06 Safeguarding children, young people and vulnerable adults procedures

**06.3 Visitor or intruder on the premises**

The safety and security of the premises is maintained at all time and staff are vigilant in areas that pose a risk, such as shared premises. A risk assessment is completed to ensure that unauthorised visitors cannot gain access.

**Visitors with legitimate business -** generally a visitor will have made a prior appointment

* On arrival, they are asked to verify their identity and confirm who they are visiting.
* Staff will ask them to sign in and explain the procedures for the use of mobile phones and emergency evacuation.
* Visitors (including visiting VIPs) are never left alone with the children at any time.
* Visitors to the setting are monitored and asked to leave immediately should their behaviour give cause for concern.

**Intruder**

An intruder is an individual who has not followed visitor procedures and has no legitimate business to be in the setting; he or she may or may not be a hazard to the setting.

* An individual who appears to have no business in the setting will be asked for their name and purpose for being there.
* The staff member identifies any risk posed by the intruder.
* The staff member ensures the individual follows the procedure for visitors.
* The setting manager is immediately informed of the incident and takes necessary action to safeguard children.
* If there are concerns for the safety of children, staff evacuate them to a safe place in the building and contact police. In some circumstance this could lead to ‘lock-down’ of the setting and will be managed by the responding emergency service (see procedure 01.21 Terrorist threat/attack and lock-down).
* The designated person informs their designated officer of the situation at the first opportunity.
* In the case of a serious breach where there was a perceived or actual threat to the safety of the children, the manager/designated person completes 06.1c Confidential safeguarding incident report form) and copies in their line manager on the day of the incident. The owners/trustees/directors ensure a robust organisational response and ensure that learning is shared.

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**06.4 Uncollected child**

If a child is not collected by closing time, or the end of the session and there has been no contact from the parent, or there are concerns about the child’s welfare then this procedure is followed.

* The designated person is informed of the uncollected child as soon as possible and attempts to contact the parents by phone.
* If the parents cannot be contacted, the designated person uses the emergency contacts to inform a known carer of the situation and arrange collection of the child.
* After one hour, the designated person contacts the local social care out-of-hours duty officer if the parents or other known carer cannot be contacted and there are concerns about the child’s welfare or the welfare of the parents.
* The designated person should arrange for the collection of the child by social care.
* Where appropriate the designated person should also notify police.

Members of staff do not:

* go off the premises to look for the parents
* leave the premises to take the child home or to a carer
* offer to take the child home with them to care for them in their own home until contact with the parent is made
* Staff make a record of the incident in the child’s file using , usually a practitioner. A record of conversations with parents should be made, with parents being asked to sign and date the recording.
* This is logged on the child’s personal file along with the actions taken. 06.1c Confidential safeguarding incident report form should also be completed if there are safeguarding and welfare concerns about the child, or if Social Care have been involved due to the late collection.
* If there are recurring incidents of late collection, a meeting is arranged with the parents to agree a plan to improve time-keeping and identify any further support that may be required.

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**06.5 Missing child**

# In the building

* As soon as it is noticed that a child is missing, the member of staff informs the designated person who initiates a search within the setting.
* If the child is found on-site, the designated person checks on the welfare of the child and investigates the circumstances of the incident.
* If the child is not found on site, one member of staff searches the immediate vicinity, if there is no sign of the child, the police are called immediately.
* The parents are then called and informed.
* The designated person contacts their designated officer, to inform them of the situation and seek assistance.

**Off-site (outing or walk)**

* As soon as it is noticed that a child is missing, the senior staff present carries out a headcount.
* One member of staff searches the immediate vicinity.
* If the child is not found, the senior staff calls the police and then contacts the designated person.
* The designated person informs the parents.
* Members of staff return the children to the setting as soon as possible if it is safe to do so. According to the advice of the police, one senior member of staff should remain at the site where the child went missing and wait for the police to arrive.
* The designated person contacts the designated officer, who attends the setting.

**Recording and reporting**

* A record is made on 06.1a Child welfare and protection summary and 06.1b Safeguarding incident reporting form. The manager as designated person completes and circulates 06.1c Confidential safeguarding incident report form to the designated officer on the same day that the incident occurred.

# The investigation

* Ofsted are informed as soon as possible (and at least within 14 days).
* The designated officer carries out a full investigation.
* The designated person and the designated officer speak with the parents together and explain the process of the investigation
* Each member of staff present during the incident writes a full report using 06.1b Safeguarding incident reporting form, which is filed in the child’s file. Staff do not discuss any missing child incident with the press.

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**06.6 Incapacitated parent**

Incapacitated refers to a condition which renders a parent unable to take responsibility for their child; this could be at the time of collecting their child from the setting or on arrival. Concerns may include:

* appearing drunk
* appearing under the influence of drugs
* demonstrating angry and threatening behaviour to the child, members of staff or others
* appearing erratic or manic

**Informing**

* If a member of staff is concerned that a parent displays any of the above characteristics, they inform the designated person as soon as possible.
* The designated person assesses the risk and decides if further intervention is required.
* If it is decided that no further action is required, a record of the incident is made on form 06.1b Safeguarding incident reporting form.
* If intervention is required, the designated person speaks to the parent in an appropriate, confidential manner.
* The designated person will, in agreement with the parent, use emergency contacts listed for the child to ask an alternative adult to collect the child.
* The emergency contact is informed of the situation by the designated person and of the setting’s requirement to inform social care of their contact details.
* The designated officer is informed of the situation as soon as possible and provides advice and assistance as appropriate.
* If there is no one suitable to collect the child social care are informed.
* If violence is threatened towards anybody, the police are called immediately.
* If the parent takes the child from the setting while incapacitated the police are called immediately and a referral is made to social care.

