

Missing Child Policy

Statement of intent

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

Child going missing on the premises

- As soon as it is noticed that a child is missing the key person/staff alerts the camp leader/deputy (in their absence).
- The camp leader/ deputy (in their absence) will carry out a thorough search of the building and outdoor areas.
- 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 camp leader talks to the staff to find out when and where the child was last seen and records this.
- The camp leader contacts the Head office and reports the incident. The director/management committee carries out an urgent investigation.

The investigation

- Staff keep calm and do not let the other children become anxious or worried.
- The camp leader speaks with the parent(s).
- The directors/management team carry out a full investigation taking written statements from all the staff in the room or who were on the outing.
- The camp leader/staff member writes an incident report detailing:
 - The date and time of the report.
 - What staff/children were in the group/activity and the name of the staff designated responsible for the missing child.
 - When the child was last seen in the group/activity.
 - What has taken place in the group or activity 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 (Reporting of Injuries, Diseases and Dangerous Occurrence's Regulations); 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 camp leader or the designated carer responsible for the safety of that child for the activity. 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 camp leader will ensure that 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 staff and may single out one staff member over others; they may direct their anger at the setting leader. When dealing with a distraught and angry parent, there should always be two members of staff, one of whom is the supervisor and the other should be the deputy. 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. The directors/management committee will use their discretion to decide what action to take.
- Staff must not discuss any missing child incident with the press without taking advice.