Early Years Inspectorate Regulatory Report
Pre School

TUSLA Identifier:	TU2015DS169

Name of Service:	An Turas

Address of Service:	Jobstown Childcare Centre Ltd, Fortunestown Way, Tallaght, Dublin 24, Co. Dublin

Eircode:	D24 K462

Name of Registered Provider:	Lisa Murphy

Service type:	Full Day

Date of Inspection:	23/06/2026

No of pre-school children:	AM	82	PM	26

Address of the Early Years Inspectorate:	Level 7 Brunel Building, Heuston South Quarter, Kilmainham Dublin 8
Inspection undertaken by:	R Phillips, R Brien
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).

Description of service

An Turas 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 operates out of an adapted ground floor premises, in a mixed-use development, from 08:00-17:00hrs Monday to Friday. There are eight care rooms in the service and two designated sleep rooms. 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 31 staff employed in the service, including the registered provider, who is the manager. One member of staff supports with administrative duties. There are two cooks, maintenance staff, two household staff and 25 childcare practitioners employed. There were 82 children being cared for by 17 staff on the morning 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, records, 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),(7)(a)(b)(c) – Management and recruitment,

10 – Policies procedures etc. of a pre-school service,

11 (1), (4)(a)(b), (8)(a) – Staffing levels,

16 (1)(h)(i)(k) (3) – Record in relation to pre-school service,

23 – Safeguarding, health, safety and welfare of child and

27 – Supervision.

A sampling process was used to assess compliance under the following regulations;

9 (7)(a)(b)(c) – Management and recruitment,

10 – Policies procedures etc. of a pre-school service,

16 (1)(h)(k) – Record in relation to pre-school service.

As a result, the scope of the inspection included Little Robins room and Little Tigers room.

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.

Additional Information

This inspection was triggered by information received by the Inspectorate on 19 June 2026.

Acknowledgments
The inspectors wish to acknowledge the cooperation of the registered provider, deputy person in charge, staff and children who were present on the day of the inspection.

Statutory Notices		
Notice	**Date Served**	**Detail**
Improvement Notice IN3701	23/06/2026	There were two windows of an adjoining building, occupied by another organisation, which open onto the outdoor area of the service. On inspection one of these windows was open and the adjoining building was accessible posing a risk of a child entering the adjoining premises.
Status	Action was taken by the registered provider following service of the Notice and the registered provider submitted a written response with detailed corrective and preventive actions which were accepted by the Inspectorate.	
Improvement Notice IN3703	23/06/2026	Temperatures recorded in the care rooms were outside the required range of 18-22 °Celsius Temperatures were recorded at 22.7-27.7°Celsius. Younger children find it harder than adults to control their body temperature and can be at increased risk of heat-related illnesses, ranging from mild heat stress and dehydration to potentially life-threatening heatstroke.
Status	Action was taken immediately by the registered provider following service of the Notice and the registered provider submitted a written response with detailed corrective and preventive actions which were accepted by the Inspectorate.	

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

(b) The person in charge was present when the inspectors arrived unannounced for the inspection. The named person in charge remained on the premises throughout the inspection.

(c) There was a clear management structure in place. The manager and staff demonstrated an awareness of their roles and lines of authority within the service.

(2)(a)(b)(c)(d)(3)(4) Following discussion with the person in charge it was confirmed that no new staff commenced employment since the last inspection on 20 January 2026. All 31 staff files were inspected in relation to regulation 9(2)(c) on the last inspection and met regulatory requirements.

Non-Compliance Information

9(7)(a)(b)(c)

Whilst it is acknowledged that there was an induction process and training in place, and evidence of team meetings having taken place in April 2026, inspectors found that the registered provider did not demonstrate that they had taken all reasonable measures to ensure that all employees were provided with sufficient information and training to safeguard the health safety and welfare of children attending the service and to comply with the regulations as follows:

- A sample of three induction records were sought for the three most recently employed staff who commenced working in the service in 2024 and 2025.
  There were no induction records available for these staff. This was at variance with the service staff training policy which stated that each staff file contains:
  - Signed induction checklists.
  - Records of completed Support and Supervision sessions.
- Through a review of records and discussions with staff, it was evident that staff had not received regular support and supervision. There were no records of regular formal supervision available. This was at variance with the service's staff supervision policy which stated:
  - One to one supervision will be scheduled every 12 weeks.
  - New employees will have a one month check in, supervision meetings at 12 week intervals and a probationary review at six months.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The provider accepts that improvements are required to ensure all staff receive and have documented induction, support, and supervision in line with the service's policies and regulatory requirements.

A standardised induction checklist has been introduced. This checklist will be completed, signed by both the employee and manager, and filed in the employee's personnel file before the completion of the induction period.

A formal supervision schedule has been implemented to ensure all staff receive one-to-one supervision at least every 12 weeks, in accordance with the service's Staff Supervision Policy.

New employees will receive a one-month check-in, supervision meetings at 12-week intervals, and a probationary review at six months, with all meetings documented and retained on the employee's file.

Management will maintain a supervision tracker to monitor compliance, ensuring supervision sessions are completed within the required timeframe and that any training or support needs identified are actioned promptly.

Management will hold monthly management meetings to review staffing matters, monitor compliance with induction and supervision requirements, discuss any outstanding actions, and ensure continuity and consistency in the implementation of the service's policies.