**Recording**

* The designated person completes 06.1b Safeguarding incident reporting form and if social care were contacted 06.1c Confidential safeguarding incident report form is completed the designated officer. If police were contacted 06.1c Confidential safeguarding incident report form should also be copied to the owners/directors/trustees.
* Further updates/notes/conversations/ telephone calls are recorded.

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# 06.7 Death of a child on-site

**Identifying**

* If it is suspected that a child has died in the setting, emergency resuscitation will be given to the child by a qualified First Aider until the ambulance arrives.
* Only a medical practitioner can confirm a child has died.

**Informing**

* The designated person ensures emergency services have been contacted; ambulance and police.
* The parents are contacted and asked to come to the setting immediately, informing them that there has been an incident involving their child and that an ambulance has been called; asking them to come straight to the setting or hospital as appropriate.
* The designated person calls the designated officer and informs them of what has happened.
* The owner are contacted and 06.1c Confidential safeguarding incident report form prepared by the designated person and designated officer.
* A member of staff is delegated to phone all parents to collect their children. The reason given must be agreed by the designated officer and the information given should be the same to each parent.
* The decision on how long the setting will remain closed will be based on police advice.
* Ofsted are informed of the incident by the nominated person and a RIDDOR report is made.
* Staff will not discuss the death of a child with the press.

**Responding**

* The owners will decide how the death is investigated within the organisation after taking advice from relevant agencies.
* The owners will coordinate support for staff and children to ensure their mental health and well-being.

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**06.8 Looked after children**

**Identification.**

A 'Looked after Child' is a child in public care, who is placed with foster carers, in a residential home or with parents or other relatives.

**Services provided to Looked After Children**

*Two-year-olds*

* Places will be offered to two-year-old children who are looked after; where the placement in the setting will normally last a minimum of three months.
* Where the child is already in attendance and has a secure attachment with an existing key person a continuation of the existing place will be offered.

*Three- and four-year-olds*

* Places will be offered for funded three- and four-year -olds who are looked after; where the placement in the setting will normally last a minimum of six weeks.
* If a child who attends a setting is taken into care and is cared for by a local carer the place will continue to be made available to the child.

**Additional Support**

* The designated person and key person liaise with agencies and professionals involved with the child, and his or her family, and ensure appropriate information is gained and shared.
* A meeting of professionals involved with the child is convened by the setting at the start of a placement. A Personal Education Plan (PEP) for children over 3 years old is put in place within 10 days of the child becoming looked after.
* Following this meeting, 6.8a Care plan for looked after children form is completed. The care plan is reviewed after two weeks, six weeks, three months, and thereafter at three to six monthly intervals.
* Regular contact will be maintained with the social worker through planned meetings, which will include contribution to the PEP which is reviewed annually.

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**6.10 Key person supervision**

Staff taking on the role of key person must have supervision meetings in line with this procedure.

**Structure**

* Supervision meetings are held every 8-10 weeks for key persons.
* Key persons are supervised by the setting manager or deputy.
* Supervision meetings are held in a confidential space suitable for the task
* Key persons should prepare for supervision by having the relevant information to hand.

**Content**

The child focused element of supervision meetings must include discussion about:

* the development and well-being of the supervisee’s key children and offer staff opportunity to raise concerns in relation to any child attending. *Safeguarding concerns must always reported to the designated person immediately and not delayed until a scheduled supervision meeting*
* reflection on the journey a child is making and potential well-being or safeguarding concerns for the children they have key responsibility for
* promoting the interests of children.
* coaching to improve professional effectiveness based on a review of observed practice/teaching
* reviewing plans and agreements from previous supervisions including any identified learning needs for the member of staff
* During supervision staff can discuss any concerns they have about inappropriate behaviour displayed by colleagues, but must never delay until a scheduled supervision to raise concerns.
* Staff are reminded of the need to disclose any convictions, cautions, court orders, reprimands and warnings which may affect their suitability to work with children that have occurred during their employment. New information is referred immediately to the designated officer.

**Recording**

* Key person supervision discussions are recorded and is retained by the supervisor and a copy provided to the key person.
* The key person and supervisor must sign and date the minutes of supervision within 4-6 weeks of it happening and disagreements over recorded content must be minuted.
* Each member of staff has a supervision file that is stored securely at all times.
* Concerns raised during supervision about an individual child’s welfare may result in safeguarding concerns not previously recognised as such, these are recorded on 06.1b Safeguarding incident reporting form and placed on the child’s file. The reasons why the concerns have not previously been considered are explored.
* Additional safeguarding or welfare decisions made in relation to a child during supervision are recorded on the individual case file. The supervisor (if not the designated person) should ensure the recording is made and the designated person is notified.

**Checking continuing suitability**

* Supervisors check with staff if there is any new information pertaining to their suitability to work with children. This only needs to be recorded on the supervision meeting record.
* Where staff are on zero hours contracts or are employed as and when needed, their line manager completes the staff suitability self-declaration form quarterly, and/or at the beginning of every new period of work.
* Regarding the use of agency staff/support workers/self-employed persons there is an expectation that as part of the agreement with agencies they have sought information regarding their employee’s suitability to work with children. Line managers must review this regularly.
* The position for students on placement is the same as that for agency staff

**Exceptional Circumstances**

Where exceptional circumstances prevent staff from conducting supervision as outlined in this procedure, the line manager is informed in writing, a copy placed on the supervision file and the appropriate actions agreed to ensure that the setting meets its obligations within the EYFS**.**

**Further guidance**

Recruiting Early Years Staff (Pre-school Learning Alliance 2016)

People Management in the Early Years (Pre-school Learning Alliance 2016)