



WHISPERING TREES

ONE TO ONE WORKING POLICY

All staff at Whispering Trees hold current Enhanced Disclosure and Barring Service checks.

For the most part participants at Whispering Trees will work in small groups – often with two members of staff. However, there may be occasions when one to one activities are more appropriate. In these situations, members of staff are expected to undertake 1:1 tasks within eye-sight / hearing of other staff members wherever possible.

With regards to one to one off-site contact, it is kept to a minimum and in a public place. The exception is participant transport when a staff member may be asked by parent(s) / carer(s) or Local Authority to transport the young person. The latter will sit in the back of the car. (Link with “Transportation of Participants’ policy and procedures.)

Because staff at Whispering Trees offer therapeutic education to young people there will be times when they arrange home visits during the holidays. No member of staff should visit the participant at home without the presence of a parent / carer or responsible family member. If the latter is not there on arrival, the staff member should not enter the home. Should the parent agree to the staff member taking the young person on a short trip or walk it needs to be to or in a public place. Touch should be avoided in 1:1 situations (see our “Touch Policy”).

As some, if not all, of the participants are likely to struggle with issues of trust, some may have had traumatic experiences and many spend much of their leisure time in a fantasy world, it is feasible that one to one working could hold potential dangers for members of staff in terms of confused narratives or even allegations. It is therefore important to risk assess and use one’s knowledge of the participant and their situation before embarking on this style of working for the protection of self as well as the participant.

If a staff member is concerned, please seek advice from Management.

Policy devised by: Dave Butcher, Head of Welfare

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Date of last review: 22/07/26 Lynne Dalby, Welfare Manager

Next review 22/07/27