



Faith Policy

Last Updated: April 2026

Faith Policy

Purpose of this policy

This policy outlines how MENT4's Christian ethos is expressed in practice. It explains how faith shapes our values and approach, while ensuring that all work remains inclusive, respectful and appropriate for people of all beliefs and backgrounds.

MENT4 is a values led organisation. Faith informs our culture, but it must always be handled with care, integrity and respect.

Our foundation

MENT4 was founded with a Christian vision to see young people supported, restored and inspired with hope. Our values are shaped by principles such as:

- compassion
- integrity
- humility
- service
- respect
- belief in the potential of every young person

These values guide how we work, how we treat others and how we make decisions.

Our approach to faith in practice

MENT4 does not require young people, staff or partners to share the same beliefs.

We are committed to:

- working with people of all faiths and none
- creating inclusive environments
- respecting different beliefs and perspectives
- ensuring no one feels excluded or pressured
- focusing on support, not conversion

Faith should never be imposed.

Working with young people

When working with young people, staff must:

- not impose personal beliefs
- not pressure young people to engage in faith-based activity
- not use their role to influence belief
- respect the beliefs of the young person and their family
- only engage in faith discussions where appropriate and welcomed

If faith conversations arise naturally, they should be handled with care and respect.

Staff responsibilities

Staff are expected to:

- uphold MENT4's values
- treat others with respect regardless of belief
- maintain professional boundaries
- avoid using their role to promote personal beliefs
- support an inclusive environment

Staff may hold personal beliefs, but these must not impact fair and appropriate practice.

Inclusivity and respect

MENT4 values diversity of belief.

Staff must:

- respect all faiths and worldviews
- avoid judgement or assumption
- create space for different perspectives
- ensure no one feels excluded

Working with partners

MENT4 may work with a range of partners, including faith based and non-faith based organisations.

Staff should:

- represent MENT4 professionally
- respect the context of the partnership

- ensure practice remains inclusive
- maintain clear boundaries

Concerns or complaints

Any concerns about how faith is being expressed or handled should be raised.

This may include:

- feeling pressured or uncomfortable
- concerns about inappropriate conversations
- exclusion based on belief

Concerns should be raised with a line manager or senior leader.

Breaches of this policy

Failure to follow this policy may result in:

- supervision or guidance
- further training
- review of practice
- formal action where necessary

Serious breaches may be treated as misconduct.

Final note

MENT4's faith foundation shapes who we are, but it must always be expressed with humility, respect and care. Our role is to serve young people and communities in a way that is inclusive, safe and supportive for all.

This document has been approved by:

Luke Peters
Executive Director

A handwritten signature in grey ink, appearing to be "L. Peters".

Helping young people discover what they are MENT4

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