



Recruitment, Screening, Blue Card and Workforce Compliance Policy

Current as at 30 August 2026. This policy supports safe recruitment and workforce compliance for staff, tutors, contractors and volunteers.

1. Purpose

Araya Tuition aims to recruit and supervise suitable people who can work safely and respectfully with children and young people.

This policy is intended to align with Queensland Blue Card requirements, child and youth risk management expectations, child protection obligations and Araya's internal child-safe standards.

2. Screening and Suitability

Before commencing child-related work, workers may be required to provide identity information, referees, qualifications, experience, declarations, role information and any required Blue Card or exemption evidence.

Araya may decline, pause or end a role where suitability, compliance, safety, conduct or supervision concerns arise.

3. Blue Card and Compliance Records

Eligible staff, tutors, contractors and volunteers must hold and maintain the required Blue Card or exemption status before undertaking regulated child-related work.

Araya will maintain records of Blue Card status, expiry dates, declarations, induction, training, role descriptions and compliance follow-up.

4. Induction and Supervision

Workers must complete relevant induction before supporting students. Induction may include child safety, privacy, supervision, attendance, emergency response, conduct, reporting and role boundaries.

Araya may supervise, review and give directions to workers to protect students, families, records and program quality.