

Inspection of Zebras - Colstons, Elmgrove

19 Elmgrove Road, Redland, Bristol BS6 6AJ

Inspection date:

24 January 2024

**The quality and
standards of early
years provision**

**This
inspection**

Not met (with actions)

Previous
inspection

Good

What is it like to attend this early years setting?

This provision does not meet requirements

The nominated individual, who is also the manager, does not comply with all the safeguarding and welfare requirements to keep children safe. They do not ensure all staff are secure in the knowledge needed to deal with safeguarding concerns in a timely manner. For instance, staff do not know how to manage allegations against a staff member should they arise, including how to report a concern to the relevant agencies.

The manager does not provide mentoring and support for staff to improve their interactions with children. Staff often take on a supervisory role during children's play indoors and outdoors. They do not consistently interact with or support children, which results in some children showing a lack of engagement. As a result, children become bored, which leads to some disruptive behaviour. For example, they climb on a wooden dressing-up unit, compromising their safety.

Despite these weaknesses, children arrive at the setting happy and enter with ease. They hang up their belongings independently. Children are happy to see their friends. The connections they form with others help them to gain a sense of belonging.

What does the early years setting do well and what does it need to do better?

- Leaders do not ensure staff understand their roles and responsibilities. They do not provide effective staff supervision to address training needs, and offer coaching and support. This means staff are unclear of their day-to-day responsibilities and are unable to meet the needs of the children. They do not have the necessary skills and understanding to ensure children's safety and to improve on practice.
- Staff do not regularly implement hygiene practices. For instance, children and staff do not wash their hands before or after mealtimes, increasing the risk of germs spreading and cross-infection.
- Supervision of children during mealtimes is weak. Staff do not consistently monitor the children eating. For instance, children are not within hearing and sight while eating and they move around the setting with food in their mouth. Staff do not recognise the risk this poses from choking, which puts children's safety at risk.
- Leaders do not ensure staff implement the setting's safeguarding policy consistently. For example, some staff have their personal mobile phones in the rooms while working directly with children.
- Risk assessment is poor. Staff do not recognise and manage hazards in the environment effectively. They do not consider the space needed to adequately

place larger equipment to ensure children's safety. For example, staff do not identify the risk of children getting injured on a large trampoline which is positioned close to a wall as well as the main external door, which restricts access in case of an emergency.

- Children have opportunities to access all areas of the club, including free-flow access to the playground outside. They spend extended amounts of time outside. Children develop their physical skills, engaging activities, such as kicking balls and using large fabrics to build dens. They proudly show of their den creations to the staff.
- Leaders support children to keep themselves healthy and promote the importance of a good diet. For instance, children enjoy a healthy well-balanced snack on arrival, including access to fresh fruits and vegetables and they take part in daily outside physical activity.
- Leaders communicate daily with the school to understand how children may be feeling on arrival. They receive information about children who may need more support on certain days. They liaise with the special educational needs and/or disabilities coordinator (SENCo) to support a consistent approach to meeting children's care and learning needs.

Safeguarding

The arrangements for safeguarding are not effective.

There is not an open and positive culture around safeguarding that puts children interests first.

What does the setting need to do to improve?

To meet the requirements of the early years foundation stage and Childcare Register the provider must:

	Due date
ensure staff have a secure understanding of safeguarding policies and procedures, including how to identify, report and escalate safeguarding concerns and the safe use of mobile phones	07/02/2024
implement effective arrangements for the supervision of staff and provide effective support, coaching and training to promote the safety and interests of children	07/02/2024

ensure risk assessments are thorough, effective at identifying and minimising potential risks to children, and fully understood and adhered to by staff	26/01/2024
supervise children effectively during mealtimes by ensuring they are always within sight and hearing, and make sure staff are vigilant to the potential risk of children choking while eating	26/01/2024
review the organisation of daily routines to promote good hygiene practices at all times.	26/01/2024

Setting details

Unique reference number	EY499012
Local authority	Bristol City of
Inspection number	10312252
Type of provision	Childcare on non-domestic premises
Registers	Early Years Register, Compulsory Childcare Register
Day care type	Out-of-school day care
Age range of children at time of inspection	4 to 6
Total number of places	35
Number of children on roll	30
Name of registered person	Zebras Out Of School Club Ltd
Registered person unique reference number	RP900210
Telephone number	0117 377 2610
Date of previous inspection	25 April 2018

Information about this early years setting

Zebras at Colstons, Elmgrove registered in 2016. The after-school club operates in the school building of Colstons Primary Elmgrove site. It opens during term time from Monday to Friday. The breakfast club opens from 7.45am to 9am, and the after-school club operates from 3.10pm to 6pm. The club is for children in Reception and Year One only. The club employs five staff who work with children. Of these, one holds early years professional status and two hold appropriate qualifications at level 3.

Information about this inspection

Inspector
Vicky Burns

Inspection activities

- This was the first routine inspection the setting received since the COVID-19 pandemic began. The inspector discussed the impact of the pandemic with the setting and has taken that into account in their evaluation of the setting.
- The inspector viewed the provision and discussed the safety and suitability of the premises.
- Staff spoke to the inspector during the inspection.
- The inspector spoke with the nominated individual about the leadership and management of the setting.
- The inspector observed the quality of care being provided, indoors and outdoors, and assessed the impact that this was having on children's learning.
- Parents shared their views of the setting with the inspector.
- The inspector looked at relevant documentation and reviewed evidence of the suitability of staff working in the nursery.

We carried out this inspection under sections 49 and 50 of the Childcare Act 2006 on the quality and standards of provision that is registered on the Early Years Register. The registered person must ensure that this provision complies with the statutory framework for children's learning, development and care, known as the early years foundation stage.

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