Management will undertake quarterly audits of staff files to verify that induction, supervision, probation reviews, and all mandatory documentation are complete and up to date. Any gaps identified will be addressed immediately.

Supporting documentation submitted

The services staff training and continuous professional development policy was submitted.

Summary Comment

The actions taken and updated documentation submitted have been reviewed and deemed to address the noncompliance. This will be reviewed on the next inspection.

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

For the purpose of this inspection, a sample of the required written policies and procedures that are specified and required under schedule 5 of these regulations were reviewed.

The inspection focused on policies relating to accidents and incidents, risk management, staff training, and supervision of staff.

Risk management

The risk management policy included information relating to the following.

- Procedures to assess potential risks to children's safety and measures to eliminate or mitigate the risks.
- How risk assessments are conducted and documented.

Supervision of staff

The supervision of staff policy included information relating to the following.

- Staff are supervised and supported in relation to their work practices.
- The format, duration and frequency of supervision including induction and ongoing supervision.
- The policy outlines what records will be kept and where they will be stored.

Staff training

The staff training policy included information relating to the following.

- How staff training needs are identified and addressed.
- What resources are provided for training.
- Induction training.
- The availability of ongoing training and professional development.

Non-Compliance Information

- There was no Accident and Incident Policy made available for inspection.
- The supervision of staff policy did not outline how long the records of supervision will be kept.
- The risk management policy did not specify the length of time risk management records will be kept.

Corrective & Preventive Action submitted by the Registered Provider

Corrective and Preventive Action

The following actions have been taken:

• An Accident and Incident Policy has been reviewed, updated, and made available within the service policy folder. All staff have been informed of the location of the policy and their responsibilities in relation to recording, reporting, and managing accidents and incidents involving children, staff, or visitors.

• The Staff Supervision Policy has been updated to clearly specify the length of time supervision records will be retained. All supervision documentation will be securely maintained in accordance with regulatory requirements and the service's record-keeping procedures.

• The Risk Management Policy has been reviewed and updated to include the retention period for all risk assessment and risk management records. This ensures that records relating to identified risks, control measures, and reviews are maintained appropriately and remain available for inspection.

A full review of all service policies and procedures has commenced to ensure they are current, accessible, and contain all required information, including record retention periods where applicable.

The Person in Charge will complete regular policy audits to ensure all policies remain compliant, are reviewed within the required timeframe, and are communicated effectively to all staff.

Supporting documentation submitted

The services staff training and continuous professional development policy was submitted.

The updated Accident and Incident policy of the service has been submitted.

The updated Risk Assessment policy of the service has been submitted.

Summary Comment

The actions taken and supporting documentation submitted have been reviewed and deemed to address the noncompliance.

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.

(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)

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

(2)(4)(a)(b)

The minimum ratio of adults to children for full day care services and services that contemporaneously provide a sessional and full day care service were adhered to at all times during the inspection. There were 82 children attending the service being supervised by 17 adults on the day of inspection.

(8)(a)

There were at least two adults on the premises at all times on the day of inspection.

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;

(k) details of any accident, injury or incident involving a pre-school child attending the service.

(3) A record referred to in paragraph (1) shall be open to inspection on the premises, and the documents and records referred to in paragraph (2)(a) shall be open to inspection whether on the premises or elsewhere, by an authorised person.

Compliance Information

(1)

(h) A sample of the attendance records maintained by the service were reviewed and reflected the children in attendance on inspection in those rooms sampled.

(i) The staff roster reflected the staff present on the day of inspection.

(k) A sample of 20 accident and incident records were reviewed. These were signed by the staff member who witnessed the accident or incident, the staff member who was in charge at the time of the incident, management and parents and completed appropriately. An incident form had been completed for the incident that triggered the inspection.

(3) The documents and records referred to in paragraph (1) (h)(i) and (k) were made available for inspection.

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:

- External doors to the service were appropriately secured to prevent unauthorised persons accessing the service and preventing children leaving the service unsupervised.

- The toys and equipment in use by the children on the day of inspection were in good condition and appropriate to their ages and stage of development.
- Waste was appropriately managed in pedal operated bins in the rooms' sanitary areas and outdoor area.

Non-Compliance Information

General Safety:

1. See Statutory Notice section in relation to Immediate Action Notice IN3701 served.
2. See Statutory Notice section in relation to Improvement Notice IN3703 served.
3. Cleaning materials were stored in a low-level cupboard in Little Robins, Little Caterpillars and Bumblebees room, which did not have child safety locks in situ. Cleaning materials within children's reach puts them at risk of ingestion of poisonous substances.
   It is acknowledged that once the staff in each room became aware, they replaced the missing safety locks with new ones during the inspection.

Action submitted by the Registered Provider

Corrective & Preventive Action

General Safety:

3. Staff have been reminded of the service's Health and Safety and Risk Management Policies, with particular emphasis on the safe storage of hazardous substances. Daily room safety checks now include verification that all child safety locks are present, functioning correctly, and securely fastened. Broken or missing child safety locks were replaced on the day of inspection.

Any damaged or missing safety locks will be reported immediately and replaced before children have access to the room.

Supporting documentation submitted

General Safety:

Risk Management policy submitted.

Summary Comment

The actions taken and supporting documentation submitted have been reviewed and deemed to address the noncompliance.

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
The inspectors observed that the children were appropriately supervised. This included when they were eating, playing indoors and outdoors and using the sanitary facilities. Children were supervised primarily by sight during the course of the inspection.