

ANNUAL REPORT

Growing
HOPE
Brockley


2020

Report and Financial Statements
23 March 2020 - 31 December 2020

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“We came to you with a very specific area of need, you were able to take a step back and look at Ted’s full picture - and are now supporting us with something I didn’t even know we could get help with.”

GROWING HOPE NATIONAL CHARITY, CEO'S LETTER

It has been a privilege to see the way that Growing Hope has been able to continue to grow hope for children, hope for families and hope in Jesus throughout 2020. Despite a turbulent year we have much to celebrate - we have seen a new Growing Hope clinic launched, fundraising targets met, and have had several new staff members join our team.

I am incredibly proud of the momentous amounts of work that our trustees, volunteers and staff have put in across 2020. Without these dedicated individuals Growing Hope would not be where it is today.

This year we launched Growing Hope Brockley, our second local clinic, in partnership with St Peter's Brockley. It has been a joy to welcome Shaaron Powell to the Growing Hope team as Lead Therapist and Clinic Manager providing occupational therapy services to children in Lewisham and Southwark. The launch of a second clinic has been an encouraging step towards our long term vision to set up twenty clinics across the UK by 2030.

We expanded our therapy team in the Growing Hope King's Cross clinic welcoming Abi Page (speech and language therapist) and Judith Hart (physiotherapist) to the team, both in two day a week roles. The King's Cross clinic also continues to provide occupational therapy, music therapy and children's counselling and has directly worked with over 120 individuals in 2020.

We also grew our national team and in September welcomed Rachel Orphan as



"I am incredibly proud of the momentous amounts of work that our trustees, volunteers and staff have put in across 2020."



Fundraising & Communication Officer. Rachel has been an incredible asset to the team and it is brilliant having her on board.

Coronavirus has had a significant impact on the children, young people and families that we work with this year. Several families have experienced increased stress and difficulties with their children's behaviour, some families have lost loved ones. As a small organisation, we have been able to respond quickly in the face of different government measures to slow the spread of the virus. Our coronavirus policy has evolved with the changing situation. During the first lockdown, individuals self-isolation periods, and tier 4, we have worked with families virtually. For approximately three months of 2020 we were able to open our clinics again in-person and see families face to face with health and safety measures in place. Throughout virtual and in-person support we have seen our services have a positive impact on the health and wellbeing of families. As a charity, we have endeavoured to go the extra mile and ran a virtual parent support group, a podcast, and a weekly activity idea newsletter for families. We have supported several families with challenging transitions back to school throughout the period. We continue to believe that Jesus brings hope even in the most challenging situations and continue to pray that God brings a quick end to coronavirus.

This year we have developed our values as an organisation- hope, community, courage, innovation and generosity. I have seen these reflected in many of the staff, families, volunteers and supporters I have encountered in the previous year. In particular, I'd like to extend my gratitude to the supporters who have shared their time, encouragement, finances and skills which have enabled Growing Hope to thrive.

As Founder & CEO of Growing Hope I am so grateful for God's faithfulness over the last three years since the charity launched. We have all learnt a lot in the process, and I am excited for this next phase of development as the team continues to expand and we continue to grow hope in the lives of children and young people with additional needs and their families across the UK.

Yours Truly,

Dr Naomi Graham
Founder & CEO



Dr Naomi Graham
Founder & CEO

VALUES



Hope

We believe Jesus brings hope to children, young people and families, even in the most difficult situations, and that underpins everything we do.



Community

We are accepting of all and want everyone to know they are seen, heard and belong.



Courage

We are brave, choosing honesty over comfort, and tackling problems because we want to change lives.



Innovation

We are innovative, flexible and creative in our approach, always aiming for excellence.



Generosity

We look out for others and share our time, encouragement, finances and skills.



CHAIRMAN'S LETTER

Following the launch of our clinic, I would like to take this opportunity to offer my humble thanks to God for His hand upon the process of setting up and opening Growing Hope Brockley. He has blessed us with an outstanding team of Trustees who have selflessly given up many hours to enable our clinic to open; and to recruit an outstanding Lead Therapist & Clinic Manager, Shaaron Powell - who is a trained Occupational Therapist. We are also so grateful to all who have donated and volunteered so far, and to St Peter's Church, Brockley for their ongoing support.

