:

- Regulation 9: Staffing levels
- Regulation 11: Premises
- Regulation 12: Insurance
- Regulation 13: Complaints

On inspection, the registered provider was found non-compliant in relation to the following:

- Regulation 8: Vetting disclosures
- Child Care Act 1992, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

Conclusion and follow up actions:

The registered providers response and documented evidence was reviewed by the inspectorate and has met the regulatory requirements. The noncompliance in relation to regulation 8(1)(d) remains outstanding.

Regulation 8: Vetting disclosures

(1) A registered provider of a school age service other than a childminding service 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.

(2) The procedures specified in paragraph 1 shall be carried out prior to any person being appointed, assigned or allowed access to or contact with a child attending the school age service.

Regulatory Requirement Met

(1) The recruitment files of 65 adults were reviewed which included the file of the registered provider.

(a) Seventy-four references were available from a past employer and were validated.

(b) Fifty-two references were available from another source and were validated.

(c) Garda vetting disclosures had been obtained for all 65 adults. The service also demonstrated compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.

(d) Twenty-two police vetting disclosures were available for adults that had lived outside of Ireland for longer than six consecutive months.

Regulatory Requirement not met

(1)

(a)&(b) Four references were not available in respect of two adults.

(d)

1. One police vetting disclosure was available but was not translated in English, therefore the inspector was unable to determine the information that the disclosure contained.

2. Twenty-five curriculum vitae's had gaps therefore it could not be determined whether police vetting was required in respect of each adult.

3. The curriculum vitae of two adults outlined that they had lived in a country for longer than six consecutive months and a police vetting disclosure was not available.

(2) The registered provider did not ensure that the relevant checks were carried out prior to the adults being assigned, appointed or allowed access to the children.

Corrective & Preventive Action Response submitted by the Registered Provider

The registered provider stated in their response:

Corrective action

(1)

(a) One reference received was from a past employer and was validated.

(b) Three references received were from another source and were validated.

(d)

1. A copy of the translated police vetting disclosure was submitted.

2. The service had the 25 employees fill in the gaps in their curriculum vitae. It was determined that five staff members required police vetting. Police vetting disclosures were submitted in respect of three staff members and police vetting applications in respect of two staff members.

3. Police vetting disclosures were submitted in respect of the two staff members.

(2)

The service has completed the relevant checks for each staff member and will ensure the checks are carried out prior to staff having access to the children.

Preventive action

(a)&(b) References for each staff member will be got before starting employment. A reference check sheet has been developed for all new staff.

(d)

1. The service will ensure that any staff member who has been outside of the country of Ireland for more than six months will receive police clearance for each country they have

lived in.

2. The service will be more vigilant in checking staff curriculum vitae's and will ensure from the age of 18 they have stated where they have lived in case police vetting needs to be applied for.

3. The service will not hire any employees that require police vetting until the vetting has been received.

(2)

The service will be more vigilant in checking staff curriculum vitae's and will ensure from the age of 18 they have stated where they have lived in case police vetting needs to be applied for.

Summary of Findings

Evidence of an application for two staff members for International Police Vetting was reviewed; however, a copy of the completed International Police vetting has not been submitted to the inspector to date. The registered provider is required to furnish the required documentation to the inspectorate upon receipt. The noncompliance in relation to regulation 8(1)(d) remains outstanding.

Regulation 9: Staffing levels

- (1) Subject to this Regulation, a registered provider of a school age service other than a childminding service shall ensure that there is at all times an adequate number of competent and suitable adults on the premises while the service is operating.*
- (2) Without prejudice to paragraph (1), a registered provider of a school age service other than a childminding service shall ensure that there is a minimum ratio of 1 adult to 12 children at all times while the service is operating.*
- (4) A registered provider of a school age service shall ensure that the school age children attending the service are appropriately supervised at all times.*

Regulatory Requirement Met

- (1) The registered provider ensured there was an adequate number of adults caring for the school age children for the duration of the inspection.

(2) There were 117 children being cared for by 31 adults; therefore, the service was adhering to the minimum adult to child ratios.

(4) The adults were observed supervising the children at all times for the duration of the inspection.

Regulation 11: Premises

A registered provider of a school age service shall ensure that-

(a) an outdoor space to which the school age children attending the service have access on a daily basis is provided on the premises, or

Regulatory Requirement Met

(a) The children had access to a large playing field to the rear of the premises. The children also had access to a small outdoor area that was partially covered to the side of the premises. The children were offered access to an outdoor space throughout the day. Children were able to move between the indoor and outdoor spaces as they wished.

Regulation 12: Insurance

A registered provider shall ensure that the school age service is adequately insured.

Regulatory Requirement Met

The registered provider ensured that the service was adequately insured. The insurance policy commenced on 28 March 2025 and expired on 27 March 2026. Insurance was also available in respect of vehicles that the service used to transport school age children. The insurance policy commenced on 17 September 2024 and expired on 16 September 2026.

