Chabad of RARA
RARA Foundation

Child Participation and Empowerment Framework

This document identifies the Child Safety and Wellbeing Policy for Chabad of RARA (ABN 97 611 110 706, and RARA Foundation (ABN 12 672 653 833).
Board approval date: 1/7/2026
Responsible officer: Rabbi Menachem Aron, Child Safety Officer / Program Leaders
Review cycle: Every two years

Purpose

Chabad of RARA and RARA Foundation recognises that children and young people are experts in their own lives. Their views help us design safer, more welcoming and more effective programs. We support children to participate in decisions affecting them in ways that are age-appropriate, voluntary and inclusive.

Our commitments

We will:
• tell children about their rights, including their right to feel safe, be respected and speak up
• encourage children to share views about programs, activities, risks and improvements
• listen without judgement and explain how their feedback is considered
• provide child-friendly information about how to raise a concern or make a complaint
• support children who need communication, accessibility, cultural or language adjustments
• respect privacy and avoid requiring children to share personal experiences
• involve parents and carers in ways that support, rather than override, children’s voices.

Practical methods

Program leaders will build participation into program design and review. Depending on the age and setting, this may include:
• short check-ins at the beginning and end of sessions
• anonymous feedback forms or online polls
• child-friendly discussion about what helps participants feel safe

• opportunities for children to suggest activities, rules or improvements
• family feedback about accessibility, inclusion and child safety
• targeted consultation when planning new programs, travel, events or online activities.

Safe feedback and complaints

Every child will be told who they can speak to if something does not feel right. Children may speak to any trusted RARA adult, the Child Safety Officer, a parent or carer, or another appropriate external support. No child will be punished, embarrassed or disadvantaged for raising a concern.

Inclusion and cultural safety

Participation must be safe and meaningful for Aboriginal children, children from culturally and linguistically diverse backgrounds, children with disability, children living away from home, LGBTIQ children and children with different family circumstances. RARA Foundation will seek reasonable adjustments and advice where needed.

Using feedback

Program leaders record themes from feedback, identify improvements and communicate back to children and families where practical: “You told us; we did.” Significant child-safety feedback is escalated under the reporting procedure.

Review

The Board reviews evidence of participation and feedback at least annually as part of child-safety oversight.