In our year of preparing for and opening the second local Growing Hope clinic, Growing Hope Brockley has worked tirelessly to lay good foundations for the clinic, under the supervision of Naomi Graham (CEO & Founder of Growing Hope). Our 'Friends & Family' Online Launch event was well received, and enjoyed by many - helping us to spread the word about the charity. We offer our sincerest thanks to all the performers who gave up their time to entertain us and create a very special evening. We had a variety of performances from singers, dancers, a poet, and even Guvna B and Penny McNamee.

Since our clinic officially launched in October, GHB has already seen a positive impact on the lives of the children and families who have been involved from Lewisham and Southwark. We have loved hearing the stories from Shaaron of how the children and families have seen breakthroughs in their everyday life, as well as placing a high level of appreciation on the opportunity

to pray together. The clinic continued to provide therapy in person, when possible; and Shaaron has created new groups to deliver much-needed support online during this time.

2020 was a year of preparation: the Trustees worked hard to set up everything that was needed, and to promote the charity and generate interest and support. We have seen continued growth in our occupational therapy service in just a few months. We ended 2020 with a waiting list of families who would benefit from therapy.

As I write this letter we continue to look to the future and we are in the process of planning our next virtual, Covid-secure fundraising events in 2021; and starting 3 new support groups online.

Please join us in continuing to pray for Growing Hope Brockley, and for all the families we have connected with so far, and those with whom we will see in the coming year.



Chloe Stephens
Chair of Trustees



“We have loved hearing the stories from Shaaron (Lead Therapist) of how the children and families have seen breakthroughs in their everyday life.”

TRUSTEES REPORT

The board of trustees presents its report and financial overview for the year 23 March 2020 - 31 December 2020. Growing Hope Brockley was registered with the charity commission as a CIO on 23 March 2020, charity number 1188708. Our current trustees are Chloe Stephens, Jeni Noel, Ana Kyle, Francesca Bignoux and Imogen Sutherland.

Growing Hope Brockley provides free therapy services for children and young people with additional needs and their families living in Lewisham and Southwark. Our aim is to provide a holistic service which supports parents, carers and siblings - as well as the children and young people themselves. Details of our charitable objectives are on page 12 and stories of our impact can be found throughout this report.

We are confident that Growing Hope Brockley has carried out its charitable objectives in 2020 and acted in the interests of the public benefit. We have referred to the Charity Commission's guidance on reporting on public benefit when preparing this annual report. Growing Hope Brockley provides intervention and support to children and families in need, regardless of income. These services are provided by our one member of staff and in the future may be provided by freelancers (registered healthcare professionals), with the help of volunteers where necessary, in accordance with charity policy and standards of good practice. We have many volunteers without whom we would not have been able to launch Growing Hope Brockley in 2020, and we are extremely grateful for their support.

Since our launch we have:

- Provided occupational therapy for 10 children and have a waiting list for future sessions.
- Seen over 100 individuals and organisations give financially to our work.
- Raised £34,612 to grow hope in the lives of people in Lewisham and Southwark.




Chloe Stephens
Jeni Noel
Ana Kyle
Francesca Bignoux
Imogen Sutherland





OBJECTIVES

In accordance with its charity constitution, Growing Hope Brockley has sought to achieve the following aims and objectives in the year dated 23 March 2020 to 31 December 2020

The advancement of health and wellbeing for the public benefit by the provision of a therapy clinic run in accordance with Christian principles for children and young people (0-18) with additional needs and their families living in the Brockley area. In particular, but not exclusively, by:

 Registered healthcare professionals providing assessment, advice and intervention, and other services as the trustees see fit

 Provision of sibling, parent and carer support groups and courses, and other services as the trustees see fit.

 The advancement of the Christian faith through the opportunity to engage in conversation about faith and spiritual wellbeing and to receive prayer, and other such invitations as the trustees see fit.



HOPE FOR CHILDREN

We have provided free occupational therapy in the St Peter's Brockley church building. We have provided assessment, intervention and parent support.



HOPE FOR FAMILIES

We have achieved this objective through Shaaron Powell's (Lead Therapist and Clinic Manager) completion of When Dreams Change Facilitator Training. This will enable us to host parents courses in 2021. We have also supported the families of children who have attended clinic.



