Chabad of RARA
RARA Foundation

Child Safety Training and Induction Plan

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
Training coordinator: Rabbi Menachem Aron, 0413 365 770, info@rara.au
Review cycle: Annual, and after any material change or significant incident.

Purpose

Chabad of RARA and RARA Foundation ensures that Board members, staff, educators, volunteers and relevant contractors understand their child-safety responsibilities and can recognise, prevent and respond to harm.

Induction before child-related work

Before commencing child-related work, every person must:
• receive the Child Safety and Wellbeing Policy and Child Safe Code of Conduct
• complete an induction covering reporting pathways, professional boundaries, online safety, privacy, supervision and emergency responses
• understand who the Child Safety Officer and alternative contact are
• provide required evidence of screening and agree to comply with Chabad of RARA and RARA Foundation procedures
• sign the Code of Conduct acknowledgement.

Core annual training

At least annually, all Board members, staff and volunteers with child-related responsibilities complete training or a documented refresher covering:
• the Victorian Child Safe Standards and Chabad of RARA and RARA Foundation’s child-safety system
• recognising child abuse, grooming, neglect, bullying, discrimination and other harm
• how to respond to a disclosure and make an internal or external report

• mandatory reporting and Reportable Conduct Scheme responsibilities, where applicable
• safe professional boundaries and appropriate physical contact
• cultural safety, inclusion and supporting children with disability
• online-program safeguards and appropriate digital communication
• record keeping, privacy and information sharing
• risk assessment for events, travel, home visits and online sessions.

Role-specific training

Program leaders, Child Safety Officers and people supervising others receive additional training relevant to their role. Online educators receive specific guidance on virtual classrooms, authorised communications, participant privacy, recordings and escalation during online delivery. People who organise travel, visits or events receive training on supervision, transport, emergency response and risk management.

Training records

The training coordinator maintains a register recording each person’s name, role, induction date, training completed, due date for refresher training and any follow-up required. The register is reviewed at least quarterly. A person who has not completed required training must not undertake unsupervised child-related work.

Evaluation and improvement

Chabad of RARA and RARA Foundation seeks feedback on training, tests understanding where appropriate, and updates content after legislation changes, incidents, near misses, complaints or changes to services.