

Safeguarding and Welfare Requirement: Child Protection

Providers must have and implement a policy, and procedures, to safeguard children.

1.5 Missing child (January 2018)

Policy statement

Children's safety is maintained as the highest priority at all times both on and off premises. Every attempt is made through carrying out the outings procedure and the exit/entrance procedure to ensure the security of children is maintained at all times. In the unlikely event of a child going missing, our missing child procedure is followed.

Procedures

Child going missing on the premises

- As soon as it is noticed that a child is missing, the Room Leader is alerted.
- The Room Leader and another member of staff will carry out a thorough search of the building and outside area.
- The register is checked to make sure no other child has also gone astray.
- Doors and gates are checked to see if there has been a breach of security whereby a child could wander out.
- If the child is not found, the parent is contacted and the missing child is reported to the police.
- The Room Leader talks to the staff to find out when and where the child was last seen and records this.
- The Room Leader contacts the Manager and reports the incident.

Child going missing on an outing

What to do when a child goes missing from a pre-school outing may be a little different, as parents usually attend and are responsible for their own child, but the following procedure is followed if a parent is not present:

- As soon as it is noticed that a child is missing, staff on the outing ask children to stand with their designated person 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 Manager is contacted immediately and the incident is reported.
- The Outing Leader contacts the police and reports the child as missing.
- The Outing Leader contacts the parent, who makes their way to the pre-school or outing venue as agreed.

- Staff take the remaining children back to the pre-school.
- In an indoor venue, the Outing Leader will contact the venue's security who will handle the search and contact the police if the child is not found.
- The Outing Leader, or designated staff member may be advised by the police to stay at the venue until they arrive.

The investigation

- Staff must keep calm and do not let the other children become anxious or worried.
- The Room Leader and Manager speak with the parent(s).
- The Manager carries out a full investigation taking written statements from all the staff in the pre-school or who were on the outing.
- The Room Leader / Outing Leader writes an incident report detailing:
 - The date and time of the report.
 - What staff/children were in the pre-school / on the outing and the name of the staff designated responsible for the missing child?
 - When the child was last seen in the pre-school / on the outing?
 - What has taken place in pre-school or on the 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 and 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 for the outing. 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 Manager needs to ensure that staff under investigation are not only fairly treated but receive support while feeling vulnerable.

- The parents will feel angry - they may want to blame staff and may single out one staff member over others or they may direct their anger at the Room / Outing Leader. When dealing with a distraught and angry parent, there should always be two members of staff, one of whom is the Room Leader and the other should be the Manager. 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 and 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 final 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 Team Leader and Manager will use their discretion to decide what action to take.
- Staff must not discuss any missing child incident.