HOPE IN JESUS

We have supported families of children with additional needs to access church services and feel a part of the St Peter's Brockley community. We continue to provide the opportunity for families to participate in prayer at the end of their clinic session.

Since our launch in October 2020, we have received sixteen referrals and have supported ten children with occupational therapy.



15.5% of
children in
the UK have
additional
needs ¹

9 in 10 autistic
people worried
about their mental
health during
lockdown ²

A 2020 Ofsted
report found a
loss of learning
and social skills in
children following
lockdown ³

“From the first day
there was a team of
people ready to help
wherever needed.”



CLINIC MANAGER'S MESSAGE

The Growing Hope Brockley Clinic opened on the 20th of October 2020 with one referral and a great expectation.

Firstly, a huge thank you needs to be extended to the St Peter's Brockley church team who partnered with Growing Hope to open a clinic in the church to support the needs of their surrounding community; who prayed each week for every step in the process of setting up the clinic (I will get to this later); and who helped in spreading the news and making the community aware of our service. From the first day there was a team of people already so excited to have Growing Hope Brockley, and ready to help wherever needed.

Secondly, a very big thank-you to the trustees who started prior to me, making my job a possibility and hosting an incredibly successful virtual fundraising event. They have been a wealth of wisdom, support and encouragement.

Thirdly, the Growing Hope umbrella who have answered numerous questions, handed over many helpful resources and made starting a clinic so much easier having their template and experience to refer to.

Before opening day there were a number of essential administrative tasks, from agreeing budgets to ordering equipment, and working out storage to connecting with the community. Somehow things were all in place for the first day, but I was a little disappointed at having only one referral. However, this changed very quickly with two new referrals coming in on opening day, and another five by the end of the week making the clinic at full capacity. It did not take long for a waiting list to start and the huge need for the service to become very

evident. All of the referrals were made by parents who were so thankful for support that they had tried to get from other services; but were on long waiting lists for or did not meet criteria.

Over the last three months, the Growing Hope Brockley Clinic has received sixteen referrals and supported ten children. The sessions have been incredibly successful with the children making positive changes and achieving their goals. Positive feedback has been received from both parents and children who have found value and joy in the sessions.



Shaaron Powell
Clinic Manager/Lead Therapist

HOPE FOR CHILDREN

Since our launch we have worked with 10 children on a 1:1 basis. Several of our sessions and assessments were completed on a virtual basis with families when lockdown measures or isolation meant that it was not possible to see families in person.

Where virtual sessions took place these were usually only 30 minutes as children found it more difficult to participate on Zoom. We are currently providing occupational therapy for children with additional needs in Lewisham and Southwark. Each child received an assessment and then a four to six week block of weekly intervention sessions to support them in reaching their therapy goals.


Therapy services have been provided by:

 **Shaaron Powell** (occupational therapist), our Lead Therapist and Clinic Manager.

OUTCOME MEASURES

At Growing Hope we are committed to providing a high quality of clinical services and therefore we place a high importance on our outcome measurement. We use a combination of non-standardised feedback forms and a standardised measure, the Goal Attainment Scale (GAS).⁴ GAS is an outcome measure that is commonly used in research to show the effectiveness of therapy services.⁵ GAS enabled us to set three goals for each child and young person in a conversation between themselves, their parents and the therapist. These goals follow 'SMART' goal standards: Specific, Measurable, Achievable, Realistic and Timely. Each goal is designed to be achievable within the block of sessions a child is undertaking.



A photograph of a young child with blonde hair and black-rimmed glasses, wearing a black shirt. The child has a small bandage on their right index finger and is reaching out with their hand towards a tablet. The tablet screen displays a close-up of a smiling woman with blonde hair. The scene is set against a bright blue background. A red and black object, possibly a toy or part of a machine, is visible in the bottom right corner. A large, semi-transparent yellow circle is overlaid on the left side of the image, containing text.

“The sessions have been incredibly successful with children making positive changes and achieving their goals. Positive feedback has been received from both parents and children who have found value and joy in the sessions.”

