



Missing child

Policy

Children's safety is our highest priority both on and off the premises. Every attempt is made to ensure the security of children is always maintained through following the settings safeguarding procedures and the supervision on outings/visits policy. In the unlikely event of a child going missing, this missing child procedure is followed.

Procedures

Child going missing on the premises

- As soon as it is noticed that a child is missing the key person/staff alerts the setting manager. The register is checked to make sure no other child has also gone astray.
- The setting manager will carry out a thorough search of the building and garden.
- Doors and gates are checked to see if there has been a breach of security whereby a child could wander out.
- The setting manager will contact the school office to advise of missing child.
- The setting manager calls the police and reports the child as missing and then calls the parent.
- The setting manager talks to the staff to find out when and where the child was last seen and records this.
- The setting manager contacts the Director and reports the incident. The Director comes to the setting immediately to carry out an investigation.

Child going missing on an outing

This describes what to do when staff have taken a small group on an outing, leaving the setting manager and/or other staff back in the setting. If the setting manager has accompanied children on the outing, the procedures are adjusted accordingly.

- As soon as it is noticed that a child is missing, staff on the outing ask children to stand with their designated carer and carry out a headcount to ensure that no other child has gone astray. One staff member searches the immediate vicinity but does not search beyond that.
- The setting manager is contacted immediately (if not on the outing) and the incident recorded.
- The setting manager contacts the police and reports the child as missing and then calls the parents.
- Staff take the remaining children back to the setting.
- In an indoor venue, the staff contact the venue's security who will handle the search and contact the police if the child is not found.

- The setting manager contacts the Director and reports the incident. The Director comes to the setting immediately to carry out an investigation.
- The setting manager, or a member of staff may be advised by the police to stay at the venue until they arrive.

The investigation

- Staff keep calm and do not let the other children become anxious or worried.
- The setting manager together with the Director speaks with the parent(s).
- The Director carries out a full investigation taking written statements from all the staff in the room or who were on the outing.
- The key person/staff member writes an incident report detailing:
 - The date and time of the report.
 - What staff/children were in the setting/outing and the name of the staff designated responsible for the missing child.
 - When the child was last seen in the setting/outing.
 - What has taken place in the setting or outing since the child went missing.
 - The time it is estimated that the child went missing.
- A conclusion is drawn as to how the breach of security happened.
- If the incident warrants a police investigation, all staff co-operate fully. In this case, the police will handle all aspects of the investigation, including interviewing staff. Children's social care may be involved if it seems likely that there is a child protection issue to address.
- The incident is reported under RIDDOR arrangements (see the Reporting of Accidents and Incidents policy); the local authority Health and Safety Officer may want to investigate and will decide if there is a case for prosecution.
- In the event of disciplinary action needing to be taken, Ofsted is informed.
- The insurance provider is informed.

Managing people

- Missing child incidents are very worrying for all concerned. Part of managing the incident is to try to keep everyone as calm as possible.
- The staff will feel worried about the child, especially the key person or the designated carer responsible for the safety of that child. They may blame themselves and their feelings of anxiety and distress will rise as the length of time the child is missing increases.
- Staff may be the understandable target of parental anger and they may be afraid. The setting manager need to ensure that staff under investigation are not only fairly treated but receive support while feeling vulnerable.
- The parents/carers will feel angry, and fraught. They may want to blame staff and may single out one staff member over others; they may direct their anger at the setting manager. When dealing with a distraught and angry parent, there should always be two members of staff, one of whom is the setting

manager and the other should be the Director. No matter how understandable the parent's anger may be, aggression or threats against staff are not tolerated, and the police should be called.

- The other children are also sensitive to what is going on around them. They too may be worried. The remaining staff caring for them need to be focused on their needs and must not discuss the incident in front of them. They should answer children's questions honestly but also reassure them.
- In accordance with the severity of the outcome, staff may need counselling and support. If a child is not found, or is injured, or worse, this will be a very difficult time. The Director will use their discretion to decide what action to take.
- Staff must not discuss any missing child incident with the media without taking advice.

This policy was adopted at a meeting of (name of setting)

Held on (date)

Date to be reviewed date

Signed by

Name of Signatory

Role of Signatory (i.e. manager)