

Kambu Aboriginal and Torres Strait Islander Corporation for Health

Child Safeguarding Code of Conduct

At Kambu Aboriginal and Torres Strait Islander Corporation for Health (the Company) safeguarding children and young people is an organisational cultural responsibility, a strategic priority and a shared commitment across our sector.

We affirm that every child and young person deserves to feel and be safe, respected, valued and empowered, regardless of background, identity or system involvement.

This Child Safeguarding Code of Conduct outlines the standards of behaviour expected of all Company representatives. It makes sure that our actions consistently uphold the safety, dignity and rights of children and young people, and that our environments – physical, digital and relational – are places where they feel safe, respected and empowered.

Grounded in cultural safety, healing-informed practice and child rights, this Code reflects our zero-tolerance approach to abuse, neglect, exploitation and discrimination. It reinforces our commitment to continuous improvement, accountability and sector-wide leadership.

We recognise that safeguarding is a shared responsibility. Every person connected to the Company, regardless of role, location or level of contact, plays a vital part in creating environments where children and young people can grow strong in their identity, culture and community.

This Code is aligned with the Queensland Child Safe Organisation system, the National Principles for Child Safe Organisations and the values that underpin Aboriginal and Torres Strait Islander ways of knowing, being and doing. It is designed to guide our conduct, strengthen our confidence and support a culture of safety, accountability and respect across all parts of our work.

This Code complements the Child and Young Person Safeguarding and Wellbeing Policy and is guided by the Company's Cultural Safety Framework, which outlines our shared responsibilities for creating culturally safe, healing-informed and community-led environments.

Legislative References

- Cultural Safety Framework
- Child and Youth Risk Management Framework
- *Child Safe Organisation Act 2024 (Qld)*
- National Principles for Child Safe Organisations

Safeguarding Behavioural Standards

This Code sets out the behavioural standards and expectations for how all Company representatives must act to uphold the safety, wellbeing and cultural rights of Aboriginal and Torres Strait Islander children and young people. They are grounded in our commitment to cultural safety, healing-informed practice and child rights, and reflect the values that underpin a child-safe organisational culture and practice.

These standards are informed by the Company Cultural Safety Framework, which defines the cultural rights, expectations and practices that must guide our conduct with children, young people, families and communities.

These standards apply across all environments, including in-person, online and community settings, and guide our conduct, decision-making and relationships with children, families, communities, colleagues, as well as our community and sector partners and stakeholders.

Breaches to behavioural standards and this Code may result in disciplinary action, termination of engagement and reporting to external authorities.


At the Company safeguarding children and young people is an organisational cultural responsibility, a strategic priority and a shared commitment across our sector.

Behavioural Expectations

All company representatives must:

1. Act in the Best Interest of Children and Young People
 - Prioritise safety, wellbeing and dignity in all decisions and actions
 - Empower children and young people to express their views and participate in decisions that affect them
 - Respond proactively and sensitively to any concerns, disclosures or allegations of harm

2. Promote Equity, Inclusion and Cultural Safety
 - Respect and affirm the diverse identities, backgrounds and abilities of all children and young people
 - Embed culturally safe and healing-informed practices, particularly for Aboriginal and Torres Strait Islander children, young people and families
 - Act in ways consistent with the Company's Cultural Safety Framework, making sure cultural authority, identity and community-defined safety guide all interactions
 - Challenge stereotypes, racism, discrimination and exclusion in all forms

- 
3. Maintain Respectful Boundaries and Relationships
 - Uphold professional boundaries at all times
 - Avoid behaviour that could be perceived as grooming, favouritism or overly personal
 - Ensure physical contact is appropriate, consent-based and culturally respectful
 4. Embed Safe Online and Digital Engagement
 - Use only approved organisational platforms to communicate with children and young people
 - Avoid private messaging, social media contact or sharing content without informed consent and legitimate purpose
 - Follow the Company's digital safety protocols and relevant legislation
 5. Model Respectful and Protective Behaviour
 - Treat children, families and colleagues with respect, empathy and fairness
 - Intervene when witnessing harmful or unsafe behaviour
 - Use positive behaviour support strategies and avoid punitive or shaming approaches
 6. Identify, Report and Respond to Concerns
 - Know and follow all legal and organisational obligations for reporting child abuse, neglect, exploitation and family violence
 - Report concerns promptly, even if the alleged perpetrator is a colleague or a leader
 - Support children and young people sensitively if they disclose harm or risk
 7. Uphold Confidentiality and Information Privacy
 - Protect the privacy of children, young people, families and communities in accordance with legislation and policy
 - Share personal information only when legally required or necessary to protect a child or young person
 - Obtain informed consent before recording, sharing or discussing sensitive information
 8. Support Participation and Feedback
 - Create environments where children and young people feel safe to speak up and contribute
 - Actively seek and respond to feedback from children, young people, families and communities

- Involve children and young people in service design, program delivery and decision-making
9. Engage in Continuous Learning and Reflection
- Participate in regular safeguarding, cultural safety and trauma-informed training
 - Reflect on personal practice and unconscious bias
 - Seek guidance when unsure and contribute to a culture of openness and improvement
10. Champion Safeguarding Culture
- Take personal responsibility for upholding the Company's safeguarding standards
 - Encourage others to act safely and ethically
 - Speak up and challenge unsafe or disrespectful behaviour

Reporting and Accountability

The Company is committed to making sure that all concerns, disclosures and allegations relating to the safety and wellbeing of Aboriginal and Torres Strait Islander children and young people are taken seriously, responded to promptly and managed with integrity and cultural sensitivity.

Protection and Support

The Company will protect the rights and wellbeing of children and young people throughout any reporting or investigation process.

Individuals who report concerns will be supported and protected from reprisal.

Cultural safety and healing-informed practice will guide all responses, including engagement with families, communities and member organisations.

Consequences for Breaches

Breaches of this Code may result in disciplinary action, including suspension, termination of engagement and referral to external authorities.

Serious breaches, including unlawful conduct, will be reported to the Police and other relevant bodies as required.

The Company may also refer matters to member organisations, regulatory agencies or oversight bodies where appropriate.

Continuous Improvement

Cultural safety indicators and expectations outlined in the Company's Cultural Safety Framework are embedded in quality, risk and compliance systems.

The Company will regularly review safeguarding policies, procedures and reporting mechanisms in consultation with member organisations and communities.

Feedback from children, young people, families and staff will inform improvements and strengthen accountability.

All representatives are expected to contribute to a culture of openness, learning and continuous safeguarding improvement.

Related Policies and Documents

- Child and Young Person Safeguarding and Wellbeing Policy