- Shaaron Powell / Lead Therapist

MAYA'S STORY

Maya is a six year old who carried such joy and was a delight at every encounter. Maya was referred to the Growing Hope Brockley Clinic by her great aunt due to difficulties with everyday activities such as using a knife and fork, doing up buttons, tying shoelaces, handwriting, and washing. Following occupational therapy assessment three goals were chosen:

- To independently tie her school shoelaces by the end of the therapy block.
- To hold her pencil with just enough pressure to write or colour effectively by the end of the therapy block.
- To maintain an upright sitting posture for a 10 minute writing task without verbal prompts by the end of the therapy block.

Maya was the first child to complete a block of six sessions at the Growing Hope Brockley Clinic. Her great aunt continued practising the strategies at home on a daily basis which resulted in her achieving all of her goals. By the end of the block Maya was more confident and would attempt tasks rather than her immediate response of 'I can't'.

"The sessions Maya had were a massive help to us both, she has gained so much more confidence and now able to support herself a lot more than you."

- Maya's Great Aunt



“The sessions Maya had were a massive help to us both, she has gained so much more confidence.”

SUPPORTER ENGAGEMENT

Volunteers play a big part in enabling Growing Hope Brockley to operate. The trustees would like to say a big thank you to each and every individual who has supported Growing Hope Brockley in the past year.

The trustees also want to recognise the role of our partnership church, St Peter's Brockley, in facilitating this level of support and volunteering. Without the church community, Growing Hope Brockley would be unable to continue to support children, young people and families.

SUNDAY VOLUNTEERS

Part of Growing Hope's vision is to see children and young people with additional needs and their families be supported to access church if they'd like to. Next year we are excited to see Growing Hope Brockley become more of a part of kids ministry at St Peter's and we continue to pray for Growing Hope families to access church.

ONE-OFF VOLUNTEERS

Our one-off volunteers for our launch event were so valuable in enabling the 'Friday Night in' to be a success. We are extremely grateful to all the musicians and entertainers who offered up their time to serve at this event. There was a variety of performances from singers, dancers and poets.

PROCEDURE

All regular volunteers provide two references, and any volunteer who works with children provides two references and completes a DBS check. Regular volunteers have a volunteer agreement which is in no way legally binding, but helps Growing Hope Brockley and the volunteer to agree the role in which they volunteer.



FRIDAY NIGHT IN PERFORMERS

- Lily beck
- Johann Ting
- Erika Felici
- Jehovah Jireh Haven home in South Africa
- Marley Eliza Hart
- Akor Opaluwah
- Jenny McNamee
- Guvna B
- Aislin Green
- Elevate (Springs Dance Apprentices)



“I originally got involved with Growing Hope after seeing a call out for someone to help take minutes for the first trustee meeting of Growing Hope Brockley. I was a member at St.Peters and was looking for ways to get involved with local projects. At this first meeting, I realised this was something that I’d love to be more involved with and put my name down for the fundraising committee.

When lockdown hit, this all changed and as well as minuting trustee meetings via zoom we ended up planning our launch event online. As I was furloughed I had plenty of time to help wherever I could, before, during and after our amazing first event. The team of trustees were lovely and it was a pleasure to help them. This is why, when asked, it was a no brainer for me to join them as the fundraising trustee. I’m sure it’s going to be a major learning curve, but I’m excited to watch the clinic grow and see the incredible work of Growing Hope spread across Lewisham and Southwark.”

- Imogen Sutherland /
Fundraising Trustee




TED'S STORY

Ted is a delightful 3 year old boy who sings to indicate his wants and has an infectious giggle. Ted came to the clinic after his mother completed a referral to improve his fine motor skills and upper limb function. However, through further discussion it was agreed Ted's limited range of what he would eat, was more of a priority, and feeding sessions would be the best use of time. A goal was set for Ted to trial three new foods by the end of the six sessions. Ted is yet to complete all of his sessions but has already made great gains, eating a carrot, trying a piece of cake and generally showing more interest in food. Ted's parents have taken on board the advice, and put strategies in place during their meals at home. Ted's mother has referred to the clinic room as being "magic", where Ted spontaneously does things he had never done. She also acknowledged changes he has made at home, such as Ted will now feeding his parents and showing interest in them eating. Although gains with feeding difficulties are small, it is important to remember that there are 32 steps to actually eating food and Ted's mother is incredible at acknowledging the small steps Ted is progressing in.

