



Growing Hope |  
Registered charity 1176358

Growing Hope, KXC, 237 Pentonville Road,  
London, N1 9NG | 07496 528506  
info@growinghope.org.uk

## **Recruitment and employment policy**

According to the Equality Act 2010, as permitted Schedule 9, Part 1, there is an occupational requirement that any therapist or volunteer working within a Growing Hope clinic is a Christian.

In the best interests of the objectives of the charity as outlined in its constitution, each therapist must be an active member of the local church in which the clinic works in partnership for the duration of their employment with Growing Hope.

*The process for starting to set up a clinic will be as follows:*

- 1) Contact made through networking or training between a trustee and an individual who may be interested in setting up a clinic in their local church or a local church leader.
- 2) Information shared with potential therapist and their church leader in terms of Growing Hope's business plan and church partnership process.
- 3) Local church has the opportunity to explore the interest within their church community and possibility of setting up a local Growing Hope.
- 4) Initial meeting organised between a Growing Hope trustee, church leader and potential therapist. This will provide an opportunity for the Growing Hope trustee to understand the potential of the local therapist
- 5) The local church leader will have a responsibility, together with the lead therapist and clinic manager, to invite individuals to the board of trustees.
- 6) Local church leader and at least one other senior member of the staff team to arrange an interview process for the local therapist in order to assess their suitability to become a part of the local staff team. As part of this process the local church leader should also ascertain whether any other health care professionals with experience working with children and young people, who are part of the local church, would possibly be suitable for the role.
- 7) Growing Hope (umbrella) trustees to receive a CV and references for the potential therapist together with proof that they are a member of the Health Care Professions Council and their professional body.



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- 8) If both the local church and Growing Hope are satisfied with the suitability of the therapist then an initial agreement in writing will be drawn up with timescales specific to the local church agreed at the time.
- 9) Growing Hope will support the process of applying for charity status.
- 10) Growing Hope will provide set up funding according to the needs of the local Growing Hope.
- 11) Growing Hope will support the new local Growing Hope with their fundraising process.

*Criteria that must be met by both the local church and lead therapist/ clinic manager are as follows:*

- The church must be within the UK, have Christian values and agree with Growing Hope's faith policy.
- The church must be able to commit a day a week of salary for the lead therapist and clinic manager.
- The church must have the capacity for the lead therapist and clinic manager to become a part of their staff team and receive pastoral line management.
- The church must have a senior leader who can be on the board of trustees for the local charity.
- The lead therapist and clinic manager within Growing Hope a therapist must have at least three years of practice experience, be a member of their professional body and the Health Care Professions Council and be committed to the local church from which the local Growing Hope will run.

*Additional therapist employment*

- Additional therapists can volunteer their services to Growing Hope local clinics if they are a member of the local church and a committed Christian. They will need to submit their CV and two references to the local Growing Hope



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trustees in order for this to be agreed. A volunteer agreement will be signed by a trustee and the individual volunteering.

- If a therapist would like to extend their time beyond a day per week and the charity has the financial capacity to do so a job advert will be created in order that a fair recruitment and vetting process can be carried out before an individual who has been working in a voluntary capacity can be employed. An interview with at least two trustees will be carried out.
- Where the charity trustees decide they would like to expand the clinic provision they reserve the right to advertise a therapist post which, in consideration of the best interests of the charity, is advertised as needing to be an individual committed to the local church for the duration of their employment. In addition to this, according to the Equality Act 2010, as permitted Schedule 9, Part 1, there is an occupational requirement that any therapist is a Christian.

Date Adopted: 24<sup>th</sup> **March 2019**

This policy should be considered in line with other Growing Hope policies (e.g. safeguarding, faith policy, conflicts of interest policy).