



Child & Youth Code of Conduct

Policy No: NHCB 004

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1. Commitment to Child Safety

New Hope Brisbane is committed to providing a **safe, supportive, and nurturing environment** for all children and young people participating in our ministries and activities.

We recognise that children have the right to:

- Feel safe and protected
- Be respected and valued
- Participate in ministry free from harm, abuse, or exploitation
- Be heard and supported

All workers share responsibility for ensuring that **child safety is prioritised at all times**.

2. Scope

This Code of Conduct applies to all individuals engaged in ministry involving children or young people, including:

- Employees
- Volunteers
- Pastors and ministry leaders
- Contractors
- Interns and trainees
- Any other persons involved in church programs involving children

These individuals are referred to collectively as “**workers**.”

All workers must comply with this Code of Conduct.

3. Blue Card and Screening Requirements

Workers engaged in regulated child-related activities must:

- Hold a **current Blue Card (Working with Children Check)** where required.
- Notify the church if their **Blue Card status changes**.
- Participate in **child safety training and induction**.

No person may work with children if they are **legally prohibited from doing so**.

4. General Expectations

Expectations	Appropriate	Inappropriate
General Behaviour	<ul style="list-style-type: none"> ● Act in the best interests of children ● Provide a safe, inclusive and supportive environment ● Treat children and young people with respect, fairness and dignity ● Maintain appropriate professional boundaries ● Encourage children to express concerns and ask questions ● Follow all church child safety policies 	<ul style="list-style-type: none"> ● Engage in behaviour that shames, humiliates or frightens a child ● Use physical punishment ● Engage in grooming behaviours ● Act in ways that place children at unnecessary risk
Positive Interaction with Children	<ul style="list-style-type: none"> ● Be positive role models ● Encourage children's participation ● Respect children's privacy and personal boundaries ● Listen to children and take their concerns seriously 	<ul style="list-style-type: none"> ● Show favouritism ● Develop exclusive relationships with children ● Spend unnecessary time alone with a child ● Give gifts to individual children without approval from leadership
Physical Contact	<p>Physical contact must always be:</p> <ul style="list-style-type: none"> ● Appropriate ● Non-threatening ● Public and observable ● Age and developmentally appropriate <p>Appropriate contact may include:</p> <ul style="list-style-type: none"> ● Assisting with activities ● Providing first aid ● Comforting a distressed child ● Appropriate encouragement (e.g., high-fives) 	<ul style="list-style-type: none"> ● Hit, slap, push, or physically punish a child ● Engage in sexual or intimate contact ● Touch a child in a way that may be perceived as inappropriate
<p>Social Media</p> <p>Workers should exercise caution when interacting with minors on social media</p>	<p>Where communication occurs via social media, it should:</p> <ul style="list-style-type: none"> ● Be ministry related ● Include group channels or oversight ● Maintain professional boundaries 	<ul style="list-style-type: none"> ● Initiate private messaging conversations with minors ● Develop personal online relationships ● Share inappropriate content
Text Messaging Minors	<ul style="list-style-type: none"> ● Use texting for ministry communication only ● Prefer group messaging ● Copy another leader or parent where possible ● Communicate during appropriate hours 	<ul style="list-style-type: none"> ● Workers must not engage in ongoing private text conversations with minors.
Photography, Video and Media	<ul style="list-style-type: none"> ● Ensure parental consent has been obtained ● Take images that are appropriate and respectful ● Use images only for approved ministry purposes 	<ul style="list-style-type: none"> ● Take images in private areas ● Share images on personal social media without permission

5. Supervision and the Two-Leader Rule

Where possible, ministry activities involving children must follow the **two-leader rule**, meaning:

- At least **two approved adults should be present**
- Workers should avoid being **alone with a child**

Where one-on-one interaction is necessary:

- It must occur in a **visible or open environment**
- Other adults should be **aware of the interaction**

6. Digital Communication

All digital communication with children must be **transparent, appropriate and accountable**.

Workers must:

- Use **approved ministry communication channels where possible**
- Communicate for **ministry purposes only**
- Maintain **professional boundaries**
- Avoid secrecy in communication

Parents or guardians should be included in communications where appropriate.

7. Online Ministry Groups

Online communication groups (e.g., messaging apps) must:

- Be created by **approved leaders**
- Have **at least two leaders with administrative access**
- Be monitored regularly

Parents should be informed about the existence of these groups.

Inappropriate behaviour within groups must be **addressed immediately**.

8. Consent for Images

Written parental consent must be obtained before using images of children.

Images may be used for:

- Church website
- Church social media
- Promotional materials
- Church publications

Parents must be able to **opt out of image use**.

9. Transportation of Children

Transport arrangements must prioritise safety and accountability.

Workers must:

- Obtain **parental permission before transporting children**
- Follow church-approved procedures
- Ensure compliance with road safety law

Leaders Transporting Children

Where leaders transport children:

- Drivers must hold a **valid driver's licence**
- Vehicles must be **registered and insured**
- Seatbelts must be worn
- Where possible, **more than one child or another adult should be present**

Workers must never transport a child **without parental knowledge or approval**.

10. Excursions and Off-Site Activities

Off-site activities must:

- Have **appropriate supervision**
- Include **risk assessments**
- Require **parental consent**

Emergency contact details must always be available.

11. Overnight Activities

Where overnight activities occur:

- Male and female participants must be **appropriately supervised**
- Sleeping arrangements must be **appropriate and safe**
- Workers must never share a **bed or sleeping space with a child**

12. Alcohol, Drugs and Smoking

Workers must not:

- Consume alcohol or drugs while supervising children
- Attend ministry activities while impaired

Smoking or vaping must not occur **around children**

13. Reporting Concerns

Workers must report:

- Suspected abuse
- Inappropriate behaviour
- Policy breaches
- Child safety concerns

Reports must follow the church's **Child and Youth Risk Management Strategy reporting procedures**.

Workers must **never ignore or minimise concerns raised by a child**.

14. Breaches of this Code

Breaches of this Code may result in:

- Additional training or supervision
- Removal from ministry
- Disciplinary action
- Reporting to authorities where required

15. Worker Declaration

I confirm that I have read and understood the **New Hope Brisbane Child & Youth Safety Code of Conduct**.

I agree to comply with these standards while serving in ministry with children or young people.

Name: _____

Signature: _____

Date: _____