"We have been so so happy with the advice and support you have provided us. We came to you with a very specific area of need, you were able to take a step back and look at Ted's full picture - and are now supporting us with something I didn't even know we could get help with. What I mean is that as a parent I didn't even know I could ask for help with Ted's fear of new foods, which has a huge impact on his everyday life - but you really listened to what I said, and drew the issues out. Since then we both really look forward to coming to our sessions, and the recommendations you have made are so practical and enabling. I feel like we can use your advice every day, and it is helping us all as a family to work through different situations. The approach you take is so kind and so responsive to Ted's needs. Each time we leave with your advice and your prayers, and I really like both. Thank you for all of your time and advice."

-Ted's Mum

A young boy with short brown hair and black-rimmed glasses is captured mid-jump on a blue trampoline. He is wearing a grey textured jacket over a black long-sleeved shirt and black pants. His arms are outstretched to the sides, and his legs are bent in a jumping motion. To his right, another child is partially visible, holding a green and black soccer ball. The background is a plain white wall with a dark wood baseboard. The floor is covered with a red carpet. A semi-transparent purple circle is overlaid on the lower-left portion of the image, containing white text.

“We can use your advice every day, and it is helping us all as a family to work through different situations.”

FINANCIAL REVIEW

The trustees present an overview of the charity's finances for the period 23 March 2020 - 31 December 2020. Growing Hope Brockley currently runs with one unrestricted fund and does not have any restricted funds. Funds left in reserve at the end of the financial period: £24,337.

We received an income of £34,612

- £13,486 from voluntary income
- £20,000 from grant income
- £1,125 from fundraising activities

We had an expenditure of £10,275

- £42 on raising funds
- £10,234 on charitable activities

This is in line with expectations for the end of our financial year, and is enough funding to continue to run sustainably. The trustees are confident that there is going concern to continue the charity for the year ahead.

Our launch event helped raise funds and the profile of Growing Hope Brockley. We are currently planning for future virtual events. We took part in Growing Hope's charity wide #GiveBack2020 campaign which made us a small amount of income. We have set up Amazon Smile and Give as you Live to enable regular supporters to donate as they shop at no extra cost to them. We would like to thank Stewardship for donating £20,000 grant for the set up of Growing Hope Brockley.

MANAGEMENT OF FINANCIAL RISK

We aim to hold at least three months' of our outgoings in reserve. We raise our income through regular giving, fundraising events and grants. We aim to increase regular giving in order to have further sustainable finances to enable us to provide our therapy services.



stewardship[®]
transforming generosity



“By the end of the therapy block Maya was more confident and would attempt tasks rather than her immediate response of ‘I can’t’.”



RISK MANAGEMENT

The trustee's take risk management seriously and have identified the following risks and put in place processes to mitigate them.

FINANCIAL RISK

Hold the equivalent of three months regular expenditure in reserves.

Organise monthly fundraising meetings and plans.

Send regular finance updates to Growing Hope umbrella charity.

Follow policies and procedures outlined by Growing Hope umbrella charity.

IT SECURITY AND DATA PROTECTION

Follow data protection policy provided by Growing Hope umbrella charity.

Files accessed on a needs basis within google drive.

Encrypted clinic software (Canopy) for all clinical notes .

All computers password protected.

All reports and appointment letters sent to families password protected.

SAFEGUARDING

All trustees have undergone reference and DBS checks.

Any volunteers or staff working with children have undergone referencing and DBS checks.

All volunteers and staff are aware of safeguarding policy and procedures

HEALTH AND SAFETY

Follow risk management policy outlined by Growing Hope umbrella charity which includes health and safety guidelines.

Public liability insurance is in place.

Day-to-day risk assessments are carried out by all staff and volunteers within their roles.

COMPROMISING CHRISTIAN IDENTITY AND VALUES

Hope in Jesus continues to be core to the charity's messaging.

Everyone is welcome regardless of their background.

Each family who attends the clinic has the opportunity to choose to participate in prayer.



“The approach you take is so kind and so responsive to Ted’s needs. Each time we leave with your advice and your prayers, and I really like both.”