Regulation 13: Complaints

- (1) A registered provider of a school age service other than a childminding service shall ensure that the complaints policy of the service specifies—*
- (a) the procedure to be followed by a person for the purposes of making a complaint in relation to the service,*
 - (b) the manner in which such a complaint shall be dealt with, and*
 - (c) the procedures for keeping a person who makes such a complaint informed of the manner in which it is being dealt with.*
- (2) A registered provider of a school age service other than a childminding service shall ensure that—*
- (a) a record in writing is kept of a complaint made to the provider in respect of the school age service, and*
 - (b) the complaint is duly dealt with in accordance with the provider's complaints policy.*

Regulatory Requirement Met

- (1)
- (a) The policy outlined the procedure to follow when making a complaint.
 - (b) The policy outlined how the complaint will be dealt with.
 - (c) The policy outlined how the complainant will be kept informed on the manner in which the complaint will be dealt with.
- (2)
- (a)&(b) The registered provider informed the inspector that no complaints had been made in relation to the service. The registered provider outlined that they were aware of the procedure to follow in the event of a complaint being received.

Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013

It shall be the duty of every person providing an early years service to take all reasonable measures to safeguard the health, safety and welfare of children attending the service and to comply with regulations made by the Minister under this Part.

Regulatory Requirement Met

- One adult managed access to the service during the inspection and coordinated the drop off and pick up of children as well as ensuring each child was signed in and out of the premises. This ensured that children could not exit the service unsupervised and no unauthorised persons could access the service. Access to the outdoor area to the rear of the building was supervised by the adults at all times while the service was in operation.
- The service provided a hot meal as well as snacks to children on a daily basis. There was a weekly menu available. On inspection the children were provided with the choice of stew and potatoes or pasta and cheese as their hot meal. A snack of fruit was provided which included apples, oranges and bananas. The children were given ample time to enjoy their food and additional food was provided to the children if required. The service was aware of children's dietary requirements and provided alternatives as required. Drinks were available to the children at all times.
- The children had the ability to move into different areas of the building as they wished. In one room there was a range of different areas set up for the children such as a construction area, home corner, rest area and craft area. There were ample resources available in each area. There was also a dedicated homework room where children could receive the required support in a relaxed atmosphere. There was a computer room available where children engaged with games. There was a rest area with televisions and gaming consoles set up. The main hall had a range of activities available such as dancing, skip rope as well as further seating areas. The outdoor areas facilitated games such as basketball, soccer as well as games with tyres and there were mud kitchens. The children were observed to be engaged in their chosen activities.
- Warm and responsive interactions were observed between the adults and children. The

adults engaged with children in a variety of different games and were very attentive to the individuals needs of the children.

Regulatory Requirement not met

1. The service had no records available for the maintenance carried out on the firefighting equipment since June 2023. This posed a safety risk to the children and adults present in the service in the event of a fire occurring.
2. Children were not observed to wash their hands prior to meals and snacks or returning from the outdoor area. Staff did not remind children to wash their hands. This was not in line with the service's infection control policy. This posed a risk of cross contamination to the children.
3. The children were not adequately supervised while using the toilet facilities. Children were able to independently access the toilet, but an adult was not assigned to monitor the usage like other areas within the service. This posed a potential risk to children's wellbeing.
4. The toilets were observed to be poorly maintained during the inspection. It is acknowledged that the toilets were attended to by an adult at 4.40pm. In discussion with the adults and the registered provider the toilets are usually monitored on an hourly basis but this practice was not observed on the day of inspection. This posed an infection risk to the children.
5. Some children were observed to be eating sweets and chocolate during the inspection. This was not in line with the service's healthy eating policy which stated that these items were not allowable. It is acknowledged that these items were supplied by parents and guardians. The adults did not monitor or intervene while the children were consuming these items. This posed a potential risk to children's wellbeing.

Corrective & Preventive Action Response submitted by the Registered Provider

The registered provider stated in their response:

Corrective action

1. All fire fighting equipment has been serviced and documented evidence was submitted.

2. The service has placed soap into the back sink to ensure that children will wash their hands coming in from the outdoor area. A designated staff member has been assigned to make sure that children wash their hands after being in the outdoor area. Documented evidence was submitted.
3. The service has allocated a female and male staff member to adequately supervise the children in this area.
4. There is a designated staff member assigned to cleaning the toilet every hour. Documented evidence was submitted.
5. The service has sent out a letter to the parents explaining that due to the healthy eating policy there is no sweets or chocolate are allowed in the service. Documented evidence was submitted.

Preventive action

1. The service will ensure that the fire fighting equipment is serviced yearly.
2. The service will be more vigilant with children to ensure hands are washed before eating.
3. A female and male staff member will be assigned to supervise the children in the area.
4. A cleaning sheet must be signed on the back of the doors to hold staff accountable for the toilets.
5. Staff have been informed to place any sweets or chocolate back in the child's bag.

Summary of Findings

The registered providers response and documented evidence was reviewed and has met the regulatory requirements. This will be reviewed at the next inspection.