

Early Years Inspectorate Regulatory Report School Age Services

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TUSLA Identifier:	TU2020DR020SA
Name of School Age Service:	Templeogue Afterschool Academy
Name of Registered Provider:	Ronnie Carroll
Address of School Age Service:	St Judes GAA Club, Wellington Lane, Dublin
Eircode:	D6WKX68

Date of Inspection:	10/10/2025			
Number of school age children present during inspection:	AM	N/A	PM	61
Registration status:	Registered for school age			
Conditions (if applicable):	Not applicable			

Address of the Early Years Inspectorate	The Brunel Building, Heuston South Quarter, St. John's Road West, Dublin 8.
Inspection undertaken by:	R. Duff A. Spain
Title:	Early Years Inspectors

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).

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Description of Service:

Templeogue After school Academy is located in a Gaelic Athletic Association complex in Templeogue, an urban area of Co Dublin. The service cares for children in the age range of 4 to 10 years and is operational between the hours of 1.00 and 6.30pm. The service has the use of a hall, two rooms, and sanitary accommodation at ground floor level. A kitchenette is available off the hall to prepare food. An enclosed outdoor play area is available at the back of the service.

Staffing:

There are 13 adults employed in the service, including the registered provider. The registered provider works directly with the children.

On the day of inspection, there were 13 adults present in the service.

Additional Information:

This inspection was carried out on foot of information received by the inspectorate.

An Immediate Action Notice was issued to the registered provider on 10 of October 2025 under Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013. A response was received from the registered provider on 15 of October 2025 with actions taken to address the two risks identified.

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:

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On the day of inspection, the registered provider was found to be compliant in:

- Regulation 8(1): Vetting Disclosures
- Regulation 9(1)(2): Staffing Levels
- Regulation 10: Policies
- Regulation 13: Complaints
- Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

On the day of inspection, the registered provider was found to be non-compliant in:

- Regulation 8(2): Vetting Disclosures
- Regulation 9(4): Staffing Levels
- Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013.

Conclusion and follow up actions:

The actions and evidence submitted by the registered provider, in their corrective and preventive action have adequately addressed the non-compliance identified on inspection.

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 inspection included a review of the required documentation for 13 adults employed to work in the service. The following documentation was available;
- (a) Two written and validated references were available from past employers in respect of eleven staff members working in the service.
 - (b) Two references from reputable sources were available in respect of two staff member working in the service.
 - (c) Garda vetting disclosures from the National Vetting Bureau of An Garda Síochána were available for 13 adults employed to work in the service including the Registered Provider. Garda vetting disclosures from all adults were assessed to determine compliance with the Early Years Inspectorate Regulatory Notice requiring services to renew Garda vetting every three years.
 - (d) Police vetting was available for 9 adults who were employed to work in the service and had lived outside the State for a period exceeding 6 consecutive months as adults.

Regulatory Requirement not met

- (2) Records held on site confirmed that not all of the necessary vetting procedures were conducted prior to the appointment of adults to work in the service/or directly with children. The necessary Garda vetting from the National Vetting Bureau of An Garda Síochána was secured for

four staff members following their start dates in September 2025. Records were not available to confirm that references for four staff members who commenced employment in the service in September 2025 were validated prior to their appointment to work in the service.

Corrective & Preventive Action Response submitted by the Registered Provider

The registered provider has stated that a new recruitment and vetting checklist has been introduced to ensure that Garda vetting and reference validations are completed before any staff member begins work in the service. It was also advised that all staff files will be reviewed monthly by a manager to ensure continued compliance with Regulation 8(2). As a preventive measure, the registered provider has designated a staff member to oversee all Garda vetting applications and to keep the vetting records updated at all times. It was also advised that no staff member will be scheduled for duty until all required vetting documentation has been received and filed.

Summary of Findings

The corrective and preventative actions as submitted by the registered provider meets regulatory requirement. This regulation will be assessed on the next inspection.

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)(2)

At 1:55pm, 37 children were supervised by 4 staff members. Additional staff and the registered provider completed school collections at this time.

At 3.30pm, 61 children were supervised by 11 staff in the service ; 24 children were supervised by 3 staff in the outdoor area, 8 children were supervised by 1 adult in one additional room; 9 children were supervised by 2 adults in another room; 10 children were supervised by 2 staff in one half of the hallway and 10 children supervised by 1 staff in the second part of the hall.

The children wore Hi-Visibility jackets throughout the day which aided visual supervision for the staff members. Staff members used a rotational system to move groups of children between the hall, two rooms and the outdoor area. During this time, the groups of children were engaged in varying activities, including football both indoors and outdoors, arts and crafts, homework and dancing. Staff were also observed to move in rotation to supervise different groups of children.

Regulatory Requirement not met

- (4) Although it is acknowledged that there was a sufficient number of staff available in the service throughout the inspection, appropriate supervision was not observed at all times.

Please refer to point 1 and 2 on the information outlined under Regulation Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013

Corrective & Preventive Action Response submitted by the Registered Provider

(4) The registered provider has stated:

While there was a sufficient number of staff present, the service recognises that consistent supervision is a key requirement under the Child Care Act 1991 (Section 58G) as amended. Since the inspection, the service has taken steps to strengthen supervision practices to include reviewing staff deployment to ensure continuous and appropriate supervision at all times, provide refresher guidance to all staff on active supervision responsibilities and best practice and updated the daily supervision plan to ensure clear allocation of supervision duties.