ST PETER'S
BROCKLEY



'Growing Hope is an incredible charity. Since talking to Growing Hope about setting up a clinic in Brockley, I've been blown away by their professionalism, commitment to the vision and love for the families they seek to give hope to. Our clinic started just one month ago and was full within 2 weeks of opening. The families it serves have genuinely fallen between the cracks of the care system and have been overwhelmed by the quality and the kindness of the care they've been given by Growing Hope. As a church leader, I am particularly encouraged by the link our therapist provides between the families in our local community and our Sunday worship services and the fact that Growing Hope offers prayer in way that is appropriate but incredibly effective. We already have families who wouldn't normally go to church returning to sessions with stories of the difference prayer has made to their child's week. Despite only starting the clinic a month ago, we are already looking at ways we can offer more sessions in the week given the overwhelming need in our area and the power of offering hope in Jesus as part of our care and love for families with children with additional needs. My prayer is that many more churches partner with Growing Hope so that they exceed their vision to see twenty more clinics by 2030 and I will be encouraging every church in our network to meet with Naomi Graham (Growing Hope's CEO) so that other localities can benefit from Growing Hope's replicable model themselves.'

Ben Jones, Vicar, St Peter's Church Brockley - second Growing Hope partnership church

Structure, Governance & Management

Growing Hope Brockley is a registered charity in England and Wales, and is run in accordance with its charity constitution. Growing Hope Brockley works in partnership with St Peter's Brockley and Growing Hope (umbrella charity).

As a CIO, if Growing Hope Brockley is wound up, the members of the CIO have no liability to contribute to its assets and no personal responsibility for settling its debts and liabilities. The trustees also hold Trustee Indemnity insurance of £100,000 for Executive Risks. Insurance is provided via Growing Hope umbrella charity (CaSE combined policy 013633/03/19).

EMPLOYEES

Growing Hope Brockley employs Shaaron Powell as a Lead Therapist and Clinic Manager 3 days a week. Shaaron attends Growing Hope Brockley Trustee meetings and is not party to any decisions regarding her salary or employment.

All staff and volunteers have undergone safer recruitment checks.

GOVERNANCE AND PARTNERSHIPS

Growing Hope Brockley is a CIO that runs in partnership with Growing Hope (umbrella charity). It is Growing Hope's second clinic and receives governance, policy, insurance, clinical supervision and training from the umbrella. It provides financial reports to the umbrella and, with parental consent, shares stories from the clinic. Growing Hope Brockley also partners closely with its local partnership church, St Peter's where the lead therapist and clinic manager Shaaron Powell is part of the staff team. St Peter's provides pastoral care for Shaaron.

TRUSTEES

Growing Hope Brockley trustees are members of the CIO and appointed by a resolution at trustee meetings. They are responsible for governance of Growing Hope Brockley, ensuring it is meeting its charitable purposes.





“We came to you with a very specific area of need, you were able to look at the full picture - and are now supporting us with something I didn’t even know we could get help with.”

THE YEAR AHEAD

We loved seeing the charity launch and reach children and families in 2020 despite the coronavirus pandemic. Heading into 2021 we know that virtual clinic will be a significant feature, particularly at the start of the year. However, we remain confident that we will be able to positively impact the lives of children, young people and their families and grow our services.

A key aim of the trustees is to increase our fundraising income through grant applications, events and campaigns. We also endeavor to keep our current staff in position and expand our services as finances allow.

For the next year we have set ourselves these goals:



SERVICES to continue to expand our services as finances allow.



LOCALITY to reach more families living in Lewisham and Southwark.



FUNDRAISING to increase fundraising income through regular giving, grants and supporter engagement.



CONNECTIONS to continue to build relationships with other local services and schools.



CHURCH to see more families that come through the clinic find home in church community.

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**WE BOTH REALLY LOOK
FORWARD TO COMING
TO OUR SESSIONS, AND
THE RECOMMENDATIONS
YOU HAVE MADE ARE
SO PRACTICAL AND
ENABLING.**

– CLINIC PARENT

Growing HOPE Brockley

growinghope.org.uk

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Photographs: Rodycloud Photography, & Rachel Orphan