

St. Joseph's R.C. Primary School



Nursery Missing Child Policy

October 2023

Review: October 2026

Policy Review

This policy will be reviewed in full by the Governing Body on a 2 yearly basis.

The policy was last reviewed and agreed by the Governing Body October 2023

It is due for review in October 2026

Hayley Francis

Date: October 2023

Head Teacher



Lindsay Wise

Date: October 2023

Chair of Governors



Safeguarding and Welfare Requirement: Child Protection

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

Policy statement

Children's safety is our highest priority, both on and off the premises. Every attempt is made, through the implementation of our Outings Policy and Procedures and our 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 child's key person/the relevant member of staff alerts our setting manager.
- Doors and gates are checked to see if there has been a breach of security whereby a child could wander out.
- The Nursery Manager/Deputy will carry out a thorough search of the building and garden.
- If the child is not found, the Nursery Manager/Deputy 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 Nursery Manager or designated member of staff contacts our Head Teacher and reports the incident.
- The parent(s) are then called and informed.
- The Nursery Manager/Deputy talks to our staff to find out when and where the child was last seen and records this.
- A recent photo and a note of what the child is wearing is given to the police.

Child going missing on an outing

This describes what to do when staff have taken a small group on an outing.

- As soon as it is noticed that a child is missing, the staff members on the outing ask the remaining 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 Manager/ senior staff member on the outing contacts the police and reports that child as missing.
- The Head Teacher or Nursery Manager is contacted immediately (if not on the outing), who will contact the parents and the incident is recorded.
- According to the advice of the police, a senior member of staff, or Manager where applicable, should remain at the site where the child went missing and wait for the police to arrive. Staff take the remaining children back to the setting as soon as possible. Staff should keep calm and not let the other children become anxious or worried.
- A recent photo (if available) and a description of what the child is wearing is given to the police.
- What to do when a child goes missing from a whole group outing may be a little different, as parents usually attend and are responsible for their own child.

The investigation

- Ofsted are informed as soon as possible and kept up-to-date with the investigation.
- The Head Teacher/ Governors, carry out a full investigation, taking written statements from all staff and volunteers who were present.
- The Nursery Manager and Head Teacher speak with the parent(s) and explain the process of the investigation.
- The parent(s) may also raise a complaint with us or Ofsted.
- 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 parents. Children's Social Care Team 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.
- 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 anger and they may be afraid. The Nursery Manager ensures that any staff under investigation are not only fairly treated, but receive support while feeling vulnerable.
- The parents will feel angry, and fraught. They may want to blame our staff and may single out one staff member over others or they may direct their anger at the Manager. When dealing with a distraught and angry parent, there should always be two members of staff one of whom is the Manager and the other should be the Head or another representative of the senior management team and Governors. 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 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. Our Head Teacher will use their discretion to decide what action to take.
- Staff must not discuss any missing child incident with the press without taking advice from the Head Teacher