Summary of Findings

The corrective and preventative actions as submitted by the registered provider meets regulatory requirement. This regulation will be assessed on the next inspection.

Regulation 10: Policies of a school age service

A registered provider of a school age service shall ensure that the policies and statements specified in Schedule 6 are in place for the service.

Regulatory Requirement Met

The service had the required policies as specified under Schedule 6. The inspectors reviewed the complaints policy, the dropping off and collection of children policy and the safety statement including risk assessment as submitted by the registered provider. Please refer to the information outlined under Regulation Child Care Act 1991, Section 58(G) as amended by Part 12 of the Child and Family Agency Act, 2013

Regulation 12: Insurance

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

Regulatory Requirement Met

The registered provider ensured the school age service was insured. The insurance certificate provided for review showed cover for the 120 school age children and an expiry date of 27 March 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,*
- (3) A record in writing referred to in paragraph (2)(a) shall—*
- (a) include the nature of the complaint and the manner in which the complaint was dealt with,*

Regulatory Requirement Met

(1) (a)(b)(c)

A complaints policy was available within the service for a person to make a complaint. The policy detailed the procedures to follow, including the assigned person responsible for dealing with a

complaint, how complaints are dealt with and communication strategies in the case where a complaint is made to the service.

(2)(a)

The service's policy outlined that the service would retain the record of complaint and the timeframe of retention.

(3)

In discussion with the registered provider of the service, it was confirmed that the service has not received a written complaint. Therefore, records were not available for review.

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

During the inspection, the inspectors observed the health, safety and welfare of children being supported by the following:

The staff used a rotational system to organise children's activities throughout the day. The main hall was split into two, with tabletop activities such as colouring and block play on one side and sports games on the other. Two additional rooms were used inside the building for arts and crafts and dancing. Children spent time outdoors throughout the day in two defined outdoor spaces and staff were observed to coordinate and play games and activities with the children during this time. Staff were observed to address children by name and interact with children in a positive manner. Language used by the staff members was observed to be encouraging and supportive. Children were given advance warnings by staff members to support the transitions to different activity, locations and for mealtimes. The service provided the children with a hot meal on arrival from school and a light snack in the later part of the afternoon. On the day of inspection, the hot meal provided was a fish finger, pasta and sauce followed by a biscuit and fruit for snack.

Regulatory Requirement not met

1. There was open access to the hall and rooms in use by the service from a side door in the building, this door was used by the general public who were using a coffee shop with outdoor seating. This posed a risk of unsupervised exit by children and unauthorised access to the children. An immediate action notice was issued to the service on 10/10/2025 in respect of unsecured access to the service through a side door which was a safety risk to the children.
2. A side gate leading to a busy road was observed to be left open. Children were observed to walk past this gate unsupervised as they made their way to the outdoor area, and also observed leaving the outdoor area and when returning to the main hall. This posed a risk of unsupervised exit by children and unauthorised access to the children. Although it is acknowledged that there was a sufficient number of staff available in the service, appropriate supervision was not observed at all times. An immediate action notice was issued to the service on 10/10/2025 in respect of unsecured access to the service and outdoor play area which was a safety risk to the children
3. The services' dropping off and collection of children policy states transport arranged by the service to and from the service will be "risk assessed to ensure it is safe" However no record of risk assessment were available to confirm that the policy was implemented following an incident involving school transport used by the service.
4. The safety statement as dated 23 January 2025 for the service advised that "risk assessments are carried out and reviewed as required" No records of risk assessments conducted were available in the service. A staff member advised the inspectors that risk assessments were not conducted in the service, for example a record of risk assessments conducted to ensure that all entrances to the service were secured at all times.
5. The inspectors reviewed a sample of 11 records of incidents and accidents recorded in the service from February to October 2025. While it was

acknowledged that the records advised that parents were informed of the incidents in the case of 5 of the records reviewed, no parental signatures were on record to confirm that parents were informed of accidents and incidents involving their children. This could pose a risk to the safety of the children.

Corrective & Preventive Action Response submitted by the Registered Provider

The registered provider has stated that:

1. The door leading to the car park has been secured and this will remain secured for the duration of the time the service is open.
2. A lock has been placed on the gate leading to a busy road. A daily risk assessment will include checking the gate to ensure the gate is locked and safe for children.
3. A drop off and collection transport risk assessment was completed in December. The drop off and collection procedure has been updated and shared with all staff via the online system. Staff have confirmed receipt through signed acknowledgment records. Management will actively monitor staff practice to ensure the procedure is consistently implemented and followed in practice. A schedule has been implemented to ensure transport risk assessments are completed and reviewed at set intervals. Management will maintain a central risk assessment log and carry out regular audits to confirm that all required risk assessments are completed, recorded, and reviewed in line with policy.
4. Risk assessment and daily checklist documents have been developed and are now signed by staff to ensure the entrance and exits are secure.
5. The Incident and Accident Policy has been shared with all staff via the online system, staff have signed acknowledgements to confirm their understanding and compliance. This ensures that parental notification and signatures are consistently obtained and recorded for all incidents and accidents involving children.

Summary of Findings

The corrective and preventative actions as submitted by the registered provider meets regulatory requirement. This regulation will be assessed on the next inspection.