# Chabad of RARA
# RARA Foundation

## Child Safety and Wellbeing Policy

This document identifies the Child Safety and Wellbeing Policy for Chabad of RARA (ABN 97 611 110 706, and Chabad of RARA and RARA Foundation (ABN 12 672 653 833).
Approved by: RARA Board
Effective date: 1/7/2026
Next review: Within two years of approval, or earlier following a child safety incident, near miss, material change to services or relevant law.
Policy owner: RARA Board / Child Safety Officer

## 1. Purpose

Chabad of RARA and RARA Foundation is committed to the safety, wellbeing and empowerment of every child and young person who participates in, or comes into contact with, our programs and services. This policy sets out how we create and maintain child-safe physical, online and outreach environments.

Chabad of RARA and RARA Foundation delivers services through Chabad of RARA, including RARA Kids, the RARA Jewish Mobile Public Library and related education, community, holiday, pastoral and outreach programs. We work across metropolitan, rural, regional and remote Australia, including through online delivery, home and community visits, events and travel-based outreach.

## 2. Scope

This policy applies to every person who works for or represents Chabad of RARA and RARA Foundation, whether paid or unpaid, including Board members, employees, educators, program leaders, volunteers, contractors, consultants, students and visiting providers. It applies to all child-related work undertaken by Chabad of RARA and RARA Foundation, in person and online.

Children and young people means persons under 18 years of age.

# 3. Our commitment

Chabad of RARA and RARA Foundation has zero tolerance for child abuse, harm, exploitation, grooming, neglect, discrimination, racism, bullying and other conduct that may compromise a child's safety or wellbeing. We will take all concerns seriously and respond promptly, respectfully and in accordance with the law.

We recognise that children have a right to be safe, heard, respected and included. Their best interests guide our decisions. We support the participation of children and young people in matters that affect them, in ways appropriate to their age, maturity and circumstances.

# 4. Child safety responsibilities

The Board is responsible for governing and overseeing Chabad of RARA and RARA Foundation's child-safety culture, approving this policy, monitoring compliance and ensuring adequate resources, systems and review.

The Child Safety Officer is the designated point of contact for child safety concerns, supports staff and volunteers to respond appropriately, maintains relevant records and escalates matters where required. The Board has appointed and published the Child Safety Officer and alternative contact set out in this policy.

All Board members, staff, educators, volunteers and contractors must:
• comply with this policy, the Child Safe Code of Conduct and applicable laws
• complete required screening, induction and ongoing child-safety training
• immediately report child safety concerns, disclosures, allegations or breaches
• maintain professional boundaries and act in the best interests of children
• contribute to a culture where children and adults can safely raise concerns.

# 5. Participation, equity and inclusion

We welcome and respect children of all backgrounds, identities and abilities. We take active steps to promote cultural safety for Aboriginal children; inclusion for children from culturally and linguistically diverse backgrounds; safety for children with disability; and respect for children of all genders, sexualities and family structures.

We will listen to children and families, make information accessible, respond to feedback, and provide reasonable adjustments so that children can participate safely and meaningfully. Racism, discrimination, harassment, bullying and exclusion are not tolerated.

# 6. Safe recruitment, screening and training

Chabad of RARA and RARA Foundation uses child-safe recruitment and engagement practices. Before a person undertakes child-related work, we assess their suitability for the role and, where required or appropriate, obtain and verify a current Working with Children Check, referee checks and any other checks required by law or our procedures.

All personnel receive child-safety induction before commencing child-related work and receive regular training on their responsibilities, professional boundaries, recognising and responding to harm, mandatory reporting, online safety and record keeping. Chabad of RARA and RARA Foundation maintains a register of checks, training and renewals.

