

GROWING HOPE

Growing Hope Faith Policy

Growing Hope is a Christian based organisation with values centred around Hope, Community, Courage, Innovation and Generosity.

We believe that Jesus brings hope even in the most difficult situations and that underpins everything that we do.

As part of our value of community, in reflecting our faith, we want to enable everyone to be seen, heard and able to belong.

We believe that Christian life is lived in relationship with God which is made possible through Jesus. We believe that God guides us through his Holy Spirit and, in common with other Christians, we seek to deepen our relationship with God and follow the way that Jesus taught. We believe in the authority of the bible and want to follow God's words and teaching.

Growing Hope aims to provide a holistic service which meets both practical and spiritual needs of children, young people and their families. Our clinics will all be run in accordance with Christian principles and in partnership with a local church.

Growing Hope believes that everyone is created uniquely by God, he *'knitted us together in our mother's womb'¹* and we are *'fearfully and wonderfully made'²*. Our services are therefore open to all individuals regardless of their background, walk of life or faith. Growing Hope will celebrate with children and their families the value and potential that everyone has.

The trustees, Growing Hope staff and volunteers believe that God longs for each of us to come into relationship with Him in the power of the Holy Spirit through his Son Jesus. For this reason the charity wants to be open with the families who come to our clinics about what motivates the service.

As an organisation (employees, freelancers, volunteers and representatives of Growing Hope) we want to focus any faith conversations we have with families on the hope that Jesus brings. Therapists will always ask parents at the end of each therapy session if there is anything they would like to pray about. There is no pressure if families do not want to pray. For Growing Hope roles (employees, freelancers, and most representatives of Growing Hope), there is Occupational Requirement to be a Christian, as permitted under Schedule 9, Part 1, of the Equality Act 2010.

Growing Hope courses may be written with a Christian basis which participants can choose to engage in or not. Any families accessing Growing Hope clinics will have the opportunity to receive support to attend church if they would like to. Trained Christian volunteers will provide 1:1 or group support for children with additional needs to access church.

[Providing free therapy for children and young people with additional needs and their families in partnership with local churches across the UK.](#)



Some of Growing Hope's volunteers working alongside Growing Hope's paid staff, or those providing background support and not in contact with families may provide support to Growing Hope without sharing in the Christian faith as long as they are aware of and are able to uphold Growing Hope's Christian values.

The charity provides services to everyone living within the locality of the clinic regardless of religious beliefs and will fully respect any individual's choice to decline prayer, not talk about faith, or practice their own faith. Please see our equality, diversity and inclusion policy for more details.

Date updated: **November 2024**

This policy should be read alongside other Growing Hope policies.

[1] Psalm 139:13

[2] Psalm 139:14