



Chorley Parish Church of St. Laurence
in the Church of England Diocese of Blackburn

Neurodiversity Policy and Statement

Issue 1: October 2025

Next Review: October 2026

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1. Introduction

At St Laurence's we believe every person is made in the image of God and is valued, loved, and welcomed. We recognise and celebrate the diversity of God's creation, including the different ways people think, learn, communicate, and experience the world.

This policy sets out our commitment to ensuring that neurodivergent people are supported, included, and enabled to flourish as part of our Church family.

2. Definition of Neurodiversity

Neurodiversity refers to the natural differences in human brain functioning. This includes, but is not limited to, autism, ADHD, dyslexia, dyspraxia, Tourette's, and other conditions that affect perception, communication, attention, learning, and behaviour.

3. Our Commitments

Inclusion and Respect

We will ensure that all people, regardless of neurodivergence, are welcomed into the life and worship of the Church. We will seek to create an environment where difference is respected, not judged.

Accessibility

Services, events, and activities will be designed with accessibility in mind, including sensory needs, communication styles, and different learning preferences. Quiet spaces will be available where possible. Printed and digital materials will, where practical, be available in accessible formats.

Awareness and Training

Clergy, staff, and volunteers will be encouraged to develop awareness and understanding of neurodiversity through training and resources. We will promote a culture of patience, empathy, and flexibility.

Participation

Neurodivergent people will be encouraged and supported to participate fully in the ministries of the Church, including leadership roles, worship, volunteering, and decision making. Adjustments will be made where appropriate to enable full involvement.

Pastoral Care

We will offer sensitive pastoral care that recognises the particular needs and experiences of neurodivergent individuals and their families. We will listen, learn, and respond to feedback to improve our support.

4. Implementation

This policy will be shared with staff, volunteers, and the congregation. The PCC will review the policy annually. We will seek to work with local organisations and charities to improve accessibility and inclusion.

5. Conclusion

We affirm our commitment to being a Church community where everyone belongs, differences are celebrated, and all are supported to encounter God and grow in faith.

6. Authorised

Signed: *Neil Kelley*

Name: Fr. Neil Kelley
Position: Rector

Date: 11/11/2025

Signed: *Alex Barrack*

Name: Alex Barrack
Position: Church Warden

Date: 11/11/2025

Version History					
Version	Date	Detail	Author	Approved	Date
1.0	October 2025	New policy	J. Prowse	PCC	11/11/2025

Neurodiversity Statement for St. Laurence's Parish Church, Chorley

At St. Laurence's, we celebrate the richness of God's creation and the unique ways people experience the world. We are committed to being a Church where everyone belongs and is valued.

We recognise that some people think, learn, and communicate differently. This is called neurodiversity and includes autism, ADHD, dyslexia, dyspraxia, Tourette's and other conditions.

Our Promise:

- Everyone is welcome and respected.
- We aim to make worship and activities accessible to all.
- Quiet spaces are available for those who may feel overwhelmed.
- We will listen, learn, and make adjustments to support inclusion.
- We encourage full participation in Church life, including worship, ministry, and leadership.

We believe every person is made in the image of God. Together we seek to be a community where all can encounter God's love and grow in faith.