



Missing Child Policy

Policy statement

Children's safety is Cross Hayes Pre-School's highest priority, both on and off the premises. Cross Hayes strive to provide a safe and secure environment, both in school and on outings, by enforcing strict policies and procedures and risk assessments where required. Every attempt is made, through the implementation of our 'Supervision of Children on Outings policy' and our 'Arrival and Departure policy', to ensure the security of children is maintained at all times. In the unlikely event of a child going missing, our 'Missing Child policy' is strictly followed, outlined below.

Procedures

Cross Hayes adhere to strict procedures when operating within the preschool environment to ensure children are contained within the building and grounds.

- Exits remain locked, alarmed or guarded by a member of staff at all times.
- An accurate up to date register is kept of both adults and children, including visitors, entering and leaving the premises.
- All children are aware that they are not permitted to open any doors.

If a child goes missing on the premises

- As soon as it is noticed that a child is missing, the relevant member of staff alerts our Supervisor.
- The register is checked to make sure no other child has also gone astray.
- Our Supervisor 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.
- If the child is not found, our Supervisor calls the police immediately and reports the child as missing. If it is suspected that the child may have been abducted, the police are informed of this.
- The parent(s)/carer(s) are then called and informed.
- A recent photo and a note of what the child is wearing is given to the police.
- Our Supervisor talks to our staff to find out when and where the child was last seen and records this.
- Our Supervisor contacts our chair and reports the incident. Our chair comes to the pre-school immediately to carry out an investigation, with our management team.

A child goes missing on an outing

- As soon as it is noticed that a child is missing, the staff members 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.
- Our senior staff member on the outing contacts the police and reports that child as missing.
- Our Supervisor is contacted immediately (if not on the outing) and the incident is recorded.
- Our Supervisor contacts the parent(s)/carer(s).
- Our staff take the remaining children back to the pre-school as soon as possible.
- According to the advice of the police, a senior member of staff, or our Supervisor where applicable, should remain at the site where the child went missing and wait for the police to arrive.
- A recent photo and a description of what the child is wearing is given to the police.
- Our Supervisor contacts our chair and reports the incident. Our chair comes to our premises immediately to carry out an investigation, with our management team.
- Our staff keep calm and do not let the other children become anxious or worried.

The investigation

- Ofsted are informed as soon as possible and kept up-to-date with the investigation.
- Our chair carries out a full investigation, taking written statements from all our staff and volunteers who were present.
- Our Supervisor, together with a representative of our management team speaks with the parent(s)/carers and explains the process of the investigation.
- The parent(s)/carer(s) may also raise a complaint with us or Ofsted. If so, our 'Complaints procedure' will be followed.
- Each member of staff present writes an incident report detailing:
 - The date and time of the incident.
 - Where the child went missing from e.g. the setting or an outing venue.
 - Which staff/children were in the premises/on the outing and the name of the staff member who was designated as responsible for the missing child.
 - When the child was last seen in the premises/or on the outing, including the time it is estimated that the child went missing.
 - What has taken place in the premises or on the outing since the child went missing.
 - The report is counter-signed by the senior member of staff and the date and time added.
- A conclusion is drawn as to how the breach of security happened.

- If the incident warrants a police investigation, all our staff co-operate fully. In this case, the police will handle all aspects of the investigation, including interviewing staff and parent(s)/carer(s). Children's social care may be involved if it seems likely that there is a child protection issue to address.
- In the event of disciplinary action needing to be taken, Ofsted are advised.
- 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.
- Our 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.
- They may be the understandable target of parental/carers anger and they may be afraid. Our Supervisor ensures that any staff under investigation are not only fairly treated, but receive support while feeling vulnerable.
- The parents/carers(s) may feel angry, and fraught. They may want to blame our staff and may single out one staff member over others; they may direct their anger at our Supervisor. When dealing with a distraught and angry parent/carer, there should always be two members of staff one of whom is our Supervisor and the other should be our chair or another representative of the management committee. No matter how understandable the parent's anger may be, aggression or threats against our 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. Our 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, our staff may need counselling and support. If a child is not found, or is injured, or worse, this will be a very difficult time. Our chair will use their discretion to decide what action to take.
- Our staff must not discuss any missing child incident with the press without taking advice.

This policy was adopted at a meeting of	_____	(name of provider)
Latest review	_____	(date)
Date to be reviewed	_____	(date)
Signed on behalf of the provider	_____	
Name of signatory	_____	

Role of signatory (e.g. chair, director or owner)

Other useful Pre-school publications

- Cross Hayes 'Arrival and Departure' Policy (2015)
- Cross Hayes Complaints Procedure (2015)
- Cross Hayes 'Supervision of Children on Outings' Policy (2015)