# 7. Child Safe Code of Conduct and professional boundaries

All personnel must follow the Child Safe Code of Conduct. In particular, they must:
• communicate with children respectfully, openly and in age-appropriate ways
• avoid being alone with a child where practical and maintain observable and interruptible environments
• use only approved communication channels for program-related contact with children
• never engage in sexualised, exploitative, humiliating, discriminatory, intimidating or grooming behaviour
• not give secret gifts, seek private social-media contact, or communicate privately with children outside approved program arrangements
• obtain required parent or guardian consent for participation, transport, images and online activities
• promptly report any concern about a child's safety, wellbeing or a breach of this policy.

Breaches may result in restriction of duties, suspension, termination of engagement, referral to external authorities or other corrective action.

# 8. Safe programs, travel and online delivery

Before activities are delivered, Chabad of RARA and RARA Foundation identifies and manages risks to child safety. Risk management includes location, travel, supervision, transport, accommodation, emergency communication, accessibility, safeguarding arrangements and the suitability of third parties.

For online programs, including RARA Kids, we use secure platforms and age-appropriate settings; seek parent or guardian consent; keep access links and participant information

protected; and use appropriate supervision, communication and recording arrangements. One-to-one online contact with children must occur only where authorised, necessary and appropriately safeguarded.

When activities involve travel, home visits, events or regional outreach, the responsible program leader must ensure appropriate supervision, parental communication, child-safe transport and accommodation arrangements, and a clear escalation process.

# 9. Responding to concerns, disclosures and complaints

All child safety concerns, disclosures, allegations and complaints are treated seriously. If there is an immediate risk to a child's safety, contact emergency services on 000.

Personnel must report concerns immediately to the Child Safety Officer or, if that is not appropriate or available, to the alternative contact or Board Chair. They must also make any report required by law directly to Victoria Police, Child Protection or another relevant authority. A person must not investigate an allegation themselves, promise secrecy, or delay a report to seek internal approval.

Chabad of RARA and RARA Foundation will respond in a child-focused, trauma-informed and culturally safe manner. We will support the child and their family, protect privacy, avoid victimisation and make external referrals where appropriate. We will comply with the Reportable Conduct Scheme where it applies.

A child, parent, carer, staff member or community member may make a concern or complaint by:
• speaking to the Child Safety Officer or an authorised RARA leader
• contacting Rabbi Menachem Aron, Child Safety Officer: 0413 365 770 or info@rara.au
• contacting Amanda Gecelter, alternative contact: 0436 666 572 or amanda@rara.au
• contacting the Board Chair if the concern involves the Child Safety Officer or a senior leader.

# 10. Records, privacy and information sharing

Chabad of RARA and RARA Foundation makes and securely keeps full, accurate and timely records of child-safety concerns, disclosures, complaints, incidents, actions and outcomes. Access is limited to people who need the information to protect a child or meet legal obligations.

Information is handled sensitively and confidentially, except where it must be shared to protect a child, comply with the law, respond to a report or support an investigation. Records

are retained in line with legal requirements and Chabad of RARA and RARA Foundation's record-keeping procedures.

# 11. Risk management and continuous improvement

Child safety is considered in planning, delivery and review of all programs. We consult, where suitable, with children, families, staff, volunteers and relevant community representatives about child safety and wellbeing. We monitor concerns, incidents, feedback and near misses to improve our systems.

This policy is reviewed at least every two years and earlier where needed. Changes will be approved by the Board and communicated to personnel, children and families in accessible ways.

# 12. Related documents and legislation

This policy operates with Chabad of RARA and RARA Foundation's:
• Child Safe Code of Conduct
• child-safety concerns and complaints procedure
• recruitment, screening and supervision procedure
• risk-management plan
• online safety and communications procedure
• incident reporting and record-keeping procedure
• staff and volunteer induction and training plan.

Relevant Victorian legislation includes the Child Wellbeing and Safety Act 2005 (Vic), the Child Safe Standards, the Worker Screening Act 2020 (Vic), the Working with Children Regulations 2016 (Vic), the Children, Youth and Families Act 2005 (Vic), and the Crimes Act 1958 (Vic).

# Document control

Version: 1.2
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Child Safety Officer: Rabbi Menachem Aron, 0413 365 770, info@rara.au